

The Leader



SPRING 2009 >> VOLUME 18 ISSUE 2

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- + Receive recognition for your recruitment efforts in the 2009 Summer issue of *The Leader*.

VPPPA is your network of peers ... help build a bigger and stronger association!

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The Leader (ISSN 1081-261X) is published quarterly for VPPPA members. *The Leader* delivers articles from members for members, safety and health best practices, developments in the field of occupational safety and health, association activities, educational and networking opportunities and the latest VPP approvals. Subscriptions are available for members as part of the membership benefits and at a 50 percent discount beyond the complimentary allotment. Nonmember subscription rate is \$25 a year.

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VPPPA, Inc., a nonprofit 501(c)(3) charitable organization, promotes advances in worker safety and health excellence through best practices and cooperative efforts among workers, employers, the government and communities.



Dear Members,

The dedication of the VPPPA membership to safety and health is unwavering, as can be seen in part through its support of the association and related educational events. As we enter VPPPA's 25th anniversary conference, the association has welcomed almost 250 new members for the 2009 membership year. Additionally, by the end of April, the association reached a member retention rate of 89 percent, which is four percent above last year's retention rate at the same time. Moreover, of the VPPPA chapter conferences that have already taken place, a majority have seen growth in both registration numbers and exhibiting companies. On the national front, our 2009 conference, which will take place in August, has received great interest and support, promising a successful event.

As we begin "Rounding Up 25 Years" at the annual national conference in San Antonio, Texas, it is exciting to see how much the association has grown. It is hard to believe that 25 years ago, a small group of approximately 20 individuals gathered to network and share best practices among other VPP pioneers. Years of feedback and experience, as well as the growth of the conference, have helped shape and reshape this national event. With all of the structural changes to the agenda (see page 23 for more information), one thing has remained steadfast: the VPPPA national conference offers a unique opportunity for peer-to-peer networking among representatives from worksites identified as the best of the best in occupational safety and health and environmental excellence. Proving that professional does not have to equate pretentious, the VPPPA conference holds true to the vision of the VPPPA National Board of Directors of being "the people's conference."

An emerging focus within VPP companies can be seen throughout the annual national conference as well as this issue of *The Leader*. As many companies adopt a more holistic approach to safety and health, corporate wellness programs are on the rise. Similar to preventing unhealthful working conditions and potential safety hazards, many wellness programs strive to promote a healthier lifestyle to prevent health issues and combat increasing healthcare costs. As you flip through this issue and select workshops at the conference, please note the numerous examples of corporate wellness best practices.

As many member-based organizations and conferences have seen dwindling numbers during these tough economic times, the stability and growth of VPPPA exemplifies the dedication and commitment of companies to both the VPP management system and the association. Additionally, a special thank you must go to the VPPPA National Board of Directors for their vision, leadership, support and outreach efforts, as well as the regional chapter boards for their ongoing efforts and devotion. United in our commitment to safety and health excellence, we look forward to celebrating 25 years of steadfastly improved workforce protection nationwide.

Sincerely,

A handwritten signature in black ink that reads "R. Davis Layne". The signature is written in a cursive style with a long, sweeping tail on the last name.

R. DAVIS LAYNE
VPPPA EXECUTIVE DIRECTOR

Capitol Watch



COMPILED BY KOREY BELANGER
>> GOVERNMENT AFFAIRS
COORDINATOR, VPPPA, INC.

Protecting America's Workers Act Reintroduced

On April 23, the Democrats on the House Education and Labor Committee reintroduced the Protecting America's Workers Act (H.R. 2067). The committee, led by U.S. Rep. Lynn Woolsey (D-Calif.), says the legislation will help the nation's health and safety agencies to hold unscrupulous employers accountable for exposing their workers to preventable hazards.

The bill, which was last introduced in 2007, would apply federal safety standards to workers who are not currently covered, increase penalties against employers for repeated and willful violations of the law and protect workers who blow the whistle on unsafe workplace conditions.

"It has been more than 30 years since the passage of the OSH Act, and it is badly in need of reform," stated Woolsey. "This legislation will strengthen OSHA by expanding coverage to millions of workers who are currently unprotected or inadequately protected, increasing civil and criminal penalties for those who violate the law, and by protecting those who blow the whistle on unsafe employer practices."

Promise for OSHA Budget Increase, but No Dollar Amount Released

President Obama's blueprint for the full 2010 budget released on February 26 promised increased funding for the Occupational Safety and Health Administration (OSHA); however the outline, *New Era of Responsibility Renewing America's Promise*, did not provide specific numbers for agencies within departments. The blueprint calls to "vigorously enforce workplace safety laws and whistleblower protections, and ensure the safety and health of American workers," and pledges to increase the Department of Labor's funding to \$13.3 billion from the previous \$12.7 billion.

The House of Representatives approved a \$410 billion omnibus appropriations bill (H.R. 1105) on February 25, which will now be passed on to the Senate and signed by the president. This bill would increase OSHA's budget to \$513 million, a more than \$27 million increase. The National Institute for Occupational Safety and Health would receive \$360 million, while the Mine Safety and Health Administration's budget would increase by more than \$15 million to \$347 million.

President Obama stated that the budget process would be fine-tuned for 2010. "In the little more than a month my administration has had in office, we have not had the time to fully execute all the budget reforms that are needed, and to which I am fully committed. Those will come in the months ahead, and next year's budget process will look much different."

House Democrats to Introduce New Version of OSHA Reform Act

An aide from the House Education and Labor Committee told a gathering of safety and health lawyers on February 26 that the planned bill to reform the Occupational Safety and Health Act will call for reforms to extend federal workplace safety and health protections to public sector and government employees, increase penalties for violations and expand workers' whistleblower protections.

Increasing penalties for violations remains a key goal, more specifically allowing for felony charges available for OSH Act violations. The Department of Justice is "just not anxious to take up misdemeanor cases," the aide noted.

On the other hand, while ergonomics legislation could return in a different form in order to circumvent restrictions imposed by the Congressional Review Act veto of 2001 of the Occupational Safety and Health Administration's ergonomics regulation, the aide stated that ergonomics is a lower priority and no action is expected this year. ★



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In Brief

GAO Advises More Resources to Improve OSHA's Whistleblower Protection Program

The Government Accountability Office (GAO) released a report on February 26, showing that the Occupational Safety and Health Administration (OSHA) should strengthen its whistleblower program by providing investigators with adequate resources and by obtaining better data.

Among the recommendations stated in the report, Whistleblower Protection Program: Better Data and Improved Oversight Would Help Ensure Program Quality and Consistency, it talks about: the establishment of minimum standards for equipment and materials needed by whistleblower investigations; an improved database for the Labor Department's Administrative Review Board to track appeals; the creation of a mechanism to ensure accuracy of the data in the management system; and to ensure that the planned new system includes information on screened out cases.

According to OSHA's data, in 2007 only 21 of the more than 1,800 whistleblower cases that were investigated by the agency resulted in a favorable outcome for the whistleblower. The GAO further advised that OSHA should ensure that independence and accountability are included in its audit directive. In addition, OSHA regional offices should conduct these audits within specific time frames.

Prospective Green Jobs Raise Worker Safety Concerns

The creation of new green jobs for the nation's workforce continues to gain momentum with President Obama's economic stimulus bill, which sets aside \$500 million for green job training, \$5 billion for home weatherization and \$11 billion for advanced transmission line construction. Labor advocates warn of potential threats to worker safety that may be overlooked.

Under the stimulus bill, numerous industry workers are likely going to be put to work, such as welders, electricians, industrial mechanics, engine and machine assemblers and fabricators. However, there is no mention of occupational safety and health in the Task Force report. This is a concern to Chief Operating Officer of Real Estate Development Kelly Saito, who points out that hazards posed by the green effort, such as in building retrofit work, can be dangerous because it requires construction crews to improvise their work processes.

Manager of Government Affairs and Policy for the American Society of Safety Engineers Dave Heidorn also warns of worker safety threats to construction projects, such as building new power facilities. "Wind and solar [power] will have similar construction and manufacturing risks that other industries have. Unlike asbestos, for example, we know the possible risks and, if they are demonstrated, can deal with them before they cost workers, employers and society the kinds of damages asbestos did."

Solis to Prevent Workers' Exposure to Chemical Food Flavorings

On March 16, Secretary of Labor Hilda L. Solis announced the withdrawal of an Advanced Notice of Proposed Rulemaking (ANPRM) for occupational exposure to food flavorings containing diacetyl.

"I am alarmed that workers exposed to food flavorings containing diacetyl may continue to be at risk of developing a potentially fatal lung disease. Exposure to this harmful chemical already has been linked to the deaths of three workers," stated Secretary Solis. "These deaths are preventable, and it is imperative that the Labor Department move quickly to address exposure to food flavorings containing diacetyl and eliminate unnecessary steps without affecting the public's ability to comment on the rulemaking process."

The withdrawal of this chemical will aid in the Occupational Safety and Health Administration's development of a standard to protect workers from serious and sometimes fatal lung disease associated with the exposure called bronchiolitis obiterans. ★

COMPILED BY KOREY BELANGER
>> GOVERNMENT AFFAIRS
COORDINATOR, VPPPA, INC.



OSHA Revises Voluntary Protection Programs:

TWO NEW WAYS TO PARTICIPATE, MOBILE WORKFORCE AND CORPORATE, JOIN TRADITIONAL FOCUS ON INDIVIDUAL FIXED WORKSITES

BY JUDITH WEINBERG >> PROGRAM ANALYST, OFFICE OF PARTNERSHIPS & RECOGNITION, U.S. DOL, OSHA

The Occupational Safety and Health Administration (OSHA) issued important revisions to its Voluntary Protection Programs (VPP). The changes, published as the Notice “Revisions to the Voluntary Protection Programs To Provide Safe and Healthful Working Conditions” in the January 9, 2009 Federal Register (FRN), will become effective May 9, 2009.

Mobile Workforce Participation

One change expected to have a significant impact on VPP is the formal integration of the 2006 VPP Mobile Workforce Demonstration for Construction. The success of this Demonstration, the most recent in a series of initiatives that tested the feasibility of opening VPP to greater construction industry participation, convinced OSHA that the VPP system of safety and health management can be applied effectively to mobile workforces. Construction companies and employers

in other industries whose employees perform work at a variety of locations will have a way to participate in VPP that recognizes and addresses the differences that historically have limited their VPP participation. This option also will be available to employers whose employees work as resident contractors at two or more fixed locations.

A key feature distinguishing the mobile workforce applicant from the traditional site-based applicant will be the opportunity to apply and attain VPP status within a Designated Geographic Area (DGA). This may encompass the boundary of an OSHA Area Office, a state under federal jurisdiction or an OSHA region. After conferring with an applicant and considering the applicant's preference, OSHA will define this geographic area. The initial evaluation process will include an assessment of

the applicant's DGA-wide safety and health management system and onsite evaluations of a sampling of locations. Upon approval, all worksites/projects within the DGA will enjoy the benefits and privileges of VPP participation.

A major beneficiary of this new way to participate will be the construction industry. Industry representatives have worked cooperatively with OSHA for many years, testing revised procedures to open VPP eligibility to more contractors. OSHA looks forward to recognizing growing numbers of models of safety and health excellence among large and small construction companies.

Corporate Participation

The new corporate way to participate meets a different sort of need. The continuing growth of VPP is good news for participating workers and employers, who

experience: reduced injuries, illnesses and fatalities; resultant cost savings, including an often dramatic drop in workers' compensation insurance premiums; and other reported benefits. As word has spread about the desirability of VPP participation, however, OSHA has been challenged to conduct increasing numbers of application reviews, initial onsite evaluations and subsequent re-evaluations.

Large employers committed to bringing multiple facilities into VPP have experienced their own resource challenges. They have had to prepare multiple individual applications that contain repetitive information and then undergo multiple onsite evaluations. Since 2004, the VPP Corporate Pilot has tested ways to provide relief for both OSHA and this subset of employers by streamlining the application and review process and eliminating paperwork redundancies.

The pilot's success has led the agency to include in the VPP revisions a new, corporate way to participate. This option will be available to multi-facility employers prepared to:

- + make a significant commitment to VPP;
- + implement a consistent safety and health management system organization-wide; and
- + provide pre-screening of their applicant facilities and continuing oversight to ensure effective, VPP-quality systems implementation.

The new procedure will allow these organizations to submit their basic safety and health management system documentation just once and have OSHA evaluate the system once. Individual facilities will need to submit only the additional system documentation that addresses site-specific conditions. OSHA's subsequent onsite evaluations will focus on how effectively the management system has been implemented and what additional protective measures are being taken to address site-specific conditions. Organizations that achieve corporate VPP status will be able to use the streamlined application and onsite evaluation processes to bring into VPP individual fixed worksites, all work projects within a DGA or a combination of both.

Additional Changes

The FRN includes several additional substantive changes to VPP.

- + OSHA has incorporated greater flexibility in the VPP Demonstration Program by removing the requirement that Demonstration participants must maintain Star-level safety and health management systems and injury and illness performance levels. Under no circumstances will OSHA allow approval at lower than minimum Merit levels.
- + Outreach and mentoring have been made explicit principles of VPP and are now expectations for VPP participants.
- + The principle of continuous improvement, a longstanding, integral part of VPP previously addressed in the Policies and Procedures Manual sections on evaluation, has been added to the FRN in the new Expectations section.
- + Federal agency applicants/participants primarily engaged in construction activities must follow OSHA's construction regulations and VPP's additional construction requirements. This includes the requirement to include in a participant's injury and illness rates the experience of all employees, including contractors. Previous FRN language did not make this obligation clear.
- + The notice includes a change in the implementation of Star Rate Reduction Plans and 1-Year Conditional status. OSHA will be able to require a 2-year rate reduction plan whenever a Star participant's rates exceed required minimum levels. OSHA may impose 1-year conditional status when an OSHA onsite team identifies a deficiency in a Star participant's safety and health management system.

Reorganizing the VPP Criteria

One of the biggest changes in the latest notice is how different it looks. VPP policy and participant requirements historically focused on the three programs: Star, Merit and Demonstration. Each of these programs allowed only individual, site-based participation.

The addition of new ways to participate has prompted OSHA to restructure the notice to clarify participation options

and procedures. Each way to participate is spelled out individually, with its unique features, Star and Merit requirements and evaluation processes. An interested employer can go to one place within the notice to review relevant information and requirements. OSHA hopes that its reorganization of VPP criteria will help employers and employees identify the most appropriate way to participate and all related requirements.

The backbone of VPP remains its safety and health management system. In prior notices, all system requirements and injury and illness performance requirements were embedded within the Star program section of the notice. Merit and Demonstration program provisions specified how system and performance requirements differed from Star. Now, to emphasize the management system's broad applicability and feasibility – its usefulness for all types of industries, workplaces and participants – the new notice contains a section devoted specifically to the VPP safety and health management system. The system's elements and sub-elements remain consistent with past notices, containing only minor variations to accommodate the different ways to participate.

Impact

The various revisions OSHA has made to VPP will have little or no impact on many current participants. For others, there will be decisions to make and changes to implement. This brief synopsis of VPP's new FRN does not take the place of a careful reading of the notice, which is published in full on OSHA's VPP Web site at www.osha.gov/dcsp/vpp/index.html.

OSHA staff is working on a revised VPP Policies and Procedures Manual, new application and evaluation materials and updating the agency's Web pages. In the meantime, the agency urges you to review the notice. As always, OSHA's regional VPP managers and coordinators and national office VPP staff are available to assist you. It is OSHA's intent that your VPP experience be valuable and improving continually. ★



THE IMPORTANCE OF A Healthy Body

BY AMBER NORRIS, PH.D. >> NUCOR STEEL TUSCALOOSA

With the increasing rate of healthcare costs and the increase of disease in all populations, corporations are realizing the importance of being proactive with health and wellness. Corporate wellness is any type of preventative healthcare measures focused on employee health, well-being and productivity while maintaining, if not increasing, profitability. Corporate health promotion in the workplace is becoming increasingly warranted, especially considering the working adult population spends up to 60 percent of waking hours at work. Not to mention that stress is a major contributor to the healthcare costs of the nation. Stress raises the blood pressure and increases the risk of heart disease and diabetes. Stress and other related health problems are estimated to cost the industry \$500 billion annually in lost production, absenteeism and associated medical costs.

The majority of research findings from workplace health promotion programs report that the main economic benefits of such programs include reduced absenteeism, reduced team member turnover, increased productivity, improved morale and team member retention, reduced frequency of accidents and an improved corporate image. This is usually driven by the fact that the employee maintains a healthier, fuller lifestyle with increased loyalty to the company.

Employers in the U.S. who bear the healthcare costs for their employees can really benefit from implementing health promotions. Results show that team members who participate in worksite fitness programs have increased productivity, are less absent, are injured less, leave the company less frequently and have a higher morale than the non-exercising, less

healthy worker. The amount of financial and human resources allotted to facilitating the programs within corporations will vary but the benefits of implementing physical activity programs and gyms include gains that pay for themselves very quickly and results are seen almost immediately. Companies that implement workplace health promotions are reported to be cost-effective, with immediate returns of \$5 to \$10 per dollar invested.

With that said, pumping money and resources into a program does not always mean success. The foundation for a successful program is the culture that the company instills. If the employees buy into the program and management is behind the ideas and suggestions made, then a strong corporate wellness culture will come to pass.

Companies that still have not bought into the importance and need for a health and wellness program will suffer in the years, if not months, to come. As the economy struggles and healthcare costs continue to rise, any wellness program, no matter how small, will be of great importance for the vitality of a company's workforce and bottom line.

Those involved in corporate wellness programs at this point can expect broader approaches to employee health management. I think you will see health and nutrition programs more readily available to every employee at no cost or reimbursement. Management is seeing more selection in health management services that can be offered to employees from outside resources. In terms of providers for consumers, we should see several online tools for health and wellness

education along with more consumer-based education designed to inform people about how to use insurance in the most cost-effective manner possible. And even more interesting developments could include better facility design to encourage employee activity, an increased number of onsite medical clinics and better management of employee health. Another possibility is higher premiums for those who disregard their health, provided they have no health conditions preventing them from doing so.

I have been lucky enough to work for a company, Nucor Steel Tuscaloosa, Inc., which is progressive when it comes to the health and wellbeing of their employees. We have a plant nurse and a doctor. We are currently in the process of building a new facility which will house a medical clinic that will be capable of distributing several of the top medications used by our employees. Spouses will also be allowed to make use of the doctor. A gym with top-of-the-line exercise equipment will be available to all employees. There will also be a cafeteria geared to offering healthier foods and a training center, which will be used to facilitate health and wellness workshops.

