

The Leader

VOLUNTARY
PROTECTION
PROGRAMS
PARTICIPANTS'
ASSOCIATION

Total Quality Protection

SUMMER 2009 >> VOLUME 18 ISSUE 3

HOORAY for VPPPA!

CELEBRATING 25 YEARS
OF SAFETY AND
HEALTH EXCELLENCE

VPP for the Department of Defense

VPP – THE FORCE-MULTIPLIER:
**VPPPA Members
Share Their VPP
Experiences
with OSHA**

GUESS WHICH CURRENT
VPPPA BOARD MEMBER WAS
A CHEERLEADER 25 YEARS
AGO WHEN VPPPA STARTED?
(SEE ANSWER ON PAGE 4)





Dear Members,

With our 25th anniversary conference right around the corner, I would like to take this moment to thank all of you for your continued support and your tireless efforts toward safety and health excellence for the American workforce. This is clearly an occasion to celebrate. We have seen the reach of the Voluntary Protection Programs (VPP) increase from its inception through the Department of Labor's Occupational Safety and Health Administration (OSHA) in 1982 to its adoption by the Department of Energy in 1994 and the interest federal agencies such as the Department of Defense and the U.S. Postal Service have demonstrated recently. This is a testament to the value of VPP, which is also mirrored in the growth and the vigor of the association.

However, we must not rest on the laurels of our achievements. With a renewed focus on enforcement by the current administration, there is a definite need to educate and speak about the value of VPP to ensure appropriate funding. The OSH Act calls for a balance between cooperative programs and enforcement and VPPPA is glad to see a strengthening of enforcement on violators of worker protection. Further, the association supports the dropping of goals or quotas for new VPP sites, as announced by Acting Assistant Secretary Jordan Barab. If VPP is to remain the premier safety and health management system that a workplace aspires to achieve, then it has to be done voluntarily and not as part of a quota. The problem is that transferring funds from cooperative programs, such as VPP, education and outreach, to increase enforcement on bad actors in our society, punishes the wicked and low performers but does nothing for the majority of American workers and employers that are average performers and are seeking knowledge and guidance to a better way. In fact, it punishes those workers and employers too by providing no motivation, education, incentive or leadership to chart the path toward improved workforce protection.

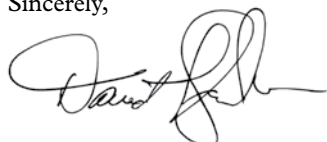
The balance between cooperative and enforcement reminds me of the carrot and the stick approach; catching more flies with honey, rather than vinegar. Hard hitting enforcement is important and VPP sites will be among the first to safely mill and polish the bat and teach you how to swing it! But after that, what's your next move? The guilty are reeling from the blow and the majority of employers in the mid-field of occupational safety and health have heard the crack of the bat ... now what? If the goal of the OSH Act was to serve the American workers, then all American workers and employers should be afforded a path through compliance and an education to self-realization that workplace improvements for safety are good for people and for business.

The original authors of the OSH Act didn't know it at the time, but they kept the door open for the possibility of a day when employers stepped up to their responsibility for a safe and healthful workplace. And in 1982, the Act was modified to recognize those that did, and it was called VPP. VPP was a true reinvention of government, where management, labor and government started pulling in the same direction and realized that enforcement and voluntary cooperation were not in conflict, but two sides of the same coin.

Fortunately, President Obama's proposed Fiscal Year 2010 budget for OSHA includes increases for both enforcement and compliance assistance, alleviating the need to reallocate resources from cooperative programs, such as VPP, toward enforcement. To ensure that VPP gets an appropriate share, VPPPA and its members need to educate our congressional representatives and OSHA on the value of VPP and on what is required to achieve a sustainable environment of worker protection. Who better to educate, then those members – employers, workers and unions – that have achieved the pinnacle of workplace safety and health and know it's not achieved through demands but through cooperation!

Recognize the 25th Annual National VPPPA Conference as an opportunity to come together and stand up for safety.

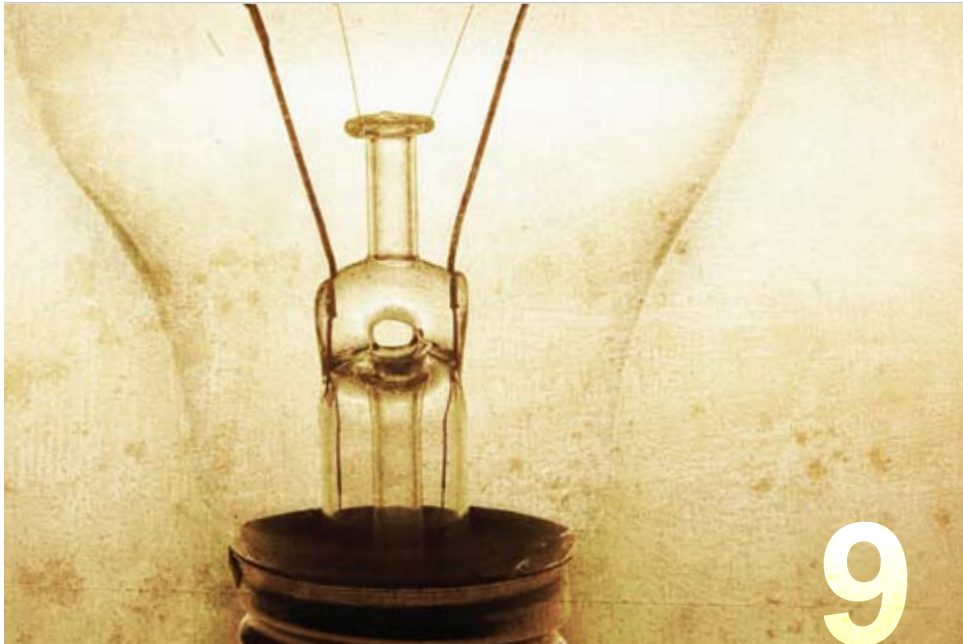
Sincerely,



DAVID L. JACKSON, CIH, CSP
VPPPA NATIONAL BOARD OF DIRECTORS CHAIRPERSON
HSE DIRECTOR, FLUOR GOVERNMENT GROUP

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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.

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VPPPA Member sites share the benefits of VPP with worksites across the U.S. and recruit new members for the association.

Front cover: VPPPA Vicechair Cindy Mahoney was a cheerleader for The Rams at New Canaan High School in New Canaan, Conn., in 1984 while momentum was building to establish the association.



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Capitol Watch



COMPILED BY KOREY BELANGER
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GAO Releases Report on VPP; VPPPA Supports Recommendations

The U.S. Government Accountability Office (GAO) recently released its 2009 report on the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP). The GAO recommends that the Secretary of Labor direct OSHA to (1) develop a documentation policy for information on actions taken by OSHA's regions in response to fatalities and serious injuries at VPP sites, (2) establish internal controls that ensure consistent compliance by its regions with VPP policies, and (3) develop goals and performance measures for the VPP.

The Voluntary Protection Programs Participants' Association, Inc. (VPPPA) supports the GAO's recommendations, keeping in mind that the GAO has previously found the program to have merit. In the 2004 GAO report on VPP, the GAO stated, "OSHA's voluntary compliance programs appear to have yielded many positive outcomes ... Employers and employees at nine worksites we visited attested to reductions in injuries and illnesses and improved relationships with one another and with OSHA."

Acting Assistant Secretary of Labor for OSHA Jordan Barab has accepted VPPPA's invitation to speak at the Opening General Session of the 25th Annual National VPPPA Conference this August 24-27, 2009, in San Antonio, Texas. The association looks forward to Acting Assistant Secretary Barab's comments and proposals in response to the 2009 GAO report and intends to work with OSHA to ensure that only qualified worksites participate in VPP.

"The association has always advocated the importance of a stringent approval process and thorough controls insuring the integrity of VPP," said VPPPA Executive Director R. Davis Layne. "VPPPA welcomes the opportunity to work with OSHA to validate the important role of VPP in workplace safety and health."

House Committee Hears Need to Toughen OSHA Violation Penalties

The House Committee on Education and Labor heard comments and testimony on Workers Memorial Day. Witnesses told members that penalties for violations of Occupational Safety and Health Administration (OSHA) standards are not high enough to deter future violations.

"Penalties are the key enforcement mechanism under the law. They must be real. They must be meaningful," stated chairman of the committee Rep. George Miller (D-CA). "And, these penalties must not be just the cost of doing business."

Although there has been a significant drop in worker deaths since OSHA's creation in 1970, witnesses testified to lawmakers that penalties have not increased since 1990 and are much smaller than penalties associated with other federal laws. The committee is supporting legislation that would strengthen whistleblower protections, update OSHA penalties and ensure that employers are held accountable for their actions.

Solis Encourages Safety with Use of ARRA Stimulus

Secretary of Labor Hilda L. Solis issued a memo May 7 to urge federal departments to keep safety in mind when pursuing projects associated with the American Recovery and Reinvestment Act of 2009 (ARRA).

"Under ARRA your department may be expanding its infrastructure or beginning new construction projects, and I encourage you to take steps to safeguard both federal workers and contractors involved in these efforts," wrote Secretary Solis.

Solis encourages agency heads to participate in OSHA training opportunities, especially those that cover major construction hazards in order to help minimize risks. The memo also noted that OSHA is focusing resources on the anticipated increase in federal construction and related activities and may increase inspections of federal worksites. ★

New OSHA Procedure to Eliminate Safety Trainer Fraud

The Occupational Safety and Health Administration (OSHA) developed a new procedure to find and investigate against fraudulent safety and health trainers and created a hotline on abuse and fraud. OSHA also has plans to soon list trainers who have been disciplined on a Web site.

“The use of independent trainers has allowed OSHA to significantly extend its training capabilities,” stated OSHA Acting Assistant Secretary Jordan Barab, “but OSHA will not tolerate fraudulent activity or unscrupulous trainers when workers’ health and lives may be at stake.”

While details on the new investigation procedure were not released, OSHA spokeswoman Diana Petterson stated that the procedure is designed to ensure due process. The increase in fraudulent training has come as a result of states and cities that require workers to complete trainings before they can be hired.

“Many employers, particularly in the construction industry, place a great deal of emphasis on the ‘OSHA 10’ card, believing that workers who have taken this course have a solid basic knowledge of construction safety,” stated Coordinator of the National Council for Occupational Safety and Health Tom O’Connor. “If fraudulent or otherwise inadequate training is allowed to go on, employers’ faith in this program will be dealt a serious blow.”

Unions Urge OSHA to Issue H1N1 Flu Virus Alert and Directive

The AFL-CIO and eight other labor unions collaborated in pushing for the Occupational Safety and Health Administration (OSHA) to immediately issue a compliance directive and/or hazard alert for the H1N1 Flu Virus. The unions are pushing for OSHA to define the H1N1 Flu Virus as a hazard to health care and emergency response workers and to require protective measures.

In addition, the compliance directive and hazard alert should notify employers that the General Duty Clause would be used by the agency. This clause requires employers to provide safe employment and is used when a specific standard is not available.

“Taking these steps will make clear to healthcare employers their obligations to protect workers, and will reaffirm to healthcare workers that the government is taking the necessary steps to ensure that they are protected,” OSHA Acting Assistant Secretary Jordan Barab stated in a letter to the American Federation of State, County, and Municipal Employees and the House Educational and Labor Committee (39 OSHR 383).

OSHA Adds to Shipyard Industry Standards

The Occupational Safety and Health Administration (OSHA) has revised the *Shipyard Industry Standards* document and added three standards, including Fire Protection in Shipyard Employment, Employer Payment for Personal Protective Equipment (PPE) and contamination issues related to Hexavalent Chromium. This document serves to guide and provide employers and workers with an overview of all safety and health standards related with the shipyard industry. It contains industry guidelines for safety and health and includes topics such as assessment and control, employee participation, management commitment, program evaluation and hazard identification.

“The Maritime Advisory Committee on Occupational Safety and Health recommended that OSHA update and republish the shipyard and longshoring industry digests,” stated OSHA Acting Assistant Secretary Jordan Barab. “The revised document is now up-to-date with current standards and will continue to serve as another resource for protecting the safety and health of shipyard workers.” ★

In Brief

COMPILED BY KOREY BELANGER
>> GOVERNMENT AFFAIRS &
COMMUNICATIONS SPECIALIST, VPPPA, INC.

U.S. SECRETARY OF LABOR AND ACTING ASSISTANT SECRETARY **Impressed with First Visit to a VPP Site**

BY LAURIE MONTANUS >> COMMUNICATIONS & OUTREACH COORDINATOR, VPPPA, INC.

On June 29, 2009, U.S. Secretary of Labor Hilda Solis and Acting Assistant Secretary for the Occupational Safety and Health Administration (OSHA) Jordan Barab toured their first VPP Star site, the H-E-B Print & Mail Services Plant in San Antonio, Texas. According to an interview with H-E-B representatives, both Solis and Barab were impressed with the safety and health excellence of the Star site, especially the plant's ergonomic initiatives.

Solis, Barab and OSHA representatives joined H-E-B employees and leadership for a complete tour of the plant. Solis and Barab spent a majority of their time on the floor speaking with employees about their roles and experiences at the site.

During the tour, both Solis and Barab were impressed with the site's visual factory standards, which is noted as a best practice for the plant. They also recognized the loyalty of the employees and the number of years they have been with H-E-B.

With ergonomics being a focus of the new administration, the visitors made note of several H-E-B ergonomic initiatives. First were the plant's working tables which keep the work surface at waist-level, preventing workers from having to constantly stoop or bend over. Another highlighted practice was the use of the cutter equipment, which features an air table and allows employees to move around large and heavy items with little effort. The plant's automatic lift system

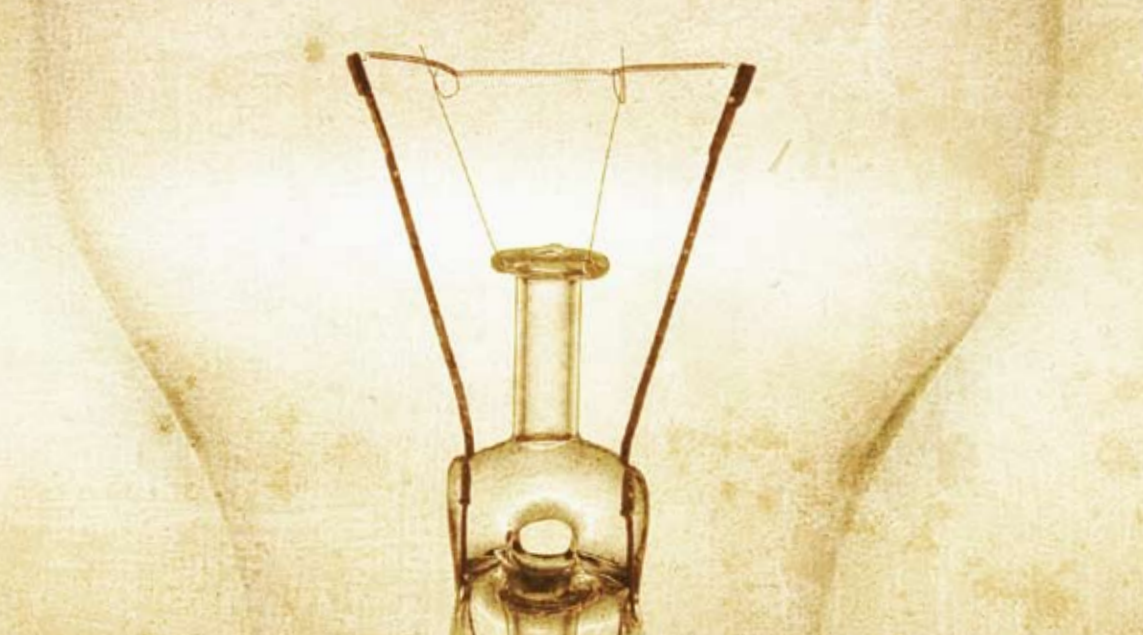
also uses minimal effort and allows large amounts of paper to be stacked with hardly any operator intervention. "There is no separation between ergonomics and health and safety management systems at H-E-B," commented one H-E-B employee; Solis and Barab agreed that the plant's vision and efforts were right on target.

The H-E-B Print & Mail Services Plant was approved for Star status in February 2009. The plant is part of the H-E-B grocery store chain in Texas and Mexico, and acts as a full-service printing facility that offers mail service and photo processing abilities. The site prints and distributes coupons, advertising materials and labels to its other grocery store chains.

According to plant representatives, the success of the VPP program is due to the passion and strong commitment of the 46 employees and a strong leadership. Employees at the H-E-B Print & Mail Services Plant, which is the newest H-E-B site to be VPP approved, believe they are at the forefront in safety and their efforts are validated by the successful visit of Solis and Barab. An H-E-B employee commented, "The secretary's one-on-one interaction, her interest in our company and respect for how we operate was the highlight of this visit." ★

[LEFT] Employees at the H-E-B Print & Mail Services Plant in San Antonio, Texas





A History of the Department of Energy Voluntary Protection Program

BY CARLOS COFFMAN >> OFFICE OF WORKER SAFETY AND HEALTH ASSISTANCE, U.S. DEPARTMENT OF ENERGY

The origins of the Department of Energy (DOE) Voluntary Protection Program (VPP) began with its effort to improve worker safety and health throughout the DOE complex. In late 1991 and in early 1992, DOE officials met with the Occupational Safety and Health Administration (OSHA) to determine if OSHA would consider accepting applications for VPP recognition from DOE's management and operating contractors. OSHA believed that agreeing to accept those qualifying DOE contractors under its VPP program would create a resource impact well beyond that which OSHA was prepared to dedicate to VPP.

Under the Atomic Energy Act, DOE contractors were exempted from enforcement by OSHA. As a result, OSHA excluded DOE's contractors from eligibility for recognition in VPP. Recognizing the potential benefit, DOE adopted its own VPP in 1992. In April of the

same year, during the early part of DOE's VPP efforts, the Voluntary Protection Programs Participants' Association (VPPPA) Board of Directors extended an official invitation to DOE to become the first federal entity to be granted "Agency Membership" in the association.

DOE-VPP is essentially a mirror image of OSHA VPP. A number of former OSHA staff members who had been instrumental in developing VPP at OSHA were then employed by DOE. Those original architects of OSHA's VPP constructed DOE-VPP. Having had over 10 years of experience with OSHA's VPP and understanding the parts of the program that were successful and the parts that were in need of enhancement, DOE promulgated a VPP that made use of this learning experience. In almost every case, VPP was broadly written so that simple interpretation of provisions could make the program fit any industry, any type of work

and any contractual relationship. DOE made modifications to ensure adequate coverage of radiation protection/nuclear safety and emergency management because of the uniqueness and complexity of DOE facilities, especially weapons development. Some additional interpretation was needed to fit VPP to DOE's Protective Forces as they are a true paramilitary organization within the DOE organization and are not comparable to either police services or typical industrial security.

DOE-VPP directly adopted the core of the OSHA VPP program. However, DOE had conducted a number of workshops and group discussions across the DOE complex prior to adopting VPP. In each case, both the management of the major energy and defense contractors attended, as well as representatives from all major unions within the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). As a result

of these meetings and workshops, DOE adopted the principles of OSHA's VPP with slight modification. DOE's VPP recognizes that management leadership and employee involvement are key to VPP attainment; however, at the behest of labor, DOE gave each of these elements separate but equal status as primary tenants of the program. The element of worksite analysis in OSHA's program was adopted exactly as OSHA applies it to the private sector. The OSHA element of hazard prevention was also adopted as OSHA applies it with the addition of the term "control" to emphasize the absolute necessity of controlling identified hazards. Lastly, the element of safety and health training was adopted just as applied by OSHA. Key among DOE's tenants is the employee involvement element, which must be demonstrated in terms of authentic empowerment for the ownership of safety by non-management staff.

