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VPPPA'S QUARTERLY PUBLICATION ON COOPERATIVE INITIATIVES IN SAFETY, HEALTH AND ENVIRONMENTAL EXCELLENCE

The Leader **vpp**

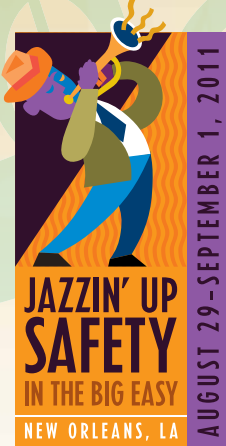
VOLUNTARY
PROTECTION
PROGRAMS
PARTICIPANTS'
ASSOCIATION®

Volunteers for Total Quality Protection

WINTER 2011 >> VOLUME 20 ISSUE 1

PRESIDENT
Obama
VISITS GE VPP SITE

A FRESH LOOK AT INCENTIVE PROGRAMS



CONFERENCE AGENDA AT-A-GLANCE

Join the Voluntary Protection Programs Participants' Association, Inc. (VPPPA) in New Orleans, LA, for the 27th Annual National VPPPA Conference. Plan your trip for the premier conference focused on improving occupational safety and health across the U.S. Experience outstanding workshops, exhibits, networking and best practice sharing while Jazzin' up Safety in the Big Easy!

REGISTRATION FEES & DEADLINES

	Super Saver By 3/4/11	Regular By 7/8/11	Late/Onsite After 7/8/11
VPPPA Member	\$485	\$585	\$685
Nonmember	\$685	\$785	\$885

SATURDAY, AUGUST 27

Early Registration Day

4:00pm–7:00pm Registration

SUNDAY, AUGUST 28

Pre-Conference Day

7:00am–5:00pm Registration

7:30am–8:00am Coffee and Tea for Workshop Participants

8:00am–5:00pm Free Pre-Conference Workshop for DOE Employees:

❖ What's New in the DOE-VPP Program?

8:00am–5:00pm Skill Builder Workshops (additional registration fee):

❖ VPP Application Workshop®

❖ OSHA Combustible Dust National Emphasis Program Gap Analysis (ends at 3:00pm)

❖ Reducing Overexertion Injuries – A Prerequisite for World-Class Safety (ends at 3:00pm)

9:00am–3:00pm Free Pre-Conference Workshop for DoD Employees:

❖ DoD VPP Implementation Workshop

10:00am–10:30am Networking Beverage Break for Workshop Participants

12:00pm–1:00pm Lunch for Skill Builder Workshop Participants

1:00pm–5:00pm Skill Builder Workshops (additional registration fee):

❖ VPP 101: Roadmap to Success in VPP

❖ Strengthening Star Quality Workshop

❖ SAFETY – The Right Choice for Leadership

❖ OSHA Recordkeeping

CONFERENCE: AUGUST 29-SEPTEMBER 1, 2011

EXPO: AUGUST 29-31, 2011

PRE-CONFERENCE WORKSHOPS: AUGUST 28, 2011

ERNEST N. MORIAL CONVENTION CENTER, NEW ORLEANS, LA

3:00pm–3:30pm

Networking Beverage Break

5:00pm–7:00pm

Chapter Welcome Reception

MONDAY, AUGUST 29

7:00am–5:00pm Registration

7:30am–8:45am Labor and Management Open Forum

8:50am–10:00am Annual Meeting of the Membership

10:15am–11:30am Opening General Session, Part 1

11:45am–12:45pm Luncheon (open to all attendees)

1:00pm–2:45pm Opening General Session, Part 2

2:45pm–3:15pm Networking Break

3:15pm–4:30pm Regional Networking Meetings

5:00pm–7:00pm Reception and Grand Opening of the Exhibit Hall

TUESDAY, AUGUST 30

7:30am–5:00pm Registration

9:00am–3:15pm Exhibit Hall

7:30am–8:00am Coffee and Tea

8:00am–9:00am Workshops

9:00am–10:30am Break in Exhibit Hall

10:30am–11:30am Workshops

11:45am–1:00pm Luncheon (open to all attendees)

1:15pm–2:15pm Workshops

2:15pm–3:15pm Break in Exhibit Hall

3:30pm–4:30pm Workshops

WEDNESDAY, AUGUST 31

7:30am–3:00pm Registration

9:00am–1:15pm Exhibit Hall

7:30am–8:00am Coffee and Tea

8:00am–9:00am Workshops

9:00am–10:30am Break in Exhibit Hall

10:30am–11:30am Workshops

11:45am–1:00pm Luncheon (open to all attendees)

1:15pm–2:15pm Workshops

2:15pm–2:45pm Networking Break

2:45pm–3:45pm Workshops

5:00pm–7:00pm Closing Reception

THURSDAY, SEPTEMBER 1

8:00am–8:50am Closing Breakfast

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Become a Member and Save!
Register at www.vpppa.org.



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- 24 **A Fresh Look at Incentive Programs** This trio of articles features: (1) a Q&A with the Department of Labor's Assistant Secretary for OSHA on the topic of incentive programs; (2) an article by Kent Lang, on behalf of the association's Labor and Management Committee, explaining the importance of injury and illness data and why it is crucial that incentive programs must be devised in a way that they will not inadvertently encourage underreporting; and (3) a best-practice contribution by J.A. Rodriguez Jr., sharing incentive programs conducted at Raytheon Technical Services Company.

- 30 **Employee Saves Choking Coworker at VPPPA Member Site** Aerospace Engineer Dan Harbour used the Heimlich maneuver to save the life of a choking coworker. The site's employees have credited VPP for taking their safety program to the next level.

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The Leader

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EDITORIAL MISSION

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. The 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.



FEATURES CONTINUED

- 32 VPP Employees Take Action** In this article, VPPPA Government Affairs Coordinator Charlie Doss sums up the experiences of a number of VPP site employees who have made the trip to Capitol Hill to take action on behalf of VPP and speak to elected officials about the program's merits.
- 34 A Bridge to Safety Excellence: A Training Symposium** VPPPA's International Coordinator Carla Esteva shares the highlights of the recent 13th Annual Safety & Health Congress in San Juan, Puerto Rico.
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- 42 Annual Awards Spotlight** VPPPA members are known for their outreach activities and innovative approaches to safety and health solutions. VPPPA's Annual Awards are a simple way of getting these members some much-deserved recognition. Read this article to find out how to nominate fellow employees and bring attention to their efforts and achievements.

COVER PICTURE PROVIDED BY DAVE KRAUS, COMMUNICATIONS SPECIALIST, GRANITE SERVICES INTERNATIONAL, CONTRACTED TO GE ENERGY.



Dear Members,

Last year was an exciting and busy year for the Voluntary Protection Programs (VPP) and the VPP Participants' Association, Inc. (VPPPA). New worksites across the U.S. joined the ranks of the best of the best in workplace safety and health; current Star sites assisted potential VPP sites in reaching their objectives through the VPPPA Mentoring Program; the Occupational Safety and Health Administration (OSHA) expanded their arsenal of tools by confirming additional Special Government Employees (SGE) to assist during VPP onsite evaluations; and the "VPP Bill" was introduced into Congress.

With all of this excitement, progress and innovation occurring within the VPP community, the association remained focused on providing quality benefits and networking opportunities for our members. Our national conference in Orlando, Fla., this past August was a success! However, the successes of our regional conferences show the importance of VPP's presence locally and throughout the year. With the largest regional conference attendance in history, best practices were shared from Alaska all the way to Puerto Rico – truly from sea to shining sea. However, size and location are not the only innovations VPPPA conferences have seen. Run almost completely by volunteers, these regional conferences manage to get better year after year, and the only incentive for the chapter is to provide the best regional conference for their attendees. To learn more about regional activities, please turn to page 14 for the VPPPA Chapter Round-Up.

VPP sites can attest that going beyond the bare minimum takes extra focus, time, energy and dedication. The ultimate payoff is a safe, healthy and efficient site where workers and management strive toward a common goal. However, a pizza party to celebrate your accomplishments along the way never hurts ... or could it? In an effort to clarify its position and address underreporting, OSHA released a statement on incentive programs last year that prompted discourse throughout the safety and health industry. What is a good incentive program and what types of incentive programs might discourage injury and illness reporting? This issue of *The Leader* offers some information on how VPPPA members can address incentive programs to keep their sites motivated and excited, while maintaining the integrity of their reporting systems.

The foundation of VPP is continuous improvement. Similarly, our 2010 successes simply guide us toward resolutions for 2011. As VPPPA strives to exceed expectations for our members, VPP sites must also strive to uphold the principles required by VPP to ensure its continued success. As the American workforce experiences the value VPP brings to their workers, communities and the bottom line, more and more sites are turning to VPP as the management system of choice. To keep this program strong, volunteers from VPP sites are needed to help spread the word that VPP works and saves. Whether VPP enthusiasts are volunteering to mentor, becoming SGEs, writing to Congress in support of the innovative and proactive VPP management system or volunteering to help at the national or regional conferences, it's the actions of our members that surpass excellence and make the program and the VPP community strong.

Thank you,

A handwritten signature in black ink that reads "R. Davis Layne". The signature is written in a cursive, flowing style.

R. DAVIS LAYNE
EXECUTIVE DIRECTOR
VPPPA, INC.



Capitol Watch

COMPILED BY CHARLIE DOSS >> GOVERNMENT AFFAIRS
COORDINATOR VPPPA, INC.

Food Safety Bill Signed, Faces Funding Hurdles

President Obama signed the Food and Drug Administration (FDA) Food Modernization Act into law on January 4, 2011. The bill was originally approved by the House of Representatives in June 2009 but languished in the Senate until passing 73-25 on November 30, 2010. Easily the most sweeping food safety legislation in more than 70 years, it now must secure funding in the new Congress. The law requires more inspections, primarily of imported food. Currently, most locations are inspected, at most, once per decade. Additionally, it grants the FDA the ability to recall food where previously it could only ask businesses to issue recalls voluntarily. Overall, it shifts the FDA from a reactionary agency to a preventative one.

Despite recent legislative successes, however, the new law still requires Congress to appropriate funds, something that could prove challenging in the current political environment. The new chair of the House Appropriations Subcommittee

on Agriculture, Rural Development, Food and Drug Administration, and Related Agencies, Jack Kingston, recently told Bloomberg, a financial and business news source, "There's a high possibility of trimming this whole package back," adding, "the system we have is doing a darn good job."

Advocacy groups are expected to continue to push for funding of the new measures. Produce Safety Project, a nonprofit based out of Georgetown University, estimates the cost of foodborne illnesses to range between \$103 billion and \$152 billion every year. The Centers for Disease Control and Prevention (CDC) estimates one in six Americans suffer from an estimated 76 million cases annually. It also finds that approximately 325,000 people are hospitalized and 5,000 die each year as a result.

9/11 First Responders Bill Approved by Congress

After contentious debate over its provisions and a successful filibuster, the James Zadroga 9/11 Health and Compensation

Act of 2010 passed the Senate by unanimous voice vote on December 22, 2010. The legislation allocates \$4.2 billion to aid first responders to the September 11 terrorist attacks on the World Trade Center in New York. The amount is divided between \$1.5 billion in health benefits and \$2.7 billion in compensation.

