



52nd Annual Iowa Governor's Safety & Health Conference

October 24 - 25, 2023

The Meadows Events & Conference Center, Altoona,



KIM REYNOLDS
GOVERNOR

OFFICE OF THE GOVERNOR

ADAM GREGG
LT GOVERNOR

October 24, 2023

Dear Safety Professionals,

On behalf of the State of Iowa, it's our pleasure to welcome you today to the 52nd Annual Governor's Safety and Health Conference hosted by the Iowa Occupational Safety and Health Advisory Council.

Advancing safety in the workplace is a very important role. A strong and vibrant economy relies on healthy and safe workers. We applaud the work you do every day to minimize injury to workers and ensure workplaces and work processes are safe. We are proud of the work you do every day to protect your employees so they can return home safely to their families each night.

This conference and the work of the Occupational Safety and Health Advisory Council is dedicated to sharing best practices and good ideas that you can take back to the factory floor, construction site, food processing facility and all other places of work.

We're confident that the knowledge and skills you gain at the Governor's Safety Conference will be invaluable in promoting workplace safety, preventing injury and saving lives across Iowa.

Thank you for what you do every day to make a difference for employees and employers. Enjoy the conference.

Best regards,

A handwritten signature in blue ink that reads "Kim Reynolds".

Kim Reynolds

Governor of Iowa

CONFERENCE SPONSORS



IOWA
ASSOCIATION OF MUNICIPAL
UTILITIES



THE WALDINGER CORPORATION



SCHOLARSHIP SPONSORS

Jack Beno and Bill Dickinson Memorial Fund

Dave Hraha



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Hawkeye Chapter

Margret Meade

Alicia Thomas

Joseph Mullen

IOWA OSH ADVISORY COUNCIL

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Director of Safety
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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 bcsp.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.

General Credit

General participation and education certificates will be available upon request after completion of the electronic post-conference evaluation from the Heartland Center of Occupational Health and Safety. 8 contact hours will be awarded for 2 day attendance.

SCHEDULE – TUESDAY, OCTOBER 24

12:00 – 1:00 PM	Registration and Exhibits	
1:00 – 1:20 PM	Conference Opening Presenting Colors – Polk County Sheriff's Honor Guard Opening Remarks – Larry Johnson Jr., Director	Bishop Ballroom
1:20 – 2:20 PM	Keynote Speaker – Brenda Clark Hamilton, "You Got This"	
2:20 – 2:50 PM	Exhibitor and Networking Break	
2:50 – 3:30 PM	Iowa OSHA Update – Peggy Peterson	Bishop Ballroom
3:30 – 4:10 PM	Panel Discussion: Cyber Risk— James Pray, Jim Hoflen and Karen DeBartolo	
4:15 – 6:00 PM	Exhibitor Reception	

Exhibitor Reception

Tuesday, October 24
4:15 PM – 6:00 PM

You don't want to miss this exciting event hosted by the conference exhibitors.

Special Demonstrations

“



“Hazard Lab” by Missouri On-Site Safety and Health Consultation Program

Description:

The “Hazard Lab” provides actual, physical examples of hazards small employers may have at their worksites.



SCHEDULE – WEDNESDAY, OCTOBER 25

7:00 – 7:45 AM Breakfast, Registration and Exhibits

7:45 – 8:00 AM Morning Announcements **Bishop Ballroom**

8:00 – 9:00 AM **Keynote Speaker – Bob Edwards, Intro to Human and Organizational Performance**

9:05 – 10:05 AM Breakout Session 1

Skinner A Missouri OSHA Hazard Lab Aaron Weaver, Larry Booton

Skinner B Don't Get Stopped in Your Tracks Steven Fry

Skinner C Avoiding Mistakes in Environmental Compliance: What to do when they happen James Pray

Salon 2/3 Occupational Health Nurse and the Safety Professional Cristin Eichenberger, Michael Kloth