A principal goal of DOE was to incorporate the best safety and health practices of the private sector into the high-hazard and high-risk work at DOE sites. The essence of those practices paid off, not only in terms of safety, but also in terms of accomplishing specific DOE goals. Those practices included work planning, workers being directly involved in indentifying, analyzing and controlling hazards and managers managing health and safety as an integral part of their daily activities. Together, all of these formed the foundation of an effective safety and health program and culture at participating sites.

On January 26, 1994, the then Secretary of Energy signed and authorized DOE-VPP as part of DOE's ongoing safety and health efforts. DOE-VPP was instituted as a means to formally recognize contractor sites that were providing excellent safety and health programs and who could become leading examples for other DOE contractors.

Interest in DOE's VPP prompted the former Office of Environment, Safety and Health (EH) to develop an extensive training program to actively assist contractors in implementing the components of DOE-VPP. Although participation in the training program was voluntary, it was strongly encouraged.

Under the training program, some outreach activity for prospective DOE-VPP participants was conducted. The prospective sites were paired with private sector OSHA or DOE-VPP Star sites, usually located within the same region of the country. In some cases, the operation of some outreach activity was coordinated through VPPPA.

In 1994, the Waste Isolation Pilot Program (WIPP) located in Carlsbad, N.M., became the first DOE-VPP participating site. This year, WIPP celebrated 15 years in DOE-VPP and 10 years as a fully operational facility serving as a repository for low level radioactive waste generated from other DOE sites. Since DOE's first success at WIPP, DOE-VPP has grown to include over 30 diverse and unique participants throughout the DOE complex. DOE participant site activities include: mining; waste treatment, storage and disposal facilities; construction; decommissioning and demolition; national environmental remediation sites; national strategic petroleum reserves; paramilitary security operations; weapons design and special manufacturing; and diverse classified activities at our nation's National Laboratories.

Over the years, DOE-VPP has become a world-class model of government and industry partnership, as well as a model of how adaptable the original VPP concepts can be. Several DOE facilities were the only and/or first of their kind in achieving nationwide VPP participant status. Among these participants are the previously mentioned WIPP facility, the Weldon Spring Site (WSS) in St. Charles County, Mo., The Volpentest HAMMER Training & Education Center (HAMMER) in Richland, Wash., the Idaho National Laboratory (INL) near Idaho Falls, Idaho, and Wackenhut Security Services* in Aiken, S.C.

In 1997, MK Ferguson/Jacobs Engineering Group, which had been the managing contractor for the cleanup efforts at WSS since 1986, was recognized by DOE as a Merit site. In 1999, the site received Star status. Weldon Spring was built by the War Department (now Department of Defense) in the 1930s and was the nation's largest explosive plant during World War II. From 1955 to 1966, AEC, which later

became DOE, was given jurisdiction of the plant and used the facilities to develop uranium feed materials and to process uranium ore or "yellow cake," which was instrumental in the country's pursuit of nuclear weapons material. The plant was later used by the Department of the Army during the period of the Vietnam conflict to produce "Agent Orange," which was an herbicide mixture of "2, 4 D" (2, 4-dichlorophenoxyacetic acid) and "2, 4, 5 T" (2, 4, 5-trichlorophenoxyacetic acid), but highly contaminated with "dioxin," a human carcinogen. The plant was then dormant until 1986 when the facility was returned to DOE jurisdiction and DOE assumed cleanup efforts for all past contamination. DOE established the facility as the Weldon Spring Site Remedial Action Project (WSSRAP) at that time. The WSSRAP mission was to eliminate potential hazards to the public and environment by dismantling chemical plant structures, disposing of all contaminated structural materials and soils and safely disposing of the materials in the waste pits and the original quarry used to build the plant.

The completion of the WSSRAP waste disposal cell in 2001 marked the end of five decades in which WSS was a crucial part of the country's national defense. Although DOE-VPP status of this site has been retired, today the site welcomes visitors to prairies, gardens and bike trails and demonstrates a new approach DOE has taken to try to continue long-term community education, as well as demonstrate its commitment to excellence in worker safety.

The Hanford site, located near Richland, Wash., is a 586-square mile site that served the nation as a plutonium production complex with nine nuclear reactors and associated processing facilities. Hanford produced approximately two-thirds of the country's supply of plutonium for national defense for more than 40 years, beginning in the 1940s with the Manhattan Project. Today, Hanford is engaged in the world's largest environmental cleanup project and is home to half of the DOE-VPP participant sites. Its mission is also supported by nationally recognized VPP firsts, including HAMMER.

HAMMER received its initial DOE-VPP Star certification in 2002. It is the

first recognized training facility of its kind by VPP. HAMMER is a world-class hazardous materials management and emergency response safety and security training facility that specializes in hands-on training. It has received regional, national and international recognition for its high-quality, flexible, cost-effective and timely training development and delivery.

In 2001, INL (formerly the Idaho National Engineering and Environmental Laboratory) managed by Bechtel BWXT, Idaho, LLC, became the first DOE National Laboratory to be recognized as a DOE VPP site. INL's principal mission is to develop and demonstrate advanced nuclear technologies. The laboratory conducts basic and applied research to protect our nation's critical infrastructure and enhance our national security, facilitates DOE's legacy cleanup and stewardship responsibilities and advances energy-related sciences. INL serves as the nation's lead laboratory for nuclear energy

research and development. The laboratory also supports technology development for other Federal agencies. In February 2005, Battelle Energy Alliance (BEA) was selected to operate the laboratory. Research activities have been consolidated in the Laboratory and clean-up activities are run by the Idaho Clean-up Project, which is managed by CH2M-WG, Idaho. Both BEA and CH2M-WG are recognized DOE VPP Star sites.

Shortly after INL's initial recognition in 2001, the Pacific Northwest Laboratory (PNNL) located in Richland, Wash., was also recognized as a DOE VPP site the same year. PNNL performs research for the Office of Science, other DOE offices, as well as government agencies, universities and industry to deliver breakthrough science and technology to meet today's key national needs.

In 1999, WSI-SRS was recognized as a DOE-VPP Star site. It was also the first

paramilitary organization with the mission of providing security services for SRS. Their mission was to protect nuclear weapons materials, production facilities, property and classified matter from theft, sabotage or unauthorized control. Since WSI-SRS, DOE has recognized three other contractor participants providing similar services for DOE.

From its first site in 1994 to its most recent, DOE-VPP continues to promote the many benefits associated with being a VPP participant. DOE participating sites maintain a strong desire and willingness to share their expertise in safety and health programs in and outside the DOE complex. That willingness is a testament to the caliber and expertise of the people involved and their commitment to public service. ★

*Wackenhut Services, Inc. (WSI)/ Savannah River Site (SRS) is a former VPP participating site.



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VPP – THE FORCE-MULTIPLIER: VPPPA Members Share Their VPP Experiences with OSHA

BY SANNA RAZA >> EDITOR, *THE LEADER*, VPPPA, INC.

With outreach and mentoring as much-practiced activities at Voluntary Protection Programs (VPP) sites, the program reaches many more worksites across the U.S. than traditional enforcement ever could. This was the message that employees from member sites of the VPP Participants' Association, Inc. (VPPPA) brought to the table in a meeting with the Department of Labor's Acting Assistant Secretary for the Occupational Safety and Health Administration (OSHA) Jordan Barab on Tuesday, July 14, 2009.

As the new administration looks to learn more about the benefits of VPP and its role in occupational safety and health, VPPPA member sites provide the best examples. These worksites have experienced first-hand how VPP, as a management system based on cooperation among labor, management and government, changes the culture at a worksite and unites a workforce behind a common goal with positive effects spilling over into other areas such as productivity, quality and overall employee morale. This meeting was a first opportunity for VPPPA, which represents the best of the best in workplace safety and health excellence, to sit down face-to-face with Acting Assistant Secretary Barab.

The purpose of the meeting was two-fold. The recent buzz around VPP under the new administration with its focus on enforcement and the concerns identified in the U.S. Government Accountability Office's (GAO) May 2009 report on VPP are two distinct but inherently connected concerns that VPP sites currently deal with.

The GAO Report

The GAO report, which came in response to a congressional request to review OSHA's VPP, concluded that "improved oversight and control would better ensure program quality." This is a sentiment shared and supported by VPPPA.

"The association has always advocated the importance of a stringent approval process and thorough controls to insure the integrity of VPP," said VPPPA Executive Director R. Davis Layne.

However, this assessment does not question the value of VPP itself and neither did the GAO report. The 2004 report stated that "OSHA's voluntary compliance programs appear to have yielded many positive outcomes ... Employers and employees at nine worksites we visited attested to reductions in injuries and illnesses and improved relationships with one another and with OSHA." The 2009 report advised the Secretary of Labor to direct OSHA to (1) develop a documentation policy for information on actions taken by OSHA's regions in response to fatalities and serious injuries at VPP sites, (2) establish internal controls that ensure consistent compliance by its regions with VPP policies, and (3) develop goals and performance measures for the VPP.

VPPPA's meeting with OSHA was a first step in developing a strategy to address the shortcomings in terms of program oversight. While definitive criteria for reviewing the program were not discussed at this point, Acting Assistant Secretary Barab enlisted the help of the association's member sites because they are the best of the best in occupational safety and health and they know what it takes to successfully implement VPP as an effective safety and health management system. Barab encouraged VPPPA representatives and all safety and health personnel to get more involved in the process during the review. VPPPA is ready to support OSHA in its efforts with feedback on policies and procedures and best practices to share from VPPPA member sites.

Furthermore, the association points to resourcing as another important factor in addressing the above-mentioned areas for improvement outlined by the GAO. With the past and continued growth of

VPP, resources have not been budgeted adequately. The association is pleased that President Obama has proposed over \$563 million for OSHA's FY 2010 budget, with an increase of approximately \$45 million for federal enforcement and an increase of nearly \$2 million for federal compliance assistance.

VPP vs. Enforcement

OSHA's mission is to "assure safe and healthful working conditions for working men and women"; something that requires the careful balance of both enforcement methods and cooperative programs. But which one of the two – enforcement or cooperative programs – will go farther in improving safety and health across America?

Enforcement is the roadmap Labor Secretary Hilda Solis prescribes for OSHA. Addressing the American Society of Safety Engineers' attendees at the Safety 2009 Professional Development Conference in San Antonio, Texas, June 29, Solis stated that "the Department of Labor is back in the enforcement business" and that "as long as [she is] the Secretary of Labor, the department will go after anyone who puts worker lives needlessly at risk."

There is no question that a strengthening of enforcement on violators of worker protection is an important aspect in fulfilling OSHA's mission. As the proposed FY 2010 budget demonstrates, federal enforcement will receive a generous increase that will allow OSHA to move forward with this strategy. However, VPP as the premier program under compliance assistance should not be forgotten in that equation.

"The problem is that transferring funds from cooperative programs, such as VPP, education and outreach, to increase enforcement on bad actors in our society, punishes the wicked and low performers but does nothing for the majority of American workers and employers that are average performers and are seeking knowledge and guidance to a better way," says VPPPA Chairman Dave Jackson, HSE Director, Fluor Government Group, Richland, Wash. "In fact, it punishes those workers and employers too by providing no motivation, education, incentive or leadership to chart the path toward improved workforce protection."

VPP has added value to workplace safety and health by encouraging worksites to go beyond mere compliance, continually identifying and eliminating hazards. It provides companies with a dynamic approach to encourage safety and health beyond targeted goals of traditional enforcement. VPP promotes worker protection, requiring active employee involvement, management commitment and union support. This program improves communication within the worksite, positively affecting relationships between the workers and managers.

"Prior to participating in the program, we had a flavor-of-the-month safety program. Then VPP came along and you saw immediate partnership," stated Rob Henson, VPPPA Board of Directors Labor Representative from a Site Without a Collective Bargaining Agent and Process Technician from LyondellBasell in Channelview, Texas. "VPP provided a structure from the bottom up and provided a foundation that labor could stand behind and management needed

to live up to. When we gained VPP, we gained thousands of safety and health professionals."

Furthermore, these safety and health professionals that come out of VPP at America's worksites become Special Government Employees (SGE) and mentors. They reach out to other worksites and help them improve their safety and health programs. They help each other, share best practices and provide valuable resources to each other. As such, VPP's impact multiplies exponentially, reaching many more worksites than OSHA inspectors alone could. VPP is a force-multiplier and a necessary extension of enforcement in OSHA's efforts to provide a safe and healthful working environment for America's workforce.

VPP will outperform enforcement anytime.

To share your comments on what VPP has done for you at your site, please participate in the Member Forum linked under hot topics on VPPPA's homepage at www.vpppa.org. ★



[ABOVE] Second row from left to right: VPPPA Executive Director R. Davis Layne; Rob Henson, VPPPA National Board of Directors Director-at-Large and Process Technician from LyondellBasell; Kent Lang, VPPPA National Board of Directors Labor Representative from a Site with a Collective Bargaining Agent, United Steelworkers of America (USWA) Representative and Union Safety Representative from Clearwater Paper Corporation; Larry Shaffer, VPP Coordinator and USWA Representative from International Paper, Franklin Mill; Colonel (Retired) John Ciesla from the Department of Defense VPP Center of Excellence (VPPCX); Garrett "Doc" Doherty, Local Union President of International Brotherhood of Teamsters (IBM) from Infineum USA, L.P.; Mark Atkins from the Office of the Deputy Assistant Secretary of the Army, Environment, Safety and Occupational Health; First Row: Cindy Mahoney, VPPPA Board of Directors Vice Chairperson and EHS Program Manager from GE Corporate Properties & Services Operation; Dave Jackson, VPPPA National Board of Directors Chairperson and HSE Director from Fluor Corporation/Department of Energy; Jordan Barab, Acting Assistant Secretary of Labor for OSHA; Steve Gauthier, Health and Safety Representative and IUE-CWA Local 201 Representative from GE



NAVSEA Kicks Off VPP with Summer Bash

BY M.J. MCCOY >> PUBLIC AFFAIRS, NAVAL SEA SYSTEMS COMMAND (NAVSEA)

Warm summer weather, live music, safety demonstrations, interactive Wii games and the fragrance of funnel cake greeted employees as NAVSEA Headquarters (HQ), Program Executive Offices (PEO) formally kicked off the command's implementation of the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP) on June 30, 2009, at the Washington Navy Yard. By partnering with NAVSEA's Employees Activity Committee (NEAC) Multicultural Fair, NAVSEA's Safety Office and VPP working groups attracted maximum participation and permitted the groups to increase the scope of their safety and total wellness demonstrations to include employees' family members as well.

"One of my top priorities for this command is to establish safety, health and total wellness as core values, but we need your assistance," said NAVSEA Executive Director Brian Persons in his welcoming address. "We are truly implementing a culture of change where each of us takes responsibility for our own personal safety,

as well as for our co-workers. I'm personally challenging each and every individual here to directly and positively improve our work environment ... Vice Adm. McCoy and I are committed to fully implementing VPP throughout the NAVSEA corporation," Persons added. "I invite all NAVSEA employees to join us in this commitment. NAVSEA leadership decision-making will reflect our commitment to VPP. Together, we will make it happen."

As of summer 2009, three Naval Shipyards have been re-approved for VPP Star recognition and NAVSEA activities currently hold five of the Department of the Navy's eight Stars. Building off the tremendous successes achieved at the Naval Shipyards through VPP, NAVSEA formally committed to implementing this safety and health management system across the entire command. In 2008, NAVSEA Commander Vice Adm. Kevin McCoy issued a model OSH Policy Statement that fully integrated VPP principles. "VPP is an incredible program that significantly reduces injury rates," McCoy said about NAVSEA's implementation of VPP

command-wide. "Although NAVSEA Headquarters and PEOs may not have the same risk for injury as an industrial setting, our workforce suffers falls, trips and motorcycle injuries, which also impact mission readiness. Implementing VPP is leadership by example and an active approach to preventing injuries."

NAVSEA HQ/PEO joined OSHA's VPP Challenge Program in 2008 and started a VPP Steering Committee to lead this effort. Earlier this year, the Steering Committee visited its VPP mentor, General Electric Energy Headquarters, in Atlanta, Ga., to add to the lessons learned about successfully implementing VPP in an administrative-type environment. The Steering Committee also established core teams and employee working groups to focus on follow-up action items. Core teams accomplished the following: perform gap analyses and assess implementation progress; foster leadership participation and define expected behaviors; and coordinate communications with the workforce. Volunteer employee working groups took on specific focus areas and action items, such as building inspection and hazard recognition, to maximize employee participation.

Vanessa Elliott, SEA 04, gave advice from an employee's perspective, "As employees we must know our roles and responsibilities, and we must have clear communication with management. We also must promote safety for ourselves and others. It's also important that we report all mishaps, injuries and accidents through the proper channels."

NAVSEA's implementation of VPP at the HQ/PEO sites demonstrates the leadership's commitment to create a better, safer work environment. VPP also gives the workforce the power to develop a framework and structure for the command to deal with the real hazards (slips, trips, falls, etc.), while at the same time addressing the total wellness of fellow employees with real concern about safety and health on and off the job. Ultimately, NAVSEA believes that this safety and health management system develops the right culture of caring for its workforce – one of safety and health as a core value. ★



State-Plan Monitor

COMPILED BY KOREY BELANGER >> GOVERNMENT AFFAIRS & COMMUNICATIONS SPECIALIST, VPPPA, INC.

Currently, 22 states in the U.S. run their own, complete state-plan programs (covering private sector, state and local government employees). These states developed and operate their own job safety and health program, as encouraged by Section 18 of the Occupational Safety and Health Act of 1970. The reported activity by state was submitted by state-plan OSHA representatives.

ARIZONA

Arizona's Occupational Safety & Health Division (ADOSH) has made significant headway on its construction VPP efforts. Since the last issue of *The Leader*, ADOSH has completed two construction site application reviews and one onsite review. The second construction onsite is scheduled. Some important lessons were learned as a result of the work done with the initial construction companies working in the pilot effort. As an example, one item identified during the first onsite review, which proved valuable for future applicants and reviews, relates to communication with regards to VPP program information.

Because of mobility issues with crews and sub-contractors, dissemination of VPP information and initiatives may have to be considered in more detail by the applicants to ensure that the message is clearly understood. This is just one example and we will all continue to learn better ways to carry on the program within the construction industry. ADOSH would like to commend Hunt Construction Company, Granite Construction Company and Hunter Contracting for their work thus far in participating in the VPP construction pilot program in Arizona and wishes them luck as they proceed through the various levels of the process. It is only through the success of

their efforts that we can extend this program to other contractors in the future.

ADOSH has added Fluor Facilities and Plant Services operating out of Tucson to the ranks of the approved Star sites for VPP on March 13, 2009, and is currently working with several others on final preparations for application as well as onsite evaluations. The next two years will prove to be very busy given the fact that ADOSH is looking at three more re-approvals for the remainder of 2009 and has nine slated to be done for 2010. In addition to that, there are onsite inspections scheduled in the upcoming months for several new sites.

So 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.

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CALIFORNIA

The following sites achieved their Cal/VPP Star status recently in California. The Cal/VPP team identified safety best practices at each one these sites and plans to take them to best practices workshops in the future:

- + RRI Energy Generation Station in Oxnard
- + Covanta Mendota, L.P., in Mendota
- + Georgia Pacific in Woodland
- + Kinder Morgan in Benicia
- + Johns Manville in Willows
- + ACE in Trona

The following sites submitted new applications and are scheduled for pre-visits or onsite evaluations:

- + CCDA Waters, LLC- MT, in Shasta
- + Safway Scaffolding in Benicia
- + Precision Engine Controls in San Diego
- + Covanta Mt Lassen Power in Westwood
- + Covanta Burney Mountain Power in Burney
- + TIMEC in Benicia
- + Nabors in Bakersfield

During a Cal/VPP Star best practices meeting on April 14, 2009, Terry Schulte from the Valero Benicia refinery received the best Special Team Member of 2008 award from John Duncan, director of California Department Industrial Relations.