The House version of the bill was passed in late September 2010, but negotiations on the Senate version stalled when Republicans filibustered the legislation as part of a blockade until a deal was reached on tax cut extensions. Democrats reduced the amount of aid provided from \$7.4 billion to \$6.2 billion to elicit wider support. Some Republicans, led by Senator Tom Coburn (R-Okla.), held up the legislation again, threatening to force Congress to stay open on Christmas Eve if it wanted to act. A compromise was reached that reduced the benefits provided down to the final figure of \$4.2 billion. It also changed the source of funding from the initial proposal of closing a tax loophole for foreign companies to charging them a fee for receiving government procurement contracts. Subsequently, the bill passed unanimously and was rushed to President Obama who signed the measure while on his holiday vacation. Supporters of the legislation state that approximately 16,000 responders currently are receiving treatment from related illnesses and another 40,000 are having their health monitored.

VPP Act Gains House Bill

The Voluntary Protection Program Act (Senate Bill 3257) received a House version (H.R.6536) in the final days of the 111th Congress. Rep. Gene Green (TX-29) introduced the bill that was subsequently referred to the House Committee on Education and Labor on December 16, 2010. The legislation codifies the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Programs (VPP) and seeks to increase small business participation. While both bills expired with the close of the previous Congress, they explicitly show support exists in both chambers that can be built upon in the coming legislative session. ★

President Obama VISITS GE VPP SITE IN SCHENECTADY



On the occasion of General Electric (GE) Chief Executive Officer (CEO) Jeffrey Immelt's appointment to chair the President's Council on Jobs and Competitiveness, President Barack Obama visited GE's Schenectady campus on January 21, 2011. The site has been a Voluntary Protection Programs (VPP) Star site since 2000 and is also a member of the VPP Participants' Association, Inc.

Clean energy technology innovation and the ability of U.S. manufacturers to compete in the global marketplace constituted the key themes of President Obama's visit. Immelt gave the president a tour of the GE Power Systems facility, which manufactures steam turbines, generators, wind turbines and solar technology. During the tour, he briefed the president on GE's recent technology investments and job creation initiatives, both important topics that the president touched on in his State of the Union Address.

Combined, GE's technology investments and job creation initiatives represent more than \$300 million of local investments and more than 1,300 new jobs.

"It is a great honor to host President Obama at our historic Schenectady facility," said Immelt. "Our investments and commitment to innovation drive everything we do. The work done in Schenectady and across the capital region is key to our continued business success, enabling us to make a significant contribution to America's manufacturing growth."

True to GE's focus on innovation, the company has applied that concept to more than just its business ventures. A long-time supporter of VPP, GE currently has 116 VPP Star sites and more sites are awaiting approval for participation while still more are working on adopting this proactive safety and health management system. Furthermore, GE participates in the VPP Corporate Program, which was designed for corporations that adopt VPP on a large scale, standardize their corporate safety and health management system and streamline their processes across worksites. To take it yet another step further, GE created and implemented the Global Star™ program in 1999 to apply the VPP framework to its facilities outside the U.S. as a way of implementing sustainable safety and health excellence.

"To have President Obama come to GE's birthplace in Schenectady, N.Y., and talk about how to harness the spirit and potential that GE workers represent to help the country fight back from the recession was exciting. Then to have the president announce that our CEO Jeff Immelt was appointed as the chairperson of the President's Council on Jobs and Competitiveness heightened that excitement," said Michael J. Vigezzi, CPEA, SGE, global manager for VPP & Safety Programs. "To me, the best part is that all this took place at one of GE's largest VPP sites! We are very proud of the over 56,000 GE employees at all of our VPP-recognized sites throughout the U.S.

[ABOVE] The VPP Star flag is proudly displayed next to the GE flag.

[BELOW LEFT] President Obama tours the GE VPP site with Plant Manager Kevin Sharkey (middle) and CEO Jeffrey Immelt (right).

Pictures provided by Dave Kraus, Communications Specialist, Granite Services International, contracted to GE Energy.

It is their hard work and dedication to their fellow employees' safety and health that makes us who we are as a company."

Based on GE's extensive level of participation in VPP, it was no surprise that company representatives at the Schenectady facility took this opportunity to bring VPP to the president's attention. As the president first stepped out of his limo, he was presented with a view of the VPP Star flag proudly displayed next to the GE flag. Furthermore, Plant Manager Kevin Sharkey walked the president through the VPP shop as part of his grand tour of GE's historic Schenectady facility.

"As I toured the plant with the president, I spoke about our commitment to safety and the fact that we have been a VPP site since 2000," said Sharkey. "It was a great honor to have him visit Schenectady and the pride our workforce has was evident to him as he met our workers."

During his visit, President Obama was able to witness the true spirit and potential of GE and VPP. Under the guidance of Jeffrey Immelt, this American corporation has revolutionized its business model to create a new approach for U.S. companies to remain competitive in the global marketplace. With his appointment to the President's Council on Jobs and Competitiveness, Immelt will lead the consortium in their efforts to get Americans back to work and strengthen our economy. ★

ABOUT GE: GE (NYSE: GE) is a diversified infrastructure, finance and media company taking on the world's toughest challenges. From aircraft engines and power generation to financial services, health care solutions and television programming, GE operates in more than 100 countries and employs about 300,000 people worldwide. For more information, visit the company's website at www.ge.com.



"I WANT PLANTS LIKE THIS ALL ACROSS AMERICA. YOU GUYS ARE A MODEL OF WHAT'S POSSIBLE."

[PRESIDENT OBAMA]



In Brief

COMPILED BY CHARLIE DOSS >> GOVERNMENT AFFAIRS
COORDINATOR VPPPA, INC.

OSHA to Forgo EU Electrical Product Safety System

The Occupational Safety and Health Administration (OSHA) has decided not to adopt an electrical product safety system used by the European Union (EU). Acting through the Transatlantic Economic Council, the EU asked OSHA to consider utilizing its Supplier's Declaration of Conformity (SDoC) system. Presently, OSHA requires electrical devices used by employers to be certified at independent testing laboratories. After a device meets all established safety criteria, it can be placed on the market and used in the workplace. SDoC requires manufacturers to certify products on their own and the government then monitors them in practice.

To address the proposal by the EU, OSHA put forward a request for information (RFI) in October 2008 to determine whether current regulations and standards provide adequate protection for workers. Existing protections were found to be sufficient. Additionally, OSHA found it lacked the budgetary resources to implement SDoC and that it also did not have the authority to enforce such a system once created.

Fall Regulatory Agenda Published by OSHA

OSHA released its fall regulatory agenda on December 20, 2010. OSHA's main priority is establishing the Injury and Illness Prevention Program (I2P2) rule to serve as a "universal intervention that can be used in a wide spectrum of workplaces," the agenda states. I2P2 requires companies to implement, evaluate and improve processes and activities that protect employee safety and health. OSHA considers both the Voluntary Protection Programs (VPP) and the Safety and Health Achievement Recognition Program (SHARP) as alternatives. Currently at the pre-rule stage, I2P2 is scheduled to enter the Small Business Regulatory Enforcement Fairness Act (SBREFA) process in June 2011.

Additional items in the pre-rule stage include: bloodborne pathogens; infectious diseases; and occupational exposure to food flavorings containing diacetyl and diacetyl substitutes, which was covered in January 2011's *Washington Update*, one of VPPPA's e-newsletters. In April 2011, OSHA plans to issue a notice for proposed rulemaking concerning exposure

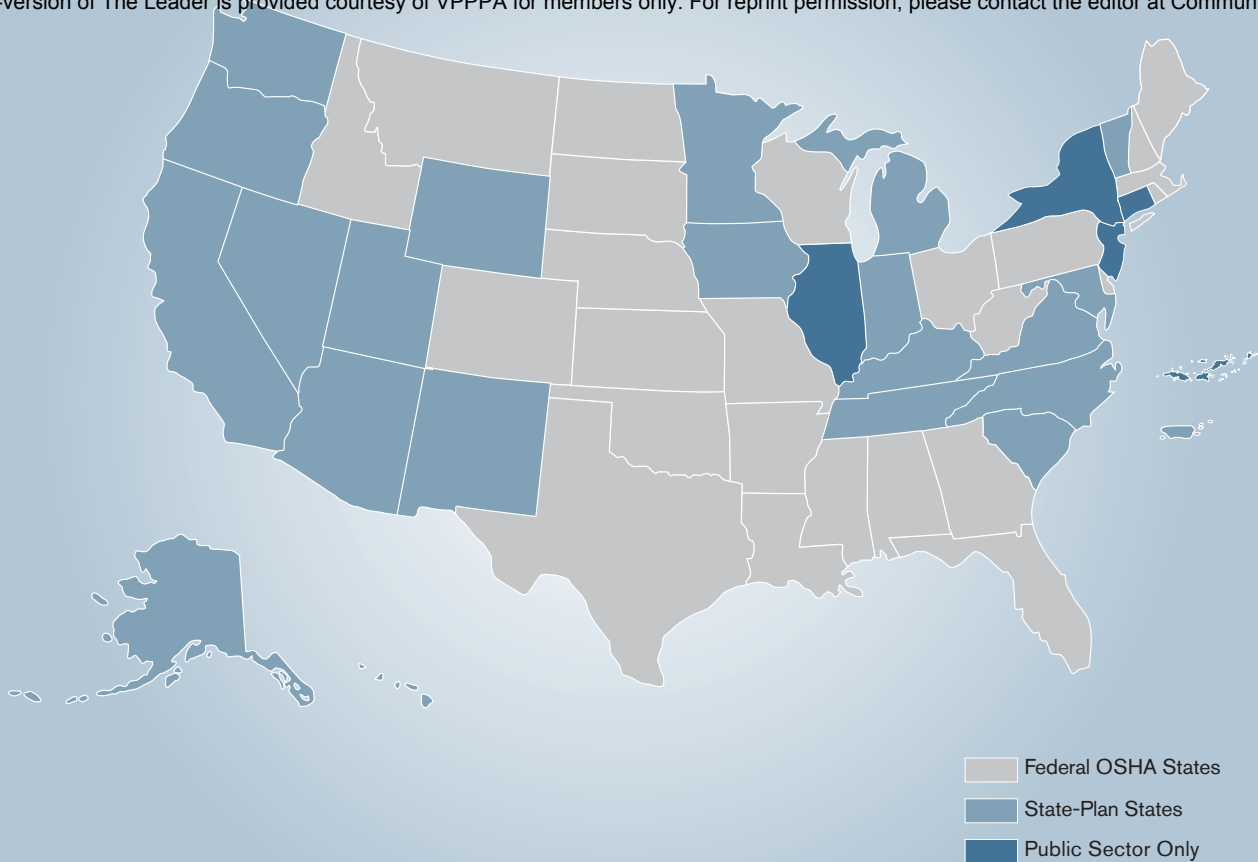
to crystalline silica. Long-term exposure to silica can lead to chronic silicosis, a lung disease that can prove to be deadly. In April, a proposed rule on combustible dust will enter the SBREFA process. Final rulemakings are also expected on hazard communication and confined spaces in construction. For a complete list of actions in the Department of Labor's agenda, please visit www.dol.gov/asp/regs/unifiedagenda/fall_2010_agenda.pdf.