One of the main workshops that we will be providing is the "Healthy Body." It covers four bodily joints that are injured the most in industry and how to keep them healthy. The entire workshop is directed at the anatomy, muscle attachment, joint rotation and overuse of the shoulder, back, hips and knees. Each area will be covered looking at the basic physiological make up, exercises, stretches and therapies for rehabilitation. This will also include tips to increase productivity and decrease absenteeism along with getting employees returning to work quicker following surgery.

For more information on the half-day workshop "Healthy Body," do not hesitate to contact:

+ Amber Norris, Ph.D.
Nucor Steel Tuscaloosa
(205) 562-1167
Amber.norris@nucor.com

Dr. Amber Norris will present a condensed version of "Healthy Body" at the 25th Annual National VPPPA Conference in San Antonio, Texas. Questions are encouraged and participation is a must! ★

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For additional information and up-to-date contacts, please visit
www.vpppa.org/chapters/contacts.cfm

On another note: On behalf of all the staff at ADOSH, we would like to extend a heartfelt thank you to Brian Garabedian of Valero for his dedication, commitment and professionalism as the chairperson of the Region IX VPPPA Chapter over the past two terms (four years). Brian has been a great friend to all of us in the region, government and private sector alike, and has provided leadership and guidance down the VPP path. He will be missed, but he will still be involved and that is great news for all of us. Terry Schulte will replace Brian; ADOSH representatives are looking forward to cultivating this new relationship.

ADOSH continues to work towards the completion of the C-VPP pilot program and has actually received and reviewed construction applications. Onsite visits are expected to take place within the next quarter and hopefully the program can then be extended to qualifying general contractors working within the state.

ADOSH is going to be conducting approximately five re-approval evaluations this year. As you can see, we remain active and committed to the principles of the VPP model and will continue to inform employers and employees about this effective safety and health management system. Hope to see you in Tucson for the conference.

CALIFORNIA

The first coal-fired power plant in California, Ace Trona, had its Cal/VPP Star ceremony on February 17. The site has very strong safety committee meetings and outstanding housekeeping due to safety culture and housekeeping committee.

Johns Manville Willows celebrated their Star achievement in January. The site has done an outstanding job to prepare their application and work with the team during the onsite evaluation. The Johns Manville employees presented their application preparation process at the state VPP workshop in November.

Kinder Morgan employees at Valero Benicia refinery are celebrating the Cal/VPP Star achievement on March 11. They are the third nested contractor in California that received Cal/VPP Star status.

The second re-evaluation at E&J Gallo Livingston was completed by the Cal/

VPP team members and two Special Team Members (STM), Rosa Garza from Frito Lay Modesto and John Wesley from USG Interior Stockton. The Livingston facility made many improvements since its last re-evaluation visit and has an outstanding behavior-based safety program.

Four Safety and Health Achievement Recognition Program (SHARP) sites operated by CalEnergy had onsite evaluation visits during January and are working on the team's recommendations.

Reliant Energy in Oxnard and IBM Almaden Research Center are maintaining excellent communication with the onsite teams and will be ready for the follow-up visits soon.

Toyota NAPCC Ontario facility hosted the Best Practices meeting and State of California VPP workshop. The site provided an outstanding training room and logistics with professional staff for both sessions. The Cal/VPP office is extremely proud to have Toyota NAPCC Ontario as a partner in the VPP program.

California STMs continue to participate in Cal/VPP Star activities such as onsite visits, mentoring and pre-visits. STMs participated in 90 percent of onsite visits during 2008.

Unfortunately, the HP Fremont Star site shut down operation in January 2009.

From February 2009 to June 2010, the state of California employees, including the Cal/VPP office, are on a furlough program and offices are closed first and third Fridays of every month.

IOWA

The Iowa Occupational Safety and Health (IOSH) Program is experiencing optimum participation in all aspects of VPP for the first quarter in 2009.

IOSH is currently reviewing applications from new prospective sites and anticipates several additional sites by year end. Iowa is presently maintaining 39 sites with fast growing mentoring processes spreading in key areas throughout the state.

A best practice in employee wellness programs, for heart and stroke detection, was shared by Goodrich Corporation and created new ways of improving employees'

quality of life. The impact of the screening increased health awareness and saved lives in their aging workforce.

The VPP staff at IOSH have a nonstop commitment in doing their best to reduce workplace injury/illness by spreading the word of the 19 elements within the state.

At this time we have no notifications on current re-approvals.

MARYLAND

The Maryland Occupational Safety and Health (MOSH) VPP added one new Star site to its growing Star field. The newest Star site is the Clean Harbors Environmental Services facility in Baltimore. This site is an EPA permitted facility for the treatment, storage and disposal of hazardous waste. They will be holding their celebration ceremony this spring. MOSH VPP will be conducting two more site evaluations in March and April of 2009 and is currently reviewing two recently received VPP applications. MOSH recently re-approved the Performance Pipe (Div. of Chevron Phillips) facility in Hagerstown as a Continuing Star site. Interest continues to grow in MOSH VPP and several pre-application visits are scheduled for Spring 2009.

Baltimore hosted this year's Region III VPPPA Chapter Conference at the Marriott Waterfront Hotel from April 7-9, 2009. A VPP Application Workshop[®] was offered on April 6 for prospective VPP applicants.

MINNESOTA

Aveda Corporation and Aveda Services, Inc., were each officially awarded the Star designation. Both facilities are located in Blaine. A flag-raising ceremony took place in March to publicly recognize both sites.

A third site, Trident Seafoods Corporation, was recently awarded Star status for their Motely facility.

The program continues to grow with initial or re-approval evaluations expected to be scheduled each month in 2009. In addition, several worksites have confirmed use of Star sites to improve existing safety and health management systems and to assess their level of performance in anticipation of applying for VPP.

NORTH CAROLINA

North Carolina has three Carolina Star re-approvals to report: Nucor Steel Hertford County Plant in Cofield, where they manufacture rolled steel shape; Georgia-Pacific Corporation in Dudley, which works with lumber; and General Electric Company in Mebane, which manufactures switchgear and switchboard apparatuses.

OREGON

Since the last issue, Oregon has approved seven new Star sites, bringing the total to 23 sites.

Approvals:

- + ConocoPhillips Portland Lubricants Plant – October 1, 2008
- + Boise Packaging and Newsprint LLC in Salem – October 3, 2008
- + The Sherwin Williams Company's Purdy Portland site – October 8, 2008
- + Georgia-Pacific Consumer Products LLC, Northwest Service Centers in Portland (Front Avenue, Kelly Point and Rivergate facilities) – October 10, 2008
- + Covanta Marion Inc. in Brooks – December 1, 2008

TENNESSEE

On September 25, 2008, Tennessee OSHA (TOSHA) Administrator John Winkler presented the employees of Sherwin Williams in Memphis with their Volunteer Star award.

During the week of October 20, 2008, a TOSHA VPP evaluation team conducted a successful onsite evaluation of the Frito-Lay Fayetteville facility.

On Tuesday, October 28, 2008, Deputy Commissioner Bob Henningsen presented the Volunteer Star to the employees of Pfizer, Inc., in Memphis.

During the week of December 8, 2008, the General Electric facility in Morristown, successfully underwent the site's initial Volunteer evaluation.

On Tuesday, December 16, 2008, TOSHA Administrator John Winkler presented the Volunteer Star award to the employees of Wyeth Pharmaceuticals in Vonore.

On Wednesday, February 4, 2008, the employees of ITW Dynatec were recognized for becoming re-approved as a Volunteer Star site.

There are currently 28 Volunteer Star sites in Tennessee.

VIRGINIA

2009 is shaping up to be a busy year for VPP in Virginia.

GE Energy's Newport News Environmental Services site will be the 49th Star site in Virginia after completing a flawless VPP onsite review in December.

The following sites were successfully re-approved during the month of February 2009:

- + International Paper's Converting Innovation Center in Franklin
- + Kraft Planters Peanuts in Suffolk

Congratulations to these outstanding workplaces!

The SGE class held January 27-29, 2009, had 40 attendees! Not a bad turn-out for a cold, dark month. Many of the SGEs have already volunteered to assist in onsite evaluations for 2009 – we will need them! It was great to have Government Affairs Coordinator Korey Belanger from the VPPPA National Office attend the class (see more on page 44) and provide a number of prizes to keep everyone focused on the material.

Wyeth Pharmaceuticals invited several sites interested in pursuing VPP to their February Safety Fair. Also, they celebrated 4,000,000 work hours without a lost time incident!

The MillerCoors Shenandoah Brewery sponsored an "Ammonia Safety Day" at their site on December 8, 2008. Numerous employees from across the state attended the day-long review, demonstration and discussion of the Process Safety Management issues involved in ammonia refrigerant systems.

Make sure that you mark your calendar for the 14th Annual Virginia Occupational Safety and Health Conference, June 2-5, 2009, in Roanoke. A big THANK YOU to all of the sites that have volunteered to help and present at this conference!

WASHINGTON

As of this report, the state of Washington has 26 Star sites. No new sites have been added but onsite evaluations are on the calendar for two applicants before summer.

We will perform two re-approvals during April, with more to be scheduled in the summer. The Region X VPPPA Chapter Conference, May 19-21, 2009, will draw from Washington's VPP sites' expertise, as well as the Division of Occupational Safety and Health. Washington will have VPP site speakers in different forums as well as speakers from regional consultation staffs. We look forward to a fantastic and informative conference.

GP Gypsum, Tacoma, has been mentoring PSC Environmental Services and Filtrona Extrusion. Parsons Research and Development mentored CH2M Hill in Walla Walla. Oldcastle Precast mentored Simmons Manufacturing in Sumner. Weyerhaeuser Longview is mentoring Conoco Phillips of Ferndale and mentored I-Level in Tacoma. Wheelabrator, Spokane, is mentoring SCAFCO, Spokane. ★

TENNESSEE >>

[TOP] Employees of Sherwin Williams in Memphis were recognized in a ceremony with their Volunteer Star flag.

[MIDDLE] Employees from Marvin Windows and Doors of Ripley were recognized at the Pfizer VPP ceremony for their mentoring efforts.

[BOTTOM] Employees of Wyeth Pharmaceuticals in Vonore were recognized in a ceremony with their Volunteer Star award.



VPPPA Chapter Round-Up

COMPILED BY JOSEPH G. CEPHAS >> COMMUNICATIONS & OUTREACH COORDINATOR, VPPPA, INC.



REGION I >>

Meet & Greets Lead to a Region I OSHA Alliance with Keene State College OSHA Training Institute

Keene State College OSHA Training Institute Education Center (KSC OTIEC) in Manchester, N.H., has been instrumental in Voluntary Protection Programs (VPP) Meet & Greet sessions that have been conducted throughout the New England region. These sessions have resulted in the Region I Occupational Safety and Health Administration (OSHA) and KSC OTIEC, forming an alliance to promote cooperative programs throughout the area.

The training institute's instructors and students will receive information and have access to training resources to help reduce hazards associated with general industry, construction and maritime work. KSC OTIEC will also continue to conduct the quarterly Meet & Greet sessions and other outreach activities.

The primary focus of the alliance is to promote OSHA's cooperative programs, including compliance assistance, VPP, the onsite consultation program, alliances, site safety partnerships and the Safety and Health Achievement Recognition Program (SHARP).

"Each of these cooperative programs is a vital safety and health resource for employers and workers throughout New England," said Marthe Kent, OSHA's New England regional administrator. "These programs can help reduce hazards, enhance safety and health and provide employers an opportunity to develop and maintain model workplaces. We want more people to know about these programs and to use them."

REGION I

>> CT, MA, ME, NH, RI, VT

The Region I VPPPA Chapter ("the best of the northeast") recently held our 2009 first quarter chapter meeting hosted by Dominion's Millstone Nuclear Power Station in Waterford, Conn. Luckily, the weather cooperated beautifully and the meeting was fairly well attended. Dominion's Paul Ludington did a nice job presenting an overview of the Millstone Nuclear Power Station operation and its extensive reactor operator training program. The host presentation included a look at their "see-thru" reactor model, information about it and a Q&A session.

Jack Popp, Region I chapter chair, presided over the chapter meeting. The chapter board welcomed new member Paul Ludington of Millstone Power Station as an hourly representative from a non-union site. Paul is serving out the remainder of a two-year term. We look forward to Paul's participation and contributions. He has already "hit the ground running" in co-chairing the awards committee, which has announced that two \$1,000 scholarships are available again in 2009. The attending chapter board members gave updates on their respective chapter committees' activities and future plans.

Registration and sponsorships are well underway for the chapter conference being held June 1-3, 2009, in Killington, Vt. The Region I VPPPA Chapter Conference is the premier safety and health conference in the New England region focusing on VPP and VPP excellence. The conference will be an overall great "value" that you won't want to miss. Conference updates, including registration, sponsorship opportunities, vendor registration and a brochure are posted on the chapter's Web site at www.vppregion1.com. Additional conference announcements and 2009 elections announcements are forthcoming.

Chapter work continues also in preparation for the 2010 regional conference, which will be held at Maine's Sugarloaf Resort.

The 2009 elections were announced with the following board positions up for election: chair, treasurer, hourly representative from a union site, hourly representative from a non-union site and a director-at-large. Elections will be held at the Region I conference on June 2.

Kimberly Hill, membership chair, provided an update on the chapter's membership numbers and the national VPPPA Site-Get-a-Site Campaign. Regional participants in the national campaign will have an opportunity to be selected via raffle for a complimentary 2010 Region I conference registration.

Darwin Irish, mentoring chair, provided an update on regional and national mentoring activities and our communications committee, chaired by Steve Gauthier, General Electric, has put together a newly updated chapter Web site. Take a look for further details at www.vppregion1.com.

Our next chapter meeting is June 1, 2009, at our conference.

On behalf of the Region I VPPPA Chapter, enjoy the 2009 regional and national conferences. And remember...You're always welcome in New England!

Submitted by Region I Board of Directors
Chairperson Jack Popp, Hasbro, Inc.,
Springfield, MA

REGION II

>> NJ, NY, PR, VI

The 17th Annual Region II VPPPA Chapter Conference will be held for the first time at the Turning Stone Resort in Verona, N.Y., from June 15-18, 2009. There were significant changes to this year's conference, based on the constituents' comments and suggestions.

It has been extended to three full days of outstanding workshops and opportunities for networking, including several options for Tuesday afternoon. Don't forget the expanded vendor/exhibitor area featuring the latest in safety and health products and services.

The networking reception will feature Jim Karol, one of the most unique and amazing individuals of our time. He came a long way from the steel mills of Pennsylvania to become one the most sought after acts in the industry. His memory skills are outstanding, featuring him in over 4,000 TV shows and receiving worldwide attention. His most amazing memory feat is that he knows the day of the week of every date all the way back to 1942.

Additionally, this year's featured keynote speaker Robert "Rocky" Bleier is a former National Football League halfback who played for the Pittsburgh Steelers in 1968 and from 1971 to 1980. Rocky Bleier is now an in-demand motivational speaker for diverse audiences. In his speech, "Be the best you can be," Bleier explains the parallels between the challenges he faced in the past and the challenges all business people face in today's crowded, competitive workforce.

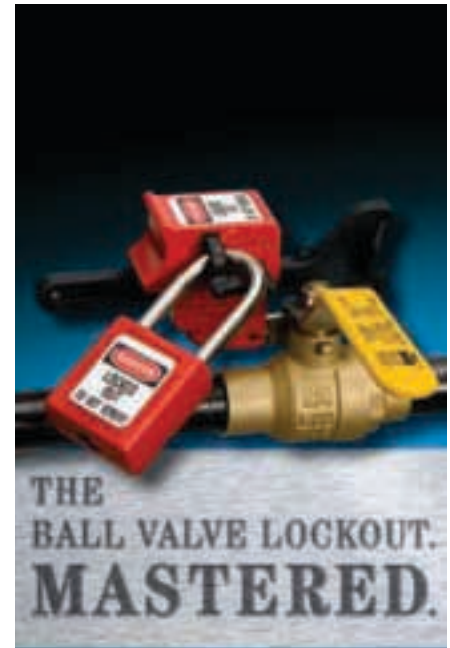
Rocky Bleier's life experiences helped him overcome adversity and reach his goals, which paid off after his football career. Some of those lessons are also portrayed in the popular book on his life, "Fighting Back," and an ABC-TV movie of the week by the same name.

The Turning Stone Casino & Resort has an unparalleled combination of comprehensive resort amenities, facilities including a versatile mix of superb dining, championship golf, spa services, top-name entertainment and gaming excitement all wrapped in a central location. Hotel rooms have been reserved at a special rate of \$130 per night plus applicable taxes. To guarantee this rate, call the reservations department at (800) 771-7711 and mention that you are part of the Region II VPPPA Conference.

[OPPOSITE PAGE] Robert Baker, director, OSHA Training Institute Education Center, Keene State College, and Marthe B. Kent, OSHA New England regional administrator, signing the alliance on February 25, 2009.

[TOP] Representatives from Turner Construction at the Albany New York office.

[BOTTOM] Region I chapter meeting attendees gathered at the "see-thru" reactor model at Dominion's Millstone Nuclear Power Station in Waterford, Conn.



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As always, the Region II Chapter will also sponsor the VPP Application Workshop® and the newly featured NFPA 70E Workshop.

Registration is available online now until June 1, 2009. All completed forms and payments must be received by this date. After June 1, attendees are invited to register onsite.

Anyone interested in volunteering to help at the conference by presenting a workshop, moderating, offering registration support or generally volunteering to set up conference rooms, please contact Brian Bennett at (732) 777-2275 or e-mail Brian.Bennett@lyondellbasell.com.

To register or for more information about the Region II VPPPA Chapter Conference, please visit www.region2chapter-vpppa.org or www.vpppa.org.

Submitted by Elisonia Valle, Wenner Bread Products, Inc., Bayport, NY

REGION III

>> DC, DE, MD, PA, VA, WV

I bring greetings from Region III VPPPA. We just completed a very successful regional conference at the Baltimore Marriott Waterfront Hotel in Baltimore, Md. We are extremely pleased with the support and dedication to safety from businesses within and outside our region.

Due to the economic downturn in our nation's economy and worldwide, our board was met with new challenges and a determination to succeed like never before. Some people talk about the glass being half empty or half full. It is the individual's choice when using that phrase. Are you an optimist or a pessimist? This is true for health and safety of our employees as well. The slowdown in the economy should never be a reason to cut back on safety and make production and profits more important than anything else. No matter how difficult times can be, safety must always be taken into the mix so that we can prevent injuries to our employee. So, my glass is always half full.

Immediately after the conference was over in 2008, our board members began the process of planning the 2009 event. At

that time we didn't have any clue that the economy was about to take a turn for the worse. Thus, when reality set it, we realized there would be many challenges presented to us that we have never seen before. How do we encourage attendance when companies and businesses have tightened their spending and traveling?