[TOP] California >> Terry Schulte, Valero Benicia, receives Special Team Member award from John Duncan, California Department Industrial Relations

[BOTTOM] North Carolina >> Winston-Salem SSTM Class

[RIGHT] North Carolina >> Raleigh SSTM Class

INDIANA

Indiana is pleased to announce the following new VPP and Indiana Safety and Health Achievement Recognition Program (INSHARP) approvals since the beginning of 2009:

- + **DSM NeoResins+** in Frankfort achieved VPP Merit status in 2005 and has since achieved Star status. The VPP Star ceremony was held on Monday, March 16, at the company's site in Frankfort.
- + **OFS Brands, Inc.**, achieved INSHARP certification; this included five OFS Brands sites in Huntingburg. The INSHARP award ceremony was held on Wednesday, March 18, in Huntingburg at the company's corporate office.
- + **Hitachi Cable Indiana, Inc. (HCI)** in New Albany also achieved INSHARP approval, which included three of Hitachi Cable Indiana's facilities at the company's Grant Line Road location. Their INSHARP award ceremony was held on Friday, March 20, in New Albany.
- + **Holiday World & Splashin' Safari Theme Park** located in Santa Claus also achieved INSHARP. This is the first amusement park in the nation to be approved in the federally recognized program. The INSHARP award ceremony was held on Thursday, April 9, in Santa Claus at the site of the park's newest attraction and world's tallest water ride, Pilgrims Plunge.
- + **Arc Opportunities, Inc.**, located in Howe, achieved INSHARP recognition and is the first organization in LaGrange County to be INSHARP approved. Their INSHARP award ceremony was held on

Thursday, April 16, at the organization's facility in Howe.

- + **American Colloid Company** in Troy achieved INSHARP recognition and held its award ceremony on Tuesday, February 17, in Troy.
- + **Nachi Technology, Inc.**, in Greenwood, achieved its INSHARP award and is the first site in Johnson County to obtain INSHARP approval. They celebrated on Thursday, January 22, in Greenwood.

IOWA

The Iowa VPP program is pleased to announce the addition of one new Star site since the last issue of *The Leader*. The Brock Group, a resident contractor located at LyondellBassel in Clinton, became a Star site on April 28, 2009. The Clinton site has 10 employees and is a full-service piping installation and insulation company that also provides scaffold erection services.

Iowa Occupational Safety and Health (IOSH) is currently reviewing applications from new prospective sites and anticipates several additional sites by year end. Iowa is currently maintaining 40 sites with fast growing mentoring processes spreading in key areas throughout the state of Iowa.

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

MARYLAND

Maryland Occupational Safety and Health (MOSH) VPP added one new Star site to its growing Star field. The newest Star site is Life Technologies Corporation in Frederick. The site is involved in the





[LEFT] Tennessee >> Employees at Wyeth Pharmaceuticals in Vonore celebrate their Star achievement.

areas of research and development, manufacturing and global distribution of biotechnology products. MOSH VPP is currently reviewing two new site applications and will be conducting several re-approval evaluations this summer.

The OSHA Region III VPPPA Conference was held at the Baltimore Marriott Waterfront Hotel in April. Despite the recent economic downturn, the conference was a huge success and had the greatest number of attendees in its history. Congratulations to the Region III VPPPA Chapter Board of Directors for another great conference and good luck next year in Pittsburgh!

MICHIGAN

The 79th annual Michigan Safety Conference at DeVos Place in Grand Rapids was successful with over 1,200 attendees. The exhibitors, presenters and volunteers helped make this conference a success. The conference featured the President's Reception, which honored the safety professional of the year, safety leadership award, distinguished service award, as well as six scholarship attendees.

MINNESOTA

Minnesota currently has 30 Star sites and one Merit site. Of the 30 Star sites, 28 are classified as general industry sites (including one public sector site) and two are construction sites. Five of the Star sites will be scheduled for a re-approval evaluation in 2009. Three will have been completed in the first two quarters of 2009 and the remainder during the last quarter.

Overall, the program continues to grow, with three new VPP applications awaiting review and multiple employers expressing verbal commitment toward submission of an application. Pre-approval evaluations

are planned later this year for the recent application submissions.

The state currently has five Special Government Employees (SGE) available for VPP onsite evaluations.

NORTH CAROLINA

The North Carolina Department of Labor Occupational Safety and Health (NCDOL-OSH) Star Program conducted its first Special Star Team Member (SSTM) training for participants and consultants associated with the Carolina Star Program on March 16-17, 2009, in Winston Salem and March 19-20, 2009, in Raleigh. The SSTM Program is North Carolina's version of federal OSHA's SGE Program. The purpose and intent of the SSTM Program is to allow industry employees and qualified consultants the opportunity to work together in partnership with the OSHNC Carolina Star Program during onsite evaluations. Not only will this volunteer program benefit OSHNC by supplementing its onsite evaluation teams, but it will also give industry and North Carolina's state government an opportunity to collaborate and share ideas and perspectives.

Currently, the SSTM Program is a state and federal pilot program which will be monitored by both state and federal officials. The first two SSTM training sessions provided for a total of 39 participants. Each participant successfully completed their course work and was recognized as a qualified SSTM. As the Carolina Star Program continues to grow, managing these programs and maintaining a high standard of excellence will become extremely challenging. Therefore, the commitment and participation of our Star participants in the SSTM Program is essential to the future success of the Carolina Star Program.

In addition, North Carolina has five Carolina Star re-approvals to report. Three sites are from Wilmington and they include Security Forces, Inc., Invista Plant, Wackenhut Corporation and Mundy Industrial Contactors. Two additional Carolina Star re-approvals include Energizer Battery Manufacturing, Inc., from Asheboro and Bimbo Bakeries USA, Inc., from Gastonia. North Carolina has also received three new Carolina Stars: Metal Technologies of Murfreesboro from Murfreesboro; Regulator Marine, Inc., from Edenton; and Gilead Sciences, Inc., from Durham. Monteith Construction Corporation from Monroe was recognized as a Building Star and the City of Mount Airy was recognized as a Public Sector Star during the re-evaluation. Congratulations to these new and renewed VPP sites!

OREGON

Oregon currently has 23 VPP sites, 18 Star and five Merit. Ten of our VPP sites have graduated from the Oregon SHARP program and continue to be active participants in the Oregon SHARP Alliance. In the last quarter, two Star sites made it through the approval process and two more are scheduled. We are reviewing three new VPP applications and have scheduled two pre-approval onsite reviews for later this summer. Oregon VPP sites now have 10 SGEs who are being used on onsite reviews as needed.

PUERTO RICO

Given the state-wide success of VPP, the Puerto Rico Occupational Safety and Health Administration (PR OSHA) established its own VPP program in 1997. Ever since, this initiative has allowed PR OSHA not only to emphasize the importance of occupational safety and health management systems and programs among employers, but also promote and acknowledge their excellence.

The inception of the program was marked by the adoption of the Voluntary

Protection Programs Regulation, which outlines VPP's participant requirements. Through VPP, PR OSHA acknowledges those companies which have implemented comprehensive occupational safety and health management systems and exemplary programs that have significantly reduced the injuries and illnesses rates in the workplace. Employers can achieve their participation in VPP through one of the following categories:

The Guanin Program (equivalent to Star status) is designed for worksites that have implemented comprehensive and successful safety and health management systems. Companies under this program have achieved injury and illness rates at or below the national average for their type of industry. These participants are self-sufficient in their ability to control hazards in the workplace. Guanin participants are re-evaluated onsite every three to five years, with annual injury and illness rate reviews.

The Cemí Program (equivalent to Merit status) represents a great step towards Guanin status. Cemí participants are worksites with good safety and health management systems, which nevertheless need some improvements to be classified as excellent. Cemí participant's onsite evaluations are undertaken every 18 to 24 months.

The Taino Program is designed for companies with 100 employees or less that wish to participate in the Guanin or Cemí Programs but do not yet meet the qualifications, do not have expertise or technical resources available and require special guidance and assistance to reach at least Cemí level. This program is open to worksites with a written safety and health program that at least covers the three basic elements: Management Leadership, Employee Participation and Safety and Health Trainings. Taino participants are evaluated onsite annually. Successful completion of the established goals may ensure eligibility for the Guanin or Cemí Programs.

The following sites have received Guanin status in Puerto Rico:

- + Pfizer Pharmacia in Caguas
- + Caribe GE Power Breakers International, Inc., in Vega Baja

- + Caribe GE International Relays Corp. in Anasco
- + Caribe GE International Controls Corp. in Vega Alta
- + Caribe GE Distribution Components, Inc., in Arecibo
- + GE Puerto Rico Investment, Inc., in Patillas
- + Caribe GE Internacional Meters, Inc., in Humacao
- + Monsanto Caribe LLC in Isabela
- + Caribe GE International Electric Meters Corp. in San German
- + Positronic Caribe, Inc., in Ponce
- + Caribe GE Manufacturing, LLC, in Vieques
- + GE International of PR, Inc., in Anasco
- + Caribbean Refrescos, Inc., in Cidra
- + Pfizer Pharmaceutical, LLC, in Barceloneta
- + Wyeth Consumer Healthcare in Guayama

TENNESSEE

On March 10, 2009, Commissioner James Neeley approved General Electric's Morristown facility as Tennessee's newest Volunteer Star site. There are currently 29 Volunteer Star sites.

On December 16, 2008, Tennessee OSHA Administrator John Winkler presented the Volunteer Star award and flag to the employees of Wyeth Pharmaceuticals in Vonore.

On February 4, 2009, Deputy Commissioner Bob Henningsen presented the Volunteer Star flag and award to ITW Dynatech in Hendersonville.

In April, a successful initial Volunteer Star evaluation was conducted at two DTR facilities in Midway and Tazewell.

VIRGINIA

Despite the declining economy, the Region III VPPPA Chapter Conference in Baltimore, Md., was a great success! Congratulations to the Region III SGE of the Year Cindy Estes of GE Fanuc in Charlottesville and the Region III Mentor of the Year Mike Phillips of International Paper Franklin Mill in Franklin.

Raytheon Technical Services in Norfolk became the 50th Star site in Virginia after completing a flawless VPP onsite review in April.

The following sites successfully re-approved during the month of May:

- + Advanced Services Inc. in Norfolk
- + Huber Engineered Woods in Crystal Hill
- Wyeth Pharmaceuticals Plant B in Richmond received Wyeth's President's Award for Global EHS Excellence. This annual award is given to the site with the most outstanding EHS performance within the Wyeth worldwide system.

Congratulations to these outstanding workplaces!

Look for the highlights of the 14th Annual VOSH Conference, June 2-5, 2009, in Roanoke in the next issue of *The Leader*.

WASHINGTON

As of this report, the state of Washington has 26 Star sites. No new sites have been added, but two pre-approval onsites were completed and are in the report-writing stages.

We performed one re-approval ceremony and two re-approvals during April, with more to be scheduled in the summer, including a new applicant. Three new applications have been received and are under review. As the VPP team and regional consultants work with the prospective applicants and those that are in line for re-approval, we are continually impressed. The quality of safety programs and the quality of people in VPP companies make this program what it is. A strong safety culture and team effort is key to their success.

Mentoring works! The last two pre-approval onsite evaluations and the three recent applications all used the Mentoring Program. This definitely shows in the caliber of their programs, how they present themselves and mostly in their employee involvement. Hats off to the Washington state VPP sites that mentor not only in state, but are called to work with companies in other states. ★

[TOP LEFT] Regional Administrator Marthe Kent presented the Star Amongst Stars Award.

[BOTTOM LEFT] Darwin Irish, Flexcon Company, receives the Mentor of the Year Award.

[RIGHT] Mark Hebert, Hamilton-Sundstrand, Region I board member and president of Local Lodge 743 IAMAW, helped save a small bird which struck a window at the conference.



VPPPA Chapter Round-Up

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

REGION I

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

“The Best of the Northeast” recently held their 2009 Region I VPPPA Chapter Conference and Exposition at beautiful Killington Grand Resort in Killington, Vt. The conference is the premier safety and health conference in New England focusing on Voluntary Protection Programs (VPP) excellence. The conference overall was a huge success. L.L.Bean, a Platinum-level sponsor, led a strong sponsorship by over 20 generous organizations. A total of 290 attendees, including many onsite registrants, participated and attended conference events, including 20 excellent breakout sessions.

Two pre-conference workshops were successfully held. The VPP Application Workshop® was presented by Bob Sands, OSHA Region I VPP manager, and Daniel Whipple, VOSHA CAS & Green Mountain VPP coordinator. The Strengthening Star Quality Workshop was presented by David Caswell, Plexus Scientific, Joel Plante, Westinghouse, Joe Kessler, Hasbro, Steve Gauthier, GE Lynn, Local 201 IUE/CWA, and Diane Malachowski of the Keene State OSHA Training Institute.

Jack Popp, Region I chair, presided over the quarterly chapter business meeting, which was very well attended. The VPPPA Chapter Board of Directors in attendance

gave updates on their respective chapter committees’ activities and future plans.

2009 election results were announced by Nominating Committee Chair Bob Bellerive for the following VPPPA Chapter Board of Directors positions:

- + Chair – Jack Popp of Hasbro Games
- + Treasurer – Kimberly Hill of GE Bangor
- + Hourly Rep from Union Site – Mark Hebert of Hamilton-Sundstrand and President of LL743 IAMAW
- + Hourly Rep from a Non-Union Site – Bob McKinley of L.L.Bean
- + Director-at-Large – Thomas Skinner of Hamilton-Sundstrand and LL743 IAMAW

Marthe Kent, OSHA Region I regional administrator, presided over the presentations of the OSHA Star Amongst Stars Awards. Following the chapter meeting, a reception was held in the exhibit hall, which featured over 30 participating vendors. After the reception, the chapter held its annual Region I Chapter Dinner and the awards ceremony. Awards presented included:

- + The Region I Mentor of the Year Award was presented to Darwin Irish, director, Risk Management, Flexcon Company, Specer, Mass. In addition to being a long-time active mentor, Darwin is the Region I mentoring chairperson and an active member of the VPPPA National

Mentoring Committee. Darwin has also participated in OSHA Region I’s Meet & Greet Program.

- + In Memoriam of Eric Bartsch, Acushnet executive, for his VPP leadership and support of the Region I VPPPA Chapter, the 2009 Eric Bartsch Memorial Safety & Health Scholarship (\$1,000) was presented by Eric’s wife and son to Kelsie Anderson of Etna, Maine. Kelsie is a pre-pharmacy student at Husson University in Bangor, Maine.
- + In Honor of the long-time Region I VPPPA Chapter leadership of David Caswell (former OSHA Region I VPP manager) and Joel Plante (former Region I chapter chair), the 2009 Caswell Plante Academic Excellence Scholarship (\$1,000) was presented by Dave and Joel to Kelley Hill of Jay, Maine. Kelley is a Mental Health & Human Services student at the University of Maine in Augusta.
- + Additionally, retiring Region I VPPPA Chapter Board of Directors Vice Chair Bob Bellerive was recognized for his outstanding service and contribution to VPPPA.
- + Marthe Kent presented the OSHA Region I 2009 Regional Administrator’s Award to Raytheon. Kenneth Tierney and Allan Loiselle accepted the award on behalf of Raytheon.

During the Opening General Session the next morning, Jack Popp, Daniel Whipple, Adam Pawlus of the National VPPPA Office and Cindy Mahoney from the National VPPPA Board of Directors welcomed attendees to the conference. Keynote speakers were Marthe Kent, OSHA Region I, and Steve Monahan, Vermont Department of Labor.

Following three tracks of excellent breakout sessions, the attendees enjoyed a well-earned wellness break. A putting contest and a golf outing, sponsored by Region I VPPPA member Acushnet Titleist, were successfully held to benefit the Region I VPPPA Scholarship Fund. The day concluded with an evening social and networking barbecue with entertainment by local Vermont band Starline Rhythm Boys.

Following a track of breakout sessions on the final day of the conference, Paul Villane, a New England native and the former executive director of VPPPA, was the keynote speaker at the conference's closing session, delivering "VPP Success, Failures and Myths."

Exhibit hall raffle winners of large conference prizes were:

- + Raj Siewrattan of Wheelabrator, Saugus, Mass., won a flat panel TV donated by Certified Safety & Health.
- + Wayne Everson of GE Aviation Supply Chain, Lynn, Mass., won a refrigerator donated by GE.
- + Herbert Novell of Henkel Corporation, Seabrook, N.H., won a course registration donated by Keene State OTI.
- + Stephanie Dane of The Scott Lawson Group, Concord, N.H., won a free vendor booth for the 2010 Region I VPPPA Chapter Conference.

Chapter work continues on preparation for the 2010 Region I VPPPA Chapter Conference & Exposition, which will be held June 14-16, 2010, at Maine's Sugarloaf Resort in Carrabassett Valley, Maine. It's not too early to start planning to join us there!

Please keep an eye on our newly updated chapter Web site at www.vppregion1.com for conference photos, chapter updates and announcements.

On behalf of the Region I VPPPA Chapter, we hope to see you in San Antonio at the

25th Annual National VPPPA Conference, where we'll hold our next quarterly chapter meeting.

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 took place for the first time at the Turning Stone Resort in Verona, N.Y., from June 15-18, 2009. In light of the current economic situation, this year's theme: "VPP- Value, Performance and Passion" was found to be as pertinent as it was last year. However, there were significant changes to this year's conference based on the constituents' comments and suggestions. It was extended to three full days of outstanding workshops and opportunities for networking during events such as a plant tour, a visit to the National Baseball Hall of Fame and a Golf Tournament. The expanded vendor/exhibitor area featured outstanding products and services with the latest in the safety and health field.

During the opening ceremony, several awards and recognitions were given to chapter members that excelled and carried out outstanding achievements during the past year. Brian Bennett presented the Chairman's Award to Gary Roskoski, former area director, OSHA Marlton Area Office and former appointed OSHA ex-officio member of the Region II board. Gary, who retired in January 2009, was also extended a Lifetime Honorary Membership in recognition of his outstanding achievements, time and efforts during his term on the board. The Mentor of the Year award was presented to Joe Whalen, International Paper, and the SGE of the Year was presented to Mary Ann Krawick, Infineum. Additionally, to commemorate the 15th anniversary of the Special Government Employee program, Mike Levy presented all SGEs in the audience with a lapel pin to recognize them for their continued collaboration in the VPP onsite evaluation process.

Congratulations to our newly elected board members and good luck in this new endeavor: Chapter Vice-Chair Tom Aurelia, Turner Construction; Secretary Paul Kniskern, Momentive; and Directors-at-Large Brenda Wiederkehr, Access

Health, Joe Whalen, International Paper, and Robert Coble, Valero. OSHA Area Director for the Albany Office, Ed Jerome, was appointed as the OSHA ex-officio.

The opening ceremony keynote speaker was Irene Scruton, chapter president for the National Safety Council, who shared a noteworthy presentation about Unintentional Injuries in the Workplace. The networking reception featured Jim Karol, one of the most unique and amazing individuals of our time, entertaining all the attendees with his extraordinary memory skills. Additionally, this year's closing ceremony keynote speaker was Robert "Rocky" Bleier, a former National Football League halfback who played for the Pittsburgh Steelers in 1968 and from 1971 to 1980. Bleier explained the parallels between the challenges he faced in the past and the challenges all safety professionals face in today's crowded, competitive workforce.