10:05 – 10:35 AM Exhibitor and Networking Break

10:35 – 11:35 AM Breakout Session 2

Skinner A Intro to Learning Teams Bob Edwards

Skinner B Don't Get Buried Alive Jerry Eslick

Skinner C Are you ready to publish your OSHA 300 Logs...you better get it RIGHT! Steve Flann

Salon 2/3 Preventing Workplace Burnout Nicholas D'Amico

11:40 – 12:40 PM Lunch, Gary Hawk Award and Scholarship Presentation

12:45 – 1:45 PM Breakout Session 3

Skinner A Achieving VPP from a Safety Professional's Perspective Robert Archibald

Skinner B The Ethics of Using Chatbots in OSH Thomas Peters

Skinner C Say THIS, Not THAT Brenda Clark Hamilton

Salon 2/3 Recent Case Law Updates and Analysis of the Iowa Workers Compensation System Post 2017 Legislative Changes Ben Merrill

1:45 – 2:55 PM Breakout Session 4

Skinner A Preventing Your Worst Day from Occurring Joe Melton

Skinner B Making Prequalification Easy and Painless David Bougger

Skinner C Mental Health First Aid as a workplace safety, well-being, and culture strategy Megan Hammes

2:50 – 3:05 PM Exhibitor and Networking Break

3:05 – 4:05 PM **Keynote Speaker – Dr. Claire Muselman, The Psychology of Caring for Workplace Injuries: Science of Benefits Extend Beyond the Injured Human**

Bishop Ballroom

4:10 – 4:30 PM **Closing Announcements**

KEYNOTE SPEAKERS

Brenda Clark Hamilton



Brenda Clark Hamilton is a dynamic keynote speaker who offers fresh perspectives in leadership, communication, team building, and offering one's personal best to life, relationships, and career.

Brenda launched her speaking business in the fall of 2005, by offering training to businesses in her northern Iowa community. She spoke at her first statewide conference in 2008. Since that time, she has become a nationally recognized conference speaker and audience favorite, speaking at approximately 100 events each year, in every industry imaginable.

Audiences are quick to note Brenda's sense of humor, in-depth knowledge, high energy, and skill at keeping them engaged. Her recent speaking venues have included several trips to Colorado Springs to provide professional development for the United States Olympic & Paralympic Committee. Her first international speaking event—to attendees from London, Dublin, and New York City—was virtual and mid-pandemic, in spring of 2021.

Brenda's career experience includes coordinating professional development for 1200 Iowa teachers. She holds a Master's degree in education.

Please visit Brenda's website, at www.BrendaClarkHamilton.com.

KEYNOTE SPEAKERS

Bob Edwards



Bob Edwards is a Human & Organizational Performance (HOP) practitioner and co-founder of HOP Learning Teams. His work experience includes time as a maintenance man, soldier in the U.S. Army, a design engineer, maintenance and technical support leader, safety leader and assistant plant manager.

Dr. Claire Muselman



Dr. Claire Muselman is a distinguished figure in the field of workers' compensation, renowned for her expertise, innovative thinking, and relentless dedication to transforming the risk management and insurance landscape. As the founder of CM Advising, a highly regarded consulting firm, she brings a unique blend of passion, purpose, and energy to her work, sprinkling it with a touch of glitter and sparkles. With an illustrious career spanning nearly two decades in the insurance industry, Dr. Claire has emerged as a game-changer and thought leader in workers' compensation. Her notable achievements include pioneering the Workers' Recovery Unit and establishing the Workers' Compensation Center of

Excellence, marking significant milestones in the field. As a prior co-host of the acclaimed claims podcast, ADJUSTED, and co-founder of The Transitions, she continually contributes to shaping the discourse in workers' compensation. Dr. Claire's expert insights are sought-after as she serves as a weekly contributor for Featured News on WorkersCompensation.com, a monthly editorialist for The Experts View on WorkersCompensation.com, and a monthly contributor for Captive.com, where she passionately advocates for innovation in the workers' compensation space.