OSHA Withdraws Noise Interpretation

Mixed reactions have prompted OSHA to withdraw a proposed interpretation of its occupational noise exposure standards. As reported in the Autumn 2010 issue of *The Leader* (accessible to VPPPA members online), the proposed change would have reinterpreted an existing OSHA rule to require that, if a company was capable, administrative and engineering controls be utilized before personal protective equipment to avoid noise exposure. Under current policy, OSHA only issues citations for not using such controls when protective equipment proves inadequate or the controls are more cost effective.

Groups such as the National Hearing Conservation Association (NHCA) had praised the proposed change, highlighting the fact that noise exposure represents the sole regulated health hazard for which OSHA has yet to recognize the primacy of administrative and engineering controls over protective equipment. After initial criticism from industry groups, OSHA extended the public comment period by several months. The administration suggests that its consultations with Sens. Joe Lieberman (I-Conn.) and Olympia Snowe (R-Maine), co-chairs of the Senate Task Force on Manufacturing, were also a factor in its ultimate decision to back off of a reinterpretation. The senators had previously sent a letter to OSHA asking for data to support the necessity of the change, noting that hearing loss injuries fell by almost a third over the five years prior to 2009. They went on to express concern that businesses would be hard-pressed to comply, given recent sluggish economic growth.

OSHA plans to reexamine its efforts to combat preventable hearing loss by reviewing the comments it has received and by consulting with stakeholders and experts on the subject. ★



State-Plan Monitor

COMPILED BY CHARLIE DOSS >> GOVERNMENT AFFAIRS COORDINATOR, VPPPA, INC.

Currently, 22 states and territories 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. Five other jurisdictions have plans that only cover public sector employees. Each report was submitted by state-plan OSHA representatives.

ALASKA

Alaska had a quiet fall season with no new VPP sites added. However, we have completed an onsite review for Fairbanks Memorial Hospital and expect to add this location to our 16 current VPP sites.

Spring looks to be very busy with five sites up for renewal, including two in Dutch Harbor; this is an area familiar to anyone who has ever watched "The Deadliest Catch." One of our Dutch Harbor sites up for renewal is UniSea Inc., a seafood processor where crabs are processed. The other location is TelAlaska, Inc. A trip to Dutch Harbor is always an adventure and includes nearly two

full days of travel, one day out and one day back. We also have one site up for renewal at Prudhoe Bay, BP Exploration Alaska. This time of the year the sun never rises there, with extreme temperatures, wind and polar bears to work around – all additional challenges to our program.

Two other sites are located in Beluga River, a remote section of Alaska, at a gas producing worksite: Conoco Phillips and Peak Oilfield Service. As with many of our remote sites, travel is weather-dependent and delays can add additional days to one of our site audits.

The winter solstice is celebrated in nearly every village and town in Alaska. We all look forward to the lengthening days and the promise of the summer.

The 30th Annual Governor's Safety & Health Conference will take place March 22-24, 2011. We expect to see many of our VPP sites attending. This year's theme is "Safety isn't expensive – it's priceless."

CALIFORNIA

Twenty-five onsite re-evaluations are due by the end of 2011. Special team members (STM) are participating in 90 percent of onsite visits. There are two vacant positions in the Cal/OSHA VPP office. Jose "Rollie" Fajardo retired on December 31, 2010. He has been a great office support for the Cal/VPP Star program and we wish him the best.

Interest in the Cal/VPP Star program has been significantly higher during the last few months. The newest application was submitted by Pioneer Hi-Bred International, Inc., a DuPont Company in Woodland. The following list represents some of the facilities that submitted applications and are working with their assigned STMs to get ready for the onsite team evaluation. The turnaround time has increased since a year ago, so if your site submitted a new application, please keep the momentum, polish your programs and be patient.

- + Eaton Hydraulics Systems, Los Angeles
- + Dow Chemical, Pittsburg
- + The Wine Group, McFarland
- + Arcadia Biosciences, Davis
- + Raytheon Technical Services, Chula Vista
- + Raytheon Integrated Defense Systems, San Diego
- + Raytheon Vision Systems, Goleta
- + Raytheon Electronic Warfare Systems, Goleta
- + Hamilton Sundstrand – Space Systems, Ontario
- + Kinder Morgan, Carson
- + Coca-Cola, Anaheim
- + NuStar, Crocket
- + Cintas, Fremont

The newest Star-recognized sites are:

- + Delta Airlines, Ontario
- + Raytheon, El Segundo
- + Dairy Farmers of America, Ventura

Recently re-approved sites include:

- + Georgia Pacific, Antioch
- + Valero Benicia Refinery, Benicia

Congratulations to all!

The Sacramento Safety Center hosted a very successful Cal/VPP Star workshop with more than 100 attendees on November 9, 2010. Thanks to Doug Comeau and Terry Schulte of Valero Benicia Refinery, Jimmy Jacquez and Sam Lamb from Morton Salt and Ron Owens from Hitachi. They all did an outstanding job.

Toyota Ontario hosted a best practices session on January 19, 2011. Topics covered included: aging workforce; machine guarding; comprehensive annual evaluation; safety issues on pressurized

systems; and industrial hygiene qualitative risk assessments. This session was beneficial to existing Cal/VPP Star sites and new applicants.

MICHIGAN

Potlatch Land and Lumber's sawmill is the state's newest Michigan Voluntary Protection Program (MVPP) Rising Star site. The facility is located on approximately 140 acres and produces 2" x 4" and 2" x 6" wood studs that are sold to lumber yards, wholesale distribution operations and related retail operations. The facility consists of the main building, a 92,000 square foot structure that houses sawmill operations, as well as 13 outbuildings that are used for storage, mobile maintenance, drying kilns, a fabrication shop, a scale house and offices.

Detroit Edison's Fermi 2 plant in Monroe and the Alcoa-Howmet complex in Whitehall have been re-approved for continued participation in MVPP as Star sites. The Michigan Occupational Safety and Health Administration (MIOSHA) currently has one pending MVPP application for the MichCon/Kalkaska Station in Kalkaska.

Doug Kimmel, MVPP specialist, gave a presentation to the MIOSHA Safety and Health Advisory Committee (SHAC) on best practices and engaging remote employees. The presentation was part of MIOSHA's plan to apply for VPP at some point in the future.

An MVPP onsite review was conducted at Flint Hills Resources in Marysville. The approval report has been submitted to MIOSHA management for consideration and signature.

MVPP Specialist Doug Kimmel and MVPP for Construction (MVPPC) participant Jeff Montminy from Holly Construction gave a presentation to the Jackson Commercial Contracting Association on MIOSHA's MVPPC pilot. The information was well received by the approximately 20 people in attendance, with some attendees saying they plan to investigate the program further.

Pfizer Global Manufacturing in Kalamazoo hosted an MVPP/Michigan Safety & Health Achievement Recognition Program (MSHARP) informal workshop.

The presenters were: MVPP Specialist Doug Kimmel; Harvey Johnson, MIOSHA onsite health consultant, CIH; and members of the Pfizer Kalamazoo safety team. The meeting was well attended with 16 representatives from companies throughout the state. All attendees indicated that the presentation was good to excellent, and many plan to apply for either MSHARP or MVPP.

The fall 2010 MVPP mentor's meeting was hosted by the Herman Miller 171st Avenue Spring Lake site. Several informative topics were covered, including: MVPP re-approvals; annual self-evaluations; an update on MIOSHA and MVPP activities; information from the VPPPA national conference; and findings from OSHA's Enhanced Federal Annual Monitoring and Evaluation (EFAME) review of MVPP. In addition, presentations on best practices were given by representatives from Pfizer Global Manufacturing and Walbridge.

MINNESOTA

Minnesota currently has 45 Star sites and seven Merit sites within its MNSTAR (VPP) program. Twenty-seven of these sites are classified as general industry, 15 are public sector sites and three are construction sites.

In October 2010, Minnesota created a five-member team, which has been assigned to administer cooperative programs, VPP and the Safety and Health Achievement Recognition Program (SHARP). The team members have a cross-section of safety and industrial hygiene experience, in both general industry and construction. The MNSTAR program continues to be highly sought after by many companies in Minnesota and a new approach was taken to manage this growing program.

The team will be completing all required onsite evaluations, VPP application reviews, annual self-evaluation reviews and other required administrative tasks. The transition period for the new team has been going well, with application reviews under way at this time, as well as team members participating in re-approval evaluations for existing MNSTAR participants. One initial MNSTAR evaluation was scheduled to take place in December.

A goal for this new team will be to better manage the scheduling of onsite

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



[ABOVE] The employees of Lucite International, Inc. in Memphis, Tenn., receive their Volunteer Star flag after being re-approved.

evaluations and other associated work, as the cooperative programs continue to grow.

VPP in Minnesota remains active with applications from seven general industry worksites and one construction worksite pending review. Onsite evaluations will be scheduled throughout 2011.

NEVADA

There were two VPP Star re-approval evaluations in the previous quarter. One Star site, GE Bently Nevada in Minden, was re-approved on October 21, 2010. The VPP contact for GE Bentley is Nikki Bragg, EHS manager. The other VPP Star re-approval inspection was conducted at Higgins Generating Station (new owner NV Energy) in Primm; this inspection was opened on November 8, 2010.

There were two new VPP Star applications that were reviewed and inspected. One VPP Star inspection was still on-going at the time. The other VPP Star applicant, Johns Manville, successfully completed its VPP Star onsite evaluation on November 17, 2010, and will be recommended for VPP Star status. Johns Manville is located in Fernley. The VPP contact for Johns Manville is Tim Jones, HS&E coordinator.

OREGON

Oregon has no new sites to report for this quarter, although two applications were accepted and onsite reviews were

scheduled for December and January. Three onsite evaluations were conducted in September, October and November, but two of the sites had 90-day issues and none of the sites have been approved yet. However, Weyerhaeuser TOPS in Springfield was upgraded from a Merit to a Star site on November 10, 2010.

Oregon is proud to host the 17th Annual Region X VPPPA Chapter Conference on May 18-19, 2011. The conference will be held at the Red Lion on the River-Jantzen Beach in Portland, Ore. The conference theme this year is "VPP – Coming Up Roses." Special note: Region X is hosting its first Special Government Employee (SGE) workshop at the conference hotel on May 14-16, 2011. For more information about VPP in Oregon, please contact Mark E. Hurliman, CSHM, VPP/SHARP program manager, Oregon OSHA Medford Field Office, Medford, at (541) 776-6016 or mark.e.hurliman@state.or.us.

TENNESSEE

Tennessee OSHA (TOSHA) is pleased to announce the addition of the newest Volunteer Star site. Georgia Pacific in Lebanon manufactures corrugated sheets and was approved as a Volunteer Star site on October 14, 2010.

On September 29, 2010, Deputy Commissioner Bob Henningsen presented the employees of Lucite International, Inc., in Memphis with their Volunteer Star flag as part of the site's re-approval effort.

On October 6, 2010, the employees at Eaton Inoac in Livingston were recognized during their third Volunteer Star award presentation.

During the week of November 1, 2010, TOSHA personnel conducted a successful initial onsite evaluation at the Monsanto facility located in Union City.

VIRGINIA

Lockheed Martin MS2 in Manassas is the only successfully re-approved site since the last report. Due to various downsizings and restructuring, four sites have withdrawn from VPP or closed this

year. There are now 40 active VPP sites in Virginia. However, there continues to be a number of sites interested in joining VPP in Virginia.