The Board of Directors would also like to thank all of the participating companies,

[TOP] Kelsie Anderson receives the Eric Bartsch Memorial Safety & Health Scholarship from Eric's widow Lynne and son Ricky.

[MIDDLE] Kelley Hill receives the Caswell Plante Academic Excellence Scholarship from David Caswell and Joel Plante.

[BOTTOM] Retiring Region I Vice Chair Bob Bellerive (center) was recognized for outstanding service.



organizations and vendors for their continued support and involvement with OSHA and VPPPA.

Next year's conference will take place in Atlantic City, N.J., June 7-9, 2010. The conference committee is presently working very hard to assemble another exciting educational and networking experience featuring outstanding keynote speakers. Anyone interested in presenting a workshop or volunteering during the conference, please contact Brian Bennett at (732) 777-2275 or Brian.Bennett@lyondellbasell.com.

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

REGION III

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

SGE Activity

The Region III VPPPA Chapter held an SGE class January 27-29, 2009, in Virginia Beach, Va. There were 42 attendees – not bad for a usually dark cold month. Actually, the weather was pretty good. We had participants from as far away as Key West, Fla. Many of these new SGEs have already volunteered to assist in onsite evaluations for 2009.

Chapter Conference Information

We just completed a very successful conference at the Baltimore Marriott Waterfront Hotel. We had close to 40 exhibitors, 36 workshops and three pre-conference workshops. There were approximately 475 registered participants, which was an increase from the previous year. Our board of directors was faced with new challenges because of the downturn in the economy but they met the challenge and were successful. We have been fortunate that the companies in Region III see the value of supporting the VPP. With all the companies tightening their spending and especially travel, we were pleased with our turn out and the support for our conference.

Immediately after the conference was over, we began the process of planning our 2010 conference, which will take place in the beautiful city of Pittsburgh, Pa., at the Sheraton Waterside. We are excited at the prospect of having an even larger and better conference in 2010.

Chapter Elections

At the 2009 Region III VPPPA Chapter

Conference, the following individuals were elected to serve a two-year term in the position of director-at-large on the board of directors:

- + Cindy Estes, GE Fanuc Intelligent Platforms, Charlottesville, VA
- + Richard Foreman, Frito-Lay, Inc., Aberdeen, MD
- + Joseph Morrell, Jr., Wyeth Pharmaceutical, Richmond, VA
- + Jose Rodriguez, Jr., Raytheon Technical Services Company, Reston, VA
- + Brandon Schaffer, WPP Performance, Washington, PA
- + Robert Schroeder, Noramco/Johnson and Johnson, Wilmington, DE

We welcome these newly elected members to the Region III VPPPA Chapter Board of Directors. We wish them the best as they continue to promote safety not only at their places of employment, but within our region. Good luck to Cindy, Richard, Jose, Joe, Brandon and Robert!

We were saddened by the departure of our Chairperson Jeff Wetzel. Jeff has left us with many great memories and has taught us a lot. We will be a better board because of Jeff. We could not let him get away altogether, he has volunteered his services as our web-master. So please visit www.vppparegion3.org. We are continually updating our Web site to keep it fresh and interesting. Thanks Jeff, you will be missed!

Submitted by Region III Board of Directors
Chairperson Larry Shaffer, International Paper, Franklin, VA

REGION IV

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

The Region IV VPPPA Chapter had its conference in Asheville, N.C., April 1-3, 2009. The attendance was 562, which was close to last year's. The region focused on the mobile work force and other presentations on the subjects of combustible atmospheres, arc flash, lockout/tagout, ergonomics, fall protection, electrical hazards, confined space, SGE Program and helpful hints from VPP sites on improving safety. Our two dynamic keynote speakers were David Sams, a former Region IV VPPPA Chapter chairman, and Bruce Wilkinson, a nationally recognized safety speaker. We had 40 exhibitors with a wide selection of services and wares. The

feedback on the location, service and programming were exceptional. A special treat was a tour of the Biltmore Mansion with 116 participants.

Wanda Reynolds and Carey West resigned from their board positions with regrets. There were no nominations to fill their seats. Furthermore, there were no nominations for a currently existing vacancy. As a result, three people were appointed to fill the vacancies at a board meeting during the conference. Phil Walsh, Mike Evans and Dian Mead ran unopposed and retained their board positions. The board now has 12 members and an ex-officio member.

The Mentoring Program is running well. We are adding more worksites to our program. Many of the companies that have been in the program have applied for their Star recognition and have been recommended for it.

The next Region IV VPPPA Chapter Conference is in Biloxi, Miss., at the Beau Rivage Casino and Hotel, June 23-25, 2010. Hope to see you all there!

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

On May 27-28, 2009, the Region V board hosted their annual conference in Madison, Wis. The conference was a huge success and received a lot of positive feedback. The conference was kicked off with the National Anthem and presentation of the colors by the U.S. Army. The opening session was led by Region V VPPPA Chapter Board of Directors Chairman Frank Avila and had several speakers from Region V OSHA: Sandy Taylor, acting administrator; Nancy Mugavero, VPP manager; and James Dillard, VPP Construction. The speakers provided updates on the future direction of VPP and statistics on VPP sites (Region V has over 345 sites today). VPPPA Executive Director R. Davis Layne presented updates from national VPPPA, the upcoming 25th Annual National VPPPA Conference and membership statistics.

Recognized at the conference were the following:

- + Mike Bauer, GE, for winning the 2008 VPPPA Safety and Health Achievement Award, a national award presented at the 2008 conference in Anaheim, Calif.

- + Patti Phillips, GE, for winning the 2008 VPP Outreach Award, a national award, and the 2008 Mentor of the Year Award, a regional award, both recognized at the 2008 conference in Anaheim, Calif.
- + Tim Maley from Advanced Consulting & Ergonomics, who retired from the Region V VPPPA Chapter Board of Directors.
- + Glenn Trout from MSDSONline, who was recognized for his outstanding service on the Region V VPPPA Chapter Board of Directors.
- + John Malaby from Plastic Suppliers, who won the Region V Banner Contest, which will be unveiled at the 25th Annual National VPPPA Conference in San Antonio, Texas, August 24-27, 2009.

Conference highlights include:

- + Excellent attendance with 441 participants.
- + VPP Application Workshop® on May 29, 2009, with 40 attendees.
- + Positive responses from attendees at offered workshops.
- + A total of 38 (record breaking) different EHS companies exhibiting at the conference.
- + Great response and feedback on the raffle gifts.
- + Great response and feedback on opening keynote speakers Laughing Stock Comedy Company and closing keynote speaker Hap Pigsley.
- + A sample survey of over 200 responses to determine future conference locations. Chicago, Ill., and Milwaukee, Wis., placed first and second, respectively.

The Region V VPPPA Chapter Board of Directors was extremely pleased with the quality of the conference. Next year's conference will be at the Sheraton Hotel in Bloomington, Minn., on June 2-3, 2010. The VPP Application Workshop® will be offered on June 4, 2010. Mark your calendars now.

Submitted by Region V Board of Directors
Chairman Frank Avila, Motorola, Schaumburg, Ill.

REGION VI

>> AR, LA, NM, OK, TX

Conference Update

The Region VI VPPPA Chapter Board of Directors and Conference Committee held its annual conference April 7-10, 2009, at the Gaylord Texan Resort and Conference Center in Grapevine, Texas. Our host

hotel provided first quality service and an incredible atmosphere, making for a really great setting.

We would like to sincerely thank all that attended the conference and know that in these tough economic times many of you faced challenges to do so. We really appreciate it and it continues to demonstrate the Region VI commitment to workplace safety and VPP. As is usually the case at Region VI, this year's conference was a tremendous success with informative workshops, several opportunities for sharing and networking and some good team building activities. The most important part of a successful conference is the people, and the people of Region VI are a passionate, driven and fun-loving group. This year was no exception.

Our opening session speakers, Gene Cernan, former Apollo program flight director, and Gerry Griffin, former director of the NASA Johnson Space Center, and the closing session speakers, former fighter pilots Jeff "Odie" Espenship and Wes "Dahmer" Sharp did a nice job of entertaining the group and mixing in safety and health as they motivated the attendees. The speakers continued a Region VI tradition of providing high quality speakers at our conferences.

Region VI also welcomed a new member to our board: Director-at-Large for Outreach and Volunteers Michael "Danny" Barrett of NRG Energy. Congratulations and welcome aboard Danny. We also re-elected our Vice Chair Sandy Griffin, Director-at-Large Dee Ann Haney and Treasurer Pattilea Wilson.

There were plenty of opportunities to network with the many exhibitors and vendors that showed off the latest in safety equipment and technologies. This continues to be an important part of bringing our membership the best tools and technologies available to assist in our continuous improvement programs.

The "Star Among Stars" evening ceremony was very well attended with everyone enjoying the popular recognition. Bill Klingbeil of OSHA made it fun and interesting with his usual wit.

If you missed us this year, plan on joining us in 2010; you will be glad you did. For 2010, the Region VI VPPPA Chapter Conference will be held in Corpus Christi,

Texas, with The Omni Hotel as our host. The conference dates are March 9-12, 2010. This is sure to be another great conference at a great place. Please visit our Web site at www.regionvivpp.org for upcoming details.

Sponsorship Opportunities

To get in on sponsorship opportunities to the hottest regional conference in the land, please see our Web site for sponsorship information.

Exhibitors

If you would like to become an exhibitor at the 2010 Region VI VPPPA Chapter Conference, please see our Web site for exhibitor contract and contact information or contact Kevin Reed at kevin@gitrstained.com for more information.

Conference Workshops

We are always looking for new workshops to showcase at our conferences and don't think that you need a perfect program to do this. You can make it interesting and fun by sharing your site's successes. If your site is thinking about it, now is the time. If you are interested in presenting a workshop at the 2010 conference, please contact Dee Ann Haney at (281) 212-6433 or via e-mail at dee.haney@usa-spaceops.com.

Conference Volunteers

If you wish to be part of a great team that has fun while they work, please contact Danny Barrett to volunteer. He can be reached at (281) 478-9004 or michael.barrett@nrgenergy.com.

And always remember: Region VI Rocks!

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

REGION VII

>> IA, KS, MO, NE

Conference Update

The 16th Annual Region VII VPPPA Chapter Conference took place May 11-13, 2009, at the Westin in downtown Kansas City, Mo. There were more than 350 attendees, 32 exhibitors and more than \$7,000 in corporate sponsorships. The attendees were able to select from 29 very informative workshops.

The conference began on Monday with a VPP Application Workshop® presented by instructors Matt Gaines, OSHA VPP



[LEFT] Motivational Speaker Gary Zeleskya.

[TOP RIGHT] Scholarship award winner Kara Gudenkauf with her parents.

[BOTTOM RIGHT] Charles "Chuck" Adkins, OSHA Region VII Administrator.

Photo credit: Karen Hartman, Marshfield, MO, for all Region VII photos

Region VII manager, Mike Murphy, Variform, and Ernie Nold, International Paper. Monday afternoon featured a workshop on Maintaining Star Quality, which was presented by Monty Gartin, Cargill, and Dave Anderson, FLEXcon.

The second annual Region VII VPPPA Scholarship Golf Tournament was held at the WinterStone Golf Course located in Independence, Mo. It was a perfect day for golf and even though the number of players was low, everyone had a great day with all teams scoring under par for the day.

Tuesday morning began with the business meeting and nominations for open board positions. We regret to say goodbye to some of our board members. Carol Schwartzkopf has helped bring Region VII VPPPA Chapter up to par with the more prominent regions in the country. She will be missed greatly. We also say goodbye to Ken Matveia, who has done a bang-up job with mentoring. Mike Murphy, formerly with Variform, has helped tremendously with the awards committee and other aspects like the VPP Application Workshop®. We wish them the very best!

Following the business meeting, Jon Alexander welcomed everyone and delivered the opening remarks during the opening general session. Carrie Christy, a member of the Westin Hotel's staff, sang the National Anthem.

Opening speakers included Charles "Chuck" Adkins, OSHA's Region VII regional administrator, followed by motivational speaker Gary Zeleskya, who presented an outstanding message about getting back to the passion in life. He is a 5 foot 6 inch stick of dynamite also known

as the "Z-man" with non-stop energy from the time he arrives until the last person leaves his session. Gary has published a book on passion and has appeared on national TV and *Inside Edition*.

There were many awards, recognitions and give-aways presented during the conference.

Star-Among-Star Awards included:

Star of Excellence:

- + GE Energy, Lee's Summit, MO
- + Monsanto, Grinnell, IA
- + Quaker Oats, Columbia, MO
- + Ryan & Associates, Monsanto Job Site, Muscatine, IA
- + Ryan & Associates, Ryan Fab. Shop, Davenport, IA
- + UCI Shop & Yard, Wichita, KS
- + UCI at Oxy-Chem, Wichita, KS

Super Star:

- + Monsanto, Kearney, NE
- + Monsanto, Williamsburg, IA
- + National Enzyme, Forsyth, MO
- + Koch-Glitsch, LP, Wichita, KS

Star:

- + Butterball, LLC, Carthage, MO
- + Eaton Corporation, Kearney, NE
- + Monsanto Chesterfield Village, Chesterfield, MO
- + Monsanto World Headquarters, St. Louis, MO
- + Monsanto, Beaman, IA
- + Monsanto, Clarion, IA
- + Monsanto, Marshall, MO
- + Rockwell Collins, Coraville, IA
- + Variform, Inc., Kearney, MO

Vendor prizes were distributed to attendees. A special thank you to all of our vendors who donated prizes! In addition, drawings were held for gift cards: one \$500, two \$250, two \$100 and four \$50 cards.

Another annual award is the "Dale Randall" award. This award is presented to the company who demonstrates the willingness to promote both VPP and VPPPA and embrace the qualities that guided Dale Randell in raising safety awareness and always challenging others to do the same. National Enzyme (NEC), Forsyth, Mo., is this year's winning company. Terese Mansell, president of National Enzyme, accepted the award on behalf of all the NEC employees from Keith Small on behalf of last year's recipient Monsanto.

The closing session featured Tom Jacob, director of Operations Safety, Frito-Lay North America. Tom shared with the group how VPP benefits Frito-Lay, the principals behind VPP and the building of a safe workplace. He demonstrated how Frito-Lay, a PepsiCo Company, has raised the bar on safety over the past ten years.

A true highlight of the closing session was the awarding of a \$5,000 scholarship to Kara Gudenkauf, a graduating high school senior from Topeka, Kan., and soon-to-be college student at Kansas State University. Kara's parents were present for the award ceremony. Her dad works for Westar Energy in Kansas. This is the first year for Region VII to offer a continuing education scholarship to help Region VII VPP site members and their families to continue their education.

Finally, we would like to thank all of the volunteers who helped make the conference a success! There are far too many to list, so please visit our Web site at www.regionviiivpp.org for information. If you would like to help make 2010 a success, please let us know.

The 17th annual Region VII VPPPA Chapter Conference "SAFETY ON THE HORIZON" will be held in Omaha, Neb., May 24-26, 2010.

Submitted by Region VII Board of Directors
Director-at-Large Rod Swager, Clow Valve
Company, Oskaloosa, IA

REGION VIII

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

What an awesome conference we had! We didn't have record-breaking attendance (we got close!), but we did have one of the best conferences this chapter ever put together.

The breakout sessions were fantastic and the construction/mobile workforce track was a good addition. New to the conference this year were three guided networking sessions, designed to allow attendees the chance to gather and discuss issues common to them. The networking sessions included Mentoring, Labor/Management Forum and Mobile Workforce. Judging by the comments received, they were truly a success with a lot of participation and discussion in each of them. We will certainly be repeating these sessions at future events.

Tom Gallegos, Region VIII VPPPA Chapter secretary, was very diligent about downloading presentations from each session onto the master thumb drive. Hopefully, by the time this issue of *The Leader* is published, we will have them available under the Conference Section at www.region8vpppa.org.

Bruce Wilkinson was our keynote speaker for the second year, and once again, he was fantastic. Bruce's keynote address was sponsored by BP America Production Company, Western Wyoming Performance Unit.

The sponsorships were very much appreciated this year and we would like to acknowledge the generosity of all sponsoring companies.

This year's Bervin Hall Memorial Award was given to John Keller, Tesoro Refinery, Mandan, N.D. John performed significant outreach activities and was the primary driving force behind the

Dakota's VPP Best Practice Sharing conference in 2009.

The Mentor of the Year award for Region VIII was presented to Scott's Liquid Gold, Inc., by VPPPA Assistant Executive Director Adam K. Pawlus. Scott's has mentored numerous sites over the past several years and continues to share the knowledge and passion of VPP.

The Chairperson's Award was presented to Chris Matthewson, OSHA. Chris was integral in putting together the construction track at the conference, including arranging all the speakers. He is relatively new to the region, but has become a very important part of our efforts.

Essilor sponsored our first annual "Ezibit" for those companies who were not able to attend our conference due to the challenges of the economy. They also generously donated the 23" LCD monitor for our annual Sully Sullivan Scholarship raffle. Morton Salt donated a Wii and Wii Fit and we raised \$486 for the Sully Sullivan Scholarship. Region VIII matched that amount and will contribute \$1,000 total to the scholarship for the third year.

I've already started receiving calls regarding breakout presentations for next year, so if you are interested in sharing your knowledge on various topics, please e-mail me at kheflin@slginc.com.

Next year's conference will be May 4-6, 2010, at the Sheraton Denver West. There will be three pre-conference workshops offered on May 4: the VPP Application Workshop®; the VPP 101 Workshop; and the Strengthening Star Quality Workshop.

In closing, Region VIII would like to thank our conference vendors, who filled a sold-out space, our presenters, OSHA, our own personal massage therapists at the relaxation station and, most of all, our conference attendees, because YOU made it possible!

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

REGION IX

>> AZ, CA, HI, NV

In some way we have all felt the pain of the economic downturn. In an effort to cut back on expenses, many companies have taken steps such as travel restrictions and putting people on lay off to reduce company overhead. This may have meant that some of you that are reading this were not able to attend this year's Region IX VPPPA Chapter Conference. So here is the play by play of what you may have missed.

The Region IX VPPPA Chapter Conference this year in Tucson, Ariz., brought the attendees many unexpected surprises, cooler than normal temperatures and a few days of rain to make the desert landscape just a little greener. Our conference planning team did a fantastic job and the quality of presenters was second to none.

Region IX has increasingly turned to OSHA representative Mark Norton as his popularity increases among participants of the conference's VPP Application Workshop®. Attendees are impressed with

[TOP] Chris Matthewson received the Chairperson's Award.

[BOTTOM] Region VIII VPPPA Chapter Board of Directors. From top left: Ray Cartwright, Staci Cannady, Cristina Ross; from bottom left: Tony Stoner, Kelli Heflin, Tom Gallegos, Paul Freeman.



Mark's diverse knowledge obtained from his vast experience working as the assistant director, VPP coordinator/Consultation Program manager, for the Arizona Division of Occupational Safety & Health. At the end of the day, when attendees walked out of the workshop with smiles on their faces, we were well on our way to another successful conference.

One thing that Arizona is known for is the high-quality golf courses. The course at the JW Marriott Starr Pass would certainly rate as high quality, which translates into loads of fun for those that play. The Region IX VPPPA Chapter Board of Directors made a point to offer attendees the opportunity to play in a scramble and at the same time network with other attendees on the links. Everybody who played had a fantastic time.

The conference rolled into the second day with a line-up of powerful speakers. Our new Region IX VPPPA Chairperson Terry Schulte opened the conference with VPPPA's Assistant Executive Director Adam K. Pawlus, who updated participants on the latest from the association. Steve Witt, Directorate of Cooperative and State Programs, U.S. Department of Labor, OSHA, took time out of his very busy schedule to give attendees a brief overview of the future for OSHA under the Obama administration.