GENERAL SESSION DETAILS

Tuesday, October 24 | Bishop Ballroom

1:20 PM | Keynote: You Got This

Brenda Clark Hamilton, Fresh Coffee, Professional Growth Programs—Owner

Brenda Clark Hamilton is a dynamic keynote speaker who offers fresh perspectives in leadership, communication, team building, and offering one's personal best to life, relationships, and career. Brenda launched her speaking business in the fall of 2005, by offering training to businesses in her northern Iowa community. She spoke at her first statewide conference in 2008. Since that time, she has become a nationally recognized conference speaker and audience favorite, speaking at approximately 100 events each year, in every industry imaginable.

In her conference you will find strategies for confidence and excellence in every area of your life. Participants will also take the "Are You Gritty?" quiz and will learn what an eight-second video clip can teach us about who we allow in our inner circle. Join us for this dynamic session and leave with valuable take-home strategies for developing confidence and offering your personal best to your life, relationship, and career.

2:50 PM | Iowa OSHA Update

Peggy Peterson, Bureau Chief, Iowa OSHA Consultation and Education

Everything you wanted to know about Iowa OSHA but were afraid to ask. This presentation is to inform the audience what is OSHA's hot topics and what were the stats last year. We would like to help employers move forward to identify hazards and trends that are causing or likely to cause serious injuries or illnesses.

3:30 PM | Panel Discussion: Cyber Risk

Karen DeBartolo, Cyber Technology Professional, Information Risk Management, Nationwide Insurance

James Pray, J.D., University of Iowa Law School, Partner, BrownWinick Law Firm

Jim Hoflen, CISM, Cybersecurity Advisor, Cybersecurity and Infrastructure Security Agency (CISA)

Cybersecurity goals aim to protect sensitive data, ensure system integrity, minimize cyber risks, comply with industry regulations, and cultivate cyber awareness. The participating panelist will provide expertise on how to reduce vulnerabilities, protect information, and how a cyber invasion could affect not only your workplace but how you, as an employee, could be affected personally.

GENERAL SESSION DETAILS

Wednesday, October 25 | Bishop Ballroom

8:00 AM | Keynote: Intro to Human and Organizational Performance

Bob Edwards, is a Human & Organizational Performance (HOP) practitioner and co-founder of HOP Learning Teams

A discussion on the principles of Human & Organizational Performance and how they apply in the work (and personal) world. HOP is a movement towards using the social sciences to better understand how to design resilient systems.

3:05 PM | Keynote: The Psychology of Caring for Workplace Injuries: Science of Benefits Extend Beyond the Injured Human

Dr. Claire Muselman, CM Advertising

Dr. Claire Muselman is here to motivate & inspire with her infamous glitter & sparkles. After two decades in the insurance industry, Dr. Claire explains how the important elements of leadership make an incredible impact on workers' compensation: looking at medical, legal, compliance, & administrative angles from biology, psychology and sociology perspectives. What you do matters! Reinvigorate your purpose in workers' compensation, you can make a valuable impact, regardless of your position.

BREAKOUT SESSION DETAILS

Wednesday | 9:05 AM | Breakout Session 1

Skinner A : Hazard Lab

Missouri On-Site Safety and Health Consultation Program

The “Hazard Lab” provides actual, physical examples of hazards small employers may have at their worksites. Attendees will walk through the lab, trying their hand at identifying hazards that are present. Once the walkthrough is completed, a presentation is held to provide further information on the hazards.

Skinner B : Don't Get Stopped in Your Tracks

Steven Fry, Safety Superintendent, Northern Plains Rail Companies

This session will guide you how to work safely around railroad equipment.

Skinner C : Avoiding Mistakes in Environmental Compliance: What to do when they happen

James Pray, J.D., Brown Winick Law Firm

I will begin this session with an overview of the of environmental compliance issues that have faced industries in Iowa including the various laws that can be broken and the agencies that must enforce those laws. Next, I will go over some of the steps that can be taken to avoid making those mistakes, whether in training, staffing, or operations. Finally, I will go over what happens when federal and state agencies are forced to take civil and criminal action against companies and their managers and even the low-level employees and how that can play out in administrative, civil, and criminal proceedings.