We want to thank GE Intelligent Platforms of Charlottesville for hosting 12 different sites interested in VPP at their Fall Safety Day. Recently, United States Gypsum in Norfolk held a VPP orientation for its site and five other interested groups. ABB in Bland, invited seven other interested sites to attend its opening conference of its VPP onsite evaluation in December 2010. Also, a BIG thank you to Raytheon Technical Services for hosting the January 25-27, 2011, SGE class at its new Sterling headquarters. Plans are in the works to have an additional SGE class later in 2011 in Region III.

Plans are coming together for the Region III conference, so don't miss the 2011 conference in National Harbor, Md., just across the river from the nation's capital.

WASHINGTON

As of this report, the state of Washington has 29 Star sites. This quarter, a re-approval onsite evaluation was conducted at Nucor Steel in Seattle. One onsite evaluation was completed at Seatac Steel (Levy) in Seattle. Both are in the recommendation stage. Seatac Steel markets and recycles steel slag by-products from Nucor Steel in Seattle. If approved, Seatac Steel will be the first slag handling operation in the country to achieve VPP status. Solvay Chemicals in Longview has been re-approved and held its ceremony on December 8, 2010.

Applications have been accepted from Spokane Packaging in Spokane and Conoco Phillips Transportation in Renton. At the time of writing, the Conoco Phillips onsite evaluation is scheduled for January 2011, and a re-approval onsite for Insulfoam in Kent is scheduled for February.

For more information about VPP in Washington, please contact Darren James, VPP coordinator, Department of Labor and Industries, at (360) 902-4792 or jamd235@lni.wa.gov. ★



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VPPPA Chapter Round-Up

COMPILED BY ELIZABETH BURZENSKI >> COMMUNICATIONS & OUTREACH COORDINATOR, VPPPA, INC.



[TOP] Covanta Field Services North Group's VPP Mobile Workforce flag raising in August 2010.

[LEFT] Colonel Lee Pritchard, 66th Air Base Group vice commander, describes Hanscom AFB's mission.

[RIGHT] Galen Williams, Sr., director of safety, addresses attendees at the Region I meeting.



VPP sites. Recent flag raisings included Covanta Field Services North Group's VPP Mobile Workforce flag raising on August 31, 2010, in Haverhill, Mass. Raytheon Andover, Mass., also had a flag raising on November 22, 2010. Congratulations!

Thomas Skinner, chief union safety representative Local Lodge 743 of the IAMAW District 26, of Hamilton Sundstrand UTC, Windsor Locks, Conn., presented a mentoring update. Again in 2011, we will be seeking nominations for our Regional Mentor of Year Award. We would also like to see our member sites apply for more of the national awards and scholarships. For more information, please visit the VPPPA website at www.vpppa.org or turn to page 39.

Attendees were reminded of the chapter's two \$1,000 scholarships available again in 2011. More information will be available shortly.

Hourly Representative from a Site without a CBA Debra Bowie of Coca-Cola Northampton, Mass., reported there were no proposed changes to the bylaws to discuss.

An update was provided on our chapter's conference, May 16-18, 2011, at Ocean Edge Resort in Brewster, Mass., on Cape Cod. The Region I conference is "the premier safety and health conference in the New England region focusing on the Voluntary Protection Programs and VPP Excellence." The conference will once again be an overall great value that you won't want to miss. Planning is well underway. Responses to our call for speakers have been positive, as have been the vendors' responses. Keep an eye on the chapter's website at www.vppregion1.com for additional conference information and

REGION I

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

Season's greetings to everyone from the Region I VPPPA Chapter in New England.

We recently held our 4th quarter 2010 chapter meeting and meet 'n greet, hosted by Hanscom Air Force Base (AFB) in Massachusetts. Hanscom's Colonel Lee Pritchard, 66th Air Base Group vice commander, and Director of Safety Galen Williams, Sr., welcomed attendees and presented Hanscom AFB's mission and their VPP process.

VPPPA Region I Chair Jack Popp, Hasbro, Inc., East Longmeadow, Mass., presided over the chapter meeting and meet 'n greet. Following the introduction of all attendees, committee chairs in attendance gave updates on their respective chapter committees' activities and future plans. The minutes of the previous meeting were distributed and approved and the financial report was also accepted.

Vice Chair Steve Gauthier of GE Riverworks, Lynn, Mass., and health and safety representative of IUE/CWA, updated everyone on chapter communications and website activity. Attendees were reminded that the chapter will seek and purchase, when feasible, American-made goods to support American jobs and VPP. VPP flags and conference banners were also discussed.

Our newly appointed treasurer, Karen Girardin of L.L. Bean, Freeport, Maine, was introduced. The Nominating Committee announced that the chapter board is looking to fill the secretary position on the Region I VPPPA Chapter Board of Directors. Those interested are encouraged to complete the nomination forms available on the chapter's website at www.vppregion1.com. The nominations deadline is February 20, 2011.

The chapter is supporting the VPPPA National Board of Director's initiative to increase membership by seeking to achieve 100 percent chapter membership of Region I

announcements. Chapter work continues also on preparation for the 2012 regional conference, the location of which has not yet been finalized.

Much progress in accident prevention and employee involvement has been made through VPP and we all need to ensure we continue the progress going forward. Members are contacting their elected officials and are asking for their support of VPP and preventing workplace injuries.

Our next quarterly chapter meeting and meet 'n greet will be held in February 2011 at a yet to be decided location.

On behalf of the Region I VPPPA Chapter, I hope everyone had a safe and most joyous holiday season.

Contributed by Region I VPPPA Chapter Chair Jack Popp, Hasbro Inc., East Longmeadow, Mass.

REGION II

>> NJ, NY, PR, VI

The 19th Annual VPPPA Region II Conference will take place again at The Trump Taj Mahal Casino and Resort in Atlantic City, N.J., July 11-13, 2011. The conference committee is presently coordinating another exciting educational and networking experience featuring outstanding keynote speakers from within Region II and across the country.

Anyone interested in volunteering to help at the conference by presenting a workshop, moderating, offering registration support or volunteering to set up conference rooms, please contact Doc Doherty, Infineum USA, Lindon, N.J., at Garrett.Doherty@Infineum.com or Tom Aurelia, Turner Construction, Albany, N.Y, at taurelia@tcco.com.

For more information about the 2011 Region II annual conference, please visit www.region2chapter-vpppa.org or www.vpppa.org.

The 13th Annual Federal Safety & Health Congress took place December 6-8, 2010, at the Conrad San Juan Condado Plaza in San Juan, P.R. The conference offered a broad range of learning opportunities. As part of the planning committee for the congress, Region II would like to thank all volunteers and attendees who came to the event. We would also like to congratulate the newly

appointed members of the Puerto Rico & Virgin Islands Committee: Jorge Esquilin, Pfizer, P.R.; Javier Arce, Monsanto, P.R.; Ilza Roman, OSHA, P.R.; Miguel Perez, Mundy Caribe, P.R.; Gladys Santiago, GE Caribe; Elisionia Valle, Wenner Bread Products; and Enid Ortiz, Pfizer, P.R. This committee was created to formalize their combined efforts to serve the needs of VPP – “Cemí,” Merit and “Guanín” – sites in Puerto Rico and the Virgin Islands. Tom Aurelia will be overseeing their efforts and Elisionia will serve as liaison. More information about the congress in Puerto Rico can be found on page 34.

The following positions will be up for election during the 2011 regional conference: vice chairperson; secretary; and two director-at-large positions. The 2011 regional conference will mark the deadline for nominations. Visit our website for more information.

REGION III

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

The past few weeks have been very busy in Region III, as the board and our partners from OSHA, Virginia Occupational Safety and Health (VOSH) and Maryland Occupational Safety and Health (MOSH) strive to keep the momentum of growing VPP to other companies who strive to meet VPP's standards of excellence in safety.

Keeping VPP on track and growing requires resources to assist OSHA with VPP evaluations and re-approvals. Fortunately, Region III continues to

have individuals who are interested in helping by becoming Special Government Employees (SGE). Starting on October 26, 2010, OSHA conducted a three-day SGE class at the PPL Walbert Training Center in Allentown, Pa. This was the second time that PPL has hosted an SGE training program in the Eastern Pennsylvania area.

At the end of the three-day program, OSHA was able to swear in an additional 13 SGEs who will be valuable resources as the VPP program continues to grow in Region III. The new SGEs have shown that they are committed to being an active partner in moving VPP to new levels in the region. Fortunately, their companies have also demonstrated their commitment to safety and VPP by supporting their employees attending the training and site visits in the coming years.

[TOP] Reception during the congress in Puerto Rico.

[BOTTOM] Members of the newly formed Puerto Rico & Virgin Islands Committee.



The Region III VPPPA Chapter Board of Directors welcomes the following graduates of the SGE training in our region. The new SGEs and the companies that supported their participation are:

- + James Watts, BlueLinx, Allentown, Pa.
- + John Eves, Cabot Supermetals, Boyertown, Pa.
- + Pat Blondell, Coca-Cola Lehigh Valley, Allentown, Pa.
- + Jim Gazza, Coca-Cola, Milesburg, Pa.
- + Tom Rimel, Dunmore Corp., Bristol, Pa.
- + Angie Frederick, Gardner Cryogenics, Bethlehem, Pa.
- + Marc Bartolomei, Knoll, Inc., East Greenville, Pa.
- + Kenneth Mueller, Knoll, Inc., East Greenville, Pa.
- + Kurien Chaluparampil, L'Oreal
- + Scott Merrell, PPL Brunner Island, York Haven, Pa.
- + Barry Redmond, Sabic Innovative Plastics, Selkirk, N.Y.
- + Kim McDevitt, Specialty Minerals, Inc., Bethlehem, Pa.
- + Kevin Rennie, USG Corp., Weirton, W. Va.

[TOP] Attendees listen to a presentation during the VPP Best Practices Workshop in Allentown, Pa.

[BOTTOM] Thirteen new Special Government Employees were sworn in upon completion of the three-day SGE training held in October at the PPL Walbert Training Center in Allentown, Pa.



On October 29, 2010, PPL Corporation hosted an OSHA Best Practices Workshop at its Walbert Training Center in Allentown, Pa. The six-hour workshop was intended to help VPP sites maintain their Star status. The invitation to the workshop stated that the road to VPP is a challenge, but the road to maintaining your Star program can be even more arduous. VPP re-evaluations are being conducted with one main objective – to identify how you and your employees are “continuously improving” your safety and health management systems.

Presenters at the workshop represented sites from the Region III area around the Lehigh Valley of Pennsylvania. Companies represented included:

- + Gardner Cryogenics, Bethlehem, Pa.
- + Coca-Cola Lehigh Valley, Allentown, Pa.
- + Knoll, Inc., East Greenville, Pa.
- + Sappi Fine Paper, Allentown, Pa.
- + BlueLinx Corp, Allentown, Pa.
- + PPL Services Corp, Allentown, Pa.
- + Cabot Supermetals, Boyertown, Pa.
- + USDOL/OSHA, Allentown, Pa.

A total of 66 participants benefited from topics such as leading indicators, employee involvement, near misses, contractor program and annual self-assessments. The Region III VPPPA Chapter Board of Directors thanks all who made this event possible.