As board chairperson for the Region III VPPPA Chapter, I am so proud of the enormous effort put forth by our board members and the support they have received from their facilities. The board met the economic challenges head on; we didn't look back, we looked forward. We challenged each other to continue with our goal of making the 2009 conference better than the 2008 conference. Guess what? Through a true team approach, we again surpassed our wildest dreams with another very successful conference!

We had close to 40 exhibitors in attendance and presented 36 different workshops and three pre-conference workshops. We had three keynote speakers, one on each day. We held elections of officers with continuous enthusiasm for participation on our board. We had 15 individuals who were not board members who volunteered to serve on the conference planning committee. The list goes on and on. We are truly blessed to be in a region that is so supportive of safety.

We are pleased to announce that our new board chairperson for the next two years is Larry Shaffer from International Paper in Franklin, Va., and our newly elected vice chairperson is Michelle Baber from Allegheny Energy in Greensburg, Pa. We wish them well in their new positions.

In closing, I would like to sincerely thank everyone who has been there to help us grow as a region. This is my final article as a member of the Region III VPPPA Chapter Board of Directors. This is my seventh year on the board and, like always, all good things must come to an end. I can clearly remember when I was first approached by management to run for the board: I didn't want any part of it and they had to convince me to run for the board. As I look back, I can honestly state I was so wrong.

The past seven years on the Region III VPPPA Chapter board were some of the

most rewarding years of my life. I cannot put into words how thankful I am to my company for supporting me and allowing me to help this region to grow. I have had the time of my life! I can only wish and encourage each and every one of you to take the opportunity to serve in your chapter. Whether as a board member or a committee member, you will not regret it.

And finally, a special thank you to the Region III board members for being themselves, for being so supportive and never looking back, but always looking forward. This has been the time of my life and I will miss it so much.

Submitted by Region III Board of Directors
Chairperson Jeffery Wetzel, Rohm and Haas
Powder Coatings, Reading, PA

REGION IV

>> AL, FL, GA, KY, MS, NC, SC, TN

The annual conference for Region IV was held April 1-3, 2009, at the Grove Park Inn Resort and Spa in Asheville, N.C. We were concerned about the effects that the economy would have on the conference attendance. The number of exhibitors approached our record. The number of attendees was also a success.

One of the special events was the escorted tour of the Biltmore Estate. Members received discounted rates and were escorted by a tour guide through the mansion and bus transportation was supplied. The tour guides on the buses described points of historical interest in Asheville, N.C., on the way to the Biltmore.

The line-up of workshops was spectacular. The mobile workforce, arc flash, ergonomics, preparing for OSHA VPP re-evaluation, hearing conservation, safety culture, union management issues, combustible dusts, Chemical Safety Board reports, Lockout/Tagout, confined spaces, Special Government Employee program and many other important topics were covered. The VPP Application Workshop® and the Strengthening Star Quality workshop were also presented as part of our conference.

During off-hours, Asheville had many attractions for almost every inclination including white water rafting, fly fishing, home-made furniture, clothes, colorful

items, all sorts of useful and exotic things, sculpture, wood carving and art.

We hope everybody enjoyed the conference and will provide more information in the next issue.

Submitted by Region IV Board of Directors
Chairperson Jack Jamba, United Space Alliance,
Kennedy Space Center, FL

REGION V

>> IL, IN, MI, MN, OH, WI

Region V VPPPA Chapter Conference

The Region V VPPPA Chapter Conference is taking place May 27-28, 2009, at the Hilton Madison Monona Terrace in Madison, Wis. Visit the Region V Web site at www.vppregionv.com for more information.

If you are interested in applying for VPP status, we will be holding a VPP Application Workshop® in Madison, Wis., on May 29, 2009. Register on the Region V Web site.

Mentoring

We are in need of current Star sites willing to mentor prospective VPP sites. If you are interested in finding out how you can become a mentor, contact Stephanie M. Berry, Central Region Safety & Health director, American Postal Workers

REGION VI >>

Houston South Area Office Recognized as Most Active VPP Area in the Nation

Brock Maintenance Inc. in Houston, Texas, became the 100th active VPP site for OSHA's Houston South Area Office making it the most active VPP area in the nation. The office has jurisdiction over five and a half counties.

Dean McDaniel, OSHA's regional administrator in Dallas, Mark Briggs, area director of OSHA's Houston South Area Office, and Kevin Rockwell, VPP coordinator in Houston, attended the recognition ceremony on February 26 at the NASA-Johnson Space Center in Houston.

Union, AFL-CIO, at (614) 472-0595 or Stephanie.M.Berry2@usps.gov.

Submitted by Region V Board of Directors
Director-at-Large Pamela Hester, Rohm and
Haas Powder Coatings, Warsaw, IN

REGION VI

>> AR, LA, NM, OK, TX

Region VI Conference

Region VI board members and conference planners were working hard to finish up the final details of what will have been another great conference. Hopefully you were able to take advantage of the early registration discount extension that was provided until February 27. Although we feel that the Region VI conference is already an excellent value, it was just our way of helping companies get through the tough economic times without sacrificing safety. The 2009 conference took place April 7-10 in Grapevine, Texas, at the Gaylord Texan Hotel and Conference Center. Please see the chapter round-up in the next issue for highlights from this year's conference.

Board of Directors' Nominations

In 2009, nominations were solicited for the following five positions on the Region VI VPPPA Chapter Board of Directors:

- + Vice Chair
- + Treasurer
- + Employee Representative from a Non-Represented Site
- + Director at Large Position #1
- + Director at Large Position #3

New Region VI Committee Structure

Region VI has developed a new formal committee structure to better organize our efforts and give our membership an opportunity to get involved and contribute. If you are interested in serving on one of the many different committees and contributing more to VPP, please contact us via our Web site for more information.

Submitted by Region VI Board of Directors
Director-at-Large Jeffery Delaney, Monsanto
Company, Luling, LA



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REGION VII

>> IA, KS, MO, NE

2009 Region VII VPPPA Conference – Fountains of Learning

We hope you had a chance to join us for the 16th Annual Region VII VPPPA Chapter Conference and Exposition at the Westin Crown Center in Kansas City, Mo., May 11-13, 2009.

This year's theme, "Fountains of Learning," symbolized the opportunities for all conference and expo attendees to acquire valuable information on safety and health best practices, to grow their knowledge and skill base, along with gaining a strong understanding and commitment to VPP and VPPPA.

For highlights from this year's conference, please read the chapter round-up in the next issue of *The Leader*.

Recent VPP Approvals

- + W.W. Wood Products (Star) – Dudley, MO
- + Monsanto Aviation (Star) – Chesterfield, MO
- + G.E. Energy Environmental Services (Star) – Slater, MO
- + Cargill Feed Mill (Merit) – California, MO
- + BSI Constructors (Merit) – St. Louis, MO
- + Falewich Construction Services (Demonstration) – La Vista, NE
- + Hospira, Inc. (Star) – McPherson, KS
- + Gray County Wind Energy (Star) – Montezuma, KS
- + FPL/Duane Arnold Energy (Merit) – Palo, IA

>>> To find out more about what's happening in your region, please refer to the VPPPA Chapter Corner at www.vpppa.org. You will also find contact information for your chapter chairs and other important regional contacts.

Board of Directors

It is with regret that we say good-bye to one of our members that has worked hard on this board since 2006. Brandon Maas with Monsanto has accepted another position with Monsanto in Minnesota. We will certainly miss Brandon's dedication and hard work.

As we wish Brandon luck in his new position, we would like to welcome Greg Dew with Frito-Lay, in Topeka, Kan., as the latest board member. Greg has been with Frito-Lay for 20 years, eight of which have been in safety. He will bring experience and enthusiasm to the board. Welcome Greg!

Submitted by Region VII Board of Directors
Chairperson Jon Alexander, Monsanto
Company, St. Louis, MO

REGION VIII

>> CO, MT, ND, SD, UT, WY

Spring! The best time of the year – the weather starts getting warmer and its conference season!

Recognizing the challenging economy, we have worked very hard this year to ensure that you get a quality conference for 2008 prices! You're actually getting a bigger conference with more breakout sessions to choose from.

Our members were looking for the biggest bang for their buck and we made sure the 2009 conference would be the right place for them. We offered two pre-conference workshops – the completely re-vamped VPP Application Workshop® and the VPP 101 workshop for those just starting out. There were also 24 breakout sessions to choose from this year, including some construction/mobile workforce specific classes.

In keeping with the "green" theme from the national conference last year, we provided each attendee with a flash-drive this year so that they could download any presentations they were interested in. There were no paper handouts this year during the conference (with the exception of the VPP Application Workshop® where attendees received a worksheet to start building their application).

The conference kicked off with breakfast and a general session on May 6 with keynote speaker Bruce Wilkinson. Bruce

was extremely motivating and entertaining last year and we were glad to have him back. The full day of education and networking was followed by a cocktail reception at the end of the day.

On Tuesday, May 7, we offered some formal networking for three specific topics – mentoring, a labor/management forum and a construction/mobile workforce forum. To close out our 2009 conference, we had a huge door prize drawing (as is our tradition), plus our raffle for the Sully Sullivan Scholarship fund. Region VIII has donated \$2,000 the past two years.

We have chosen a cautiously optimistic path forward for the next couple of years. We'd like to maintain attendance and membership while identifying value-added elements. We recognize that more companies are adopting a 'back to basics' safety program and we feel that the mentoring, education and outreach that the association offers fits right into that approach, even while maintaining and improving VPP at your site.

On a closing note, we'd like to encourage you to attend the 25th Annual National VPPPA Conference in San Antonio, Texas. The Chapter Welcome Reception, which is open to all registered conference participants, is going to be a great kick-off to this conference. It won't be your average meet and greet, that's for sure!

See you all soon!

Submitted by Region VIII Board of Directors
Chairperson and VPPPA National Board of Directors Secretary Kelli Heflin, Scott's Liquid Gold, Inc., Denver, CO

REGION IX

>> AZ, CA, HI, NV

As the year unfolds, I think that it's safe to say that 2009 is going to provide many challenges to many companies as we all work through the economic issues facing us. While austerity and fiscal restraint are on the minds of most management teams, I think it's also safe to say that those of us in VPP know that safety and health can never be compromised. Certainly, there will be changes in the way programs are administrated, but the tenets of VPP are the values that we live and work by.

As Region IX members of VPPPA, we know that the association provides unparalleled networking opportunities to companies in our area and across the country. Each member site is a resource to ask questions of and seek advice on how to work through almost any problem or obstacle as it relates to VPP and to health and safety. If your company is considering VPP and you are not yet a member of VPPPA, I urge you to join as an Associate member. This special-tier membership affords you all of the benefits of VPPPA at a reduced rate, and the membership category stays applicable until you become a Star site. Then, in addition to the honor of being in the most prestigious safety program in the United States, you also become another resource for our organization; another hand to reach out to help someone else achieve safety excellence. That is the beauty of VPPPA: We may be competitors in the business world, but when it comes to keeping our employees safe and healthy, we all work together. To learn more about VPPPA membership, visit their Web site at www.vpppa.org or follow the link from the Region IX Web site at www.regionixvpppa.org.

It seems that "change" is the buzzword for the year, both in our country and in our workplace. This also applies to the Region IX VPPPA Chapter Board of Directors. For the past five years, it has been my pleasure and my honor to serve our members as chairman of the Region IX VPPPA Chapter. However, due to a change in my job responsibilities, I was required to step down from the Region IX Board of Directors and I resigned my position effective February 22, 2009. The board immediately appointed Terry Schulte, who was previously the vice-chair, to assume the chairman's role and Morgan LeBlanc, who was a director-at-large, to assume the vice-chair position. I am pleased to say that both gentlemen plan on continuing on the board, with the appointments to be ratified by the membership at our May conference.

Please join me in congratulating Terry and Morgan on their well-deserved place on the Region IX VPPPA Chapter Board of Directors. I know that their vision and passion will carry Region IX to even more growth and success.

On a personal note, I want to thank everyone for the opportunity to work with you in this most noble endeavor. I can't

think of anything better to devote my time to than to making sure that we go home safe to our family and friends each day. I am so proud of what we have accomplished in such a short time and I am truly grateful for the confidence that you placed in me to help guide us on our journey. I wish each of you health and success and I hope our paths cross again very soon.

Submitted by Region IX Board of Directors
Chairman Brian Garabedian, Valero Wilmington Refinery, Wilmington, CA

REGION X

>> AK, ID, OR, WA

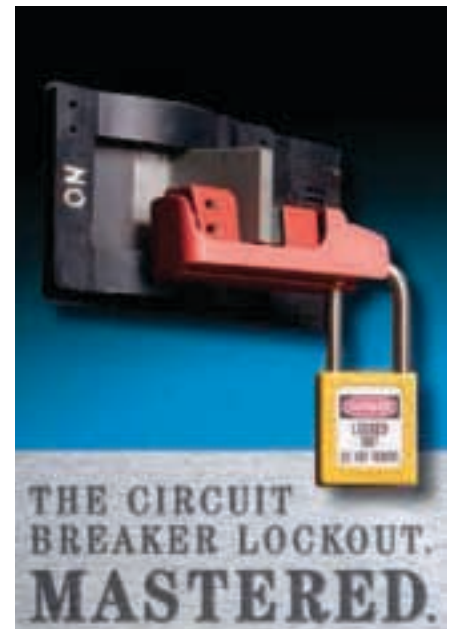
The 15th Annual Region X Chapter VPPPA Conference will be held at The Davenport Hotel in Spokane, Wash., May 19-21, 2009. The theme is "The Tradition of Excellence." Many exciting workshops, sessions and activities are planned. Pre-conference sessions are scheduled including a VPP Application Workshop®. The keynote and general session speaker will be Vince Lombardi, Jr. The conference session tracks are VPP Basics, Technical, Continuous Improvement and Safety 24/7. The regional conference is a fantastic learning and networking opportunity and a very worthwhile and enjoyable experience. Please mark your calendars and plan to attend! For more information about the Region X VPPPA Chapter Conference, please visit our Web site at www.regionxvpppa.org or contact the conference section at Oregon OSHA (503) 378-3272, e-mail oregon.conferences@state.or.us or visit their Web site at www.orosha.org.

Department of Energy VPP

Region X has the largest number of DOE-VPP sites in the country. There are 17 sites currently participating in DOE-VPP with two additional sites in the final stages of preparing their applications for the program. For information about DOE -VPP, contact Chris Adolfsen, Idaho National Laboratory, at (208) 526-5837 or e-mail crystal.adolfsen@inl.gov.

For more information about VPP in Region X, please visit the Region X VPPPA Chapter Web site at www.regionxvpppa.org.

Submitted by Region X Board of Directors
Director-at-Large Bill Rippon, Georgia-Pacific Gypsum LLC, Tacoma, WA ★



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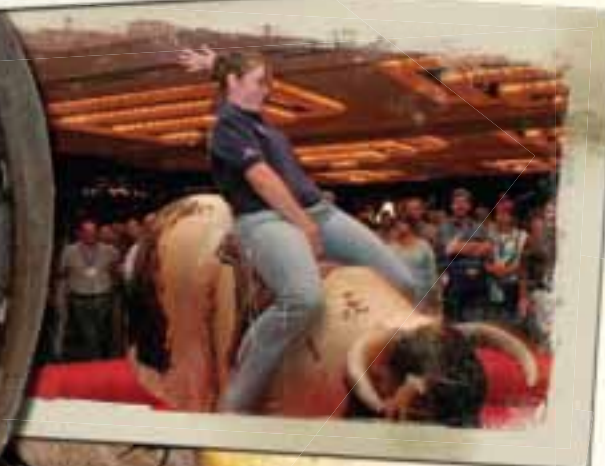
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ROUNDING UP 25 YEARS

VPPPA • SAN ANTONIO, TX • AUGUST 24-27, 2009



{ 25 YEARS AND COUNTING }

VPPPA CELEBRATES ITS SILVER ANNIVERSARY CONFERENCE

BY SARA TAYLOR, CONFERENCE & EDUCATION DIRECTOR, VPPPA, INC.

The Voluntary Protection Programs Participants' Association, Inc. (VPPPA) is turning 25! Reaching this important milestone means a lot of different things to many people. Whether it's seeing a dip in your car insurance rates or celebrating the great silver anniversary with that special someone, 25 years can fly by. VPPPA has come a long way since its inception. What began as a meeting of perhaps 20 safety professionals in 1983 has blossomed into the 25th Annual National VPPPA Conference in San Antonio, Texas, August 24-27, 2009, with an expected 2,800 participants.

The purpose of the conference has always been and continues to be a forum where workers, managers, occupational health and safety professionals from a variety of U.S. industries and government representatives can get together to network and share their ideas on the best safety, health and environmental practices and programs in the nation. Participants come from Voluntary Protection Programs (VPP) approved sites, sites seeking VPP approval, organizations that want to learn more about VPP and people who just want to improve their safety and health programs.

AT LEFT, TOP TO BOTTOM:

Attendees doing the electric slide on the roof top at the closing reception of the 24th Annual National VPPPA Conference in Anaheim, Calif.

Former VPPPA Chairpersons Mike Maddox and June Brothers at the 24th Annual National VPPPA Conference in Anaheim, Calif.

Attendees enjoy the closing breakfast while awaiting to hear NFL great Joe Theismann at the 23rd Annual National VPPPA Conference in Washington, D.C.

Riding the bull at the 21st Annual National VPPPA Conference in Dallas, Texas

Today, VPPPA's annual national conference has become the premier safety and health conference in the nation focusing on VPP and safety and health modeling excellence. The conference includes an exhibit hall, pre-conference workshops, the Annual Meeting of the Membership, general sessions, 120 60-minute workshops, 10 open regional networking meetings, lunches, networking beverage breaks and two evening networking receptions.

NEW AND IMPROVED AGENDA

VPPPA takes survey suggestions to heart. As a result, we have modified the schedule to allow for a more productive Monday, which will begin at 9:00 am. The opening general session will be divided by lunch and the regional meetings will be moved to Monday afternoon, allowing for more workshop sessions on Tuesday. Previous attendees also requested more focused time in the exhibit hall, so we have incorporated longer break periods without taking away any educational opportunities. As a testament to our growth, the conference will be held at the Henry B. Gonzalez Convention Center this year. Hosting the conference in a central location allows for more networking, less lost time maneuvering between various buildings and the ability to cruise the San Antonio Riverwalk for dining options.

SPEAKERS

VPPPA has invited Houston Mayor Bill White to speak at the opening general session. Mayor White's leadership has brought Houston together, as shown by his overwhelming re-election to a third term. He uses business practices every day at City Hall to improve service and get things done.