Salon 2/3 : Occupational Health Nurse and the Safety Professional

Cristin Eichenberger, MSN, COHN-S, Koch Industries

Michael Kloth, Safety Program Specialist, POET LLC

This session will highlight the value of the health and safety professional/occupational health relationship. In this session we will discuss maximizing the OHNs services to provide a better employee and overall safety experience including injury/illness management, reducing compliance risk related to OSHA mandated medical surveillance requirements, and the importance of communication style between the OHN and key stakeholders.

BREAKOUT SESSION DETAILS

Wednesday | 10:35 AM | Breakout Session 2

Skinner A : Intro to Learning Teams

Bob Edwards, is a Human & Organizational Performance (HOP) practitioner and co-founder of HOP Learning Teams

The H.O.P. Learning Team (LT) is a method we have developed, and we use to support Learning and Improving, and it helps us move away from such a strong focus on “who did it” and “root cause”. It helps us understand more about the complexity of issues and to see how many, non-causal conditions can couple in ways that lead to events. LTs help us understand the emergent properties of complex adaptive systems and helps us better understand how workers adapt in real time to produce success.

Skinner B : Don't Get Buried Alive

Jerry Eslick, Professional Rescue Innovations, Owner

This session will cover the OSHA standard CFR 1926 Subpart P, all employees must be trained in hazard recognition and the proper way of working in and around construction excavations sites. The standard covers general requirements, soil classification, sloping and benching, timber shoring for trenches, aluminum hydraulic shoring, alternatives to timber shoring, selection of PPE.

Skinner C : Recordability

Steve Flann, SMS, CSP, Sr. Director EHSS, Vermeer Corporation

The new recordkeeping rule takes effect January 1, 2024 and we will discuss the key changes to the rule and the impact to your organization. Are you ready for your 300 log to be available to the public? We will also engage in an interactive learning game (Stump the EHS Professional) to ensure proper classification of injuries and learn the finer points of ensuring that your OSHA 300 logs are accurate.

Salon 2/3 : Preventing Workplace Burnout

Nicholas D'Amico, MA, LMFT, COO, Covenant Family Solutions

This session provides information about the prevalence and impacts of burnout. Participants will learn about workplace dynamics that influence employee burnout along with protective factors that all organizations should be aware of. Healthy ways to cope with burnout will also be discussed.

BREAKOUT SESSION DETAILS

Wednesday | 12:45 PM | Breakout Session 3

Skinner A : Achieving VPP from a Safety Professional's Perspective

Robert Archibald, EHS Manager, Collins Aerospace

Are you currently going through the VPP process or thinking about beginning the VPP journey? The VPP process has many benefits including injury/illness reduction, increased employee morale, reduction in workers compensation costs, reduction in insurance costs, and many more. During this roundtable we will discuss the benefits of participating in the VPP process from the viewpoint of a safety professional.

Skinner B : The Ethics of Using Chatbots in OSH

Dr. Thomas Peters, Faculty, University of Iowa College of Public Health

This course will explore the ethics of using chatbots in the profession area of occupational safety and health. First, we will refresh our memory about ethical principles in the field. I will then present a brief tutorial on using a chatbot. Then we will introduce issues to consider in using the output of a chatbot in your work.

Skinner C : Say This, Not That

Brenda Clark Hamilton, Fresh Coffee, Professional Growth Programs—Owner

This engaging and upbeat session will start with a basic definition—and several synonyms—of tact: Finesse, Thoughtfulness, Common Sense, Subtlety, Good Manners. We'll then work into several strategies for being more tactful in everyday interactions, including twenty-five words and phrases to avoid, and several common workplace communications, along with 'less' and 'more' tactful wording. Finally, we will discuss several user-friendly strategies for communicating tactfully and effectively...when the conversation is tense.