VPP grows with the addition of new, qualified sites to the program. Potential new sites need to understand the application process for entry into VPP. The Region III board and our OSHA partners in the region conducted a one-day VPP Application Workshop® on November 3, 2010, at the PPL Electric Utilities Service Center in Lancaster, Pa. Sixteen individuals attended the workshop and had the opportunity to learn more about what they need to do to become part of the VPP family. In addition, Region III hosted a pizza social the evening before the workshop. At the social, workshop participants were able to spend time with the board members and OSHA representatives to understand the process.

On a more personal note, Region III has a board member who has been a frequent interview guest on television and radio. Jose Rodriguez, senior manager, EHS, Raytheon, Bethlehem, Pa., has been on Washington, D.C.’s Channel 8 “Federal News Tonight” program talking about BP’s

management changes as well as on Fox News talking about what companies need to do to survive in this economy and the topic of ethics. Jose has also been on more than 25 #1 and nationally syndicated radio programs talking about issues that range from the BP oil spill disaster to professional development and the “red mud” disaster in Hungary. His talents extend to writing as well. Jose had an article in the December issue of ASSE’s EnvironMentor magazine on the topic of the long-term potential impacts of the BP oil spill in the Gulf of Mexico. Region III is fortunate to have Jose as a member of our board.

On October 1, 2010, Phil Butcho retired from his position at Allegheny Energy. With his retirement, Phil will be leaving his position as the vice chairman of the Region III VPPPA Chapter Board of Directors. Phil’s energy and commitment to VPP and the region will be hard to replace; however, we are fortunate that Phil will be with us through the Region III conference in 2011.

In addition to Phil leaving the board, I will also be leaving my board position after the 2011 conference. This will, of course, mean that there will be two vacancies on the board that will need to be filled. In addition to the vacancies, there will be five director positions on the board that will be up for re-election. Positions are open for both management and hourly employees. Anyone interested in running for a position on the Region III board should contact one of the officers for information. Contact information can be found at the Region III website at www.vppparegion3.org. We will be accepting nominations up until the 2011 regional conference.

Now is the time to plan on attending the Region III VPPPA Chapter Conference in 2011. Plan to join others from the region and beyond as we invade the Gaylord at National Harbor, Md., June 27-30, 2011, for what is likely to be the best conference in Region III to date. The board is working hard to make the program full, fun and educational. In addition to the many breakout sessions and keynote speakers that the board is planning to have, there will be a networking cruise on the Spirit of D.C. that will take attendees on a scenic cruise past the many impressive sites of our nation’s capital along the Potomac River. This will be a conference that you will not want to miss.

Contributed by Region III VPPPA Chapter Secretary Bob Cook, PPL Electric Utilities, Lancaster, Pa.

REGION IV

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

Conference

Region IV has been working diligently toward the 2011 conference in beautiful Mobile, Ala., June 21-23, 2011, at the luxurious Mobile Renaissance Riverview Hotel and Convention Center.

Please note that the dates have been changed as a result of surveys that were filled out at the 2010 conference. We strive to accommodate our attendees' schedules as best we can. Please put it in your 2011 budgets and plan to join us for another exciting learning experience that you can share with your facility safety program.

New Board Members

The Region IV VPPPA Chapter Board of Directors would like to welcome our two newest directors-at-large: Nate Underwood and Calvin Bozeman. Nate joins us from Pfizer in Memphis, Tenn. Calvin comes to us from the Department of Labor represented site at 3M in Guin, Ala. We look forward to working with these two gentlemen on future endeavors.

We have three board positions up for election this year: chairperson; secretary; and director-at-large. Nominations must be submitted by May 2011. Contact any of the current members of the board for more information. Contact information can be located on our website at www.regionivvpp.org.

New/Re-approved VPP Sites

Region IV VPPPA members wish to applaud the new Region IV VPP sites:

- + Person County Health Department, Roxboro, N.C.
- + N.C. Department of Agriculture and Consumer Services, Monroe, N.C.
- + Pactiv Corporation, Huntersville, N.C.
- + Oldcastle Precast Inc., Concord, N.C.
- + Webb, Murray & Teammates, Inc., Wilmington, N.C.
- + ZAPATA Incorporated, Charlotte, N.C.
- + Eaton Corporation, Charlotte, N.C.
- + The Stanley Works, Concord, N.C.
- + Polymer Group, Inc., Mooresville, N.C.

We also applaud the success of the re-approved sites:

- + John S. Clark Company, LLC, Mount Airy, N.C.
- + Pactiv Corporation, Greensboro, N.C.
- + N.C. Department of Agriculture and Consumer Services, Goldsboro, N.C.

Mentoring

2011 Regional Mentor of the Year nominations must be received by January 14, 2011. Mentors usually give selflessly with no expectation of recognition. However, the Regional Mentor of the Year award provides an excellent opportunity for a site that has been mentored to show appreciation and acknowledgement of mentoring assistance. Questions regarding this program can be directed to Art Edwards, United Space Alliance, Titusville, Fla., at (321) 861-1298.

The Region IV VPPPA Chapter Board of Directors would like to thank our entire region for the wonderful year that we have had. Please check the chapter's website at www.regionivvpp.org for news and updates, as well as 2011 conference information.

Future Articles

We are always looking for Region IV information in order to keep everyone up to date on activities and events in our area. If you would like to submit an activity or event that happened at your facility, please feel free to send it to Angela Smith at arsmith@fsip.com.

Contributed by Region IV VPPPA Director-at-Large Angela Smith, Firestone Industrial Products Company, Dyersburg, Tenn.

REGION V

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

We're extremely excited to announce that Pete "Charlie Hustle" Rose, former player for and manager of the Cincinnati Reds, will be the keynote speaker at our 2011 Region V VPPPA Chapter Conference. Pete was an important component of the "Big Red Machine" that dominated the National League in the 1970s. During this time, he played on four league champion and two World Series winning teams. In 1975, Pete was named the World Series Most Valuable Player, Sports Illustrated Sportsman of the Year and the Sporting News Man of the Year. Pete highlights the great success of our 2008 conference, which was also held in Cincinnati, Ohio.

Be sure to save the date for our 2011 conference. The conference will be held at the Hilton Netherlands Hotel in Cincinnati, Ohio, June 1-2, 2011. A VPP Application Workshop® will be held on June 3, 2011, at the same location.

For more information, be sure to check out our website at www.vppregionv.com.



[ABOVE] The Mobile Renaissance Riverview Hotel where the 2011 Region IV Conference will take place.

Congratulations to our newest Region V VPP sites:

- + Flint Hills Resources McFarland, McFarland, Wis.
- + Flint Hills Resources Waupun Terminal, Waupun, Wis.
- + OSHA Madison Area Office, Madison, Wis.
- + Bodine Electric of Decatur, Motor Shop Decatur, Ill.
- + H.A. Dorsten, Inc., Minster, Ohio
- + Innophos Chicago Waterway Plant, Chicago, Ill.
- + ProVia Door Baltic Plant, Baltic, Ohio
- + GE Healthcare Life Support Solutions, Madison, Wis.
- + Life Technologies Madison, Madison, Wis.
- + Sherwin-Williams Cincinnati Plant, Cincinnati, Ohio
- + USEC Government Services, Piketon, Ohio
- + USPS Woodstock Post Office, Woodstock, Ill.
- + Walbridge Couzens Hall Project, Detroit, Mich.

A director-at-large position is currently available in Region V, and the following board positions will be up for election at the 2011 regional conference: chairperson; treasurer; hourly representative from a union site; and director-at-large. Should you be interested in volunteering your time and efforts for VPPPA, please contact our Region V Chair Frank Avila, Motorola, Inc., Schaumburg, Ill., at F.Avila@motorola.com. Nominations will be accepted up until the regional conference.

Contributed by Region V VPPPA Chapter Secretary Bill Linneweh, Hendrickson, Woodridge, Ill.



[ABOVE] Pete "Charlie Hustle" Rose will be Region V's keynote speaker at the 2011 conference.

REGION VI

>> AR, LA, NM, OK, TX

Region VI Conference

Region VI is ramping up on our upcoming conference scheduled for May 17-20, 2011, in San Antonio, Texas, at the Henry B. Gonzales Convention Center and the Hyatt Regency Riverwalk, our host hotel. We are currently accepting workshops and are looking for some new and exciting presenters. We are expecting another great turnout, so be sure to register early to reserve your place. Please visit the Region VI website at www.regionvivpp.org to register online and find more details. Come join us on the river at the Hyatt Regency.

Sponsorship Opportunities

Help support the region by sponsoring an event at the conference or make an in-kind donation. Sponsorships help VPPPA to continue to provide the most innovative safety and health practices to its attendees in order to improve workplace conditions for the American worker. Please visit the website for more details on sponsorships or call Pattilea Wilson, Flint Hills Resources, Port Arthur, Texas, at (409) 989-6502.

Board of Directors Nominations

The 2011 Region VI nominating committee is soliciting nominations

for Region VI VPPPA Chapter Board of Directors positions. Positions up for election are:

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

The deadline for nominations was January 31, 2011. Visit the Region VI website at www.regionvivpp.org for more details.

Contributed by Region VI VPPPA Chapter Director-at-Large Kirk Crandall, NRG Energy, Houston, Texas.

REGION VII

>> IA, KS, MO, NE

Come join Region VII in St. Louis, Mo., May 16-18, 2011, where you'll find the Gateway to the Stars! The conference will be held at the Chase Park Plaza in St. Louis, Mo.

Region VII would once again like to thank the companies that participated in our workshops held in Des Moines, Iowa, on October 21, 2010.

The following companies sent representatives to the VPP Application Workshop® and Strengthening Star Quality Workshop:

- + Clow Valve Company, Oskaloosa, Iowa
- + Coca-Cola Truesdale, Warrenton, Mo.
- + ITW Paslode, Oskaloosa, Iowa
- + Kasa Fab Inc., Salina, Kan.
- + Kroy Building Plygem, York, Neb.
- + Mid America Energy, Pleasant Hill, Iowa
- + Monsanto, Ankeny, Iowa
- + Monsanto, Chesterfield, Mo.
- + Monsanto, Wichita, Kan.
- + Pioneer Hi-Bred Int., Dysart, Iowa
- + Rockwell Collins, Inc., Coralville, Iowa
- + US Department of Labor, OSHA, Kansas City, Mo.
- + Vi-Jon, Inc., Saint Louis, Mo.

During 2010, there were numerous VPP celebrations throughout the region. We are excited about the worksites' successes and the journeys they undertook to reach this milestone!

Congratulations to all of our new VPP sites listed below:

- + Guckenheimer Food Service, St. Louis, Mo.
- + Corporate Maintenance Management Services, St. Louis, Mo.
- + Printpack, Inc., Hazelwood, Mo.
- + Murray Gill Energy Center, Wichita, Kan.
- + Nucor Vulcraft Plant Site, Norfolk, Neb.
- + Nucor Cold Finish Plant, Norfolk, Neb.
- + Cargill Turkey Production, California, Mo.
- + Kiewit Building Group Blue Cross Centre Project, Omaha, Neb.
- + Pfizer, Inc., Lincoln, Neb.
- + OSHA, Kansas City, Mo.
- + Larson Manufacturing, Clear Lake, Iowa

Conference

Our 2011 conference will feature numerous opportunities for all of you to be involved. There will be workshops, awards recognition, scholarship and sponsorship opportunities, fundraising and much, much more! For detailed information for all these opportunities, please visit our website at www.regionviivpp.org.