Mayor White has aggressively attacked the community's most difficult challenges, such as investment in neighborhood drainage, reform of municipal pensions, holding the line on property taxes with rate cuts and increased senior exemptions, attacking crime hot spots and even faster removal of stalled vehicles to reduce wrecks and traffic congestion. Americans witnessed his hands-on

management style when he helped lead Houston's competent and compassionate response to Hurricanes Katrina and Rita.

Now in his third term, Mayor White is accelerating work to revitalize the city's most neglected neighborhoods, with foreclosures and hundreds of new housing on thousands of abandoned properties. He also initiated a program to weatherize thousands of homes in older neighborhoods, saving homeowners an average of 20 percent on their electricity bills.

BENEFITS OF ATTENDING

Networking – You'll be able to network with peers from across the nation. The openness and sharing of information abounds.

120 Workshops – There's a great variety of educational workshops, which offer something for everyone, from beginner to advanced!

Speakers – Listen, learn and share information with representatives from VPP sites, representatives from government agencies and consultants who bring a broad scope of occupational safety and health experience and knowledge.

Government agency participation – You'll hear directly from the regulatory agencies. This is a great opportunity for you!

Attendees – Site representatives from outstanding VPP sites participate, share and learn creative and innovative ideas to make the most of their safety and health programs. They bring their own optimism and enthusiasm to each event, and it's catching.

Come celebrate our silver anniversary in the beautiful city of San Antonio, Texas. With projected record-breaking attendance and an ever expanding exhibit hall, VPPPA anticipates the 25th national conference to celebrate past achievements and set the tone for a promising future! ★

{ CONFERENCE AGENDA AT-A-GLANCE }

SUNDAY, AUGUST 23

PRE-CONFERENCE DAY

7:00am–5:00pm	Registration
7:00am–5:00pm	VPPPA Board Candidate Information Counter
7:30am–8:00am	Early Morning Coffee and Juice
8:00am–12:00pm	FREE Members-Only Workshop ★ "So You Want to be a Mentor?"
8:00am–5:00pm	Skill Builder Workshops (additional registration fee)
★	People/Behavior-Based Safety
★	OSHA 7505: Introduction to Accident Investigation
★	Combustible Dust: Identifying, Evaluating and Controlling the Risk
★	VPP Application Workshop®
10:00am–10:30am	Networking Beverage Break for Workshops
12:00pm–1:00pm	Lunch for Skill Builder Workshop Participants
12:00pm–5:00pm	Exhibitor Installation
1:00pm–5:00pm	Skill Builder Workshop (additional registration fee)
★	Strengthening Star Quality Workshop
1:00pm–5:00pm	FREE Members-Only Workshops
★	Introduction to Decision-Based Safety Management
★	Leading Change & Transition
3:00pm–3:30pm	Networking Beverage Break for Workshops
5:00pm–7:00pm	Chapter Welcome Reception

MONDAY, AUGUST 24

7:30am–5:00pm	Registration
7:30am–5:00pm	VPPPA Board Candidate Information Counter
8:00am–4:00pm	Exhibitor Installation
7:30am–11:30am	DoD VPP Implementation Workshop (for DoD employees only)
9:00am–10:00am	Annual Meeting of the Membership
10:15am–11:30am	Opening General Session, Part 1
11:45am–12:45pm	Luncheon
1:00pm–2:45pm	Opening General Session, Part 2
2:45pm–3:15pm	Networking Beverage Break
3:15pm–4:30pm	Regional Networking Meetings
4:00pm–6:00pm	2010 Onsite Exhibit Sales
6:00pm–8:00pm	Reception and Grand Opening of the Exhibit Hall

TUESDAY, AUGUST 25

8:00am–5:00pm	Registration
8:00am–5:00pm	VPPPA Board Candidate Information Counter
9:00am–3:15pm	Exhibit Hall Open
9:00am–3:15pm	VPPPA Booth
7:30am–8:00am	Early Morning Coffee and Juice
8:00am–9:00am	15 Workshops
8:00am–3:30pm	2010 Onsite Exhibit Sales
9:00am–10:30am	Break in Exhibit Hall

10:30am–11:30am	15 Workshops
11:15am–1:00pm	VPPPA Board Elections, Session 1
11:45am–1:00pm	Luncheon
1:15pm–2:15pm	15 Workshops
2:15pm–3:15pm	Break in Exhibit Hall
3:30pm–4:30pm	15 Workshops

WEDNESDAY, AUGUST 26

8:00am–3:30pm	Registration
9:00am–1:00pm	Exhibit Hall Open
9:00am–1:00pm	VPPPA Booth
7:30am–8:00am	Early Morning Coffee and Juice
8:00am–9:00am	15 Workshops
8:00am–10:00am	VPPPA Board Elections, Session 2
8:00am–1:00pm	2010 Onsite Exhibit Sales
9:00am–10:30am	Break in Exhibit Hall
10:30am–11:30am	15 Workshops
11:45am–1:00pm	Luncheon
1:15pm–2:15pm	15 Workshops
1:15pm–8:00pm	Dismantle Exhibit Hall
2:15pm–2:45pm	Networking Beverage Break
2:45pm–3:45pm	15 Workshops
7:00pm–10:00pm	Closing Reception

THURSDAY, AUGUST 27

8:00am–9:00am	Closing Breakfast
9:00am–11:00am	Closing General Session

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{ PRE-CONFERENCE WORKSHOPS }

SKILL BUILDER WORKSHOPS

For an additional fee, you can take advantage of one of the five Skill Builder Workshops offered on Sunday, August 23. Note varying times below. **Pre-registration is required.**

VPP Application Workshop®

(8:00am-5:00pm)

Track: VPP, Level: Beginner

The VPP Application Workshop® provides hands-on experience in VPP application development. You will be guided through the VPP application process. Hear from industry leaders at VPP worksites on what it takes to develop a complete and successful application. You will learn step-by-step how to put together the major components of an application and how to properly write an application by reviewing samples from applications submitted by VPP Star worksites.

Moderator: Bill Klingbeil, OSHA Region VI VPP Manager, U.S. DOL, Dallas, TX

Speakers: Gilbert Aceves, Maintenance/VPP Coordinator, Morton Salt, Long Beach, CA

Bryan Wollum, HSE & Operational Excellence Manager, Halliburton JRC, Alvarado, TX

People/Behavior-Based Safety

(8:00am-5:00pm)

Track: Safety Culture, Level: Intermediate

This presentation will focus on ways that people/behavior-based safety improves safety culture and performance. Specific topics include:

- ★ What is a Total Safety Culture (TSC) and Why Do We Need One?
- ★ Principles of Behavior-Based Psychology to Influence Behavior Change
- ★ Principles of Person-Based Psychology to Influence Behavior Change
- ★ Behavioral Observation and Feedback Process: A Key Tool in Achieving a TSC
- ★ Observation Skills
- ★ Using Data for Problem Solving
- ★ Management Practices to Facilitate a TSC
- ★ Communication Skills

Speaker: Josh Williams, Ph.D., Senior Project Manager, Safety Performance Solutions (SPS), Blacksburg, VA

Combustible Dust: Identifying, Evaluating and Controlling the Risk

(8:00am-5:00pm)

Track: Combustible Dust Hazards, Level: Beginner

Combustible dust hazards can be found throughout the manufacturing, non-manufacturing and utility sectors. In many instances, these hazards have yet to be recognized by stakeholders as evident by over 130 combustible dust related fires and explosions in 2008. The workshop will address identifying, evaluating and controlling the risk in the workplace. Attendees will

obtain an in-depth understanding of administrative and engineering best practices, which will lessen the occurrence and reduce the severity of future predictable incidents.

Speakers: John Astad, Director, Combustible Dust Policy Institute, Santa Fe, TX

Justin Cliff, Industrial Market Specialist, Hazard Control Technologies, Inc., Fayetteville, GA

David Osbon, Product Manager, UniFirst Corporation, Charleston, SC

OSHA 7505: Introduction to Accident Investigation

(8:00am-5:00pm)

Track: Training, Level: Intermediate

This workshop provides an introduction to basic accident investigation procedures and describes accident analysis techniques. The goal of the session is to help participants gain the basic skills necessary to conduct an effective accident investigation at their workplace. The target audience is the small employer, manager, employee or employee representative, who, as part of a firm's safety and health system, would be involved in conducting accident and/or near-miss investigations.

Speaker: TL Peters, Instructor, Region VI OSHA Education Center - UT Arlington, Arlington, TX

Strengthening Star Quality Workshop

(1:00pm-5:00pm)

Track: VPP, Level: Intermediate

Once your site has achieved VPP Star, where do you go from there? This workshop focuses on continuous improvement, providing information on what OSHA is looking for in the VPP re-approval, how other VPP worksites are maintaining the level of commitment, how VPP sites determine the measurable and intrinsic values of VPP, how to make the most of your annual evaluation and what evaluation criteria are used to measure management leadership and commitment.

Speakers: TBD

FREE MEMBERS-ONLY WORKSHOPS

You can also take advantage of the free members-only workshops on Sunday, August 23. These workshops vary in time and coincide with the Skill Builder Workshops. **Pre-registration is required.**

So You Want to be a Mentor?

(8:00am-12:00pm)

Track: Training, Level: Intermediate-Advanced

The VPPPA Mentoring Program utilizes the knowledge and resources of experienced VPP sites to mentor interested sites in their pursuit of VPP and the OSHA Challenge Program. Come find out how you can get involved, what the mentoring process consists of and what is expected of the mentor. The goal of this workshop is to better prepare mentors for the process and to share best practices, resources and other tricks of the trade.

Moderator: Michael M. Guillory, SGE, North America Safety Lead, Monsanto, Luling, LA

Speakers: Dee Ann Haney, CSP, SGE, EHS, United Space Alliance, Houston, TX

Chuck Gibson, CSP, VPP Manager, Total Safety, Houston, TX

Introduction to Decision-Based Safety Management

(1:00pm-5:00pm)

Track: Management Commitment, Level: Intermediate

Decision-Based Safety Management (DBSM) is the cornerstone upon which organizational improvement is built. If every decision that is made, by every employee, is based upon making the "right" decision, performance can be improved throughout the organization. To be most effective, DBSM must be integrated into every aspect of our work day. This workshop helps participants identify existing decision drivers in their own organization and to identify action steps they can take to sustain long-term positive change.

Speakers: Robert Bowman, Sr. Risk Control Consultant, The PMA Insurance Group, Beaver Falls, NY

Paul Coderre, Sr. Risk Control Consultant, The PMA Insurance Group, Scotia, NY

Mark Darou, Education Coordinator, Claxton Hepburn Medical Center, Ogdensburg, NY

Leading Change and Transition

(1:00pm-5:00pm)

Track: Employee Involvement, Level: Intermediate

People struggle with change because frequently there is little or no attention given to the emotional and psychological impacts associated with change events. This session provides strategies to manage the physical components of change and at the same time support individuals, groups and entire organizations as they move through the transition process. Content:

- ★ Master the ability to navigate change.
- ★ Learn the three phases of transition.
- ★ Develop a specific change-and-transition management plan tailored to your needs.

Moderator/Speaker: Dan Miller, Leadership & Organizational Consultant, Dan Miller & Associates, LLC, Portland, OR

FREE WORKSHOP FOR DOD EMPLOYEES

DoD VPP Implementation Workshop

(Monday, August 24, 7:30am-11:30am)

The Department of Defense (DoD) Voluntary Protection Programs (VPP) Center of Excellence (CX) presents a DoD VPP Workshop in conjunction with VPPPA's conference. The purpose of the workshop is to allow DoD sites pursuing OSHA VPP Star recognition an opportunity to learn more about implementing VPP and to hear from individuals who are currently reaping the benefits of applying VPP concepts and principles in their organizations.

{ WORKSHOPS }

The following workshops, categorized by tracks, will be presented on Tuesday, August 25, and Wednesday, August 26. Pre-registration is NOT required for these workshops. Seating is on a first-come, first-served basis. For detailed workshop descriptions, please visit www.vpppa.org/Conference/listing.cfm.

BEHAVIOR-BASED SAFETY

- ★ Remember Charlie
- ★ Compliance or Injury Prevention: Which is More Important?
- ★ To Err is Human - How to Identify and Mitigate Errors in the Workplace
- ★ Keeping Planes From Crashing – The Implications for Workspace Safety
- ★ Reinforcement-Based Safety
- ★ Motivating Employees to Think and Act Safely
- ★ The Hierarchy of Controls: A Proactive Approach
- ★ ExxonMobil Beaumont Chemical Plant Safe Acts Index
- ★ Strategic Safety Thinking: Going Beyond Behavioral-Based Safety
- ★ Dangers of Forklift Operations, Changing Operator Behavior
- ★ Performance Minded: Character Driven Safety Cultures
- ★ Behavioral Root Cause Analysis: The PIC/NIC Analysis Tool
- ★ The Kevin Bailey Story
- ★ Randy's Story: How An Accident Impacts More than Just You!
- ★ CHILL – Reduce Stress to Improve Safe Behavior

BEST PRACTICES

- ★ Aiming for Re-Approval
- ★ How Do You Eat an Elephant? One Bite at a Time
- ★ Advanced Root Cause Analysis: Improving Investigations and Audits
- ★ Managed Fall Protection Programs: A Case Study
- ★ Using Hearing Protector Fit Testing in Hearing Conservation
- ★ Commander's Safe Site Challenge
- ★ Human Performance in Action!
- ★ We Are the Champions of Excellence
- ★ Powered Industrial Trucks Compliance Assistance Resources
- ★ Safety & Reliability: A Partnership in Failure Prevention
- ★ VPP Preparation and Execution at Marine Corps Logistics Base, Barstow
- ★ Do's and Don'ts on VPP from a Union Perspective
- ★ VPP Alliance Groups, Moving Forward Together

- ★ Marketing Occupational Safety to the Hispanic Community
- ★ ANSI's New Slip, Trip and Fall Standards and How They Will Affect You
- ★ Training, Culture and Certification – Leading Indicators VPP Status

CONSTRUCTION

- ★ VPP Required Training and Inspections
- ★ VPP Star for Mobile Workforce
- ★ Managing Construction Risk through Project Pre-Operations Planning
- ★ The Site-Specific Excavation Plan – Your Plan for Compliance
- ★ Changing the Safety Culture on a Union Construction Site
- ★ VPP for Construction
- ★ Electrical Safety in Construction: Ready for VPP?
- ★ Safety and Health Resources: "Tools for the Construction Industry"

DOE/EPA/OSHA

- ★ OSHA Updates
- ★ Conducting Your Annual VPP Self Assessment by the Numbers
- ★ Combustible Dust
- ★ Evolution of DOE-VPP for DOE Contractors and Site Offices
- ★ OSHA Amputation NEP with Machine Guarding Fundamentals
- ★ Updating OSHA's Safety & Health Management System Guidelines

EMPLOYEE INVOLVEMENT

- ★ SCA Tissue's Employee Safety Incentive Programs
- ★ TEAM – Together Everyone Achieves More
- ★ Union Question and Answer
- ★ Follow the Yellow Brick Road ... Keys to More Productive Safety Teams
- ★ You Don't Have to be a Super Hero to be a Safety Hero
- ★ Protecting the Worker Off Duty
- ★ Turnaround Safety Excitement
- ★ Brian's Story
- ★ Gaining and Maintaining Consensus for VPP at a Multi-Union Site
- ★ Employee Lead Safety Committees
- ★ Effective Leadership VPP Style
- ★ One Degree Makes All the Difference
- ★ Change: My Workplace Wants it to Happen, But it Hurts
- ★ Measuring the GAP: The New Age of Employee Culture Surveys

ENVIRONMENTAL PRACTICES

- ★ EHS and the Green Building
- ★ Environmental Management Systems – Benefits and Keys to Success

ERGONOMICS

- ★ Accommodating a Diverse Workforce
- ★ Injury Prevention for Work-Related Discomfort
- ★ Three Tips for a Successful Ergonomics Initiative

GENERAL

- ★ Combustible Dust
- ★ Exceptional People
- ★ Industrial Personnel Hygiene
- ★ Noise – Getting it Under Control with Real World Solutions
- ★ Fleet Safety
- ★ Off-the-Job Safety: Injury Prevention for Employees & Families
- ★ Protecting Military Families from Accidents at Home
- ★ Diacetyl & Flavorings: Exposure Assessment & Control Challenges

HAZARD PREVENTION & CONTROL

- ★ Report It, Don't Ignore It
- ★ Aggregate Predictive Insight
- ★ HazCom Compliance – Fact & Fiction
- ★ Arc-Flash Hazards: How to Keep Your Facility Compliant
- ★ Safety Lessons from Recent U.S. Chemical Safety Board Investigations
- ★ Violence in the Workplace – No One is Immune
- ★ Understanding NFPA 70E and FR Technologies
- ★ Basic Statistics and Six Sigma Concepts – Trend Analysis
- ★ Heat Stress Hazards and Prevention
- ★ Plan for a National Initiative on Prevention through Design

HEALTH & MEDICAL

- ★ The Personal Blueprint: Lifting Safely
- ★ Healthy Body
- ★ The Safety Secret is Connecting Wellness with Safety!