Our keynote speaker for Wednesday was Dr. Stuart Robertshaw, better known as Dr. Humor. His title should say it all but in the event it doesn't, I can promise that everyone felt much better after they saw him.

In the afternoon people attended the state breakout sessions. They are always

informative and it gives the participants a better idea of what they are facing as they go through the VPP process.

John Drebing, who has done a lot for Region IX, was also at the conference, entertaining and educating the participants.

There was something for everyone with topics that were very diverse, reaching from union/employee involvement in VPP, covered by Sam Lamb of Morton Salt to Don Wilson of Safe Start speaking on world class safety and current topics like selling safety to the Hispanic community and the Pandemic Flu. Harry Schulte of Raytheon Missile Systems is an executive that gets the benefits of VPP, as was evident in his closing speech.

Of course this conference would not have been possible without our generous sponsors like Honeywell Aerospace, Constellation Wines US, Raytheon Missile Systems, Conoco Phillips, Jones Lang LaSalle, Frito-Lay, Always In Mind, Inc. (A.I.M.), Clean Harbors Environmental Services and Valero Energy.

You can find out more information on the 2009 conference or the upcoming 2010 conference in Newport Beach by going to the Region IX VPPPA Web site at <http://regionixvpppa.org/>. I strongly recommend you bookmark the Region IX Web site and check back regularly for updates and what is happening in the region.

Submitted by Region IX VPPPA Board representative Morgan LeBlanc, CHMM, Safety Director – West Coast Operations, Constellation Wines US.

REGION X

>> AK, ID, OR, WA

Conference Highlights

The 15th Annual Region X VPPPA Chapter Conference was held at The Davenport Hotel in Spokane, Wash., May 18-21, 2009. The theme was "The Tradition of Excellence." Approximately 280 people were in attendance. Many exciting activities, workshops and sessions were held. The 2nd Annual Region X VPPPA Golf Tournament was held at Indian Canyon Golf Course. The weather was beautiful and a great time was had by those who attended. Pre-conference sessions included a VPP Application Workshop®.

The keynote and general session speaker was Vince Lombardi, Jr. Vince spoke about "Coaching for Teamwork." His enthusiasm for growth, change and improved performance blended with his strong personality and his first-hand knowledge of his legendary father's leadership techniques.

The conference sessions were developed along four tracks – VPP Basics, Technical, Continuous Improvement and Safety 24/7 – and were well attended. The theme for the reception was "The 60's and 70's" and attendees were encouraged to dress accordingly.

Region X VPPPA Chapter Board of Directors elections were held with the following winners:

- + Vice Chair – Rich Gibson of Dow Chemical
- + Secretary – Maggie Duff of Puget Sound Naval Shipyard
- + Treasurer – Chris Adolfson of Idaho National Laboratory
- + Labor Representative from a Union Site – Jim Chonzena of Weyerhaeuser
- + Director-at-Large – Bill Rippon of Georgia-Pacific

Congratulations to all who participated and welcome to the new and re-elected board members!

Department of Energy VPP

Region X has the largest number of DOE-VPP sites in the country. In the

[RIGHT] Region IX VPPPA Chapter Board of Directors. From left: Gilbert Aceves, Michelle DeCastro, Morgan LeBlanc, Terry Schulte, Wali Shaheed, Dan Lazorcak, Jeff Ho.





last two months, DOE has recommended two sites, one in Idaho and one in Washington, for Star. Formal recognition for these sites will take place later this summer. For information about DOE-VPP, contact Chris Adolfson, Idaho National Laboratory, at (208) 526-5837 or crystal.adolfson@inl.gov.

Federal OSHA

In the last quarter, Region X has seen one new VPP site be approved for

participation at the Star level. There have been 10 successful Star site re-approvals. The regional office is currently reviewing one new VPP application. David Baker, VPP manager, has been promoted to area director in the Bellevue, Wash. area office. His position has been filled by Steve Gossman, a long-time OSHA employee who has been an active participant in VPP evaluations. For information about federal OSHA VPP in Region X, contact

[ABOVE] Region X VPPPA Chapter Conference pictures.

Steve Gossman, Consultation program manager, OSHA, at (206) 553-5930 or Gossman.Steve@dol.gov.

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



VPP Reaching Beyond OSHA Jurisdiction

Congratulations to the Peace Prairie Attachment of the Singapore Air Force resident at the Texas Air National Guard base for passing their SGE inspection! Even though the base did not fall under OSHA jurisdiction, they wanted to be recognized for having a VPP quality site. With the help of Region VI VPPPA and a team of Special Government Employees (SGE) the site was able to undergo inspection and passed with flying colors.

“The site has been well prepared and all the personnel are very friendly,” said OSHA SGE Kirk Crandall, NRG Texas, a key player in getting the site inspected. To reward their outstanding efforts, they were presented with a plaque and a Region VI VPPPA flag in lieu of the official VPP Star flag. ★

Rounding Up 25 Years OF SAFETY AND HEALTH EXCELLENCE

BY KOREY BELANGER >> VPPPA GOVERNMENT AFFAIRS & COMMUNICATIONS SPECIALIST

In the 25 years since the first conference of the Voluntary Protection Programs Participants' Association, Inc. (VPPPA), the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP) have had an immeasurable impact on the daily lives of our nation's workforce. With the help of past leaders of the association, the following article displays the past, present and visions for the future of VPPPA and its members.

THE POWER OF PARTNERSHIP

California OSHA (Cal/OSHA) took the first steps toward the creation of VPP in 1979 when it began an experimental program on which the Voluntary Protection Programs are now based. During the 1970s, the construction of the San Onofre nuclear power plant motivated the Cal/OSHA, California Building Trade Council and the National Constructors Association to work together to develop a program to prevent injuries and illnesses. Initially named the Cooperative Self Inspection Program, this program included elements of management commitment and employee

involvement to continuously improve and monitor safety and health programs. With remarkably positive results, the program was later adopted by federal OSHA and was renamed the Voluntary Protection Programs on July 2, 1982.

Soon after the adoption of the program, on July 9, 1982, OSHA awarded the first VPP approvals to three Praise sites operated by Ortho-Clinical Diagnostics in Massachusetts, New Jersey and New York.

Two years after the implementation of the new VPP programs, in 1984, OSHA held a meeting in Washington, D.C., in which VPP site participants gathered to network and share the benefits of participation; thus holding the first VPP participants' conference. When OSHA was unable to hold a similar meeting the following year, participating VPP sites, such as Georgia Power and Mobil Chemical, sponsored the meeting. During that meeting in September 1985, the attending companies voted to form an association, which has become today's VPP Participants' Association. Ronald R. Amerson from Georgia Power was elected as the founding chair.

Best practices were a major part of the first meetings, and they still hold the same value at today's conferences. At the first conference of about 30 attendees, each participant stood up and discussed the safety and health measures occurring at

[TOP] VPPPA Conference volunteers give a warm welcome to attendees as they enter the VPPPA Expo 08 for the opening reception.

[MIDDLE] Attendees enjoying the 10th Annual National VPPPA Conference in San Antonio, TX.

[BOTTOM] Former VPPPA Chairperson Mike Maddox presents previous VPPPA Chairperson June Brothers with VPPPA Lifetime Membership.

their site. During the beginning stages of VPPPA's formation, the majority of conference attendees consisted of safety directors. The program had not yet reached down to the employee level and the triad that we have today with OSHA, labor and management did not exist; the relationship of VPP was between OSHA and management.

The structure of the association at its beginning stages consisted of a chairperson, secretary-treasurer and officers. But with the help of Margaret "Peggy" R. Richardson, Ron Amerson and Bob Brant, the association's organization as we know it today was soon formed.

BUILDING MONUMENTS OF EXCELLENCE

From 1985 to 1990, VPPPA was solely volunteer-run and, with OSHA's assistance, the main focus of the association was

"VPP is a program established on continuous and sustainable improvement; always moving forward to find new and better ideas from the workforce to protect themselves and their co-workers. I am excited about our future as an association and the growth of VPP. I strongly believe the expansion of VPP and the association is a true sign that we are improving the protection of the American worker."

- DAVE JACKSON, VPPPA CHAIRPERSON



“Early on, one of the big things that were the nuts and bolts was to have employee representatives. It was unheard of. We were plowing such new ground. We had an association that included labor, management and OSHA.”

– BOB BRANT, FORMER VPPPA CHAIRPERSON

the annual conference on VPP. In 1990, the association expanded its role and established paid membership categories. In 1991, the association contracted Peggy Richardson as the executive director and a staff of about four people was hired. The new office was established in McLean, Va., just outside Washington, D.C., and the office began collecting membership dues and issuing a quarterly newsletter to members. In September 1991, VPPPA received a certificate of incorporation from the Commonwealth of Virginia State Corporate Commission.

Shortly after gaining the certificate of incorporation, the leaders of the association started writing the VPPPA bylaws. The structure of the board started to form and the idea of having OSHA, labor and management as the triangle of communication became an important part of the association. This triad was key to building trust for many companies who were skeptical of the program during the late 1980s.



The VPPPA logo was also a product of the early stages of the association. It was created with the OSHA VPP logo in mind, and although people sometimes get the VPP and VPPPA logos confused, as long as VPP is part of the message, the association has done its job in spreading the word of cooperative safety and health. Right alongside the VPPPA logo, the phrase “Total Quality Protection” was created, a tagline that we still use today.

In the early 1990s, volunteer-based VPPPA chapters began to establish their presence in each of the 10 OSHA regions, and by 2002, association chapters had been created in all regions.

During the early 1990s, OSHA was also trying to gain state-plan state support for VPP. The chairperson at the time, Bob Brant, along with other VPP supporters, made site visits to the state-plan states in order to open communication and help them see

the many benefits of the program. This successfully resulted in all the state-plan states’ adoption of VPP.

SOARING BEYOND THE STAR

After the foundation of the association was established, the following years saw enormous growth and expansion of VPP and VPPPA. In 1993, Lee Anne Jillings became the VPPPA executive director, after serving as the association’s director of government affairs. During her years, VPPPA’s national conference began adding a new feature to the conference: celebrity speakers. Since 1994, the association has been able to host sports heroes from Notre Dame University football player Daniel “Rudy” Ruettiger to Redskins star quarterback Joe Theismann, as well as national heroes such as naval pilot Captain Jerry Coffee and Apollo XII astronaut Alan Bean.

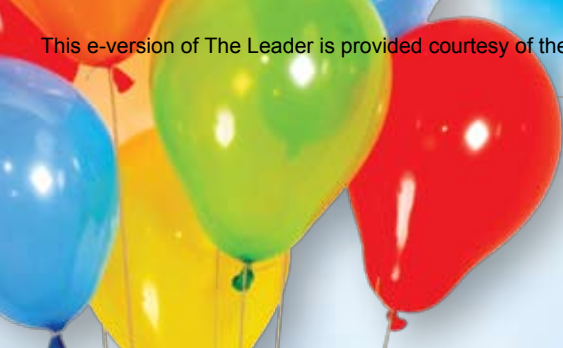
In 2001, Paul Villane became the executive director of the association after having served as VPPPA Region IV chapter chair and vice chair on the VPPPA National Board of Directors. In his years as the executive director, many changes were made at the VPPPA National Office, mirroring the growth of the association. As the staff began to expand, there was a need for more office space, so the staff, which had by then relocated from the first office in McLean to a bigger office just down the street in Falls Church, moved into its third home, an even bigger office in the same building. The staff built a stronger relationship with members and began attending onsite evaluations in order to understand the VPP process members go through. And for the first time in 2002, all

“We really got out there and put a lot of effort into improving member benefits and making new member benefits. We paid attention to the detail and put effort, a lot of effort, to ensure that members knew there was value in being a member of VPPPA.”

– PAUL VILLANE, FORMER VPPPA EXECUTIVE DIRECTOR

CONFERENCE TIMELINE

1984	WASHINGTON, DC <i>sponsored by OSHA</i>	
1985	WASHINGTON, DC VPPPA Established	
1986	ATLANTA, GA	
1987	SCHAUMBERG, IL	
1988	ATLANTA, GA	
1989	SAN ANTONIO, TX	
1990	DENVER, CO <i>VPP in the 90's</i>	
1991	WASHINGTON, DC	
1992	ORLANDO, FL <i>Better Together</i>	
1993	SAN ANTONIO, TX <i>Joining Today for a Better Tomorrow</i>	
1994	PHOENIX, AZ <i>Soaring to New Heights of Excellence</i>	
1995	WASHINGTON, DC <i>Capitalizing on Cooperative Excellence</i>	
1996	ORLANDO, FL <i>The Power of Partnership</i>	
1997	NEW ORLEANS, LA <i>Strengthening Cooperative Initiatives</i>	
1998	CHICAGO, IL <i>Creating Models for the World</i>	
1999	WASHINGTON, DC <i>Building Monuments of Excellence</i>	
2000	SEATTLE, WA <i>Soaring Beyond the Star</i>	
2001	NEW ORLEANS, LA <i>Jazz Up Safety with VPPPA</i>	
2002	ORLANDO, FL <i>Celebrating Safety and Health Partnerships</i>	
2003	WASHINGTON, DC <i>Uniting Leaders in Safety & Health</i>	
2004	LAS VEGAS, NV <i>Celebrating 20 Years of Safety and Health</i>	
2005	DALLAS, TX <i>Saddling Up to a Safer Tomorrow</i>	
2006	ORLANDO, FL <i>Discover the Magic of VPP</i>	
2007	WASHINGTON, DC <i>VPP – A Capitol Idea!</i>	
2008	ANAHEIM, CA <i>Catch the VPP Wave</i>	
2009	SAN ANTONIO, TX <i>Rounding Up 25 Years</i>	



“As for the VPP, they made a lasting impact on the way OSHA wrote standards as that agency looked for ways to encourage systems improvements and worker involvement. The VPP certainly touched the workers at the worksites where the Star qualifications were truly met. They helped safety and health professionals turn from being cops to being coaches.”

– PEGGY RICHARDSON, FORMER EXECUTIVE DIRECTOR

10 regional VPPPA chapter conferences were attended by a staff member from the national office.

In 2005, R. Davis Layne joined the office as the executive director after having worked at OSHA, serving as area director, deputy regional administrator, OSHA regional administrator and finally deputy assistant secretary of Labor for OSHA. R. Davis Layne also served as acting assistant secretary of Labor for OSHA for the first eight months in 2001. In his years of work, alongside Assistant Executive Director Adam K. Pawlus, the association has seen tremendous growth of over 500 new members, which again called for the staff to move to a bigger office. While the staff stayed in the same location, they relocated to a suite with enough space to provide services to over 2,000 members.

However, even with the incredible growth the association has seen both in membership and in conference attendees, the comradery and enthusiasm that was felt since its creation in 1984 can still be felt today. VPP has been a success because it makes safety and health fun. And with the help of the association, members have been able to enjoy safety and health educational events, networking opportunities and much earned recognition.

CREATING MODELS FOR THE WORLD

The association has come a long way since its formation. The first official VPPPA conference held in Washington, D.C., in 1985 recorded 30 attendees. Today, over 2,800 attendees gather to network, share best practices and attend over 120 educational sessions at the national conference to improve their safety and health management systems. This momentum is only the beginning as work sites across the United States continue to recognize the integrity and positive impact the cooperative program has on both employers and employees.

And not only will the national association continue to expand, but the chapters will also continue to develop. The chapters are following the same historical path and may soon see staffs and offices of their own.

While the association was originally formed to provide networking opportunities for approved VPP sites and sites in the process of gaining VPP status, it now has a variety of members from VPP sites (Full), sites pursuing VPP (Associate), company headquarter offices (Corporate), products and services providers (Affiliates), non-profits, unions, agencies and international sites. The most exciting recent change and future steps will be toward building relationships with international sites. In 2005, the VPPPA International Associate category was established by a membership vote to include sites outside the United States who are implementing VPP elements at their site. The association is proud to have international members from Canada, Puerto Rico and Ireland. ★

[TOP] Former Vice President Al Gore and former OSHA Administrator Joe Dear present Hammer Award to the association at the 11th Annual National VPPPA Conference.

[MIDDLE] Former Executive Director Peggy Richardson networks with members at a Mobil reception in 1987.

[BOTTOM] Representatives from VPPPA and VPP testify before Congress in 1997.



VPPPA TIMELINE

- 1984 • 1st meeting of VPP participants (sponsored by OSHA)
- 1985 • 2ND MEETING (sponsored by Georgia Power and Mobil Chemical)
 - VPPPA is established
 - Founding Chairperson: Ron Amerson of Georgia Power
- 1990 • Paid membership categories were established
- 1991 • VPPPA was incorporated
 - 1st VPPPA Executive Director: Margaret “Peggy” Richardson
- 1993 • 2nd VPPPA Executive Director: Lee Anne Jillings
 - 2nd Chairperson: Robert Stegall of Huntsman
- 1994 • VPPPA Mentoring Program was created
- 1995 • National conference surpasses 1,000 conference participants
- 1998 • 3rd Chairperson: Bob Brant of Mobil Chemical
- 2000 • 4th Chairperson: June Brothers of Georgia-Pacific Corporation
- 2001 • National conference surpasses 2,000 conference participants
- 2002 • Established chapter presence in all 10 OSHA regions
 - 3rd VPPPA Executive Director: Paul Villane
- 2004 • VPPPA celebrates 20th anniversary in Las Vegas
 - 5th Chairperson: Mike Maddox of Valero Energy Corporation
- 2005 • 4th VPPPA Executive Director: R. Davis Layne
 - 1st VPPPA Assistant Executive Director: Adam K. Pawlus
 - 1st scholarships were introduced
- 2008 • VPP reaches 2,000 sites
 - 6th Chairperson: David L. Jackson from Fluor Government Group
- 2009 • VPPPA celebrates 25th anniversary in San Antonio



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ROUNDING UP 25 YEARS: Insights from VPPPA Leaders

BY SANNA RAZA >> EDITOR, *THE LEADER*, VPPPA, INC.

With the association celebrating 25 years of safety and health excellence,

I interviewed some of the Voluntary Protection Programs Participants' Association's (VPPPA) long-term leaders to share their views with our readers. Labor Representative from a Site with a Collective Bargaining Agent Rob Henson, LyondellBasell, Channelview, Texas, Vice Chairperson Cindy Mahoney, General Electric, Branchburg, N.J., and Treasurer Mike Guillory, Monsanto, Luling, La., have represented the VPPPA membership on the National Board of Directors for many years. In their various positions, they have each contributed to the growth of the association in numbers and in strength. They have kept the interests of VPPPA members at heart as they decide on member benefits and set the strategic plan for the future of the association.

[SANNA] With your many years of experience, how do you see the association as it is today? What are the biggest changes and accomplishments you can identify?

[ROB] The association is stronger now than at any time in the past. The growth in membership is a testament to the hard work and dedication of the VPPPA staff, Board of Directors, OSHA and the countless volunteers who work to make the program a success. One of the best accomplishments, in my opinion, is the formation of all 10 regional chapters. These are the folks who spend so much time and effort to get more sites into VPP.

[CINDY] The association has grown tremendously and is very strong today. We are implementing our strategic plan and reviewing it in order to be flexible in keeping up with corporate climate changes. Today there is a solid team all working together to increase the benefits to our members. The team includes the National Board of Directors, the VPPPA staff, the regional VPPPA chapters and our government partners.

[MIKE] Having been involved with VPPPA since 1996, I see a vast improvement in the quality of the conferences, both regional

and national, that are offered to our membership. The quality of the workshops, the topics of current interest and the increased management attendance are a testament of the hard work of all involved. The other thing is the dramatic growth of the organization. To me, that means more people/companies realize the value of VPPPA and are using the resource to provide a safer environment for employees to work.