Salon 2/3 : Recent Case Law Updates and Analysis of the Iowa Workers Compensation System Post 2017 Legislative Changes

Ben Merrill, J.D. Brown Winnick Law Firm

Discuss new case law developments in Iowa and review best practice strategies from an attorney practicing in the area of worker's compensation. Furthermore, this presentation will discuss the status of Iowa's Worker's Compensation now that the 2017 legislative changes have taken full effect. Discussion

BREAKOUT SESSION DETAILS

Wednesday | 1:45 PM | Breakout Session 4

Skinner A : Preventing Your Worst Day From Occurring

Joe Melton, VP of Industry Services, MBI

In this session we will define and discuss what a SIF (Severe Incident and Fatality) is, and how we can potentially prevent these exposures. The speakers will discuss events each have been involved with, and lessons learned, while showing results from those corrective actions to ensure these events do not happen again. In this session, Joe will guide attendees through several different tools to assist in the identification of SIF Potential activities, and tasks that are most commonly performed in their respective industries. In the pursuit of Mission Zero towards Zero fatalities in the workplace, we are in a constant marathon of doing things better than we did yesterday.

Skinner B : Making Prequalification Easy and Painless

David Bougger, Corporate Safety Manager, Waldinger Corp.

Pre-qualifying is an integral part of both securing projects as well as vetting what contractors you wish to work in your facility. It can be challenging to determine what metrics will be the determining factors in making your selections, but this session will help to identify what indicators you should be paying attention to as well as how to impact them as a contractor. We will also look at the rising market of third-party pre-qualification services and ways to minimize the time commitment associated with them.

Skinner C : Mental Health First Aid as a workplace safety, well-being, and culture strategy

Megan Hammes, MS, MCHES Owner/Founder, Hammes Homestead and Consulting

One in five US adults faces mental illness, underscoring the need to address mental health in the workplace. Workplace stress leads to 120,000 US deaths annually, while the WHO recognizes burnout as an occupational hazard. In 2019-2021, 65% of American workers reported significant work-related stress. The construction industry stands out for having a suicide rate four times the national average. To combat this, workplace safety should extend to mental well-being. The Substance Abuse and Mental Health Services Administration (SAMSHA) recommends Mental Health First Aid (MHFA) training as one of its evidence-based practices. MHFA equips individuals to identify, understand, and respond to mental health challenges. Like CPR, MHFA helps in crisis and non-crisis situations, connecting individuals with professional help. This training fosters a safer and more supportive work environment, emphasizing physical and mental well-being.

In this session, you'll learn about the research behind MHFA and different settings that it can be applied in as well as outcomes.

MEMORIAL SCHOLARSHIPS

Since 1977, the Iowa Governor's Safety & Health Conference has awarded more than **\$176,850** in scholarships to students in occupational safety at five Iowa colleges. We are proud to announce that in 2023 we are awarding **\$10,500** in scholarships to Iowa students.

These scholarships will be presented during lunch on Wednesday, October 25. Please join us in supporting the educational efforts of these deserving recipients.

Jack Beno Scholarship

Emily Huber
University of Iowa

Bill Dickinson Scholarship

Ernesto Mendez
University of Iowa

Iowa Occupational Safety & Health Advisory Council Scholarship

Anna Proctor
University of Iowa

Elizabeth Foster
University of Iowa

Elijah Bowman
Iowa State University

Zachary Wiggins
Iowa State University

Alexander Barnett
University of Iowa

Holly Rowland
University of Iowa

Sierra Virden
University of Iowa

2022 Scholarship Award Winners



The 2022 scholarship award winners were Mallory Leazer, Lauren Barlow, Valerie Boksa, Spencer Baker and Tavion Yrjo.

PAST SCHOLARSHIP WINNERS

2022

Valery Boksa, *U of I*
Spencer Baker, *U of I*
Mallory Leazer, *ISU*
Lauren Barlow, *U of I*
Tavion Yrjo, *ISU*

2021

Alessandra Pratt *U of I*
Kelsey Strandberg, *U of I*
Liam Gleason *ISU*
Spencer Baker *U of I*
Anna Proctor *U of I*
Mallory Leazer *ISU*
Abby Espinosa-Gonzales *ISU*