TRAINING

- ★ Advanced Communication Skills
- ★ Communication and Motivational Skills for Safety and Productivity
- ★ Fall Protection Training: Get What You Need
- ★ APPLAUSE: How to Give a Great Presentation
- ★ Update their Training – An Ongoing Need to Train
- ★ On Camera, On Radio, In Print and On-the-Spot
- ★ Spice Up Your Safety Training!
- ★ The Benefits of Pursuing Professional Credentials in EHS

- ★ Supporting VPP through OSHA Training and Educational Programs
- ★ Great Leaders Change the Safety Culture
- ★ Safety and Health Training in a Bad Economy

VPP

- ★ VPP System Review Process – Make or Break Your Re-Approval
- ★ Developing a Culture of Safety
- ★ STAR Track – The Next Evaluation
- ★ OSHA Recordkeeping
- ★ VPP STAR – The Team Approach
- ★ Labor/Management Open Forum

- ★ Management/Union Relations 101
- ★ Four Stars in Four Years
- ★ Do You Have GAPS in Your Safety Programs?
- ★ Learn About New VPP Opportunities – Construction, Corporate and More
- ★ OSHA Challenge – Pipeline to Safety and Health Excellence and VPP
- ★ David Grant Medical Center Aims for VPP Star
- ★ Building a VPP Dynasty
- ★ OSHA Recordkeeping Requirements: Who, What, Why and How
- ★ Making the Business Case for Safety and Health
- ★ Recognizing Excellence in State Plan States – A Discussion of VPP Approval

- ★ Become an SGE and Maximize Your VPP Experience
- ★ Getting the Most out of Your Self-Assessment
- ★ Resolving Labor-Management Issues at a VPP Star Worksite
- ★ Sustaining VPP

WORKSITE ANALYSIS

- ★ DOE-VPP Worksite Analysis
- ★ How to Integrate Compliance and Conformance-Based Programs
- ★ The Who, What & How of the NIOSH Health Hazard Evaluation Program
- ★ Accident Investigation

{ EXHIBITORS }

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www.cementexusa.com

Clement Communications, Inc.
www.clement.com

Coastal Training Technologies Corp.
www.coastal.com

VPPStore.com Powered by CompleteSource
www.VPPStore.com

Concept Seating, Inc.
www.conceptseating.com

CoreAdvantage
www.coreadvantage.com

Council on Certification of Health, Environmental and Safety Technologists (CCHST)
www.cchest.org

Custom Protect Ear Inc.
www.protectear.com

DEB SBS
www.debsbs.com

Decision Point Associates Inc.
www.decisionpoint.net

DoD Voluntary Protection Programs Center of Excellence
www.vpppcx.org

Eagle Safety Eyewear
www.eaglesafety.com

EHS Excellence Consulting, Inc.
www.ehs-excellence.com

Encon Safety Products, Inc.
www.enconsafety.com

ESC Services, Inc.
www.ESCServices.com

ESIS, Inc. - Global Risk Control Services
www.esis.com

Essilor Laboratories of America
www.eloa.com

FabEnCo, Inc.
www.safetygate.com

Fall Tech
www.falltech.com

Fisher Safety
www.fishersafety.com

Flexible Lifeline Systems
www.fall-arrest.com

Galson Laboratories
www.galsonlabs.com

GfG Instrumentation, Inc.
www.gfg-inc.com

Glove Guard, LP
www.gloveguard.com

Grace Industries, Inc.
www.graceindustries.com

Hagemeyer North America
www.hagemeyerdirect.com

HexArmor®
www.hexarmor.com

Hy-Safe Technology
www.hysafetech.com

Hytest Safety Footwear
www.hytest.com

ICU Environmental Health and Safety
www.icusafety.com

Industrial Psychologists, Inc.

Industrial Safety & Hygiene News (ISHN),
www.ishn.com

Industrial Scientific Corporation
www.indsci.com

Intrepid Industries, Inc.
www.intrepidindustries.com

John Drebing Presentations
www.drebing.com

KEYROLLER, LLC
www.keyroller.com

Kimberly-Clark Professional
www.kcprofessional.com

Koza's Inc.
www.kozas.com

Lab Safety Supply
www.lss.com

Lakeland Industries
www.lakeland.com

Lewellyn Technology
www.lewellyn.com

Lloyd's Register Celerity3, Inc.
www.celerity3.com

Lovegreen Risk Management
www.lovegreen.com/risk

Loza Enterprizes, LLC
www.lozaenterprizes.com

Magid Glove & Safety Manufacturing Company, LLC
www.magidglove.com

Majestic Glove Company
www.majestic.com

Martor USA
www.martorusa.com

Master Lock Company
www.safetyseries.com

MCR Safety
www.mcrcsafety.com

MEGACOMFORT Inc.
www.megacomfort.com

Milliken & Company, Global Headquarters
www.milliken.com

Moldex-Metric, Inc.
www.moldex.com

MSA
www.msanet.com

MSDSonline
www.MSDSonline.com

NASCO Industries, Inc.
www.nascoinc.com

Policy Technologies
www.policytech.com

PROMOCO
www.promoco.com

Protective Industrial Products, Inc.
www.pipusa.com

PS Doors
www.psdoors.com

Rato Clothing Co., Ltd.
www.ratoclothing.com

Red Wing Brands of America
www.redwingshoe.com

Region VI OSHA Education Center – UT Arlington
www.uta.edu

Reliance Industries, LLC
www.relsafe.com

Rite-Hite Corporation
www.ritehitedg.com

Riverside Manufacturing Co.
www.riversideuniforms.com

RKI Instruments, Inc.
www.rkiinstruments.com

Roco Rescue
www.rocorescue.com

SafeRack, LLC
www.saferack.com

Safestart
www.safestart-safetrack.com

Safetec Compliance Systems, Inc.
www.safetec.net

Safety Banners.Org From New Tech Graphics
www.safetybanners.org

Safety Source Productions, Inc.
www.safetysourceproduction.com

Safetycal, Inc.
www.safetycal.com

Saf-Tech, Inc.
www.saftechinc.com

Salisbury By Honeywell
www.whsalisbury.com

SAVE A BACK, Inc.
www.saveaback.com

Scholastic Enterprises, Inc.
www.scholastic-ent.com

ScreenAmerica Wellness Systems
www.screenamericawellness.com

Shermco Industries, Inc.
www.shermco.com

SiteHawk
www.sitehawk.com

Sperian
www.sperianprotection.com

Stewart R. Browne Manufacturing Co.
www.srbrowne.com

Stockhausen/Stoko Skin Care
www.stokoskinicare.com

TapRoot®
www.taproot.com

TenCate Protective Fabrics
www.tencate.com/protective

Texas Engineer Extension Service, OSHA Training Institute
www.teex.org/pst

The Embroidery House
www.theembroideryhouse.com

The IVES Training Group
www.ivestraining.com

Timberland PRO
www.timberlandpro.com

TRA, Inc.
www.traonline.com

TriTech Fall Protection Systems
www.tritech.com

TRP – Technical Response Planning
www.trpcorp.com

True North Gear, Inc.
www.truenorthgear.com

Tyndale Company
www.TyndaleUSA.com

U.S. Department of Energy
www.doe.gov

U.S. Department of Labor, OSHA
www.osha.gov

UniFirst Corporation
www.protectivegarments.com

Walls Industries, Inc.
www.wallsoutdoors.com

Warren-Fortought, Inc.
www.mockingbird.com

Webb, Murray & Associates
www.webb-murray.com

Wells Lamont Industry Group
www.wellslamontindustry.com

Wendy's Safety Boutique By JR Resources
www.jrresources.com

Westex, Inc.
www.westexinc.com

Wolf Peak International, Inc.
www.edge-eyewear.com

Wolters Kluwer Law & Business
www.safety.cch.com

Working Concepts, Inc.
www.softknees.com

WorkRite Ergonomics
www.workriteergo.com

Workrite Uniform Company
www.workrite.com

{ FREQUENTLY ASKED QUESTIONS }

Join us for the 25th Annual National VPPPA Conference in San Antonio, Texas, August 24-27, 2009. In preparation for your trip, please review this important information.

WHO SHOULD ATTEND?

- ★ Individuals from VPP sites
- ★ Individuals from sites seeking VPP approval
- ★ Organizations striving to improve their safety and health management systems
- ★ Any person interested in safety and health

WHY SHOULD I ATTEND?

The 25th Annual National VPPPA Conference is the premier forum for occupational safety, health and environmental professionals, hourly workers, managers and government representatives. This conference is your opportunity for peer-to-peer networking, sharing of best practices and learning from leaders in the EHS community.

HOW DO I REGISTER?

Register early at www.vpppa.org to receive the lowest possible rates. Regular registration rates are available until July 13, 2009, and are as follows:

- ★ Member: \$585
- ★ Nonmember: \$785

After July 13, 2009, attendees can register under the Late/Onsite rate of \$685 for members and \$885 for nonmembers.

WHERE SHOULD I STAY?

There are two conference hotels for attendees to choose from. To receive the VPPPA group rate, please be sure to mention VPPPA when making your reservations.

- ★ Marriot Rivercenter
101 Bowie Street
San Antonio, TX 78205
Reservations: (800) 266-9432
Group Rate: \$149 single/double + 15% tax
- ★ Marriott Riverwalk
889 East Market Street
San Antonio, TX 78205
Reservations: (800) 266-9432
Group Rate: \$149 single/double + 15% tax

HOW DO I GET FROM THE AIRPORT TO THE HOTEL?

Get a group together and ride the SATrans Airport Shuttle from the airport together. They offer special rates for VPPPA conference attendees. Visit their Web site at www.saairportshuttle.com to book your airport transportation today!

WHAT EDUCATIONAL WORKSHOPS ARE PROVIDED?

There are several different tracks of educational workshops:

- ★ Behavior-Based Safety
- ★ Best Practices
- ★ Construction
- ★ DOE/EPA/OSHA

- ★ Employee Involvement
- ★ Environmental Practices
- ★ Ergonomics
- ★ General Industry Safety & Health
- ★ Hazard Prevention & Control
- ★ Health & Medical
- ★ Training
- ★ VPP
- ★ Worksite Analysis

For a full workshop listing, please visit www.vpppa.org/Conference/index.cfm and select Agenda from the heading or see page 25.

IS THERE AN EXHIBIT HALL?

Yes. There is an extensive exhibit hall with safety and health related companies ready to show you their new products, ideas and services. Each year brings new exhibitors and the exhibit hall provides a casual business setting for you to network and learn about their innovative technology to strengthen your safety and health management system.

For a full list of current exhibitors, please visit www.vpppa.org/Conference/Exhibitors/Exhibitorlist.cfm or see page 27.

WHAT IS THE AVERAGE TEMPERATURE FOR SAN ANTONIO IN AUGUST?

The average temperature for San Antonio in August is 85°F.

WHAT SHOULD I WEAR/BRING?

The conference attire is casual and we strongly encourage attendees to dress in what they are most comfortable wearing.

Make sure to bring a light sweater or jacket for comfort in meeting rooms because with the hot outside air temperature the indoor air-conditioned air will feel that much cooler.

ARE VOLUNTEERS NEEDED?

Yes, volunteers are needed for all sorts of jobs. E-mail volunteers@vpppa.org for more information.

CAN I EARN CEUs?

Continuing education units (CEUs) for the 25th Annual National VPPPA Conference are granted for several certifications. Tracking forms will be available at the conference registration desk.

HOW CAN I FIND OUT MORE ABOUT SAN ANTONIO?

Visit www.visitsanantonio.com.

If you have any other questions, please feel free to contact the VPPPA National Office at (703) 761-1146 or e-mail Conference-Education@vpppa.org.





INL SUPPORTS VPPPA CONFERENCES

BY SANNA RAZA, COMMUNICATIONS & OUTREACH DIRECTOR, EDITOR OF THE LEADER, VPPPA, INC.

Idaho National Laboratory (INL), a member of the association since before it became a DOE-VPP Star site in May 2001 has been sending employees to national and regional conferences for over 12 years. It was recently found that INL topped the list of member sites in terms of number of attendees at VPPPA's national conferences over the past several years.

INL employees have a long-standing involvement in the association. They attend conferences, present workshops and serve on VPPPA committees and on the national and regional boards. Members, and particularly leaders, of the INL Employee Safety Team are the primary employees encouraged to attend the conferences. That means that many of INL's active safety team members have attended several conferences over the years, along with a handful of new people every year.

"We have had one lady who has been actively involved for many years, but she has a personal fear of flying," shared Bowen Huntsman, VPP program coordinator, occupational safety and health, INL, Battelle Energy Alliance. "Because the conference last year was in Anaheim, she drove her own car all the way so that she could attend her first conference ... now that is dedication."

Find out what the following VPPPA national conference attendees had to report:

- ★ Heidi Barber, Admin, Emergency Services
- ★ Melanie Shirling Powell, Admin, Chemical & Radiation Measurements
- ★ Michelle Kirby, Software Development Technician
- ★ Norm Stevens, Operating Systems Analyst
- ★ Grayson Russell, Supervisor, Facility & Plant Maintenance
- ★ Sherry Garcia, Admin, Machine, Fabrication, Proto Finishing
- ★ Terry Schuebert, Admin, Planning & Work Control
- ★ Chris Adolfson, Admin, International & Regional Partnerships

ABOUT THEIR EXPERIENCE AT THE NATIONAL CONFERENCE ...

Heidi: I had a great experience at the conference; the information was useful in my position on the VPP Team.

Melanie: Excellent! I have met people from all over the country, some of whom I keep in touch with so I can follow their progress and encourage them on their mission to becoming a VPP Star site.

Michelle: The conference and all the workshops were great – a wonderful opportunity to learn and grow personally and to be able to share back here at the lab!

Norm: The main benefit to attending a national VPPPA conference is a new, much more positive outlook on life – not just on the VPP program, but on life itself, especially your work life.

Grayson: Great experience, excellent presentations by companies all over the nation.

THE WORKSHOPS ...

Heidi: The workshops were wonderful, I would wait until they started and then I would check the rooms to see which were the fullest and that is the workshop I attended. I always made great choices and enjoyed the presentations.

Sherry: I really enjoyed the workshops. They were very informative and educational, especially the hands-on workshops that used visual aids and had stories or played out scenarios.

Terry: The workshops are the back bone of the conferences. I have not been to a workshop where I did not learn something.

WORKSHOPS THEY PARTICULARLY LIKED ...

Heidi: I really like the presenter who told of his true life experience in getting into an accident and having to be cared for by his wife and family. And then his brother got into an accident and had to be taken care of. Both accidents were related to on-the-job oversights and really made you think about what would happen if you made the wrong decision. Can't remember the name of the presenter but his story will stick with me forever.

BRINGING IDEAS FROM WORKSHOPS BACK TO WORK ...

Melanie: One workshop (possibly Drebinger's) gave ideas on how to hold good safety meetings. One of the ideas I've used is playing photos of people's families before the start of the EST meeting.

Michelle: Dan Regouby, Accelerated Development Systems Inc., said, "Seeds of excellence already exist within the individual members of your organization. It is up to management and YOU to cultivate an environment where excellence becomes a habit and accountability is realized at all levels ... Passion, not policy, creates involvement that leads to success. Get your people excited about safety. Purpose, not power, will help you save money. You save money when your workforce is safe."

Judy Trent, DiVal Safety Equipment, talked about motivating your people. She said, "Explain why the training is important to THEM. Make the training relative, try to see it through their eyes. Make the training dynamic, use examples and lessons to make employees understand (like taping thumbs to hands and trying to do normal tasks). AVOID: approaching training strictly as a requirement."

Grayson: We used ideas ranging from keeping records to motivating employees.

THE RECEPTIONS ...

Heidi: Loved the receptions; got to meet very interesting people. I got some great safety team ideas

"The main benefit to attending a national VPPPA Conference is a new, much more positive outlook on life – not just on the VPP program, but on life itself, especially your work life."

>> Norm Stevens

from people I talked with and I also got to talk with two soldiers that were attending that were in the same Army unit as my son. That made my day!

Chris: I truly enjoy them as networking opportunities.

Sherry: A lot of fun mingling with the other companies and learning what they are doing to make safety fun and keeping it fresh on people's minds – you get a lot from people after the actual meetings when you are mingling and having a good time just talking and brainstorming, as well as discussing what you learned that day – kind of sets it in your mind better.

NETWORKING OPPORTUNITIES AT THE CONFERENCE ...

Melanie: We are presented with many opportunities at the conferences to network and exchange ideas with other folks, some having been in VPP for a long time, some working on becoming VPP.

"I have made so many lasting friendships that I can't wait to attend the next conference to catch up on what has taken place with them over the past year."

>> Chris Adolfsen

Chris: I have collected so many business cards and e-mail addresses from these networking opportunities that if anyone needs contact information from way back I have it at hand!

Grayson: I found that there were ample opportunities to talk to new people.

Sherry: I learned so much from networking with other groups at the conferences and exchanging information.

Terry: At the luncheons, I make a point to sit at a table that has people I don't know. The lunches are a relaxed time to sit and visit and exchange ideas and experiences.

MEETING NEW PEOPLE AND EXCHANGING BEST PRACTICES ...

Melanie: People who attend the conferences attend with the idea of meeting others with the same goals: keeping our workers safe. It's easy to meet and talk to folks if we know we are all working toward the same goals and ideas.

Chris: Networking at the breaks, between workshops and at the receptions has given me the opportunity to discuss and exchange ideas.

LASTING CONTACTS OR FRIENDSHIPS ...

Chris: I have made so many lasting friendships that I can't wait to attend the next conference to catch up on what has taken place with them over the past year. I even see faces in airports when I am traveling and I may not know their name but we look at each other and say VPPPA national conference. I know that if I have a question or a concern I can contact anyone from any region who has attended the national conference because we all have something in common: "actively caring" for the safety of others.

HOW VPPPA'S ANNUAL NATIONAL CONFERENCE COMPARES TO OTHER CONFERENCES ...

Melanie: The people who attend the VPPPA conference have a different attitude ... I feel like we all understand that we have a common goal and the best way to reach that goal, is to reach outside ourselves, or our own organizations, and listen and learn and take ideas back to our own workplaces.

Sherry: The national conference surpasses them all. The week-long experience is like the glue that holds it all together – like cementing it all together – helps it stay with you better and longer.

THE EXHIBIT HALL ...

Heidi: WOW, anyone would be impressed!

Melanie: The exhibit hall is an excellent place to get ideas on how to promote safety at my workplace. The exhibitors make it so easy for me to look brilliant!

Grayson: I found some great ideas there.

IMPROVEMENTS AND CHANGES TO THE CONFERENCE OVER THE YEARS ...

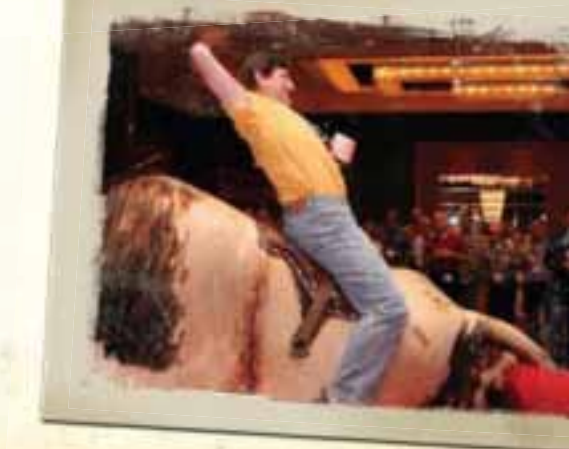
Chris: I have attended the last nine national conferences and they have continually improved in terms of workshops, vendors, receptions, keynote speakers and professionalism. I think one of the biggest changes I have seen is adding in the chapter welcome for new comers, which is now open to everyone, as it warms everyone up for the conference.

Terry: I believe that the quality of breakout sessions have continually gotten better. ★

VPPPA would like to thank INL and all the other long-standing member sites for their continued support and their commitment to safety and health excellence!

"The national conference surpasses [all other conferences]. The week-long experience is like the glue that holds it all together [and] helps it stay with you better and longer."