Welcome to our newest board members Mike Murphy with Axcert HR Solutions located in Lenexa, Kan., Monty Gartin with Cargill located in Blaire, Neb., and Jeff Klinskick with Westar Energy located in Colwich, Kan.

It is with regret that we say good-bye to other board members. Ray Magruder has relocated to Region VI. Ray works for Pepsico and is now located in the Dallas, Texas, area. Bob Shepherd was our representative from a site with a bargaining agreement and was promoted to a salary position causing him to have to devote more time to his new position. Rod Swager decided it was time to retire and spend more time with family and no doubt a lot more time on the golf course. Best of luck to all three!

We would also like to mention there are currently three board positions open: labor representative from a site with a collective bargaining unit and two positions for director-at-large. If you have an interest, please contact one of your

board members or visit your Region VII website. The deadline for nominations is April 4, 2011.

Proposals are also being accepted for 60-minute conference workshops. All proposals must be submitted no later than March 13, 2011. If you have an interest in presenting, please find the workshop link on the website.

As always, thanks for your continued support as we assist you on your journey toward safety excellence – see you in St. Louis!

Contributed by Region VII VPPPA Chapter Chairperson Jon Alexander, Monsanto, St. Louis, Mo.

REGION VIII

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

Greetings Region VIII! We are hard at work finalizing our agenda for the 10th Annual Region VIII Chapter Conference to be held May 4-5, 2011, at the Doubletree Tech Center in Greenwood Village, Colo. We finally made it to double digits and have some special things planned for our 10th birthday! Moving to a new site is going to present some challenges, but we are happy that we have grown enough that we can move to a bigger space for the next few years. We plan on offering 24 breakout sessions, covering continuous improvement for the VPP elements in both general industry and construction and providing updates about what is new with OSHA for the coming year.

May 3 will be full of pre-conference workshops, including the VPP 101, VPP Application Workshop® and Strengthening Star Quality Workshop with new topics.

We will also be hosting the 2nd Annual Sully Sullivan Bingo-rama to raise money for the Sully Sullivan Scholarship. Last year, we raised more than \$1,000 and matched it for a total contribution of \$2,000. Please plan on joining us again for this great evening full of prizes and laughs.

This year, we will have four positions up for re-election: chairperson; treasurer; site representative from a union site; and director-at-large, #2. If you are interested in running, please contact Christina Ross at cross1@mortonsalt.com for the nomination package. Nominations are due by April 15, 2011.

Please get involved with your region by volunteering at the regional conference or teaching a breakout session. Your knowledge and best practices are of great value to other companies who have been in VPP or are just starting out. We all remember what it was like to be new to this process!

We should have a tentative agenda by the middle of February, which will be on our website at www.region8vpppa.org.

We are looking forward to the best 10th birthday celebration in the history of VPPPA, so plan on joining us! See you soon.

Contributed by Region VIII Chapter Chair Kelli Hef in, Scott's Liquid Gold, Denver, Colo.

REGION IX

>> AZ, CA, HI, NV

As I write this round-up, my thoughts go back to the hard work that everyone has put forth toward keeping VPP funded under the changes that the current administration is attempting to enact during these tough economic conditions.

No matter what the political climate, Valero Oil Company is one of those companies that will not stop moving forward with their safety program. The company has people on all levels that are committed to the safety process. Most recently, it celebrated the VPP re-approval of its Benicia Refinery. During the celebration, the company highlighted some of the achievements by the employees.

Valero Benicia has a Days Away, Restricted or Transferred (DART) rate that is 66 percent below the industry average and an incident rate that is 60 percent below the industry average. Valero Benicia can also tout its best practices in preventive maintenance and contractor safety. The company has a behavioral-based safety program, titled SNAP, with which they have completed more than 10,000 observations. Additionally, the company has two long-term contractors that are VPP Star approved and a contractor safety program that has produced more than six million hours without a lost time injury.

Valero Benicia is one of only two refineries in California to be VPP approved; the other refinery is the Valero Wilmington

refinery. On top of this, they find time to mentor several other sites who also want to achieve VPP and work to develop a new standard for chain ladders use.

As Iraj Pourmehraban, Cal VPP manager of Consultation Services, said at the celebration, "Valero Benicia Refinery is one of the safest refineries in the world."

And we cannot forget that there was also a great deal of activity in Arizona. The count in Arizona is 31 VPP sites, and the newest Raytheon site is building 847/848 at their airport facility. Raytheon has been a supporter of the VPP process and VPPPA.

Cintas recently had its Chandler facility achieve VPP Star. The Cintas Chandler facility was the 25th site to achieve VPP in Arizona. The push to achieve VPP was driven by the Cintas employees. From application to evaluation and approval, it took a little over a year. This alone is quite an impressive achievement. The Chandler facility has always been known to be on the leading edge of safety within the Cintas organization.

Cintas have several facilities in Arizona, and eventually Cintas would like to have multiple VPP sites. Chandler is one of three Cintas facilities in Arizona; the others are located in Tucson and Phoenix.

Honeywell Aerospace Avionics Product Center facility in Phoenix, Ariz., successfully completed their re-approval evaluation the week of November 15, 2010.

We have several positions coming up for election in 2011. The chairperson position is up for re-election and a representative without a bargaining unit is also up for election as well as three director-at-large

[BELOW] Valero Benicia's VPP re-approval celebration.



positions. Nominations are due by the end of February 2011 and a notification of the nomination process will be sent out soon. If you have any questions or you are interested in running for one of the positions, please contact Terry Schulte at terry.schulte@valero.com.

Contributed by Region IX VPPPA Chapter Vice Chairperson Morgan LeBlanc, Constellation Wine Company, Madera, Calif.

REGION X

>> AK, ID, OR, WA

The 17th Annual Region X VPPPA Chapter Conference will be held at the Red Lion Hotel on the River, Jantzen Beach, in Portland, Ore., May 17-19, 2011. The theme is “VPP – Coming up Roses.” We have many great workshops and sessions planned, as well as pre-conference activities. The 4th Annual Golf Tournament will be held on May

16 at Heron Lakes Golf Course. On May 17, a VPP Application Workshop® will be held. The conference tracks will include: VPP from A to Z; Technical; Injury Illness Reduction/Prevention; Preparedness; and the Safety Trained Supervisor Series. We are planning to have Dan Clark, author of “Chicken Soup for the Soul,” as our keynote speaker. Please mark your calendars and plan to attend! For more information about the Region X VPPPA conference, please visit www.regionxvpppa.org, contact the conference section at Oregon OSHA (503) 378-3272, e-mail oregon.conferences@state.or.us or visit their website at www.orosha.org.

The Region X VPPPA Chapter Board of Directors elections will be held at the Region X VPPPA Chapter Conference in May. Five board positions will be on the 2011 ballot. These positions include vice chairperson, secretary, treasurer, labor representative from a union site and a director-at-large position. Nomination

forms will be accepted until May 1, 2011, in order to have the nominee’s name on the printed ballot. Please visit the Region X website at www.regionxvpppa.org for more information.


Federal OSHA

For information about Federal OSHA VPP in Region X, contact Steve Gossman, Consultation Program manager, OSHA, at (206) 553-5930 or e-mail Gossman.Steve@dol.gov.

Department of Energy VPP

For information about DOE-VPP, contact Chris Adolfson, Idaho National Laboratory, at (208) 526-5837 or e-mail crystal.adolfson@inl.gov. For more information about VPP in Region X, please visit the Region X VPPPA Chapter website at www.regionxvpppa.org.

Contributed by Region X VPPPA Director-at-Large Bill Rippon, Georgia-Pacific Gypsum LLC, Tacoma, Wash. ★



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Chapter Elections Overview*

VPPPA member site representatives interested in becoming more involved in their chapters have an opportunity to run for open board positions, which are appointed or elected during the annual regional chapter conferences. For qualifications, criteria and nomination forms, please contact your chapter representatives.

REGION I

OPEN POSITIONS:

- + Secretary

Nominations deadline: February 20, 2011

More information: www.vppregion1.com

REGION II

OPEN POSITIONS:

- + Vice Chair
- + Secretary
- + Director-at-Large (two positions)

Nominations deadline: 2011 Region II VPPPA Chapter Conference

More information:
www.region2chapter-vpppa.org

REGION III

OPEN POSITIONS:

- + Vice Chair
- + Secretary
- + Director-at-Large (five positions)

Nominations deadline: You can submit nominations up until the regional conference.

More information: Contact any of the current members of the board. Contact info is available at www.vppparegion3.org.

REGION IV

OPEN POSITIONS:

- + Chair
- + Secretary
- + Director-at-Large

Nominations deadline: May 2011

More information: Contact any of the current members of the board. Contact information is available at www.regionivvpp.org.

REGION V

CURRENT OPEN POSITION:

- + Director-at-Large

POSITIONS UP FOR RE-ELECTION:

- + Chair
- + Treasurer
- + Hourly Representative from a Union Site
- + Director-at-Large

Nominations deadline: You can submit nominations up until the regional conference.

More information: Contact Region V Chair Frank Avila at F.Avila@motorola.com.

REGION VI

OPEN POSITIONS:

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

Nominations deadline: January 31, 2011

More information: www.regionvivpp.org

REGION VII

OPEN POSITIONS:

- + Labor Representative from a Site with a Collective Bargaining Unit
- + Director-at-Large (two positions)

Nominations deadline: April 4, 2011

More information: Contact a board member or visit the Region VII website.

REGION VIII

OPEN POSITIONS:

- + Chair
- + Treasurer
- + Site Representative from a Union Site
- + Director-at-Large #2

Nominations deadline: April 15, 2011

More information: Contact Christina Ross at cross1@mortonsalt.com.

REGION IX

OPEN POSITIONS:

- + Chair
- + Representative without a Bargaining Unit
- + Director-at-Large (three positions)

Nominations deadline:

End of February 2011

More information: Contact Terry Schulte at terry.schulte@valero.com.

REGION X

OPEN POSITIONS:

- + Vice Chair
- + Secretary
- + Treasurer
- + Labor Representative from a Union Site
- + Director-at-Large

Nominations deadline: May 1, 2011

More information: www.regionxvpppa.org

**Information as of print date.*

KENNEDY SPACE CENTER

A *one-of-a-kind* EXPERIENCE

BY SANNA RAZA >> SENIOR
DIRECTOR OF COMMUNICATIONS
& OUTREACH, VPPPA, INC.



ON SEPTEMBER 30, 2010, VPPPA Executive Director R. Davis Layne and I received a special treat in the form of an all-access tour of the Kennedy Space Center (KSC). Greeted at the visitor's clearing station by host Bert Garrido, deputy director of Safety and Mission Assurance, our outstanding tour guides Sean Black, Shuttle Mission Assurance manager, David Rainer, chief of the Shuttle Mission Assurance Branch, and David Facemire, chief of the Institutional Safety Branch, started us off with a spectacular close-up of the launch pad, complete with a space shuttle and the monstrous crawler that had brought the shuttle from the Vehicle Assembly Building. >>





We circled the launch pad to get a good look from every angle and then went on to the assembly building, that, if I remember correctly, is about as tall as the Washington Monument. The building is so massive, that it is said to have its own weather and when we originally arrived, the top of the building was hidden by clouds.