[SANNA] What changes or trends do you see in VPP and how are they reflected in the association?

[ROB] The positive trend that I've seen is the diversity of companies that have joined VPP. In the early years it seemed to be a majority of companies in the chemical or paper industry. Now, we have participation from a wide range of industries from both the private and government sectors.

[CINDY] I agree with Rob that changes in the VPP programs (Corporate, Construction and Demonstration) have allowed for a great deal of diversity in the types of industries that VPP sites cover. Trends have also shown that the number of sites with fewer employees (less than 100) are increasing.

[MIKE] Obviously, VPP has been a major influence in the prevention of industrial injuries. One thing that I have seen is the efforts to establish programs in Europe that mirror the VPP program. I had the opportunity to work with a group in Ireland and VPP/VPPPA has been to meetings in Spain to introduce VPP to the European community. We have just begun to support efforts in Puerto Rico. Progress is slow but no one is giving up on promoting VPP worldwide. Another major trend has been the participation from various government agencies, such as OSHA regional offices, DOE, Department of Defense and the U.S. Postal Service. This gives us all a different perspective of safety from a group that introduces new and different challenges.

[SANNA] Being a member of the VPPPA National Board of Directors requires a lot of time and dedication. As your continued service shows, you obviously find value in your involvement. Can you share some highlights or stories from the past? What keeps you motivated and energized?

[ROB] During the time I have served on the board, I have had the privilege to work with some of the finest people. The friendships that I have formed will last a lifetime. I believe that we have made decisions over the years that will ensure the future success of VPPPA.

[CINDY] My involvement in VPPPA requires a lot of time and dedication but the value is priceless. It has given me the opportunity to meet and work with so many wonderful people from so many different industries from all across this great nation. The friendships I have made through VPPPA are genuine and many will last a lifetime. On and after September 11, 2001, when the twin towers collapsed, the outpouring of calls and e-mails from so many people I have met in VPPPA was incredible ... each and every one of them contacted me to ensure that my family and I were okay. Having experienced the true caring of the members in VPPPA, the people and volunteers I work with and knowing that my work with VPPPA helps keep American workers safe and healthy, keeps me motivated and passionate about VPPPA.

[MIKE] I have been privileged to work alongside a number of people who give their hearts and souls to the continued

success of VPP and worker safety. Hopefully, I've learned from each of them and it has made me a better person and leader on the board. I remember some of my first board meetings when Steve Brown was always testing anything I did. I always thought he was just being a pain in my side, but I now know he was helping me to grow and testing me to see if I really was a contributor on the board. Thank you Steve!

[SANNA] Where do you see the association in the future? What are some of the changes or developments you would like to see?

[ROB] I think the association's future is bright. I think we will see a whole new generation of young workers who understand that safety is the number one priority not only at work but also at home. I would like to see more companies allow their employees to become involved with regional and national board committees.

[CINDY] I believe that the association will continue to grow, become more diverse in the industries that members are coming from and will get stronger. The association strategically plans for growth and as the

[LEFT] VPPPA National Board of Directors elected at the 17th Annual National VPPPA Conference in New Orleans, La. From left: June Brothers, Jodi Shapiro, Buddy Elmore, Mike Guillory, Cindy Mahoney, Steve Brown (behind Cindy), Mike Maddox, Chaz Marum, Gary Baker, Don Jones.

[BOTTOM LEFT] Mike Guillory introduces motivational speaker Mike McCulley at the Closing General Session of the 19th Annual National VPPPA Conference in Washington, D.C.

[BOTTOM RIGHT] Rob Henson welcomes attendees at the 19th Annual National VPPPA Conference in Washington, D.C.

[TOP] Cindy Mahoney with motivational speaker Sam Wyche at the 18th Annual National VPPPA Conference in Orlando, Fl.

number of sites increases, the number of workers that are safer and healthier will increase and they will continue to mentor others; thus the number of safe workplaces in this country will grow.

[MIKE] I believe that the association will continue to grow but never forget that we are here to provide a valuable service to our membership. I would like to see the association continue to expand into new and diverse industries and work with OSHA to have a worldwide impact.

[SANNA] Any concluding words for our members?

[ROB] I would like to thank all the individuals that have supported me over the years. There are so many people that work behind the scenes to make the national conference a success. Without their efforts it would not be possible. Please remember to thank your companies for participating in VPP.

[CINDY] I want to thank my company for their support in my participation in VPPPA. I also need to thank all of those that have voted for me to continue to represent them on the VPPPA National Board of Directors. A big thanks to my fellow colleagues that I have had the opportunity to work with and learn from over the years. I highly recommend getting involved in VPPPA committees as there is lots of work to be done and new ideas to be implemented.

[MIKE] This is your association! We can only get better with input from the membership, continued support from our employers and all the volunteers that are willing to work at conferences, mentor other sites and serve as SGEs. We can't continue to grow and be successful without each of you. **GET INVOLVED!** ★

Thank you Rob, Cindy and Mike for your continued leadership as members of the VPPPA National Board of Directors. Your companies' support in terms of time and money is very much appreciated as you work tirelessly to spread the benefits of occupational safety and health excellence across the nation and, in its early stages, worldwide.

Thank you also to all our other board members and their supportive employers:

- + Chairperson David L. Jackson
Fluor Government Group
- + Secretary Kelli Heflin
Scott's Liquid Gold
- + Labor Representative from a Site with a Collective Bargaining Agent Kent Lang
Clearwater Paper Corporation
- + Representative from a DOE-VPP Site
Chris Adolfsen
Idaho National Laboratory
- + Representative from a VPP Contractor/
Construction Site Richard McConnell
Austin Industrial at LyndellBasell
- + Director-at-Large Stacy Thursby
Washington Closure Hanford
- + Director-at-Large Jack Popp
Hasbro, Inc.
- + Director-at-Large Robert Hamilton
Rohm and Haas Company
- + Director-at-Large Bill Harkins
Valero Texas City Refinery





VPP for the Department of Defense

BY WILLIAM MURRAY >> AMERICAN FORCES PRESS SERVICE

VOLUNTARY PROTECTION PROGRAMS CONTINUE TO MAKE STRIDES

Defense Department officials participated in a conference in Norfolk, Va., in April 2008 with an eye on reducing the department's estimated \$10 billion in annual losses caused by preventable injuries and accidents.

Keith Eastin, assistant secretary of the Army for installations and environment, kicked off the Voluntary Protection Programs (VPP) conference April 21, 2008, with remarks that emphasized the importance of safety to the Department of Defense (DoD).

"What you do is important," he told the conferees. "It is important to our secretary, and it is important to the Defense Department."

VPP not only is good for the health and safety of soldiers, sailors, airmen, Marines and DoD civilians, but is also good business for the department, he added.

A highlight of the VPP conference was the announcement that two DoD installations attained VPP Star status. Cathy Oliver, director of the Office of Partnerships and Recognition with the Occupational Safety and Health Administration (OSHA), announced that Marine Corps Logistics

Base Barstow, Calif., and Naval Air Station Key West, Fla., met the stringent requirements to become VPP Star sites.

VPP sets performance-based criteria for management commitment, employee involvement, hazard recognition and mitigation and employee training. OSHA's verification process includes an application review and a rigorous onsite evaluation by a team of OSHA safety and health experts.

Marine Corps Col. Kenneth Enzor, base commander of Marine Corps Logistics Base Barstow, and Ron Cooke, safety manager for Naval Air Station Key West, spoke about their path to their installations becoming VPP Star sites and the significant improvements that VPP has made in driving down their mishap rates.

This was the third year that DoD has participated in the Voluntary Protection Programs. VPP was created by OSHA to recognize worksites that exhibit the best safety programs for their business sector. DoD already has shown that VPP improves safety records and readiness of its civilian and military personnel, officials said, but they acknowledged that more needs to be done.

The idea that accidents are a cost of doing business is a mindset that is intolerable, Acting Deputy Undersecretary of Defense

for Readiness Joseph J. Angello Jr., told the conferees, emphasizing that a cultural change toward a goal of "zero preventable accidents" is the ultimate goal.

Angello, who is also the executive secretary of the Defense Safety Oversight Council (DSOC), said safety and readiness are closely intertwined, and that VPP is the cornerstone for addressing workplace safety in DoD. One of the goals of the DSOC is to keep safety at the forefront for DoD leadership, he noted.

"[VPP] gives us the tools in DoD to make sure we preserve our assets, our people, our equipment," Angello said. "It gives us the tools to be the best we can be."

Addison D. Davis, deputy assistant secretary of the Army for environment, safety and occupational health, echoed Angello's emphasis on culture change in DoD, speaking to a need to make safety a natural part of daily activity.

Angello and Davis also emphasized that safety is directly linked to readiness and said readiness is the bottom line for senior leaders at DoD.

The focus of the two-day conference, hosted by the VPP Center of Excellence (VPPCX), was to learn about the progress made by installations and also to encourage participants to share lessons learned and

best practices, officials said. One of the most common themes was the importance of employee participation in VPP. Many presenters noted that their progress and successes could not have happened without participation by the workforce.

By incorporating leadership and employees into worksite analysis, hazard prevention and safety and health training, officials said they hope ultimately to prevent injuries, preserve productivity and save DoD billions of dollars, thus enhancing readiness across the board.

PENNSYLVANIA AASF ACHIEVES VPP STAR STATUS

Earlier this year, Fort Indiantown Gap's Army Aviation Support Facility (AASF) became the first Army National Guard facility to be awarded Star status with OSHA's VPP.

At the ceremony, Ed Selker, deputy regional administrator, OSHA Region III, presented the flag to the site and Major General Jessica Wright, adjutant general of Pennsylvania, Tad Davis, deputy assistant secretary of the Army for Environment, Safety and Occupational Health, and Sergeant Matthew Donher, Association of Civilian Technicians Steward, addressed the employees.

"VPP is all about employees and making significant reductions in ground accident rates," said Colonel Steve Mahoney, facility commander. "VPP's bottom-up approach means employees are truly driving the process from identification of problems to implementing solutions. Key to the VPP concept is the fact that sites who implement VPP concepts see a very large, long-term reduction in accidents and incidents. We're seeing greatly improved ground safety results at AASF, so OSHA's VPP concept does work. It also has a significant side benefit of getting management and employees to work side-by-side for a common goal."

[RIGHT] VPP Star Ceremony. From left: Major General Jessica Wright, Adjutant General of Pennsylvania; Mr. Tad Davis, Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health; Sergeant Matthew Dohner, Association of Civilian Technicians representative; Mr. Ed Selker, OSHA Deputy Regional Administrator; Colonel Steve Mahoney, facility Commander.

VPP sets performance-based criteria for management commitment, employee involvement, hazard recognition and mitigation and employee training. OSHA's verification process includes an application review and a rigorous onsite evaluation by a team of OSHA safety and health experts.

DoD is in its fourth year of participating in VPP, which is the cornerstone of DoD's installation/industrial site mishap reduction effort. In those four years, 21 DoD sites have been awarded Star status and a total of at least 36 DoD Star sites are expected by the end of FY09.

"The Secretary has said that his goal is zero preventable accidents," said Joseph Angello, executive secretary of the Defense Safety Oversight Council. "VPP is an essential part of that effort."

Fort Indiantown Gap's AASF began its VPP journey in 2007 with the help of the Department of Defense VPPCX. The DoD VPPCX conducted an analysis of the AASF and then worked with the facility as they developed a plan.

Although Fort Indiantown Gap was the initial focus of the Pennsylvania National Guard's VPP efforts, Major General Wright decided to focus first on one worksite – AASF#1. "AASF #1 was chosen because Army Aviation already had built-in safety infrastructure," said VPP Coordinator and Chinook (CH-47) Instructor Pilot, CW2 Paul DeVincenzo. "Because the worksite had already been conditioned to higher levels of safety scrutiny and inspection, it had a leg up in reaching its VPP goals."

A key part of the VPP process for AASF #1 was partnering with VPP mentors.

The base partnered with Tobyhanna Army Depot and General Electric. These partnerships led Fort Indiantown Gap to form employee committees that created bottom-up change. As a result, the base quickly started to see a drop in accident rates. OSHA's VPP review noted that the workplace accident rate for AASF #1 is 47 percent below the national average for similar facilities.

Just as important to Fort Indiantown Gap's success was the partnership with the Association of Civilian Technicians (ACT) – the union on base. Union buy-in and participation was crucial to the base reaching its goals. "ACT was a strong partner from the very beginning," said DiVincenzo, "helping to get management on board quickly."

Unlike many of the Department of Defense sites that have attained VPP Star status, Fort Indiantown Gap is unique in that many of the workers are uniformed – federal civilians during the week and uniformed members of the National Guard on weekends. This allows Fort Indiantown Gap to stand as an example to other DoD sites with large numbers of uniformed military workers.

"Our VPP journey is not over with the awarding of the flag," said Mahoney. "In order to retain our Star status we must recertify every three years and we must be a mentor to other organizations striving for Star status. This has the added benefit of exposing us to new ideas and helping us to continually improve." ★





Safety in Air Medical Transport

BY NICK WRIGHT >> FLIGHT NURSE, BSN, CEN, EMT-P

Good news regarding safety is refreshing to hear in the air medical industry. West Michigan Air Care in Kalamazoo, Mich., stands alone in its focused practice of excellent safety standards. Air Care, a critical care air medical transport service, is currently the only agency of its type to achieve Star status in Michigan. According to the United States Department of Labor, Air Care is the only Voluntary Protection Programs (VPP) Star approved service of its type in the nation.

Air Care first became involved with the VPP process in Michigan in 2002 and has retained Star designation since. Air Care is classified under the North American Industry classification code 621910, Non-scheduled Air Transportation/Ambulance Service. Total Case Incident Rate (TCIR) and Days Away Restricted Transfer (DART) scores for Air Care in particular are well below the industry standard.

Serving southwest Michigan, northern Indiana and northwestern Ohio, Air Care also provides extended service via mutual aid to areas within a 200-mile radius from Kalamazoo. Medical operations continue 24 hours per day, seven days a week as a cooperative effort between Bronson

Methodist Hospital and Borgess Medical Center, both in Kalamazoo.

Controlling risk is at the heart of Air Care's culture of safety and at the forefront of our operation. The following are some of the risks at Air Care:

- + ergonomics in the aircraft
- + exposure to potential hazardous chemicals
- + exposure to high noise levels
- + flight hazards
- + exposure to weather elements
- + exposure to communicable diseases, blood borne and respiratory

Air Care has many safe practices, including an active safety program that conducts random safety audits, provides education to staff and aggressively pursues solutions to safety issues that arise. Policies and procedures are reviewed and revised regularly to create the safest environment for staff and patients. In conjunction with any revision, a comprehensive risk assessment using a Risk Assessment Matrix is performed to anticipate and correct potential hazards prior to implementation.

Air Care has also implemented an intriguing new tool of our own invention called Flight Risk Assessments, which are completed by the pilot prior to flights. Variables affecting safety are assessed, including each crewmember's rest, weather variables and time of day. Fatigue factors such as rest, nutrition, hydration and outside air temperature are monitored and reassessed for each crewmember throughout the shift.

Collectively, all of these strategies support a culture of safety that Air Care proudly promotes. Air Care would like to encourage other agencies to take an active approach toward safety endeavors. ★

>> More information about Air Care can be found at www.aircare.org. Please direct inquiries to Nick Wright at ncwright@aircare.org.

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SOS PATENT # 6832389 AND OTHERS

ANSI Z87.1

OSHA COMPLIANT

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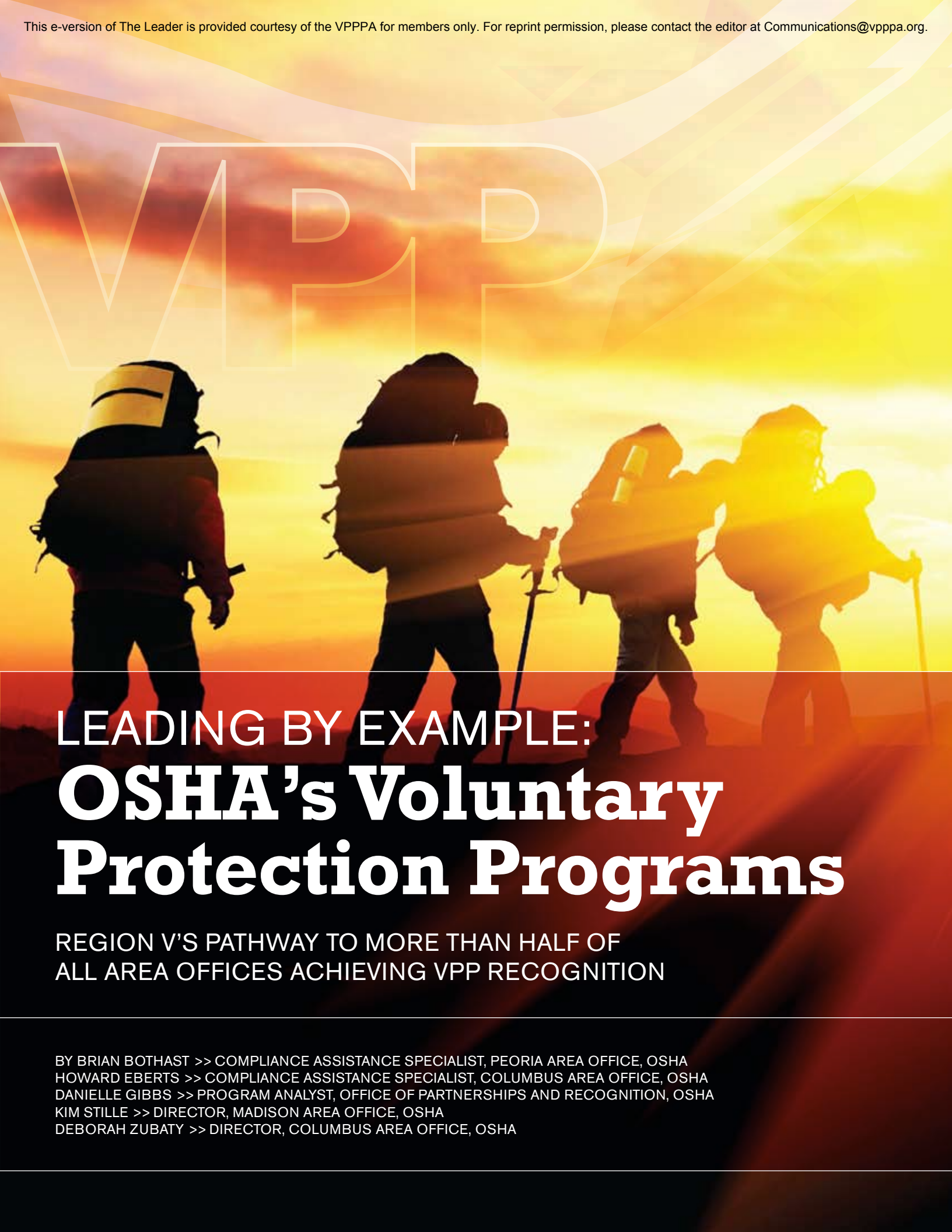
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Patent No. 5,748,278, 6,393,609 B1 and others.