>> Sherry Garcia





THE NIOSH WORKLIFE INITIATIVE:

Protecting and Promoting Workforce Health and Wellbeing

BY GREGORY R. WAGNER, M.D. >> SENIOR ADVISOR TO THE DIRECTOR, NIOSH; TANYA HEADLEY, M.S. >> HEALTH COMMUNICATION SPECIALIST, NIOSH; AND TERI PALERMO, R. N. >> PUBLIC HEALTH ADVISOR, NIOSH

The nature of work in the U.S. is changing. The shift from a manufacturing to a service economy, the rise in non-traditional worksites and transient work, economic pressures resulting in more corporate mergers and restructuring and the advent of a more diverse and an aging working population have served to highlight the challenges of preserving, protecting and promoting the health of workers.

Traditionally employers have focused on their responsibility to provide a workplace free of recognized hazards. This focus on health protection remains essential, but it may not be sufficient for optimizing workforce health. The overall health of workers is influenced by factors both inside and outside the workplace: stress at work and at home; unhealthy diet and limited exercise; smoking; and chronic conditions such as hypertension, asthma and diabetes. The effects of these various factors cannot easily be divided between “at work” and “non-work.” Just as

workplace conditions can affect health and wellbeing at home and in the community, exposures and activities outside of working hours can substantially determine health, productivity and wellbeing during work.

There has been a longstanding separation in the public health and employment communities between those interested in control of health risks and hazards from work (occupational health and safety practitioners) and those focused on individual and community health risk reduction outside the workplace (health promotion practitioners). Advancing knowledge and practice in this area supports collaboration among practitioners and scientists alike to bridge the divide between these disciplines.

A new approach, reflecting the complexity of influences on worker health and the interactions between work-based and non-work factors, is gaining momentum. A growing body of evidence indicates that

coordinated or integrated approaches addressing both health risks from work (physical and organizational) and individual risk factors (such as smoking and diet) are more effective in protecting and improving worker health and wellbeing than traditional isolated programs.

In response, the National Institute for Occupational Safety and Health (NIOSH) launched the WorkLife Initiative (WLI) to identify and support comprehensive approaches to reducing workplace hazards and promoting worker health and wellbeing. NIOSH is the federal agency responsible for conducting research and making recommendations for the prevention of work-related injury and illness. The premise of the WorkLife Initiative, based on scientific research and practical experience in the field, is that comprehensive approaches addressing health risks from the work environment (both physical and organizational) and from individual behavior are more effective in preventing disease and promoting health and safety than each approach taken separately.

The NIOSH WorkLife Initiative seeks to improve worker health through better work-based programs, policies, practices and benefits. The premise of the WLI is that it makes sense to address worker health and wellbeing in a more comprehensive way, taking into account the physical and organizational work environment while at the same time addressing the personal health-related decisions of individuals. The worksite provides an opportunity to implement programs and policies to prevent both work-related risks and chronic illnesses and injuries that are linked to health behaviors.

The aim of the WorkLife Initiative is to: encourage and support rigorous evaluation of integrative approaches to work and health; promote adoption of policies and practices proven to protect and improve worker health; motivate trans-disciplinary collaboration among investigators focused on preserving and improving the health of people who work; and overcome the traditional separation of the occupational health and health promotion professional communities.

Based on information received from experts and practitioners with experience

in industry, academia, labor, government and the non-profit sector, NIOSH developed the Essential Elements of Effective Workplace Programs and Policies for Improving Worker Health and Wellbeing, which was released in October 2008. This resource is intended to guide employers and workers interested in improving workforce health and wellbeing through improved workplace programs and policies.

The Essential Elements document identifies 20 components of a comprehensive work-based health protection and health promotion program and includes both guiding principles and practical direction for organizations seeking to develop effective programs. It is

an organic resource that will be enhanced by links to resources that offer specific examples of best practices and model programs, articles from the academic and business literature and case studies that will help make this list a practical, detailed and user-friendly “how-to” for those ready to put the Essential Elements into practice. To view the document, please visit www.cdc.gov/niosh/worklife/essentials.html.

In addition, the WorkLife Initiative is forming new partnerships, compiling and disseminating best practices, supporting and encouraging expansion of relevant research and assisting efforts to pilot and test WorkLife theories in workplace

settings. NIOSH is supporting and expanding multi-disciplinary research, training and education beginning with the establishment of three WorkLife Centers of Excellence at the University of Iowa, the University of Massachusetts-Lowell/University of Connecticut and Harvard University.

For more information on the NIOSH WorkLife Initiative please go to www.cdc.gov/niosh/worklife/ or download the fact sheet at www.cdc.gov/niosh/worklife/pdfs/worklifefactsheet.pdf. ★

INVITING THE MEDIA:

Showcasing VPP at Altus Air Force Base

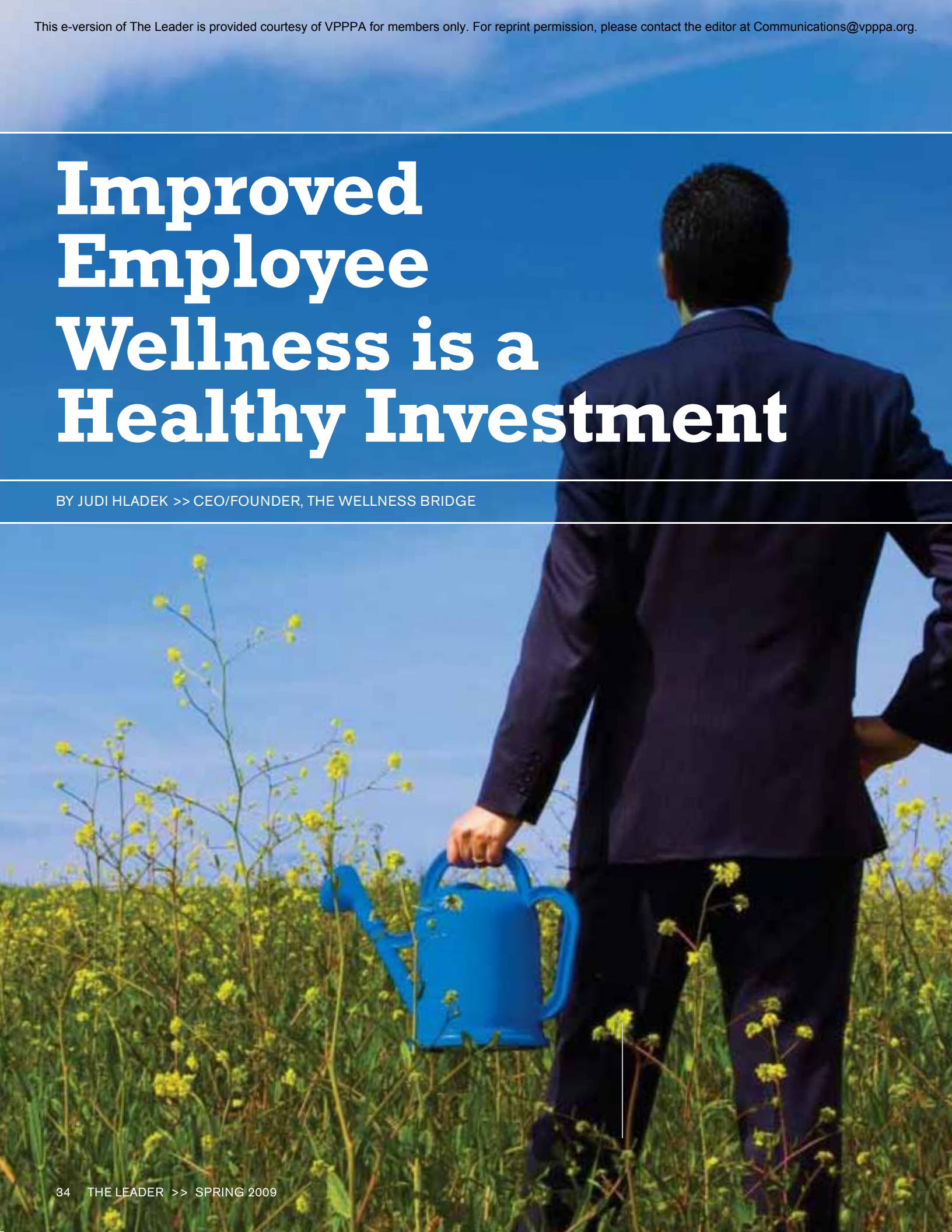


Talking safety while soaring over the Rocky Mountains in a KC-135 tanker for a refueling demonstration can leave quite an impression. On January 22, 2009, the 97th Air Mobility Wing (AMW) Public Affairs office took a group of Valero executives, members of the 97th Maintenance Directorate/A-Team, media representatives and on- and off-base emergency responders on a four-hour demonstration flight. All of this happened during a media day, which was part of the annual crisis communication exercise. The exercise is designed to build a relationship among base agencies, civilian media and emergency responders, which will help with improved communication and cooperation in the event of a disaster or crisis. Altus Air Force Base also recognized this as a good opportunity to champion the Voluntary Protection Programs message and officially thank Valero Ardmore Refinery for their support as mentors.

VPPPA wishes Altus Air Force Base best of luck for its upcoming VPP onsite evaluation! ★

Improved Employee Wellness is a Healthy Investment

BY JUDI HLADEK >> CEO/FOUNDER, THE WELLNESS BRIDGE



What if there was a real, life-long solution to you never being overweight or having heart disease, diabetes or other illnesses that are caused from unhealthy lifestyle habits? What if you were told that the solution is not a pill, shake, new fad diet or whatever other 'magic bullets' you might see on TV? Would you be willing to learn how to eat better, live stronger, work more efficiently and become more proud of yourself than you have ever been? And how would you feel knowing that all you had to do was show up to work to achieve it?

Look a Little Deeper

As employers, we have the chance to change lives dramatically. The basic principles of safety are no longer enough. Just as the old adage states, 'Hindsight is 20/20.' When we look at the history of safety in the workplace, we see dramatic changes occur all the time. From child labor laws and the eight-hour workday, all the way to GPS locators and modern safety harnesses, we see innovative safety thinking every day. Even something as obvious as hard hats was not used in designated areas until the 1930s during the construction of the Golden Gate Bridge. All of those examples have one thing in common and, unfortunately, one fatal flaw: All of the examples specifically concentrate on external safety. When it comes to internal safety, it takes a lot longer to identify and convince employers of harm.

It makes sense that shortcomings we can see are dealt with more readily. If someone gets hit on the head, we see the results and we come up with a solution. But if someone develops lung cancer over a 20-year period working at construction sites full of asbestos, it is plausible to blame other environmental factors for the disease. It isn't until a large number of people in a similar demographic become infected with cancer that asbestos can be pinpointed. Once the connection is discovered, precautions are taken, certain materials are restricted in use and programs are developed to eliminate potentially threatening situations.

Another connection that has been discovered through decades of research and statistics is that unhealthy dietary habits directly repress worker safety. Our country has become more sedentary and obese. It is a trend that, if not immediately

met with aggressive countermeasures, will severely threaten an already staggering American economy.

Fortunately, wellness initiatives have been developed and tested to promote the safety of the workforce and positively impact the employer's bottom line. The money invested in lifestyle management programs like The Wellness Bridge greatly increases worker productivity and reduces absenteeism, along with dramatically reducing the immense corporate healthcare costs associated with preventable conditions such as heart disease, gastrointestinal disorders, acid reflux and diabetes, to name a few.

A Healthy Worker is a Sound Investment

Will investing in a healthy worker make my company money? The short answer: a resounding and emphatic YES! Without investing in employee health, the annual healthcare cost of chronic diseases has skyrocketed to over \$1 trillion in the United States alone. Add in preventable conditions such as obesity and dehydration and imagine where the number can go from there. Each of these conditions decreases worker productivity due to increased absenteeism, which in turn decreases a company's net profit and production. Further, presenteeism, a relatively unknown concept, is the complement of absenteeism. Presenteeism is defined as the time a worker is physically at work but their productivity is severely hindered due to a lack of engagement, typically caused by poor personal health. This has been estimated to be up to seven and a half times more costly to an employer than typical absenteeism. Presenteeism is considered a major threat to businesses because of its stealthy nature. It is difficult to determine if employees are working to their full potential. Also, presenteeism can be stretched over a long period of time. Just as the belief that working with asbestos is detrimental to one's personal health took years to be realized; presenteeism can gradually increase healthcare costs and, over time, drastically reduce production, costing an individual company unknown amounts of money over a long period of time.

So, invest in the health and safety of your employees. What they can give back is productivity you have never seen. Imagine the most motivated and energetic people

THE FACTS >>

- + Sixty percent of an employee's total productivity loss and medical costs are due to presenteeism (*New Cornell University Study published 2004*).
- + Presenteeism costs upwards of \$2,000 per employee, per company (*Cigna Behavioral Health 2004*).
- + Workers who work at a lower capacity cost employers upwards of \$250 billion annually (*BNA Professional Information Center 2002*).
- + By 2023 there will be a 42 percent increase in cases of chronic diseases, equaling \$4.2 trillion (*Devol et. al 2007*).
- + Chronic Diseases account for seven out of 10 deaths in the U.S. (*PFCD 2007*).
- + More than half of the multinational corporations in a 2006 survey expect to increase or expand their corporate wellness programs in the next five years (*PricewaterhouseCoopers 2007*).
- + U.S. healthcare costs doubled from 1990-2001 and are expected to double again by 2012 (*Partnerships for Prevention; www.prevent.org*).
- + "Of the \$5,000 per employee the average employer spent on healthcare in 2001, more than 95 percent was spent on diagnosis and treatment, with maybe two to three percent being invested in early detection (screenings) and no more than one to two percent in prevention. This reactive approach persists despite evidence that up to 50 percent of healthcare expenditures are lifestyle related and therefore potentially preventable." (*David Anderson, Ph.D.*)
- + In 1996, backaches alone cost industry more than \$1.2 billion in production and services and \$275 million in workers' compensation (*American Council on Exercise*).



[LEFT] Judi Hladek, CEO/Founder of The Wellness Bridge

[RIGHT] Judi Hladek got the audience moving at her workshop at the 24th Annual National VPPPA Conference in Anaheim, Calif.

at your office or worksite. Now imagine your entire staff working that hard. Your investment would pay off in no time!

Motivation is Everything

In 1927, at the Hawthorne Plant of the Western Electric Co. in Cicero, Ill., researchers conducted a series of experiments over a five-year period. The conclusion and resulting ‘Hawthorne Effect,’ led to some astonishing insights into how human beings, particularly workers, were motivated. The workers in the plant were told that the plant would be studied to understand how productivity would be increased. At first, the researchers manipulated various physical and environmental aspects of the plant (lighting, humidity, etc.) and gradually moved onto more psychological aspects (break times, group pressure, managerial leadership, etc.). The astonishing findings concluded that productivity increased in nearly all of the experiments. How could that be? The important answer for us was that the workers were pleased to have any attention paid to their wellbeing. So it didn’t matter exactly what the researchers did, but that they did something.

With the Hawthorne Experiment in mind, could you imagine if the researchers would have hit on something as important as personal wellness? Not only would the workers be happy about the attention paid to them but they would become so much healthier that productivity would inevitably increase! Add to that the fact that your company is doing something good for someone else and that your employees get to keep their jobs without having to cut their healthcare and you have a win-win situation! Wellness initiatives

such as The Wellness Bridge can get you there by helping individuals become self-sufficient through education, motivation and guidance. We teach individuals how to create their own, specific diet. They learn how to create their own, specific, active lifestyle. They learn how to make healthy decisions. They learn to strive for overall wellness. And they learn how to become healthy in mind, body and spirit! Lifestyle change cannot be made at night and on weekends. It needs to be made during life! With employer-backed wellness programs, employees become motivated to make true lifestyle changes and become more productive.

Uniqueness is Key

One reason many lifestyle-changing programs tend to fall short in corporate America is that the program is so rigid that any extenuating circumstances cause it to fail. If a program cannot meet the multitude of personal needs each client desires, motivation drops and the program suffers. The lifeblood of a successful program is education. Education and guidance need to be combined in a way that participating employees become motivated to adopt the information available for their own needs and gradually build on their knowledge and activity.

Think back to your childhood classrooms. Think of the teacher that made you memorize and regurgitate all the information for the tests. The harder you worked to memorize, the easier it was to spit the information back out. But what happened when you had to actually apply that information? What happened when you had to analyze what you had just learned? It was impossible. Now think

of the teacher that actually made you engage your minds. They used different techniques to build upon your previous knowledge and allowed you to understand why you learned what you did and how you could use that knowledge. These are the kinds of classes that not only teach for a specific test or timeframe but for life experience and genuine knowledge. An effective wellness program needs to engage the same principles.

Healthy Investments

As demonstrated earlier with the example of the Hawthorne Effect, it is sound to reason that employees who feel that their employer cares enough to help their personal wellness needs, will inevitably work harder and smarter. This leads to a rise in productivity and a severe drop in absenteeism/presenteeism, which again is a win-win situation.

With healthcare costs rising, any kind of investment into a healthy employee base creates an opportunity to become leaders in the new way of employee safety and health. This is a chance for us to pave the way for improved management strategies in corporations across this country. The only real chance to take is the chance of an open mind.

For more information on how The Wellness Bridge can improve the quality of health and safety in your workplace, please do not hesitate to contact us at:

- + Judi Hladek, CEO/Founder, The Wellness Bridge
- + Toll Free 1-866-9UB-WELL (1-866-982-9355); Fax 740-695-3651
- + www.thewellnessbridge.com
judi@thewellnessbridge.com

Judi and John Hladek, The Wellness Bridge, are presenting “The Safety Secret is Connecting Wellness with Safety!” on Wednesday, August 26, 1:15–2:15 pm, at the 25th Annual National VPPPA Conference in San Antonio, Texas. ★



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WELLNESS WORKS AT

IBM Watson Research Center

BY BARBARA A COMERFORD, RN, BSN >> COHN-S/CM, IBM CORPORATION;
DOTTIE ROBINSON, RN, BSN, >> COHN-S/CM, IBM CORPORATION;
MARK ZARICK >> WELL-BEING PROFESSIONAL, IBM CORPORATION

IBM is a recognized leader in health, safety and employee wellbeing and is committed to a “culture of health,” which fosters a healthy, high performance workforce. Investing in prevention and wellbeing makes sense for both employees and business. The reason is simple: healthy employees tend to experience better quality of life and higher personal productivity. Those who discover health problems early tend to get well faster and spend less on medical care.

At the IBM TJ Watson Research Center, a Voluntary Protection Programs (VPP) Star site since 1998, there is an inherent belief system that employee health, safety and wellbeing is woven into the fabric of everyday activities. The Integrated Health Services Team, which includes both health and safety professionals, promotes optimal physical and mental wellbeing to ensure a fit, healthy and productive workforce.