2020

Nastaran Moradi *U of I*
Lindsay Heck *U of I*
Christian Feye *ISU*

2019

Priyanka Vakkalanka *U of I*
Allison Persing *U of I*
Daniel Chapman *ISU*

2018

Shelby Clark *U of I*
Misha Griffis *U of I*
Johnathan Hughes *ISU*

2017

Darrin Thompson *U of I*
Shaunae Alex *U of I*
Ria Gasaway *ISU*

2016

Laura Hallett *U of I*
Sai Ramaswamy *ISU*
Mahmoud Metwali *U of I*

2015

Kayla Faust *U of I*
Sarah Ischer *U of I*
Ayrton Williams *ISU*

2014

Levi Mines *U of I*
Maya Ramaswamy *U of I*
Maria Melendez *ISU*

2013

Mark Schall *U of I*
Kelsey Smithart *U of I*
Derek Boshold *ISU*

2012

Kelsey Smithart *U of I*
Jessica Mills *U of I*
Mitchel Steffes *ISU*

2011

Nirmalla Barros *U of I*
Nathan Brayman *ISU*
Adrienne Horne *U of I*

2010

Lauren Gant *U of I*
Mitchell Kange *U of I*
Abby Harper Maples *U of I*

2009

Brian Pavilonis *U of I*
Jamie Brown *U of I*
Donna Holzer-Vosbough *U of I*

2008

Lorenza Cena *U of I*
Mallory Johnson *U of I*
Javier Santella Elias *U of I*

2007

Robert Ian Poole *U of I*
Alysha Meyers *U of I*

2006

Adam Riss *U of I*
William Downs *ISU*
James Lindgren *UNI*
Lindsay Parker *U of I*

2005

Kira Campos-Anderson *ISU*
Troy Mills *ISU*
Matthew Murphy *U of I*
Matthew Nonnenmann *U of I*

2004

Nathan Fethke *U of I*
Patrick Murphy *ISU*
Vijay Gola *U of I*
Jeffrey Miller *U of I*
Andrew McNaught *ISU*

2003

Jon Judge *ISU*
Jessica Ferrie *U of I*
Joung Ae Lee *U of I*
Joshua Jacobsen *ISU*
Timothy Powers *ISU*
Ryan Hoenicke *ISU*

2002

Rachel Floit *U of I*
Craig Gehrels *U of I*
Brad Lester *U of I*

Jack Beno Scholarship Foundation

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 & Health Conference and to workplace safety and health throughout Iowa.

Jack was appointed to the Iowa 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 Scholarship

Bill Dickinson served the State of Iowa through his work with the Iowa-Illinois Safety Council, American Society of Safety Engineers, and Nationwide Insurance. His work with the council often overlapped with the Iowa Governor's Safety & Health 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 HAWK SAFETY AWARD WINNER



Ron Demery **Retired Safety Professional**

Ron was Born and Raised in North Central Iowa, where he Graduated from Buena Vista University in 1986. Ron would spend the 90s working for different Industry Associations, primarily working with the membership to navigate new regulatory agencies and standards. Through his various roles within these associations Ron developed the skillset, and industry to trust to startup a Safety and Compliance Consulting organization. Ron would dedicated the next 20 years of his professional career towards advancing industry safety, and ensuring safety programs had everything they needed to keep their people from being

exposed to the most dangerous hazards within their profession.

During his carrier, Ron lead an effort to bring industry experts together to develop an anhydrous ammonia safety training program that has trained thousands of people. Additionally, he developed a program to train volunteer fire fighters about the hazards of anhydrous ammonia. He brought the real-life situations to firefighters who volunteer giving them life saving guidance about this common product. During the time in his leadership positions, he had the opportunity to speak to organizations across the United States about safety and how to implement a program that included safety for agriculture workers.

Ron mentored, coached, and lead many individuals through and into the safety profession, He has been a trusted partner and advocate for advancing sustainable cultural change in many industries. Ron has left a lasting footprint within Iowa, Safety, Agriculture, and the Communities he has lived in.