VPP



LEADING BY EXAMPLE: **OSHA's Voluntary Protection Programs**

REGION V'S PATHWAY TO MORE THAN HALF OF
ALL AREA OFFICES ACHIEVING VPP RECOGNITION

BY BRIAN BOTHAST >> COMPLIANCE ASSISTANCE SPECIALIST, PEORIA AREA OFFICE, OSHA
HOWARD EBERTS >> COMPLIANCE ASSISTANCE SPECIALIST, COLUMBUS AREA OFFICE, OSHA
DANIELLE GIBBS >> PROGRAM ANALYST, OFFICE OF PARTNERSHIPS AND RECOGNITION, OSHA
KIM STILLE >> DIRECTOR, MADISON AREA OFFICE, OSHA
DEBORAH ZUBATY >> DIRECTOR, COLUMBUS AREA OFFICE, OSHA

[LEFT] Madison Area Office's VPP Star recognition ceremony (2006).

[RIGHT] Columbus Area Office Receives Star. From left: Ron Yarman, President, NCFLL; Dave Wilson, Team Leader; Michael Connors, Regional Administrator; Melissa Linton, Safety Specialist; John Sahayda, Team Leader; Larry Johnson, Safety Specialist and Union Steward; Deborah Zubaty, Area Director.



For more than 25 years, the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP) have made an impact on improving workplace safety and health. With a foundation built on cooperation among OSHA, employers, employees and employees' union representatives, VPP is a performance-based system that benefits its participants. VPP participants, all of whom have implemented comprehensive safety and health management systems, often experience injury and illness rates lower than their industry counterparts; reduced employee absenteeism and turnover; and lower workers' compensation costs. However, receiving approval to participate in the program takes dedication and hard work. All requirements, including a comprehensive application process and onsite evaluation process, must be met.

This article discusses OSHA's Chicago Region's (Region V's) journey to gain VPP recognition within its area offices. Highlights include how implementing effective safety and health management systems requires management commitment and employee involvement and how the VPP model positively impacts safety and health culture.

REGION V'S VPP INITIATIVE

OSHA encourages all organizations – regardless of size and industry – to adopt a safety and health management system and build a foundation for effectively protecting America's workers. However, it is often easier to tell someone what to do rather than do it yourself. But this was not the position that Region V took. For more than a decade, Region V has been taking on many specific safety and health initiatives that demonstrate the concept of leading by example.

"We established a joint Labor-Management Safety and Health Committee in 1998 which met on a regular basis to develop and implement our safety and health management system, but we realized that we were not at the VPP level," said Michael Connors, regional administrator in Chicago. "So we decided to step up our efforts and try to get to the next level with our [Safety and Health Program Enhancement] SHAPE Program."

In 2003, the region started on the road toward attaining VPP recognition by creating the SHAPE Program to improve its safety and health management system for internal OSHA staff. SHAPE was officially launched in 2004 during a meeting that included all the managers and union representatives from across the region. The 15 area offices were tasked with improving the safety and health management systems for their employees and simultaneously challenged with achieving VPP recognition.

Region V coordinated closely with union representatives. The union was involved during the process and showed its support by signing a commitment letter, as well as all VPP applications. This resulted in more opportunities for employees to become involved in the process.

"We wanted everyone in our region to be involved in continually improving our safety and health management systems, but we did not make it mandatory to apply for the VPP," said Connors. "We were hoping to stimulate a few offices to apply though, and see if we could build some momentum."

Connors met with Ron Yarman, National Council of Field Labor Locals (NCFLL) executive president, and received buy-in to establish a SHAPE Steering Committee to lead the efforts. "We knew it would not be easy, but we wanted to participate in the process to improve safety and health for our own folks," said Yarman.

During that same year, the SHAPE Steering Committee conducted a gap analysis to determine what improvements were necessary to get to the VPP level and assigned subcommittees to address any outstanding issues. For example, one area that was focused on was determining OSHA compliance officers' exposure levels to health hazards while conducting onsite enforcement inspections. Kim Stille, director of the Madison Area Office, was assigned to lead a subcommittee and address this issue. "Our compliance officers were sampling employees during inspections for exposures to noise, lead, silica, etc., but we did not know how high the levels were for them," said Stille. "So we started a sampling pilot where our compliance safety and health officers sampled themselves for exposures to noise and hazardous chemicals at the same time they were evaluating employees during inspections."

VPP supports the concept that all organizations should implement an effective safety and health management system that protects employees in the workplace. OSHA employees are no exception. As a result, determining exposure levels of health hazards to compliance officers was identified as a best safety and health practice during the Columbus Area Office's future onsite evaluation.

Currently, Region V has seven area offices participating in VPP Star, including: Columbus, Ohio; Appleton, Wis.; Madison, Wis.; Chicago North, Ill.; Milwaukee, Wis.; Peoria, Ill.; and Eau Claire, Wis. All VPP onsite evaluations are conducted by an independent team of Special Government Employees (SGEs).

A team of three SGEs, led by an SGE from the Defense Logistics Agency, conducted the Cincinnati Area Office's VPP onsite evaluation April 28-30, 2009. If the office is approved, they will be the eighth VPP participant in the region. In other words, more than half (53 percent) of the total



PEORIA AREA OFFICE ROAD TO VPP TIMEFRAME AND TASKS (2006-2008)

number of Region V area offices will have attained VPP recognition. The Madison and Appleton Area Offices are currently preparing for their upcoming onsite re-evaluations and the Calumet City Office is preparing to submit its application.

COLUMBUS AREA OFFICE

The Columbus Area Office was the first in Region V to consider VPP and was the first OSHA Area Office in the country to apply for, and receive, the VPP Star designation.

Deborah Zubaty, director of the Columbus Area Office, describes how her office pursued VPP. “We established a VPP

[TOP] Peoria Area Office’s VPP Star recognition ceremony (2008).

[BOTTOM] One of the Peoria Area Office’s start-up meetings (2006).



Steering Committee in our office and involved every single employee in one of our subcommittees,” said Zubaty. “Then we had action items tracked to completion by our Assistant Area Director David Wilson, who controlled all the documents and wrote the application.”

The Columbus office was evaluated by a team of three SGEs representing the United States Post Office and the United States Navy. During the onsite evaluations, SGEs ensure that the area offices maintain the program’s credibility and assure that OSHA is held to the same high standards as other VPP companies. SGEs have even accompanied compliance officers on their enforcement inspections.

Michael Vigezzi, global manager of VPP and Safety Programs for General Electric Company, was one of the SGEs that conducted the office’s onsite evaluation. “We did not take it easy on our evaluation just because they were OSHA,” said Vigezzi. “We did a critical evaluation of their safety systems, and I thought they did a great job. I even interviewed their regional administrator and was impressed with their overall management leadership and commitment.”

The area office received VPP recognition on August 19, 2005, and was re-approved as a VPP Star participant in 2008. “It was a lot of work for our staff to get into VPP, so I can certainly appreciate the efforts of other companies which have already gone through the process,” said Zubaty. “It has been a long journey for us, but our folks have really done a great job in working to continuously improve our safety and health management systems.”

MADISON AREA OFFICE

The Madison Area Office found the VPP process to be challenging with obstacles to overcome along the way, but well worth the reward in the end. Small employers often struggle with injury rates when one or two injuries significantly increase the overall injury and illness rate for that site. With only 14 employees in the office and a very low industry national average, a couple of recordable injuries over a three-year period made qualifying for VPP more difficult than initially anticipated.

VPP was a growth process for the office as well. Traditionally, OSHA’s focus has been the evaluation of safety and health management systems developed and implemented by private industry employers, as well as assessing worksites to determine the existence of safety and health hazards. As aforementioned, during the preparation process, the Madison Office was tasked with evaluating (and improving) its own safety and health management system, as well as evaluating the work environment (office and field) for potentially hazardous exposures. Although this task initially seemed quite challenging, the office was able to manage it through the development of several committees. One committee was charged with conducting an internal gap analysis. In doing so, the committee tapped into some extremely knowledgeable resources (VPP Star participants) and was able to submit its application for VPP.

As telling as conducting a self-evaluation can be, the onsite evaluation was even more so. The office understands and empathizes with organizations that have gone through

the process of preparing to apply for VPP and that have experienced a thorough safety and health inspection by OSHA. While the evaluation team seemed to really look forward to having the opportunity to “inspect OSHA,” team members were extremely cordial and professional.

Although the area office experienced two injuries in 2007 which significantly impacted overall rates, Kim Stille, office director, states, “The VPP process and our pursuit of it has benefitted us in ways far beyond the numbers.”

The end result of everyone’s hard work, dedication and effort was the recognition of the Madison Area Office as a VPP Star participant. Since achieving the VPP Star recognition in 2006, the office has continued to enhance its safety and health management system. Several significant improvements have been made, including improvement of tracking within various systems, self-monitoring for industrial hygiene hazards and monthly meetings with the entire staff devoted to the office’s safety and health initiative. The office is now awaiting re-approval, which is scheduled to occur this summer.

PEORIA AREA OFFICE

One of the most recent area offices in Region V to achieve VPP recognition is the Peoria Office. In 2006, shortly after Nick Walters was selected as the director, he challenged his office to begin the process of applying for VPP. The office had already developed a site-specific safety and health management system, which followed the initial Region V guidelines. Walters, along with a supervisor, union representative and compliance assistance specialist, visited the nearby Madison office since it had already attained VPP Star status.

One of the results the office experienced while preparing for VPP was the increase in employee involvement and management commitment – one of the four key elements of an effective safety and health management system. Following the visit to the Madison office, the Peoria Office organized a Safety and Health Program Committee, a VPP Committee, a Wellness Committee and a Steering Committee. The Steering Committee designed a workplan which included a timeframe and tasks that

needed to be met during the application process. The graph (to the left) presents the office’s timeframe and tasks associated with preparing to apply for VPP.

PEORIA AREA OFFICE ROAD TO VPP

Although the office already had a safety and health management system in place that consisted of 23 components, the employees started a process of improving each one. Once each component was addressed, they were reviewed and approved by both the Safety and Health Program Committee and the Steering Committee. During the process of preparing the VPP application, the office developed a VPP training workbook to help ensure that each employee understood the VPP requirements, each of the safety and health management system components and what to expect during the VPP onsite evaluation. The office also invited an existing VPP Star participant to conduct a comprehensive review of the safety and health management system and a pre-assessment evaluation to identify any gaps between the expectations and the current system and practice.

The area office originally planned to submit its VPP application within 11 months, but as the various teams and committees worked to address all issues identified during the gap analysis and committee recommendations for improvement, additional time was necessary to ensure the program met all VPP Star requirements. The office submitted its application in December 2007 and was admitted into the program in August 2008. Between 2005 and 2009, it only experienced one injury (in 2007); since attaining VPP recognition, none have occurred.

CONCLUSION

VPP promotes the voluntary and cooperative adoption of safety and health management systems that go beyond compliance with OSHA standards and are tailored to meet the needs of specific workplaces. OSHA applauds its internal VPP participants who lead by example and promote safer and more healthful workplaces through employee involvement and management commitment. When these systems become part of an organization and a way of work life – everyone wins. ★



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SITE CONGRATS



[TOP] Mooresville Post Office employees are joined by district leaders as they display their OSHA VPP Star flag.

[BOTTOM] Havelock employees celebrate their VPP Star.

Mooresville Post Office Receives Star

Mooresville, N.C., Post Office is a Star site and they have the hardware to prove it! The North Carolina Department of Labor OSHA Area Director Suzanne Street traveled to Mooresville to present the Post Office with its Voluntary Protection Programs (VPP) Star flag. The award demonstrates that Mooresville has established a partnership between management and employees to achieve exceptional safety performance as part of OSHA's VPP.

Mid-Carolinas District Manager Dave Fields expressed pride in the employees whose participation made the achievement possible. "Joining the ranks of OSHA VPP Star sites means that each one of you has taken a personal interest in your office's safety performance. You are a model for safety in our organization." Others attending the celebration included District HR Manager David Mills, Post Office Operations Manager Rodney DeFlumeri and District Safety Manager Stephanie Harris.

Mooresville Postmaster Doris Reed thanked VPP team members Debbie Clamon, Marcie Levecque, Bradley McCloskey, Daryle McNair and Glenn Baer for their efforts during the application process. The site will complete an annual review and OSHA will conduct an onsite re-approval evaluation every three to five years to ensure the office maintains its VPP quality. The VPP flag will be displayed inside the office as a daily reminder of their commitment to safety.

Havelock Post Office Earns Its Safety Star

"It's so clean!" That's the comment that was heard most often at Havelock Post Office during their recent OSHA VPP Star flag raising ceremony. The comment was validated by OSHA during their review last year.

The Havelock Post Office VPP team worked tirelessly to earn OSHA VPP Star status. VPP is a cooperative effort between Management and Labor to promote safety as a way of life for all employees. Havelock OIC Ed Hoffman was joined by several members of the community to celebrate the office's success: Col. Bottorf, commanding officer of nearby Cherry Point Marine Base; Havelock City Councilman James Stuart; Cpt. Bratton and Lt. Woods of the Havelock Police Department; and Chief Zaccaredelli of Havelock Fire Department.

OSHA Area Director Suzanne Street commended Mid-Carolinas District Manager Dave Fields and his team for embracing safety as a priority. Havelock Post Office becomes the third facility in the district to earn OSHA VPP Star status. Bobbi Fretwell and Robert Brooks, managers of Post Office Operations, presented the VPP team leaders with their VPP Star flag at the conclusion of the ceremony and all employees celebrated the success of a job well done.

City Carrier Trina Charles led many of the efforts of the VPP team, but she gave full credit to her fellow members Autumn Bailes, Johnnie Burtscher, Dale Hewitt, Melissa Johnson, Robert Phillips and Stephanie Rizzuto. Charles also acknowledged that the team could not have completed any of its tasks without the support and commitment of all employees at the Havelock Post Office.

Safety Specialist Laura Brown best summed up the occasion when she said, "This award is just a testament to the leadership and the dedication of everyone here at Havelock Post Office. They care about safety and it shows in everything." ★

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AIM Inc. **VPP Star Site**

Mentoring Matches



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	MENTOR
All Tech Inspection Company @ Chevron Company-Cedar Bayou Baytown, TX	Chevron Phillips Chemical LP-Cedar Bayou Plant Baytown, TX
Bay Industrial Safety Services Inc. Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
Brand Scaffolding, Rental & Erection, LLC East Hazel Crest, IL	Marathon Petroleum Company LLC Robinson, IL
Claxton-Hepburn Medical Ctr. Ogdensburg, NY	Blossom View Nursing Home Sodus, NY
Dairy Farmers of America Ventura, CA	Morton Salt Long Beach, CA
Freitag-Weinhardt, INC. Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
Helvoet Pharma Pennsauken, NJ	Georgia Pacific Gypsum Camden, NJ
IBM Hope Well Junction, NY	Pawling Corporation Pawling, NY
Lytle Electric Company Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
Monsanto Independence, IA	Monsanto Williamsburg, IA
Morris Construction Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
Nalco-Energy Services Baytown, TX	Chevron Phillips Chemical Company LP-Cedar Bayou Plant Baytown, TX
NuStar Paulsboro, NJ	Valero Refining Paulsboro, NJ

MENTEE	MENTOR
Parsons TSSC-FAA Project Renton, WA	Parsons Pasco, WA
Quality Execution, Inc. Mount Vernon, IN	Marathon Petroleum Company LLC Robinson, IL
SDR Coating Company, Inc. Clinton, IN	White Construction Company Inc. Clinton, IN
Senco Construction Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
SGS Petroleum Service Corporation @ Chevron Phillips Chemical Company – Cedar Bayou Pasadena, TX	Chevron Phillips Chemical Company LP-Cedar Bayou Plant Baytown, TX
Simmons Bedding Company Hazle Township, PA	Weir Minerals N.A. Hazleton Hazleton, PA
Stewart Security Patrol, Inc. Robinson, IL	Marathon Petroleum Company LLC Robinson, IL
Sysco Central Pennsylvania Harrisburg, PA	Sherwin Williams Plant Fredericksburg, PA
Veolia Environmental Safety Industrial Services @ Marathon Robinson, IL	Marathon Petroleum Company LLC Illinois Refining Division Robinson, IL
Veolia ES Industrial Services @ Chevron Phillips Chemical Company – Cedar Bayou La Porte, TX	Chevron Phillips Chemical Company LP-Cedar Bayou Plant Baytown, TX
White Construction Robinson, IL	Marathon Petroleum Company LLC Robinson, IL

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.



YOUR ASSOCIATION AT WORK >>

Meet your VPPPA Communications Team

SANNA RAZA >> COMMUNICATIONS & OUTREACH DIRECTOR

How long have you been with the VPPPA?

Forever, and I don't regret it one bit. I first started with VPPPA in May 2002 but took a two-year hiatus from 2005-2007 to get my graduate degree in international communications.

What is your primary function?

As Communications & Outreach Director, I'm responsible for all the communications and outreach activities of the association. I'm the editor for *The Leader* and I work with the Conference & Education Department and the Membership & Development Department with publications and marketing efforts.

What is the most rewarding aspect of your job?

Talking to members at safety conferences. I spend a lot of time in the office behind the computer, but

I get the most motivation from our outreach activities. Our members are so dedicated and energetic, it rubs off!

What do you enjoy doing outside of work?

Travel and food are my passions, hands down! I come from a multi-cultural family and have visited relatives all over the world starting at an early age. There are so many places I still want to explore and I won't say no to a nice beach vacation either. As for food, I think it is a way to experience different cultures and it's a social activity as well. I appreciate good food anytime, anywhere, but I enjoy it most with family and friends.

What do members have to look forward to from the Communications & Outreach Department?

We revamped *The Leader* this year and I hope our members enjoy it. Next step is our Web site. We are restructuring it and giving it a new look to make it more appealing and more user-friendly. Any feedback is welcome anytime.



SANNA RAZA >> [CENTER]
KOREY BELANGER >> [LEFT]
LAURIE MONTANUS >> [RIGHT]

KOREY BELANGER >> GOVERNMENT AFFAIRS & COMMUNICATIONS SPECIALIST

How long have you been with the VPPPA?

I started on May 5, 2008.

What is your primary function?

As the Government Affairs & Communications Specialist, I am involved with all government-related activities for the association. I keep my ears and eyes open to any legislative activity involving safety and health and then pass that information on to our members via e-newsletters. I am also the liaison to the Legislative and Regulatory Committee and the Labor and Management Committee.

What is the most rewarding aspect of your job?

Since I've started with the association, I have gained much knowledge and insight into the VPP programs through SGE training, site visits and other outreach events. And although I still have much to learn in the ever-changing safety and health field, I am proud of the skills and information that I have gained and am now able to provide to our current and potential members.

What do you enjoy doing outside of work?

Two of my biggest loves are food and traveling. I'm always excited to try new foods and experience new cultures; I feel they go hand-in-hand. I've been taking culinary classes at the local community college to build upon the cooking skills my mom has taught me and I'm always happy to share my culinary treats with family and friends.

What do members have to look forward to from the Government Affairs Department?

I have recently taken on a number of communications duties, from aiding with press releases to researching and writing for our quarterly magazine



The Leader. I'm excited to have the opportunity to take on more communications responsibilities; I know it will be especially exciting with the changes we've been experiencing with the new administration.

Laurie Montanus >> COMMUNICATIONS & OUTREACH COORDINATOR

How long have you been with the VPPPA?

I just started working with the VPPPA in June 2009!

What is your primary function?

As the Communications & Outreach Coordinator, I assist with communications, outreach and marketing. I will mostly be working with the department on *The Leader* and the e-newsletters: *Safety News Network* and *On the Wire*. I also serve as the national staff liaison for the Construction Committee.

What is the most rewarding aspect of your job?

So far, the most rewarding aspect has been meeting members who are

so enthusiastic about VPP and the association. It is always rewarding to work for something that everybody is equally passionate about. I can't wait to meet more members at the upcoming annual national conference!

What do you enjoy doing outside of work?

I love finding new and unusual restaurants and going to new destinations. If I had all the money in the world, I would travel constantly. Any music, theater or art event is usually on my calendar. I'm also a big fan of board games and love having game nights with friends and family.