Our research facility has a highly educated, motivated, technically savvy and high performance employee population. They have access to the latest technologies and tools. The climate is that of a special place to work. This allows for creativity in developing wellness and work/life programs, which are delivered through the use of innovative tools in the most flexible, cost-effective way.

The site provides a supportive environment to deliver unique health screenings and wellness presentations. Employee health screenings have included prostate (PSA), skin and colorectal cancer, as well as lipid profiles, electrocardiograms, audiometric, visual acuity, body fat and metabolic testing.

Our annual Health and Safety Fair brings together community resources with our local IBM safety, security and medical teams to provide a wealth of information for our employees. A theme for each year’s fair is developed – this year’s event was entitled “Vote for Your Health.”

We conduct an annual three-mile walk/run event on site, as well as a continuing “10K Steps a Day” walking/pedometer program. Our wellness lecture series has incorporated both seminars and informal lunch-and-learns. Topics have included Cardiac Risk Factors and Treatment Modalities, Stress and Resilience, Hypnosis, Depression, Diabetes, The Value of Humor in Your Life, Colorectal Cancer, Self Defense and Ergonomics. Some of our programs are designed to be shared with our global research community. We use cutting-edge technology like shared databases, web streaming and simulcasted presentations.

In addition to our local programs, IBM offers comprehensive national wellness initiatives. These include our annual “Express Wellness” onsite screenings (cholesterol, glucose, blood pressure, body

fat/body mass index, osteoporosis screen, coaching and massage), annual onsite flu immunization clinics, Web-based Virtual Fitness Center, smoking cessation programs, mental/stress resilience management and Virtual Food Pro, an interactive online weight management tool.

Our Travel Program supports our global travelers. It includes a Travel Locator to locate where our employees on travel status are and a Web portal with travel health and safety information.

IBM offers all employees access to meaningful choices of quality health care in a range of price options (including a free option for employees). Recognizing the value of prevention and early intervention, most IBM medical options cover routine preventive services received in-network at 100 percent and are deductible-free for out-of-network care. Routine physical examinations and wellness checkups are covered. Further, IBM continues to provide deductible-free coverage for primary care office visits under all of the self-insured medical options.

IBM offers a variety of programs to serve our at risk populations such as:

- + The Care Advantage program provides targeted outreach to individuals with asthma, congestive heart failure, coronary artery disease, depression and diabetes.
- + WebMD Health Management Center gives employees the ability to assess and understand their personal health risks.
- + Medical Decision Support (MDS) is a highly personalized service that provides current, comprehensive information on the latest medical research to IBMers with serious or complex medical conditions, to help them team with their doctors to find the most appropriate treatment.
- + The Employee Assistance Program services are the “gateway” to experienced mental health care professionals who can help assess situations and make referrals to appropriate care, whether an employee is facing an emergency or just needs information on how to cope with everyday challenges.

IBM provides the LifeWorks program to help employees handle the demands of daily life, at work and at home, through a

wide array of innovative features. Through LifeWorks, employees have access to trained specialists who are qualified to answer questions and provide information regarding dependent care issues, adoption, adult disabilities, parenting, school achievement, planning for college and caring for oneself.

Today, employees have on-demand access to health risk assessment tools, professional guidance on developing personal health improvement plans and flexible, behavior-based programming. All of these are offered in collaboration with the highest quality suppliers in the industry.

IBM has offered Healthy Living Rebates since 2003 for employees who engage in healthy behaviors such as physical activity, nutrition, weight management, childhood obesity prevention and smoking cessation. Beginning in 2006, the Preventive Care Rebate program was added to the Healthy Living Rebate offerings, with the objective of enhancing participation in preventive care and quality-driven care consumption. During

benefits enrollment, an average of 75 to 80 percent of the eligible IBM population has elected to participate each year, with 65 to 70 percent earning the rebate.

Our United States programs have led to significant health improvements, and employees who participate in wellness programs experience lower health care costs:

- + Health risk assessments completed show a 23 percent increase in low risk individuals.
- + Employees exceed "Healthy People 2010 expectations" for non-smokers (90 percent) and participating in adequate physical activity (76 percent).
- + Seventy percent of IBM employees participate in a physical activity rebate program annually, and they report being 53 percent more physically active from year to year than non-participants.
- + Over 10,000 employee smokers have participated in at least one cessation program since 2003. IBM participant quit rates have been 22-26 percent at

12 months, compared to eight to nine percent among non-participants and 12-20 percent as a national average for similar programs.

- + Participants in the IBM Web-based nutrition and weight management program showed increased healthy eating habits at six months (e.g., 20 percent less junk food, 10 percent more fruits/vegetables). There was a nine percent increase in participants in the normal weight category at 12 months, compared to only one percent for non-participants.

IBM's aim for the future is to expand our culture of healthy living with healthy behaviors consistently modeled, supported and reinforced in the workplace. Unrelenting attention to healthy living will undoubtedly influence the awareness of and commitment to this effort among our employees and their families. As individuals become more and more health-conscious, health risk reduction efforts will be maximized even further and benefits will grow for the company, employees and the communities in which they live. ★



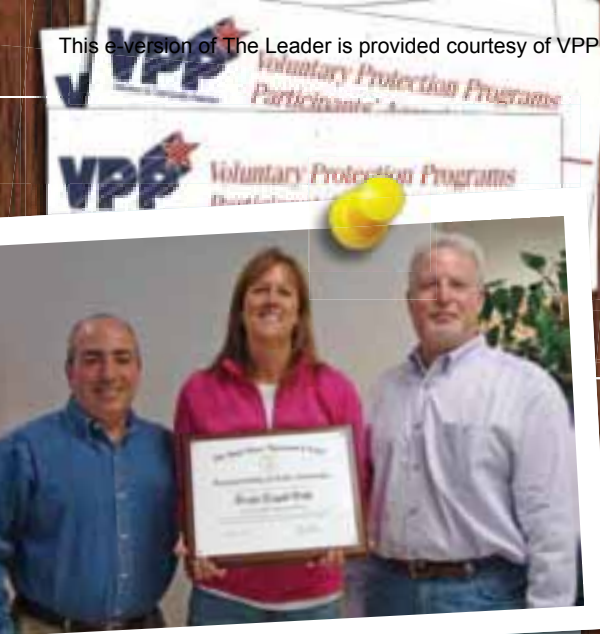
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YOUR ASSOCIATION AT WORK >>

MEET THE REGISTRAR

SAFETY SPOTLIGHT >>

Scott's Liquid Gold

On March 13, 2009, Scott's Liquid Gold, Denver, Colo., received a certificate of appreciation from the Occupational Safety and Health Administration (OSHA) in recognition of their considerable and consistent commitment to employee safety and health excellence, the Voluntary Protection Programs (VPP), the VPP Participants' Association (VPPPA), mentoring and other important activities. Despite all the challenges of the difficult economic climate, the executive leadership team of this small, family-owned company has remained steadfastly committed to VPP and provides full support for Kelli Heflin, regulatory safety manager, who is actively involved in the association as secretary for the VPPPA National Board of Directors and chairperson of the Region VIII VPPPA Chapter as well as through her mentoring efforts.

"We have many great companies in our region," said Region VIII VPP Manager Brad Baptiste. "We wanted to recognize Scott's Liquid Gold for continuing to set a great example by actively promoting the ideals established by VPP."

Congratulations to Scott's Liquid Gold and Kelli Heflin. We are proud to have you on board!

HELLO
MY NAME IS

Carlena Ford

Registrar



How long have you been with the association?

I have been with the association for three years; I started on January 30, 2006.

What is your primary function as Registrar?

I coordinate and execute the registration process at the national conference. Also, I work with the primary chapter contacts to set up registration for seven of the 10 chapters. I process registration for these chapters and also travel to oversee the chapter conferences' onsite registration.

What is the most rewarding aspect of your job?

Registering attendees for the regional and national VPPPA conferences, meeting the attendees onsite at the conference and assisting all attendees and/or members with great customer service!

Outside of work what do you enjoy doing?

Outside of work I enjoy playing with my dog (she is four months old), eating, taking walks, dancing, bowling, hanging out with family and friends and, most of all, I enjoy cooking. In my down time, while at home, I surf the internet, read books and magazines, shop and talk on the telephone. I also enjoy singing Karaoke, even though I can't sing, laughing and joking and, lastly, sleeping when I can.

With the conference fast approaching, what tips do you have for attendees to make their registration process as easy as possible?

Call with all questions prior to completing and submitting the registration form. Remember to register early to receive reduced rates. ★

Meet Your Conference & Education MVPs

SARA A. TAYLOR >> [LEFT]
CONFERENCE & EDUCATION DIRECTOR

KATIE D. ACETO >> [RIGHT]
CONFERENCE & EDUCATION COORDINATOR



How long have you been with the association?

Sara: I have been with VPPPA for a little over two years.

Katie: I have been with VPPPA for almost two years.

the ability for both sides to leave the table feeling happy with the decisions that were made.

Katie: Being at the national conference and seeing our members. They truly take pride in their safety and health programs and their enthusiasm for the association. Not only are our members proud of themselves, they are also proud of the organization and what it represents. They are always ready to volunteer, whether it is speaking at a workshop such as the VPP Application Workshop® or carrying a box during stuffing day; they are always looking for a way to help the association.

What is your primary function in your position?

Sara: As Conference and Education Director, I am responsible for the successful execution of the annual national conference. I also serve as the liaison for the Conference Planning Committee and assist with outreach events when needed.

Katie: As Conference and Education Coordinator, my primary function is handling the exhibit hall for the annual national conference. In addition to the exhibit hall, I also help coordinate educational activities such as workshops and webinars, serve as the staff liaison for the Education Committee and attend outreach events.

With the conference fast approaching, in addition to all of the usual favorites, what is new this year for attendees to look forward to?

Sara: We are happy to announce that VPPPA's annual conference will be housed under one roof this year. The exhibit hall has also been expanded to include a prize area where attendees can engage in safety games to win prizes and spend more time mingling with our exhibitors. The schedule has changed a bit and we hope everyone will enjoy the new format!

Katie: Celebrating the 25th anniversary is one thing for attendees to look forward to when registering for the conference. With all activities being held in the convention center, it will allow for more space for attendees to network, learn and visit the exhibit hall. The 25th anniversary marks an improved conference that has come a long way from the first conference with 20 attendees. Although the conference may have grown, it still provides the excellent networking and best practice sharing the first 20 were seeking when they came together. ★

What is the most rewarding aspect of your job?

Sara: I consider the relationships that I've built with vendors and members over the years to be the most rewarding aspect of the job. It's not often a week goes by that I don't receive a friendly e-mail or call just to say hello and catch up. I feel that this kind of relationship allows for a more open and honest working environment and

Outside of work what do you enjoy doing?

Sara: I enjoy spending time with my family, reading and cheering on my favorite sports teams. My Dallas Cowboys may not be the most beloved team in the Washington, D.C. area but I take it all in stride. And Katie keeps me grounded since she is a Redskins fan. I also enjoy cooking and taking different classes when time permits.

Katie: Outside of work I enjoy spending time with my family and friends, cheering on the WASHINGTON REDSKINS and traveling. Traveling is one of my true passions and each year I try and visit somewhere new. My most recent travels sent me to Spain and Italy in May of 2008 and I'm still deciding where to visit this year.

Member Info Corner

>> NEWS & HOT TOPICS FROM THE LEADER IN SAFETY AND HEALTH EXCELLENCE

VPPPA and ACC Become Networking Partners >>

The Voluntary Protection Programs Participants' Association, Inc. (VPPPA) and the American Chemistry Council (ACC) established a networking partnership to foster safer and healthier American workplaces. In support of VPPPA's goals and ACC's Responsible Care Initiative, the two organizations are committed to providing members and other pertinent audiences with information, guidance and access to resources that will help them protect employees' health and safety, particularly through matters of mutual interest in promoting high levels of safety and health performance and improved dialogue.

Chapter Welcome Reception >>

Sunday, August 23, 2009
5:00 pm – 7:00 pm

Meet your local chapter representatives and mingle with your fellow conference attendees at this fun and interactive kick-off to the 25th Annual National VPPPA Conference!

Let the games begin ...

2009 VPPPA National Board of Directors Elections

Elections for open positions on the VPPPA National Board of Directors are scheduled to take place during the 25th Annual National VPPPA Conference in San Antonio, Texas.

VPPPA BOARD ELECTIONS, SESSION 1

Tuesday, August 25
11:15 am – 1:00 pm

VPPPA BOARD ELECTIONS, SESSION 2

Wednesday, August 26
8:00 am – 10:00 am

This year's open positions are:

- + Vice Chairperson
- + Secretary
- + Labor Representative from a Site with a Collective Bargaining Agent
- + Representative from a DOE-VPP Site
- + Director-at-Large
(three positions available)

VPPPA Full member sites are eligible for a maximum of two votes – one hourly and one management representative. VPPPA strongly encourages members to send both hourly and management representatives to the conference to get the maximum site votes. If only one of the two is present during voting times, the site will only be eligible for one vote.

This is your chance to make your voice heard!

Annual Meeting of the Membership

As a membership-based organization, your participation and feedback are key to VPPPA. Members are invited to hear about the newest initiatives of the association, vote on pertinent issues and

nominate individuals from the floor for open positions on the VPPPA National Board of Directors. You are encouraged to attend this important meeting on Monday, August 24, 2009, from 9:00 am – 10:00 am. Come join your fellow VPPPA members for the Annual Meeting of the Membership and participate in a chance to win an exciting prize.

Online Site Profile

VPPPA is proud to announce the launch of the site profile page at www.vpppa.org. The page is accessible to members only and is intended for prime contacts to update their site's VPPPA roster in order to ensure that VPPPA benefits reach the right employees at our member sites. Information contained on this page includes company and individual contact information, phone and fax numbers, e-mail addresses and VPP status information.

Take advantage of this new feature and review your site's profile by visiting www.vpppa.org. Log in and click on any link. The "View Profile" link will be located in the upper right-hand corner of your screen. If any information is incorrect, copy and paste profile text, make updates and e-mail to Membership@vpppa.org.

Online Networking & Resources

The association has created and improved many online resources to provide peer-to-peer networking opportunities for VPPPA members.

+ The **VPPPA Job Exchange** is an online service that allows members to post open positions on the VPPPA Web site. This tool helps to increase the applicant pool by allowing quality applicants from across the nation to

view career opportunities on VPPPA's Web site and apply directly to the posting site for the job.

+ The online **VPPPA Member Search Directory** is another valuable networking tool, which allows members to search and contact other VPPPA members by company, VPP status, number of employees, NAICS code, city, state, region, U.S. postal zip code or a combination of search fields.

+ The **VPPPA Vendor Search Directory** is where members can search for companies that can provide relevant products and services. VPPPA Affiliate members are preferred vendors that are licensed to use the VPPPA logo; no other vendors may use the VPPPA logo without joining as a VPPPA Affiliate member.

+ The **Best Practices Directory** is intended to assist facilities as they improve their safety and health management systems and acknowledge sites for their innovative accomplishments in the areas of safety, health and the environment. In addition to the hard-copy directory, this resource is also available online.

+ The **VPPPA Presentation Sharing Page** allows members to share information concerning occupational safety and health, the environment, VPP, home and seasonal safety, mentoring, employee involvement, VPP approvals and re-approvals, as well as other vital issues.

+ The **VPPPA Logo Gallery** is where you can find VPPPA's familiar logo, which is a licensed trademark and can only be reproduced for commercial purposes with the permission of the VPPPA National Office.

The Online Networking & Resources section features several helpful pages relevant to VPP worksites and those looking to improve their safety and health management systems and environmental programs. Visit Online Networking & Resources today at www.vpppa.org/Networking/index.cfm. ★

VPPPA

QUICK REFERENCE >>

To reach the VPPPA National Office, call (703) 761-1146 or visit www.vpppa.org. To reach particular staff members, please refer to the contact information below.

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Eric Nielsen Controller	enielsen@vpppa.org Ext. 302
Marianne Trinh Bookkeeper	mtrinh@vpppa.org Ext. 313

CONGRATULATIONS TO THE VIRGINIA BEACH SGE CLASS OF 2009!

Keven Arnold – Tenneco
Anthony Argenti – Hovione
Michael Ashton – Delta Air Lines
Trevor Atherton - Gribbins Insulation Co.
Brent Berry – MillerCoors
Christopher Bressi – Covanta Energy
Jody Bursey – General Electric
Sandi Chavis – Wyeth
Edward Donohue – Key West Naval AS
Wesley Dove – Tenneco
Robert Fleshman – Dominion Power
Everett Gay – RR Donnelley
Dennis Griffith – RR Donnelley
Brian Hale – Integrity Windows
Davis Hamel – Defense
Logistics Agency
Stephanie Hood – Wyeth
William Hoover – Continental
John Howard – General Electric
Wilson Kepple – Reliant Energy
George Loder – Cristal Global
Reginald Maclin – Afton Chemical
Paul Meechan – Merek Research Labs
Marc Montelius – IKEA
Joseph Morrell, Jr. – Wyeth
Ralph Munsey – Ciba Corp.
Ty Peppers – Dominion Power
Robert Riegler – General Electric
John Rose, Jr. – Hovione
Joseph Seaman – MillerCoors
Warren Silverman – Access
Health Systems
Carolyn Stevens – General Electric
Chris Thomlison – Toray Plastics
Ron VandenDolder – Coca-Cola
Jeffrey Yost – General Electric
Kim Moubray – VA DOL
Robert Polite – VA DOL
Raymond Davenport – VA DOL
Doug Wiggins – VA DOL
Jay Hufton – VA DOL
Peter Murrer – VA DOL
Korey Belanger – VPPPA



SGE Training: Exemplary Commitment to Safety and Health

BY KOREY BELANGER >> GOVERNMENT AFFAIRS COORDINATOR, VPPPA, INC.

IKEA, Wyeth, Coca-Cola and General Electric – these are just a few of the many companies with employees ready to gain the knowledge necessary to evaluate potential Voluntary Protection Programs (VPP) sites. Add one government affairs coordinator from the national office of the VPP Participants' Association, Inc. (VPPPA) and you have found the Special Government Employees (SGE) training course at Virginia Beach that took place in January 2009.

Before attending this course, I had already worked with numerous SGEs, supplying conference and event information or aiding with registration for membership, but now I was in their home field. Rather than working 12-hour shifts in a high hazard position, like most of my fellow SGE classmates, my experience in an office setting limited my knowledge of the process that sites go through during onsite evaluations and I felt a little out of my element. However, much to my surprise, I was able to participate and walk away with

more knowledge and confidence about the breakdown of worksite safety and health than I ever anticipated.