Next stop, the Atlantis Space Shuttle, followed by the Endeavor. There was a lot of hustle and bustle surrounding the Atlantis, which is currently the last scheduled shuttle launch. With 223 days before roll out, tiles still needed to be fixed and the tires were not on the wheels yet – all in all, a work in progress. The Endeavor, with 96 days until the targeted roll out was in a much more advanced stage.

As we continued our tour, signs of KSC's safety and health awareness were noticeable throughout. From emergency eyewash stations to information about personal protective equipment, KSC takes the safety and health of its workforce seriously. And that brings us to the actual purpose of our trip to Florida: safety and health excellence.

Earlier in the day, Davis had been interviewed by KSC's onsite reporter Linda Herridge for the October 15 issue of Spaceport News. Davis talked about the culture change that VPP sites experience in regards to workplace safety and health. After the tour of the facilities, Davis was the guest speaker for KSC's Executive Safety Forum. "The purpose of the safety

[LEFT] From left to right: Sean Black, David Rainer, David Facemire, Sanna Raza and Davis Layne.

[RIGHT] Fixing the tiles of the Endeavor.

forums is to educate and share relevant safety information with Kennedy Space Center's senior management," said Dave Barker, KSC's chief of Institutional Safety and Mission Assurance.

No strangers to VPP, the audience listened attentively as Davis shared some business case examples, talked about the benefits of membership with VPPPA, reviewed the 26th Annual National VPPPA Conference and Kennedy Center Director Robert Cabana's keynote speech at the conference. He also touched on "VPP Right Now," including quotes from Assistant Secretary for the Occupational Safety and Health Administration Dr. Michaels' speech at the conference.

"We hope we will continue to see the program grow and working with our association to provide better and greater opportunities for networking, for safety and health and safety and health training," said Davis. In closing, Kennedy Deputy Center Director Janet Petro awarded Davis with a framed picture of a shuttle launch in appreciation of his presentation. ★



A FRESH LOOK AT **incentive** PROGRAMS

A large, vibrant orange carrot with green leafy tops is suspended vertically by a thin white string. The carrot is positioned diagonally across the page, pointing towards the bottom left. The background is a solid, light blue color. In the top right corner, there is a small, square inset image with an orange background and a white circle, partially cut off by the edge of the page.

THE WORD IS OUT

A properly applied incentive program can work to maximize employee involvement and motivation. Read on to discover how to distinguish between the right incentive programs and those that are perceived to discourage the reporting of injuries and illnesses.

Q&A with OSHA



The Voluntary Protection Programs Participants' Association, Inc. (VPPPA) had an opportunity for an interview with the Department of Labor's Occupational Safety and Health Administration (OSHA) Assistant Secretary Dr. David Michaels regarding the agency's position on incentive programs. At the recent VPPPA conference, Assistant Secretary Michaels said, "We have found that incentive programs based primarily on injury and illness numbers often have the effect of discouraging workers from reporting an injury or illness" and "We cannot tolerate programs that provide this kind of negative reinforcement." This statement raised a number of questions and concerns from VPPPA's membership and VPP participants in general.

VPPPA: The Agency's official position has been that incentive programs are okay as long as they do not discourage accurate reporting, but there have been a lot of interpretations of what that means. How do you view the situation if a company provides a free pizza party for any department that has gone for a month without an OSHA recordable injury or illness?

Dr. Michaels: The whole point of injury tracking – of employers accurately recording information on the OSHA 300 log – is for the employer to investigate and identify hazards, and then abate them to prevent future injuries or fatalities.

Incentive programs such as a free pizza party or other prize for workers allegedly going a certain period of time without an injury effectively discourages workers from reporting injuries to themselves or their co-workers. A so-called injury-free period of time may not be injury-free; in truth it might just mean that no workers reported injuries or a supervisor did not record an injury.

Effective safety programs rely on accurate injury and illness tracking. It is clear that many employers, particularly in high-hazard industries, have implemented programs that, inadvertently or by design, discourage injured workers from reporting their injuries. Depending on the environment, workers may fear being fired if they report an injury or illness, or may be pressured by co-workers not to report in order not to jeopardize a group reward.

If accurate injury records are not compiled because workers believe they will be fired for reporting an injury or illness, real safety is not being achieved.

VPPPA: What would you say about a company that has a policy which awards the supervisor or manager of a department which has gone for some period of time without an OSHA recordable injury or illness with awards like free pizza or gift cards?

Dr. Michaels: We have seen evidence of programs put in place where supervisors could lose their bonuses or their jobs if workers report injuries or illnesses, and that fear is counter to achieving a culture of workplace safety. Again, in situations like these, no injury reports may not mean that no injuries occurred. It could mean that a supervisor is choosing not to record injuries and illnesses or is discouraging workers from reporting their injuries. In these cases, the employer won't become aware of hazards that need to be abated, or perhaps more training that needs to be provided to its workers. If that's the case, the employer may be putting its workers at risk for fatality or serious injury, and could themselves be risking OSHA citations and penalties.

VPPPA: Would you say that, in general, goals of zero injuries or percentage reductions in injury and illness rates are unacceptable?

Dr. Michaels: No. It is useful to have goals. I am concerned about the route an employer chooses to achieve those ends.

VPPPA: How would you judge incentive programs that couple lagging indicators, such as injury and illness case counts, injury and illness rates, disability rates based on injury and illness data, workers compensation experience data, with leading indicators, such as participating on safety teams, reporting safety concerns and unsafe conditions, correcting unsafe conditions, achieving VPP recognition, individual recognition programs and incentives for identifying hazards and raising concerns?

Dr. Michaels: We believe it makes great business sense to identify and abate hazards before a worker is injured or killed on the job. To that end, incentive



programs that encourage the reporting and recording of injuries and illnesses and that encourage the identification of hazards make for a safer workplace and ought to make for less costs to the business down the road. Those businesses that invest in workplace safety will have fewer worker compensation claims, see less time away from work for injured workers and hopefully a more committed workforce, which would mean lower re-hiring and training costs in the long term.

VPPPA: What is your opinion on a point-based incentive program? For example, employees earning points for safety involvement, giving a safety presentation vs. safety performance, one year no injury?

Dr. Michaels: Again, any sound injury and illness prevention program would

necessarily involve input from workers and encourage workers to help identify and abate hazards. However, let's be clear here that it is still the employer's responsibility to ensure a safe workplace. As long as a point-based system encourages rather than discourages the reporting and recording of injuries, then we see no problem.

VPPPA: If a facility has a collective bargaining agreement in place and the safety incentive program, which pays out only if there are no injuries, is specifically spelled out in the agreement, which would take precedence? Does the labor agreement supersede OSHA's stance on this type of incentive program or vice versa?

Dr. Michaels: It is the law that the employer is fully responsible for ensuring

a safe and healthful workplace for its employees, regardless of the collective bargaining agreement. Again, OSHA will not tolerate any incentive programs that would discourage, or intimidate, a worker from reporting an injury.

VPPPA: And finally, does OSHA's recent focus on incentive programs or do your [Dr. Michaels'] statements change or add anything to the description of incentive programs in the directive on VPP Policies and Procedures Manual?

Dr. Michaels: No. ★

VPPPA thanks Assistant Secretary Michaels for his time in answering these questions for concerned VPP representatives. Additionally, the association would like to thank the members who submitted ideas for interview questions via e-mail in response to a Facebook post announcing the upcoming Q & A.



Most companies use both leading and lagging indicators to set goals and track performance in all aspects of business, including safety, health and environmental performance. Rewards and incentives can be attached to both indicators. A properly applied incentive program can reduce accidents and injuries, increase worker involvement, increase worker knowledge, improve morale, instill proactive behaviors and improve business performance without causing non-reporting or under-reporting of incidents.

The risk of certain incentive programs resulting in under-reporting has led to

the Occupational Safety and Health Administration (OSHA) clarifying its position. To that end, Assistant Secretary of Labor for OSHA Dr. David Michaels stated at the opening of the 26th Annual National VPPPA Conference in Orlando, Fla., in August 2010, "We have found that incentive programs based primarily on injury and illness numbers often have the effect of discouraging workers from reporting an injury or illness. We cannot tolerate programs that provide this kind of negative reinforcement and this type of program would keep a company out of the VPP until the program or practice is corrected."

The accurate recording of injuries and illnesses goes much further than one may think. OSHA, the Bureau of Labor Statistics (BLS), workers compensation insurance companies and others use these numbers to determine where funding should be granted. So if these numbers aren't credible, the funding may end up in the wrong place, targeting the wrong hazard category.

While OSHA's stance or guidance on incentive programs for admittance into and continued participation in the Voluntary Protection Programs (VPP) is very specific, the agency has not said that companies cannot use leading and lagging indicators

to develop incentive or reward programs. The VPP Policies and Procedures Manual, Chapter VI, Section (b) states regarding OSHA's review of VPP sites' incentive programs: "The review of incentive programs must focus on ensuring that any incentive programs in operation are not based solely on providing rewards to employees for the reduction or absence of safety or health incidents. Instead, these programs should be innovative, positive, and promote safety awareness and employee participation in safety-related activities. The onsite evaluation will focus on the incentive program's potential impact on the accuracy of reporting, injury and illness data."

Recently the VPP Participants' Association, Inc. (VPPPA) came out in support of OSHA's position. "Incentive programs are a useful and common means to motivate people and strive for improvement," said VPPPA Executive Director R. Davis Layne. "However, the association and its members disapprove of programs that discourage employees from reporting injuries because they want to receive a reward. Good incentive programs feature positive reinforcement for demonstrating safe work practices and taking active measures in hazard recognition, analysis and prevention."

VPP participants, just like all other worksites, are free to use an incentive program as long as it's the right kind of program that reinforces and supports their safety and health processes. Specific questions during inspections and onsite evaluations have been designed to determine if the under-reporting of injuries and illnesses is occurring and how incentive programs are affecting reporting.

Incentives tied to injury and illness rates are rewards with some strings attached. The assumption is that if you reach certain goals, you will receive your reward. These rewards are usually financial in nature or hold some other monetary value. These types of programs will change the behavior of employees but often not the physical condition in which they work. Often the monetary award becomes more important than safety itself. However, when injuries and illnesses are not reported, the opportunity to identify the root cause and prevent future injuries or illnesses is lost.

IUE/CWA Health & Safety Director Ted Comick has written, "Managers that camouflage their true injury rates through rewards for artificially low numbers both intensify the harm to their employees and leave their companies vulnerable to repeated and/or worse incidents. There is no good side to under-reporting."

The major emphasis should be on prevention programs that encourage employees to get actively involved in identifying and reporting unsafe conditions, unsafe acts, near misses, environmental issues or any safety condition that needs to be corrected. Some of the ways employees can be proactively involved in a site's safety and health programs include incentives for workers to report near misses, conducting site safety audits, serving on various site safety and health committees, executing incident/near miss investigations, reporting hazards via the company's hazard reporting system, teaching their peers about safety and health and participating in behavior-based processes, if applicable at the site. By using incentives for safety and health performance-based activities, companies can improve many aspects of their programs and processes without affecting the reporting of injuries.

"One of our more recent incentives that we started for 2010 is a housekeeping incentive," said Safety & Security Director Mike Avery, LENOX, East Longmeadow, Maine. "All the departments are audited each month for their housekeeping, and at the end of the year employees will get a week's pay if their department scores a certain percentage. And as you know ... good housekeeping is one of the fundamentals or pillars of a good safety program."