What do members have to look forward to from the Communications & Outreach Department?

I will be integrating more social media into VPPPA efforts. Web 2.0 is the future of networking, sharing ideas and gathering information, so I'm trying to find a beneficial way our members can use new media. Not to mention social media is a lot of fun! ★

Member Info Corner

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

2009 National VPPPA Board of Directors Nominees >>

Running for: Vice Chairperson

CYNTHIA A. MAHONEY

EHS Program Manager, General Electric CP&SO, Branchburg, NJ

Running for: Secretary

KELLI HEFLIN

Regulatory Safety Manager, Scott's Liquid Gold, Denver, CO

Running for: Labor Representative from a Site with a Collective Bargaining Agent

KENT LANG

Union Safety Representative, Clearwater Paper Company, Lewiston, ID

Running for: Representative from a DOE-VPP Site

CHRIS ADOLFSON

Business Specialist, Idaho National Laboratory, Idaho Falls, ID

Running for: Director-at-Large

JACK GRIFFITH

HAMTC Safety Representative
CH2M Hill Plateau Remediation Company, Richland, WA

BILL HARKINS

Turnaround Manager, Valero Texas City Refinery, Texas City, TX

GERALD HIPP

Safety Manager, Parson TDFC, Pasco, WA

DAVID SAMS

EHS Director, Verso Paper Corporation, Memphis, TN

STACY THURSBY

Safety & Health Program Manager, Washington Closure Hanford, Richland, WA

For biographies and statements by the nominees, please visit www.vpppa.org/About/BODnominees.cfm.

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 8:50 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.

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!

Webinars

VPPPA's webinars provide members with inexpensive, convenient opportunities for continued learning and are quickly gaining in popularity. Visit www.vpppa.org to find out which topics we have lined up for you.

VPPPA Recognition Programs

The winners of VPPPA's Scholarship Program, Annual Awards and Safety and Health Achievement Program will be announced at the Opening General Session at the 25th Annual National VPPPA Conference in San Antonio, Texas. Join us at this session on Monday, August 24, 2009, to applaud the efforts of your colleagues and celebrate safety and health achievements across the U.S.

Next year's deadline is May 3, 2010. Please visit www.vpppa.org/Programs/index.cfm to find out more about the awards and scholarships we have available.

VPPPA Committees

Get INVOLVED! As an employee at a VPPPA member site, your participation on VPPPA's regional and national board committees is needed. You are invited to serve on a committee to help VPPPA shape the national agenda and set priorities for the future. For more information, please e-mail Volunteering@vpppa.org. ★

6TH ANNUAL

Site-Get-a-Site

The winner of the 6th Annual Site-Get-a-Site campaign is **Joseph Bantista** of **Flint Hills Resource, Peru, Ill.** Congratulations Joseph Bantista for recruiting **Innophos Inc.** as an Associate member for 2009.

As the winner, Flint Hills Resource, Peru, Ill., receives a complimentary membership for 2010. The Site-Get-a-Site Campaign was designed to strengthen VPPPA networking circles by linking new sites to the premier association in the safety and health industry. Current member sites that recruited new sites to join the association for the first time were eligible for participation.

A great big thanks and a round of applause to all of our 2009 recruiters who shared the value and benefits of VPPPA membership with their colleagues.

Debra Ackerman, CSP, SGE,
Lockheed Martin Systems Integration,
Owego, NY

*New Member Site: Frito-Lay, Inc.,
Binghamton, NY*

Jon Alexander, SGE, Monsanto
Company, World Headquarters,
St. Louis, MO

*New Member Site: GE Mobile Water, Inc.,
Saint Peters, MO*

Joseph Bantista, Flint Hills Resource,
Peru, IL

*New Member Site: Innophos Inc., Chicago
Heights, IL*

Randall C. Bickford, S.E., CUSA,
Westar Energy Jeffrey Energy Center,
St. Marys, KS

*New Member Site: Westar Energy, Inc.,
Wichita, KS*

Boe Carter, Boise Packaging, Salem, OR

*New Member Site: Boise Packaging, Salt
Lake City, UT*

Robert S. Coble, SGE, CSP, Valero
Refining Company, New Jersey,
Paulsboro, NJ

*New Member Site: Savage Services,
Paulsboro, NJ*

Michael Y. Crawford, STM,
Waste Management, Inc., Carlsbad, CA

*New Member Site: Waste Management of
Southern Colorado, Colorado Springs, CO*

Janet DeLeon, SGE, BlueLinx
Corporation, Kansas City, MO

*New Member Site: BlueLinx Corporation,
Springfield, MO*

David M. Eells, CH2M Hill OMI,
Englewood, CO

*New Member Site: CH2M HILL OMI,
Twin Falls, ID*

Donald J. Fitzpatrick, CSP,
Honeywell FM&T/KC, Kansas City, MO

*New Member Site: U.S. DOE National
Nuclear Security Administration/Kansas
City Site, Kansas City, MO*

Kathy J. French, GE Energy Lee
Summit, Lees Summit, MO

*New Member Site: General Electric,
Slater, MO*

Scott A. Fulton, SGE, Covanta
Delaware Valley, Chester, PA

*New Member Site: Covanta Montgomery
Inc. Transfer Station, Derwood, MD*

Brian Garabedian, Valero Wilmington
Refinery, Wilmington, CA

*New Member Site: Constellation Wines,
Gonzales, CA*

Don Goslin, MillerCoors, Golden, CO

*New Member Site: MillerCoors,
Longmont, CO*

Tyler B. Griffin, CSP, Frito-Lay, Inc.,
Fayetteville, TN

*New Member Site: Frito-Lay, Inc.,
Pulaski, TN*

Michael Guillory, SGE, Monsanto
Agricultural Group, Luling, LA

New Member Site: NRG Texas, Houston, TX

Maura A. Heffernan, CIH, Hamilton
Sundstrand, Windsor Locks, CT

*New Member Site: Hamilton Sundstrand,
Santa Isabel, PR*

Kimberly A. Hill, General Electric, GE
Energy, Bangor, ME

New Member Site: Unittel, Hampton, NH

Clark W. Hislop, Longview Fibre Paper
& Packaging (LFPP), Longview, WA

*New Member Site: Longview Fibre Paper
& Packaging, Cedar City, UT*

Ryan R. Hubele, SGE, Johns Manville,
McPherson, KS

*New Member Site: Johns Manville,
Denver, CO*

Rickey L. Ingram, SGE, BP America
Production Co. NAG, Houston, TX

*New Member Site: Audubon Engineering,
Houston, TX*

Darwin M. Irish, SGE, Flexcon, Inc.,
Spencer, MA

*New Member Site: Amesbury Group,
Foam-Tite, Amesbury, MA*

Diane Johnson, Verso Paper, Jay, ME

*New Member Site: Verso Paper Corporation,
Memphis, TN*

Robert J. Kapolka, CIH, CSP, Oak
Ridge Assoc Univ (ORAU)/Oak Ridge
Institute for Science & Education
(ORISE), Oak Ridge, TN

*New Member Site: Professional Project
Services, Inc. (Pro2Serve), Oak Ridge, TN*

**Kent D. Lang, National VPPPA BOD,
SGE**, Clearwater Paper Corporation,
Lewiston, ID

*New Member Site: Clearwater Paper Corp,
North Las Vegas, NV*

James R. Lees, SGE, General Electric
International, Inc., Dallas, TX

*New Member Site: Coca-Cola North
America, Dallas, TX*

Mike Maddox, NuStar Energy L.P.,
San Antonio, TX

*New Member Sites: NuStar Asphalt
Refinery, LLC ~ Savannah Refinery,
Savannah, GA; NuStar Asphalt Refining,
LLC, Paulsboro, NJ; NuStar Energy,
Colorado Springs, CO; NuStar Energy,
Andrews Air Force Base, MD; NuStar
Energy, Curtis Bay, MD; NuStar Energy,
Piney Point, MD; NuStar Energy,
Wilmington, NC; NuStar Energy, Paulsboro,
NJ; NuStar Energy, Linden, NJ; NuStar
Energy, Pena Blanca, NM; NuStar Energy,
Albuquerque, NM; NuStar Energy, Catoosa,
OK; NuStar Energy, Houston, TX; NuStar
Energy, Corpus Christi, TX; NuStar Energy,
Amarillo, TX; NuStar Energy, Dumfries,
VA; NuStar Energy-Central East Region
Arkansas, Sheridan, AR; NuStar Energy-
Central East Region Illinois, Lerna, IL;
NuStar Energy-Central East Region
Indiana, Indianapolis, IN; NuStar Energy-
Central East Region Iowa, Sioux Falls, SD;
NuStar Energy-Central East Region Kansas,
Wichita, KS; NuStar Energy-Central East
Region Minnesota, Saint Paul, MN; NuStar
Energy-Central East Region Missouri,
Hermann, MO; NuStar Energy-Central
East Region Nebraska, Geneva, NE; NuStar
Energy-Central East Region North Dakota,
Jamestown, ND; NuStar Energy-Central
East Region South Dakota, Wölsey, SD*

Raymond Magruder, Quaker
Manufacturing, LLC, Columbia, MO

*New Member Site: Frito-Lay, Inc.,
Topeka, KS*

Kenneth W. Matveia, International
Paper, Cedar Rapids, IA

*New Member Site: Pioneer Hi-Bred,
Mount Pleasant, IA*

Paul Michael, Monsanto Company,
Saint Louis, MO

*New Member Site: Monsanto Company,
Agricultural Sector, Centralia, IL*

Jennifer Olson-Morzenti,
Life Technologies, Eugene, OR

*New Member Site: Life Technologies,
Madison, WI*

Rodney F. Robinson, United States
Air Force-Air Combat Command,
Hampton, VA

*New Member Site: United States Air Force,
Seymour Johnson AFB, NC*

Nicholas Sampson, L.L. Bean, Inc.,
Manufacturing, Freeport, ME

*New Member Sites: L.L. Bean Inc.,
Lewiston Contact Center, Freeport, ME;
L.L. Bean Inc., Waterville Contact Center,
Freeport, ME; L.L. Bean, Inc., Bangor
Contact Center, Freeport, ME*

Donald H.P. Sexton, II, Johns Manville,
Willows, CA

*New Member Site: Johns Manville,
Fernley, NV*

Kevin Smith, Washington Group
Savannah River Company, Aiken, SC

*New Member Site: Savannah River Nuclear
Solutions, Aiken, SC*

Milford J. Stern, Virginia Department
of Labor & Industry, Roanoke, VA

*New Member Sites: Koppers Inc., Pittsburgh,
PA; Sysco Virginia, LLC, Harrisonburg, VA*

Scott Stubblefield, SGE, Temple-
Inland Forest Products Corporation, SW
Louisiana Lumber, Dequincy, LA

New Member Site: Temple-Inland, Fenton, MO

Charles L. Terry, Clean Harbors
Environmental Services, Buttonwillow,
LLC, Buttonwillow, CA

*New Member Site: Sterigenics US LLC, Salt
Lake City, UT*

Stacy A. Thursby, Washington
Closure Hanford, Richland, WA

*New Member Site: Legacy Management
Support Services, Stoller Team, Grand
Junction, CO*

Phil Walsh, ASP, CHMM, SGE,
Hunter Douglas, Shannon, MS

*New Member Site: ConocoPhillips Company,
Savannah, GA*

Floyd Williams, Clean Harbors
Environmental Services, Cincinnati, OH

*New Member Site: Clean Harbors,
Braintree, MA*

Jerry Yahger, ConocoPhillips Company
Los Angeles Refinery, Wilmington, CA

*New Member Site: Ohmstede Industrial
Services, Carson, CA*

Jeffrey Zwolinski, Temple-Inland,
Fiber Products Operation, Diboll, TX

*New Member Site: Temple-Inland, Diboll
Particleboard Operation, Diboll, TX ★*

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

78 Allied Barton Security Services

MORRIS, IL
+ 10 employees
+ Nature of Operations: security

BMW Constructors, Inc.

MORRIS, IL
+ 35 employees
+ Nature of Operations: construction

Citizens Memorial Health Care Facility

BOLIVAR, MO
+ 112 employees
+ Nature of Operations: nursing home

Colonial Springs Healthcare Facility

BUFFALO, MO
+ 122 employees

VPP Covanta Springfield

AGAWAM, MA
+ 36 employees
+ Nature of Operations: solid waste combustors and incinerators industry

Fluor Facility and Plant Services

TUCSON, AZ
+ 42 employees
+ Nature of Operations: facility maintenance

VPP Georgia-Pacific LLC

CUBA, MO
+ 74 employees
+ Nature of Operations: fire door cores

Granite Construction Company

TUCSON, AZ
+ 120 employees
+ Nature of Operations: construction

VPP Hendrickson Trailer Suspensions

MITCHELL, SD
+ 91 employees
+ Nature of Operations: motor vehicle steering and suspension components manufacturing

McConway & Torley, LLC

PITTSBURGH, PA
+ 320 employees
+ Nature of Operations: steel foundry

VPP MillerCoors

BURLEY, ID
+ 6 employees
+ Nature of Operations: grain storage

VPP Owens Corning

DENVER, CO
+ 100 employees
+ Nature of Operations: asphalt plant, Denver

Owens Corning C&I OEM Tiffin Plant

TIFFIN, OH
+ 36 employees
+ Nature of Operations: mineral wool manufacturing

Toray Fluorofibers (America), Inc.

DECATUR, AL
+ 52 employees
+ Nature of Operations: non-cellulosic organic fibers

United States Steel Corporation

HOMESTEAD, PA
+ 111 employees
+ Nature of Operations: research and technology development

VPP US Army, Rocky Mountain Arsenal

COMMERCE CITY, CO
+ 22 employees
+ Nature of Operations: remediation services

US Postal Service, Paris Main Post Office

PARIS, TN
+ 38 employees
+ Nature of Operations: receipt, dispatch and delivery of United States domestic and foreign mail

US Postal Service, Quad Cities Processing & Distribution Facility

MATHERVILLE, IL
+ 210 employees
+ Nature of Operations: postal service

WB Construction, LLC

WICHITA, KS

+ 36 employees

+ Nature of Operations: fabrication and installation of piping

New Merit Sites

D.A. Collins Co., Inc., Wilton Shop

WILTON, NY

+ 32 employees

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

VPP Square D

LINCOLN, NE

+ 350 employees

+ Nature of Operations: manufactures miniature circuit breakers

New Mobile Workforce for Construction Sites

D.A. Collins Co., Inc.

WILTON, NY

+ 200 employees

+ Nature of Operations: highway, street and bridge construction

D.A. Collins Companies

WILTON, NY

+ 3 employees

+ Nature of Operations: highway, street and bridge construction

D.A. Collins Companies, Kubricky Construction Site

WILTON, NY

+ 160 employees

+ Nature of Operations: highway, street and bridge construction ★

CONTINUED LEADERS* *as of print date

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

VPP Baxter Healthcare Corporation

MOUNTAIN HOME, AR

Century Construction, Inc.

ERLANGER, KY

VPP CF Industries, Inc., Aurora Terminal

AURORA, NE

VPP Chevron Phillips Chemical Company, LP

BARTLESVILLE, OK

VPP Chevron Phillips Chemical Company, LP

BAYTOWN, TX

VPP Clean Harbors Environmental Services

WAYNOKA, OK

VPP Clear Water Paper Corporation, Clearwater Wood Products

LEWISTON, ID

VPP Frito-Lay, Arizona Service Center

PHOENIX, AZ

VPP GE-Newington

NEWINGTON, NH

VPP Honeywell Aerospace Services

PHOENIX, AZ

VPP Honeywell Aftermarket Services Kingman

KINGMAN, AZ

Honeywell, Engines & Systems

TUCSON, AZ

International Paper Company

MANSFIELD, LA

Maybelline-Garnier

LITTLE ROCK, AR

VPP Monsanto Company

STUTTGART, AR

VPP Monsanto Company, Soda Springs Plant

SODA SPRINGS, ID

VPP Potlatch Corporation

SAINT MARIES, ID

VPP PPL Interstate Energy Company

POTTSTOWN, PA

VPP Sabic Innovative Plastics

OTTAWA, IL

VPP Sherwin Williams Company

ORLANDO, FL

VPP TrinityRail, Plant 493, Trinity Industries Inc.

CARTERSVILLE, GA

VPP US Postal Service

DANBURY, CT

VPP Valero Refining, L.P.

CORPUS CHRISTI, TX

VPP Verso Paper

JAY, ME

VPP Vertis Direct Marketing Chalfont

CHALFONT, PA ★

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.

AUGUST 24-27, 2009

25th Annual National VPPPA Conference

+ Henry B. Gonzalez Convention Center & Marriott Rivercenter and Riverwalk, San Antonio, TX

MARCH 9-12, 2010

Region VI VPPPA Chapter Conference

>> AR, LA, NM, OK, TX

+ American Bank Center Convention Center & Omni Bayfront & Marina, Corpus Christi, TX

MARCH 30-APRIL 1, 2010

Region IX VPPPA Chapter Conference

>> AZ, CA, HI, NV

+ Newport Beach Marriott Hotel & Spa, Newport Beach, CA

APRIL 7-9, 2010

Region III VPPPA Chapter Conference

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

+ Sheraton Station Square Hotel, Pittsburgh, PA

MAY 5-6, 2010

Region VIII VPPPA Chapter Conference

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

+ Sheraton Denver West, Lakewood, CO

MAY 24-26, 2010

Region VII VPPPA Chapter Conference

>> IA, KS, MO, NE

+ Embassy Suites Omaha – LaVista/Hotel & Conference Center, Nebraska, NE

JUNE 2-3, 2010

Region V VPPPA Chapter Conference

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

+ Sheraton Bloomington Hotel, Minneapolis South, MN

JUNE 6-10, 2010

Region II VPPPA Chapter Conference

>> NJ, NY, PR, VI

+ Atlantic City Hilton, Atlantic City, NJ

JUNE 14-16, 2010

Region I VPPPA Chapter Conference

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

+ Sugarloaf Resort & Conference Center, Carrabassett, ME

JUNE 23-25, 2010

Region IV VPPPA Chapter Conference

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

+ Beau Rivage Resort & Casino, Biloxi, MS

MAY 11-13, 2010

Region X VPPPA Chapter Conference

>> AK, ID, OR, WA

+ Sheraton Anchorage, Anchorage, AK

AUGUST 23-26, 2010

26th Annual National VPPPA Conference

+ Orlando World Center Marriott Resort & Conventions Center, Orlando, FL

Work shouldn't hurt.™ Period.

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.

I have spent years in research and development and have come up with the solution: Soft Knees® Knee Pads and ergoKNEEL® Kneeling Mats. Our sturdy, lightweight molded knee pad is barely noticeable to the worker when standing and walking, yet provides comfort and support. They install in seconds into most double kneed workwear and withstand normal washing while remaining in the garment. For workers who don't wear double kneed overalls or pants, our Soft Knees Kit® will allow you to wear our knee pads on the inside of your pant leg on almost any work pant or jean.

In addition, we have developed ergoKNEEL® mats in a variety of sizes and shapes for both kneeling and standing at fixed work stations.

Soft Knees® and ergoKNEEL® products have been proven successful for thousands of workers from Alaska to New York.

I personally guarantee that you will be equally pleased.



Richard H. (Dick) Crampton
President
Working Concepts, Inc.

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Web site: www.vpppa.org

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.

25TH ANNUAL NATIONAL VPPPA CONFERENCE

{ Conference } August 24-27, 2009 :: { Expo } August 24-26, 2009

{ Pre-Conference Workshops } August 23, 2009

Henry B. Gonzalez Convention Center

The premier occupational safety and health conference in the nation focusing on VPP



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