Teresa (Terry) Gallagher, representative from the Occupational Safety and Health Administration (OSHA), Milford Stern, Virginia VPP coordinator from the Virginia Department of Labor, and Larry Shaffer, Region III VPPPA Chapter vice chair and VPP coordinator from International Paper in Franklin, Va., trained over 40 attendees to start assisting as VPP onsite evaluation team members.

Much of the information provided seemed straight-forward enough at first; however, the application of VPP policies was the tricky part. “Everyone has a unique way of implementing VPP,” explained Terry on the first day of training. While it may be easy for someone who works at a site to be able to visit another and pick out flaws, this training served to give future SGEs the opportunity to experience working

with an evaluation team and to understand the process of coming to a collective agreement on the status of a site.

“The SGE training class not only provided valuable training in conducting VPP site audits, it also provided an opportunity to network with safety professionals from various industries and gain insight from their areas of expertise,” said SGE training participant Wes Dove of Tenneco.

More than just a privilege, the training course and the opportunity to be an SGE provide a network of ideas during onsite visits. While Milford could relate hundreds of stories about disasters that occurred to him while doing an evaluation, the real advantages are the best practices that spread among the worksites.

After the three-day training course, the participants were sworn in and given their certificates to begin their efforts to keep the American workforce safe. I want to give a big thank you to Milford, Larry, Terry and

all the participants at the training course for allowing me to gain a little insight into what our members experience at their worksites. Congratulations to all the new SGEs!

The SGE Program was established to allow industry employees to work alongside OSHA during VPP onsite evaluations. Qualified volunteers from VPP sites are eligible to participate in the SGE program. These volunteers must be approved by OSHA and funded by their companies to participate. After submitting an application and completing the required training, these volunteers are sworn in as SGEs and are approved to assist as VPP onsite evaluation team members. Not only does this innovative program benefit OSHA by supplementing its onsite evaluation teams, but it gives industry and government an opportunity to work together and share views and ideas.

For more information see the SGE course schedule below or visit www.osha.gov/dcsp/vpp/sge.html. ★

SPECIAL GOVERNMENT EMPLOYEE (SGE) TRAINING COURSE

The Occupational Safety and Health Administration (OSHA) has confirmed the following Special Government Employee (SGE) training courses. The course schedule is projected through September 2009.

The training course must be taken prior to assisting OSHA with Voluntary Protection Programs (VPP) onsite evaluations. To participate in the course, the applicant must meet the SGE safety and health qualifications. Interested applicants can contact Carla Slaughter, SGE coordinator, U.S. Department of Labor, OSHA, Directorate of Cooperative and State Programs, Office of Partnerships and Recognition, at (202) 693-2213. For more information, please also visit www.osha.gov/dcsp/vpp/sge.html.

If you are interested in becoming and SGE, meet the qualifications and would like to attend one of the following courses, an application must be submitted by the application deadlines below.

DATES	HOST/LOCATION	REGION	APP. DEADLINE
July 14-16, 2009	Monsanto World Headquarters >> St. Louis, MO	VII	4/15/09
July 28-30, 2009	Integrity Windows & Doors >> Fargo, ND	VIII	4/15/09
August 4-6, 2009	Hospir >> Lake Forest, IL	V	4/15/09
★ August 21-23, 2009	25th Annual National VPPPA Conference >> San Antonio, TX	VI	6/15/09
September 2009	United Space Alliance >> Houston, Texas	VI	7/15/09
September 29 – October 1, 2009	Frito Lay >> Beloit, WI	V	7/15/09
October 6-8, 2009	Valero >> Paulsboro, NJ	II	7/15/09
November 3-5, 2009	Valero >> Corpus Christi, TX	VI	7/15/09

2009 ERGO CUP® COMPETITION >>

The internationally recognized Ergo Cup® competition, sponsored by the Ergonomics Center of North Carolina and presented by the Institute of Industrial Engineers, awards companies for successful, innovative ergonomic solutions. A panel of judges evaluates the submissions based on innovation, simplicity, cost savings, ergonomic risk and presentation quality.

The finalists from the 2009 competition consist of a variety of U.S. and international organizations, including a number of companies involved in the Voluntary Protection Programs (VPP) and the VPP Participants' Association.

We would like to applaud the following companies with VPPPA representation for their efforts and participation in the Ergo Cup® and congratulate them for qualifying as finalists:

- + The Boeing Company
- + Bridgestone/Firestone
- + Clow Valve Company
- + General Electric
- + Johnson & Johnson
- + PPG Industries
- + Caterpillar

AND THE WINNERS ARE

Clow Valve Company for the Ergo-Cup for Team Driven Workplace Solutions

GE Oil & Gas Florence, Italy, for the Ergo Cup for Training & Education

GE Healthcare Americas Services Team for the Ergo Cup for Engineer/Ergonomist-Driven Workplace Solutions

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www.keene.edu/conted/osha.cfm
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Region 1/KSC/OTIEC
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MENTORING

The VPPPA Mentoring Program matches current VPP Star sites with sites interested in pursuing VPP approval or improving their safety and health management system. Mentors can offer assistance and insight into personal experiences with VPP. They can also share techniques on conducting annual evaluations and help mentees effectively communicate the benefits of VPP to management, employees and unions.

MENTEE

APS
Phoenix, AZ

ExxonMobil
Paulsboro, NJ

JJ White Incorporated
Paulsboro, NJ

Life Technologies
Grand Island, NY

Rain for Rent
Monroeville, NJ

Savage Services Corporation
Paulsboro, NJ

Schlegel Systems Inc.
Rochester, NY

Solvay Solexis, Inc.
West Deptford, NJ

Sports Medicine Research
& Testing Lab
Salt Lake City, UT

MENTOR

The Simmons
Manufacturing Co., LLC
Tolleson, AZ

Valero Refining Company
Paulsboro, NJ

Valero Refining Company
Paulsboro, NJ

Olin Corporation
Niagara Falls, NY

Valero Refining Company
Paulsboro, NJ

Valero Refining Company
Paulsboro, NJ

Valero Refining Company
Paulsboro, NJ

Valero Refining Company
Paulsboro, NJ

EG&G Inc.
Stockton, UT

VPPPA would like to recognize the companies striving toward overall safety and health excellence and thank the mentors that are facilitating the process for their efforts and dedication. If you are aware of any official VPP mentoring activities or would like to receive information on the program, please contact the VPPPA National Office at Mentoring@vpppa.org or (703) 761-1146.

OUTREACH >>

Throughout the year, VPPPA is represented at safety and health related conferences and exhibits. If you are planning to attend any of these conferences, please feel free to visit with association representatives at the VPPPA booth or participate in the VPPPA workshop to network with presenters and attendees who are interested in learning more about VPP and the association.

Upcoming Outreach Events

JUNE 2-5

+ 14th Annual Virginia Occupational
Safety and Health Conference
Roanoke, VA

JUNE 28 – JULY 1

+ The American Society of Safety Engineers'
Safety 2009 Conference and Expo
San Antonio, TX

[WORKSHOP] VPP: Leaders in Safety
& Health Excellence, Session 739
Wednesday, July 1, 2009
11:00am-12:00pm

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AIM Inc.

New & Continued Leaders

VPP Indicates a VPP site that is also a VPPPA member

NEW LEADERS* *as of print date

Congratulations to the following sites that have been honored as models of safety and health excellence through acceptance into VPP since the last issue of *The Leader*.

New Star Sites

VPP 88th Air Base Wing Staff

WRIGHT PATTERSON, OH

+ 78 employees

+ Nature of Operations: supports operations related to airfield and administrative operations, a fire department, a hospital, public works, acquisitions, explosive ordnance, logistics, laboratories, aircraft maintenance, security forces, recreation, restaurants and lodging

All Tech Inspection @ Flint Hills Resources

CORPUS CHRISTI, TX

+ 24 employees

+ Nature of Operations: inspection service

Battelle Hazardous Materials Research Center

WEST JEFFERSON, OH

+ 69 employees

+ Nature of Operations: research and development in the physical, engineering and life sciences

Bechtel Pueblo Chemical Depot

PUEBLO, CO

+ 357 employees

+ Nature of Operations: construction

Brock Maintenance Inc.

@ Flint Hills Resources

CORPUS CHRISTI, TX

+ 155 employees

+ Nature of Operations: painting, abrasive blasting, insulation, scaffold, asbestos abatement and lead abatement

Coca-Cola, Waters, LLC

MILESBERG, PA

+ 158 employees

+ Nature of Operations: bottled water manufacturing

Combined Containerboard, Inc., Greif LLC

CINCINNATI, OH

+ 50 employees

+ Nature of Operations: manufacturing

Concurrent Technologies Corporation

JOHNSTOWN, PA

+ 950 employees

+ Nature of Operations: scientific research and development services

Continental Building Systems

HOMESTEAD, PA

+ 160 employees

+ Nature of Operations: nonresidential construction

Dick Corporation

CLEVELAND, OH

+ 8 employees

+ Nature of Operations: construction

VPP GE Healthcare

ARLINGTON HEIGHTS, IL

+ 200 employees

+ Nature of Operations: manufacturer of diagnostic radiopharmaceuticals and radiation therapy devices

VPP General Electric

SLATER, MO

+ 50 employees

+ Nature of Operations: development and manufacture of custom ePTFE membrane

General Electric Oil and Gas

BETHLEHEM, PA

+ 70 employees

+ Nature of Operations: commercial and industrial machinery and equipment repair and maintenance

General Electric Sensing and Inspection Technologies

LEWISTOWN, PA

+ 266 employees

+ Nature of Operations: measuring and controlling device manufacturing

VP# Georgia-Pacific LLC

SHEBOYGAN, WI

+ 116 employees

+ Nature of Operations: manufactures corrugated cardboard boxes

VP# Mesquite Power, LLC

ARLINGTON, AZ

+ 34 employees

+ Nature of Operations: generate electricity for sale into wholesale markets in southwestern U.S.

VP# Pennsylvania Army

National Guard

ANNVILLE, PA

+ 223 employees

+ Nature of Operations: support activities for air transportation

VP# River Parish Contractors, Inc.

RESERVE, LA

+ 250 employees

+ Nature of Operations: contractor for refinery construction and maintenance

VP# Savage Services

NORCO, LA

+ 22 employees

+ Nature of Operations: petroleum coke terminal operations

United States Naval Shipyard & Intermediate Maintenance Facility

SILVERDALE, WA

+ 862 employees

+ Nature of Operations: ship repair and maintenance

VP# US Postal Service

SOUTH PORTLAND, ME

+ 86 employees

+ Nature of Operations: mail service

US Postal Service

NOTTINGHAM, NH

+ 8 employees

+ Nature of Operations: courier service

US Postal Service

HAVELOCK, NC

+ 39 employees

+ Nature of Operations: mail courier service

US Postal Service

MOORESVILLE, NC

+ 51 employees

+ Nature of Operations: courier services

US Postal Service, Juneau Mendenhall Post Office

JUNEAU, AK

+ 86 employees

+ Nature of Operations: mail service

VP# US Postal Service, Pullman

PULLMAN, WA

+ 38 employees

+ Nature of Operations: mail service

New Merit Sites

VP# Simmons Manufacturing Company

AURORA, CO

+ 75 employees

+ Nature of Operations: mattress and box spring manufacturing

New Mobile Workforce for Construction Sites

Continental Building Systems

COLUMBUS, OH

+ 100 employees

+ Nature of Operations: construction ★

*Listing as of print date



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CONTINUED LEADERS*

Congratulations to the following sites approved for continued VPP participation since the last issue of *The Leader*.

**Alcatel-Lucent, Lisle/
Naperville Campus**
LISLE, IL

**Atlantic Southeast Airlines,
Middle Georgia Regional Airport**
MACON, GA

**VP# Austin Industrial @ Lyondell
Bayport**
PASADENA, TX

BE&K Industrial Services
DECATUR, AL

**VP# Borg Warner Emissions/
Thermal Systems Corporation**
DIXON, IL

Brock @ Valero Texas City Refinery
DEER PARK, TX

VP# C. R. Meyer
OSHKOSH, WI

VP# Covanta Energy
SPRING HILL, FL

Delta Air Lines/St. Louis Station
SAINT LOUIS, MO

**VP# Drilling Specialties Company,
Division of Chevron Phillips Chemical
Company LP**
CONROE, TX

VP# DSM Nutritional Products, Inc.
FREEPORT, TX

**VP# Entergy Corporation, Arkansas
Nuclear One**
RUSSELLVILLE, AR

**VP# Entergy Transmission &
Substation WM**
WEST MONROE, LA

VP# Entergy, Nelson Plant
WESTLAKE, LA

Equistar Chemical L.P.
MORRIS, IL

VP# ExxonMobil Pipeline
HULL, TX

**First Vehicle Services,
Jacksonville Beach**
JACKSONVILLE BEACH, FL

VP# GE Energy Services
ALLENTOWN, PA

VP# General Electric, GE Energy
BANGOR, ME

VP# Georgia Pacific, Thorsby
THORSBY, AL

**Halliburton Energy Services/
Jet Research Center**
ALVARADO, TX

**High Steel Structures,
Inc., Manufacturing/
Fabrication Departments**
LANCASTER, PA

Holland Energy, LLC
BEECHER CITY, IL

Honeywell Aircraft Landing Systems
ALLENTOWN, PA

VP# Huber Engineered Woods, LLC
COMMERCE, GA

**International Paper, Hazleton
Converting and Distribution Center**
W HAZLETON, PA

**International Paper, Lafayette
Container Plant**
LAFAYETTE, LA

VP# Kimberly-Clark
CORINTH, MS

VP# Kraft Foods, Inc., Kirksville
KIRKSVILLE, MO

VP# LPR Construction Company
LOVELAND, CO

Lucent Technologies
NAPERVILLE, IL

Lyondell Bayport, Underwood Plant
PASADENA, TX

VP# Mary Kay, Inc.
DALLAS, TX

Maybelline-Garnier
LITTLE ROCK, AR

**VP# Monsanto Chesterfield
Village Campus**
CHESTERFIELD, MO

**VP# Monsanto Company,
World Headquarters**
ST. LOUIS, MO

VP# Mundy Companies @ Solutia
ALVIN, TX

**Northrop Grumman Corporation,
Defensive Systems Division**
ROLLING MEADOWS, IL

**VP# Ontelaunee Power
Operating Company**
READING, PA

VP# Plastic Suppliers, Inc.
COLUMBUS, OH

**PPL Corporation, Electric Utilities,
West Region, Susquehanna
Operating Areas**
MONTROUSVILLE, PA

PPL Electric Utilities
HARRISBURG, PA

**VP# Propex Fabrics –
Hazlehurst Facility**
HAZLEHURST, GA

**Rockwell Automation Control
Systems, Dublin Operations**
DUBLIN, GA

**VP# Rogers Corporation –
High Performance Foams**
WOODSTOCK, CT

VP# Rubicon, Inc.
GEISMAR, LA

VP# Sherwin Williams Company
BUFORD, GA

VP# Solvay Advanced Polymers, LLC
AUGUSTA, GA

Solvay Chemicals, Inc.
LA PORTE, TX

VP# Stepan Company
ELWOOD, IL

VP# Tronox LLC
HAMILTON, MS

VP# Tropicana Products, Inc.
FORT PIERCE, FL

Turner Construction Company
CINCINNATI, OH

**VP# U.S. Dept. of the Treasury,
Philadelphia Mint**
PHILADELPHIA, PA

VP# US Postal Service
TEWKSBURY, MA

VP# US Postal Service
CAMBRIDGE, MA

VP# US Postal Service
BOISE, ID

**VP# Washington Group
International @ Monsanto**
ST. LOUIS, MO

VP# Weir Hazleton, Inc.
HAZLETON, PA

VP# West Fraser, Folkston Lumber Mill
FOLKSTON, GA ★

*Listing as of print date

Calendar of Events

Dates are as of print date. For more information, please refer to the Calendar of Events at www.vpppa.org or call the VPPPA National Office at (703) 761-1146.

MAY 20

[WEBINAR] Managed Fall Protection Programs
3:00-4:00 pm EST

MAY 20-21

Region IX VPPPA Chapter Conference

>> AZ, CA, HI, NV

+ VPP Application Workshop®:
May 19, 2009

JW Marriott Starr Pass; Tucson, AZ
Hotel Reservations: (520) 792-3500

MAY 20-21

Region X VPPPA Chapter Conference

>> AK, ID, OR, WA

+ VPP Application Workshop®:
May 19, 2009

Davenport Hotel; Spokane, WA
Hotel Reservations: (800) 899-1482

MAY 27-28

Region V VPPPA Chapter Conference

>> IL, IN, MI, MN, OH, WI

+ VPP Application Workshop®: May 29, 2009
Hilton Madison Monona Terrace
Community and Convention
Center; Madison, WI
Hotel Reservations: (608) 255-5100

JUNE 1-3

Region I VPPPA Chapter Conference

>> CT, MA, ME, NH, RI, VT

+ VPP Application Workshop®: June 1, 2009
+ Strengthening Star Quality Workshop:
June 1, 2009

Killington Resort; Killington, VT
Hotel Reservations: (802) 422-3333

JUNE 10

[WEBINAR] Things to be Aware of in Maintaining the Balance of Safety and Productivity in the Aging U.S. Workforce
12:00-1:00 pm EST

JUNE 15-17

Region II VPPPA Chapter Conference

>> NJ, NY, PR, VI

+ VPP Application Workshop®:
June 18, 2009
+ Everything You Need to Know About NFPA 70E: June 18, 2009
Turning Stone Resort; Utica, NY
Hotel Reservations: (800) 771-7711

AUGUST 24-27

25th Annual National VPPPA Conference

+ Pre-Conference Workshops:
August 23, 2009
+ Expo: August 24-26, 2009
Henry B. Gonzalez Convention Center & San Antonio Marriott Rivercenter and Riverwalk; San Antonio, TX
Hotel Reservations: (800) 228-9290

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From the desk of Dick Crampton

I was a maintenance millwright in Portland, Oregon for 34 years. One thing that has bothered me, and other workmen I know, is our knees. We are up and down all day in our jobs and that has done permanent damage to our knees. No one had offered a solution to the problem. Strap-on knee pads aren't the answer. The reasons are obvious to those who have worn them: they hurt, impair circulation, will not stay in position and have been resisted by workers for many years.

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Richard H. (Dick) Crampton
President
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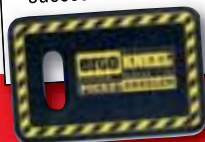
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VPPPA is a nonprofit, charitable organization devoted to improving worker safety and health protection through best practices and cooperation among employees, management and government.



The Voluntary Protection Programs Participants' Association, Inc.

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{ Pre-Conference Workshops } August 23, 2009

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