PAST GARY HAWK WINNERS

2023
Ron Demery



2021-2022
Dan Deike



2019
Douglas Martin



2018 Jim Withers
2017 Gary Higbee
2016 Cindy Baldwin
2015 Mary Bryant
2014 Marlys Nelson
2013 Dan Broghammer
2012 Dr. Steven Freeman
2011 Rod Swager
2010 Dennis Reichardt
2009 John Izzolena
2008 Ron Snyder
2007 Dr. Denis Zeimet
2006 Jim Hawthorne
2005 Byron Orton
2004 Chet Fuller

2003 Mary Daniel
2002 Emery Sobottka
2001 Don Sullivan
2000 Pat Payton
1999 Ray Forsythe
1998 Phil Mercuris
1997 Chris Constantine
1996 Al Meier
1995 Lora Summerwill
1994 Norm Popenhagen
1993 Marge Connors
1992 Jack Mickle
1991 Melvin Sanders

1990 Kenneth Moore
1989 Ted Wire
1988 Mel Smith
1988 Dr. John Thomas
1988 Virgil Deering
1987 Al Victor
1986 Al Sherrick
1985 Dale Hull
1984 Dr. John Robb
1983 Joe Klinsky
1982 Bob Skinner
1981 Harlan Von Seggern
1980 Jerry Addy

About the Gary Hawk Award

In 1996, the annual Iowa 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

EDUCATIONAL OBJECTIVES

Clark Hamilton: Learners will learn several strategies for being more tactful in everyday interactions and in workplace communications.

Peterson: Participants will be able to identify current National Emphasis Programs (NEP)

Peterson: Participants will be able to identify additional resources

Pray, Holden, DeBartolo: Gain insight from experts on catastrophic cyber risks, challenges, available tools and methods to address these risks.

Edwards: Understand the operational philosophy of beliefs vs. behaviors and explain how to create a positive movement of operational intelligence.

Stark: Know how to identify hazards in the hazard lab and the ways to correct them.

Fry: How to keep you and your employees situationally aware.

Pray: Identify possible new areas of environmental compliance that need to be considered .

Pray: Know what steps need to be taken when there is a compliance problem.

Eichenberger: Identify the role of the occupational health nurse.

Eichenberger: Identify how the H&S professional and OHN can partner to implement a proactive injury/illness management approach.

Kloth: Identify how the H&S professional and OHN can partner to implement a proactive injury/illness management approach.

Edwards: Understand the key concept of “Industrial Empathy” in a Learning Team.

Edwards: Learning Team members should understand and be able to explain how to help the organization build stronger and more sustainable defenses to improve the reliability and resilience of their operations.

Eslick: Recognition of typical trench and excavation collapse patterns, the reasons trenches and excavations collapse, and the potential for secondary collapse.

Eslick: Identification of the resources necessary to conduct safe and effective trench and excavation emergency operations.

Flann: Learn the four categories for the new recordkeeping rule.

Flann: Utilize key tools to help determine OSHA recordability.

D’Amico: Identify the signs, symptoms, and both organizational and individual impacts of burnout.

D’Amico: Identify workplace solutions to minimizing burnout and healthy ways for individuals to cope with impacts of burnout.

Archibald: During this session participants will discuss the relationship of participation in the VPP program and the overall benefits on a company’s safety and health program.

Peters: Understand how chatbots can be used in your professional work.

Peters: Describe common issues with chatbots to avoid ethical dilemmas.

Clark Hamilton: Participants will learn strategies for gaining confidence to offer their personal best to their career and relationships.

Merrill: Analyze the current state of the Iowa Worker’s Compensation system and identify potential areas to improve/enhance employer’s rights and cost saving opportunities.

Melton: Severe Hazard Identification.

Melton: High-risk exposure mitigation .

Bougger: After this session you will be able to effectively manage your prequalification program as a subcontractor, prime contractor or owner.

Hammes: Gain knowledge of curriculum for Mental Health First Aid to learn about its importance in the workplace setting.

Hammes: Develop or update your own Self Care Action Plan similar to how participants in MHFA will end their training.

Muselman: Explain how a strong workplace culture can have a drastic impact on claims from a personal health and workers’ compensation standpoint.

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