Supervisors and front-line managers who use multiple criteria as indicators in performance-based incentive programs will have a positive impact on their sites' safety. This can be done through their involvement while conducting audits, participating on committees, helping with near misses and incident investigations, providing time for workers to be involved in the various safety and health functions, being responsible and knowledgeable of safety and health rules and holding employees accountable. Using a measurable indicator can drive safety, health and environmental performance to achieve safer and healthier worksites without negatively affecting the reporting of injuries and illnesses. Significant improvements can be obtained by creating an open door policy, following up on employees' safety concerns and communicating the results or resolution to all employees in a timely manner. When supervisors and front-line managers become involved and demonstrate a caring attitude, they become role models for the workers they are responsible for.

When supervisors' and front-line managers' bonuses or pay raises are based on injury and illness rates instead of using multiple criteria as a form of measurement, non-reporting can occur. Supervisors and front-line managers can apply pressure on workers that deter reporting. Furthermore, some sites or departments are so small that one injury or illness could take away a supervisor's bonus even if what occurred was out of their control and they had worked hard to complete all the required safety and health criteria.

Companies often successfully use incentives that are tied to compensation or bonuses based on injury and illness rates as part of their safety and health strategies for senior management. When senior management is held accountable to

achieve certain rates, they are motivated to be more involved in the company's safety and health programs and processes. They can ensure that action plans are developed to achieve the company's goals and hold their subordinates accountable for completing the activities assigned to them. In this way, lagging indicators drive safety and health performance and achieve safer and healthier worksites without negatively affecting the reporting of injuries and illnesses. But it needs to be made clear to all employees that injury and illness rate reductions must be achieved through hazard recognition and control, not under-reporting.

Injury and illness rates are commonly used by companies as a measurement tool, allowing milestones to be set as they strive to achieve the goal of zero. Companies usually formulate a "Plan of Action" to achieve these goals. It is important to share the company goals with all the employees and all employees need to understand their role in the "Plan of Action." There is nothing wrong with celebrating the achievement of these company goals. These celebrations can include meals and/or gifts for all employees. These celebrations should be done after achieving milestones and be advertised in a manner to influence positive behaviors and boost morale for a job well done.

One key to success in implementing and sustaining a proactive incentive program is to make employees a partner in the design of the program. A well-structured incentive program that has worker input and buy-in will encourage workers to report their injuries, report hazards and participate in other safety-related programs, creating a force multiplier in the workplace. A well-designed program can bring about a positive change in a site's safety and health culture.

Administered correctly, incentive programs can have a very positive effect on a site's safety, health and environmental programs and processes and reduce injury and illnesses to Americas' workforce. VPPPA members and VPP participants work cooperatively with OSHA to ensure that the nation's workforce is safe and healthy on the job and thereby support Secretary of Labor Hilda Solis's vision of good jobs. ★

So, What “Can” You Incentivize?

BY J.A. RODRÍGUEZ JR., CSP,
SGE >> RAYTHEON TECHNICAL
SERVICES COMPANY

“WE HAVE FOUND THAT INCENTIVE PROGRAMS BASED PRIMARILY ON INJURY AND ILLNESS NUMBERS OFTEN HAVE THE EFFECT OF DISCOURAGING WORKERS FROM REPORTING AN INJURY OR ILLNESS ... WE CANNOT TOLERATE PROGRAMS THAT PROVIDE THIS KIND OF NEGATIVE REINFORCEMENT.”

The quote to the left are the words of the Occupational Safety and Health Administration’s Assistant Secretary Dr. David Michaels at the 26th Annual National VPPPA Conference in Orlando, Fla. No pizza lunches for employees when injury rates drop below goals. No barbecue next to the softball and volleyball fields in celebration of “safety day” when the main purpose is to commemorate exceptional injury metrics performance.

So, what’s an organization to do? How can we continue to effectively involve and motivate our workforce if we cannot celebrate success? Does this mean that all safety incentive programs are doomed in the white three-ring binders?

Not so fast! There are creative safety incentive programs that meet the purpose and intent of what Dr. Michaels is proposing. The key is to focus on the leading indicators relative to employee involvement and motivation and not on the lagging results shackled to injury rates.

There are many effective variations that focus on “behavioral” initiatives. Below are two examples of incentive programs that may work to spark the imagination and fruitful participation of your organization.

Environmental, Health and Safety (EHS) Token Employee Incentive Program

Primary Objective: To encourage desirable EHS behavior and program participation among employees and management through leadership involvement.

Administration: Upon request, an allotment of color-coded tokens is provided to each functional manager for distribution to subordinate managers and supervisors. Each function is assigned a different color token for tracking purposes. Leaders are tasked to recognize desirable employee behavior. Once observed, the employee is rewarded with an EHS Token whose value is determined by leadership or the EHS committee. The value is typically one dollar and is redeemable at the local cafeteria, gift shop or for a catalog item.

At the end of the month or the quarter, depending on the size of the organization, senior leadership can determine the level of

management engagement by the number of tokens awarded in each business area. Color-coding the EHS Tokens makes this tracking process simple.

Employee involvement can also be determined by the number of tokens awarded and redeemed. Managers, supervisors and employees may also receive rewards for participation in the program in the form of newsletter recognition, staff meeting recognition, performance incentives, etc. Managers and supervisors can also be recognized by senior leadership for encouraging and sustaining involvement among employees.

The local EHS committee typically determines the applicable criteria. A seasoned program will encourage managers and supervisors to recognize desired behaviors outside their area of responsibility. This promotes a “one-company” approach to incentivizing employees. The ultimate reward is for a manager to recognize another manager’s employee for a desired behavior.

Eligible and commendable actions might include:

- + Removing debris and trash from the floor or walk areas.
- + Reporting a near-miss incident or potential hazard that could not be immediately corrected by the employee.
- + Minimizing or eliminating a work hazard.
- + Cleaning a non-hazardous spill.
- + Consistently and properly operating lift equipment.
- + Reporting damaged racking.
- + Identifying parking lot hazards.
- + Using proper lifting techniques.
- + Always wearing and using the proper fall protection equipment.
- + Using the right personal protective equipment the right way at the right times.
- + Correcting each other when a safety violation is observed or before one occurs.
- + Contributions to the EHS program.
- + Saying “I do not know, I need help” when that is the case.

Sample conversation starter: “It is my pleasure to hand you this EHS Token [hand employee token]. Your actions helped your coworkers and company by

[describe behavior/condition]. By caring, you are making our company safer and more environmentally friendly. Keep up the great work. We appreciate your dedication to yourself and our team!"

Environmental, Health and Safety (EHS) Star Card Program

Primary Objective: To encourage desirable EHS behavior and program participation between employees and management through self recognition.

Administration: The EHS Star Card Program is an incentive program that recognizes individual and/or team accomplishments in EHS. Employees may nominate their peers or supervisors. Supervisors may also nominate their employees. EHS Star Card stations are strategically positioned throughout the facility so they are easily accessible. Anyone in the facility may submit an EHS Star Card to nominate any employee or team when they feel that the employee

or team exhibits behaviors that emulate "the best of the best" in EHS performance.

Submissions are reviewed monthly or quarterly, depending on the size of the organization, by an EHS Star Card Review Committee (this can be the EHS committee). Everyone submitting a nomination through the EHS Star Card Program receives, at a minimum, one EHS Token from the leadership team. The EHS Star Card Review Committee determines the nomination's level of contribution to the overall EHS program. The award incentive is determined by the committee. EHS Star Cards are returned to the area manager for public posting. Managers and supervisors with a high number of submitted EHS Star Cards in their department are also eligible for incentive program rewards.

Regardless of the incentive programs you implement, do so with the desired results in mind: encouraging employee and management participation in the safe performance of their work and protection of the environment.

Focus on incentivizing behaviors that are important in your organization. Focus on leading indicators by measuring those activities that lead you to the desired results. Focus on celebrations that are based on exceeding expectations for employee and management behaviors.

Once you have focused on these areas, draw conclusions, develop and implement sustainable solutions and bring new life to the incentive process. Refreshing your incentive programs will help drive your organization to the end goal – hazard elimination/mitigation. ★

J. A. Rodriguez Jr., CSP, SGE, is a Raytheon Technical Services Company LLC EHS senior manager with more than 28 years of experience and is responsible for effective implementation of international EHS programs. He is an elected board member of the Region III VPPPA Chapter, a professional member of ASSE, a Special Government Employee under the OSHA Voluntary Protection Programs, a member of the Industry Advisory Council at Western New England College School of Engineering, an inventor (patent # 5,285,961), a degreed engineer and author of the book "Not Intuitively Obvious – Transition to the Professional Work Environment."

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[LEFT] Lt. Col. Michael H. Platt presented Aerospace Engineer Dan Harbour with a commander's coin for saving the life of his coworker.

Employee Saves Choking Coworker at VPPPA Member Site

BY ELIZABETH BURZENSKI >> COMMUNICATIONS & OUTREACH COORDINATOR, VPPPA, INC.

On August 27, 2010, Air Force Research Laboratory (AFRL) Aerospace Engineer Dan Harbour's safety knowledge was put to the test in a too-close-for-comfort kind of way.

At Edwards Air Force Base in Edwards, Calif., Dan and a few coworkers were enjoying pizza in a break room when Dan noticed one coworker trying to get everyone's attention. "He was not doing the standard choking sign, but instead he was pointing to his neck," explains Dan. "It took me what seemed like a minute, but was probably a few seconds, to realize he might be choking."

Dan didn't think twice. As soon as he realized the man was choking, Dan approached the man and began giving him the Heimlich maneuver. The first

few attempts to dislodge the food weren't successful and Dan worried that his coworker might pass out, so he put one of his legs between the legs of the choking man and the other leg a bit behind himself to prepare for the possibility that his coworker might pass out. Then, the item dislodged and Dan became a hero.

On October 18, 2010, he was recognized for his lifesaving actions when Lt. Col. Michael H. Platt, Air Force Research Laboratory Det. 7 commander, presented Dan with a commander's coin.

Edwards Air Force Base has been striving to implement Voluntary Protection Programs (VPP) and is a member of the Voluntary Protection Programs Participants' Association, Inc. (VPPPA).

"In recent months here at the lab we have been working on [VPP], which is basically taking the safety program that we have been practicing for years and bringing it down to the worker level – saying that it's important to practice safety and to be ready for incidents all the time," explains Lt. Col. Michael H. Platt. "Whether you're eating lunch or working on a test stand, you need to be ready when the situation arises."

Employees at AFRL undergo a variety of training exercises, depending on an employee's specific job task. AFRL offers the following safety courses, just to name a few: CPR; First Aid; Confined Space Training; Electrical Safety; Energetic Materials; and Lockout/Tagout. The site offers computer-based safety courses, as well as classroom training, which usually has five to 30 people per class.

Although AFRL has always stressed the importance of safety in the workplace, Dan claims that VPP has improved safety-related communication processes at the site.

AFRL has implemented a recognition program for people who perform safe acts. Employees submit safe practices and the entire site votes on a top safety practice for the month, allowing all participants to view not only a description of the safe act that wins the competition, but also other potential safety issues at the site. VPP has also helped improve communication between the safety office and operations personnel at AFRL.

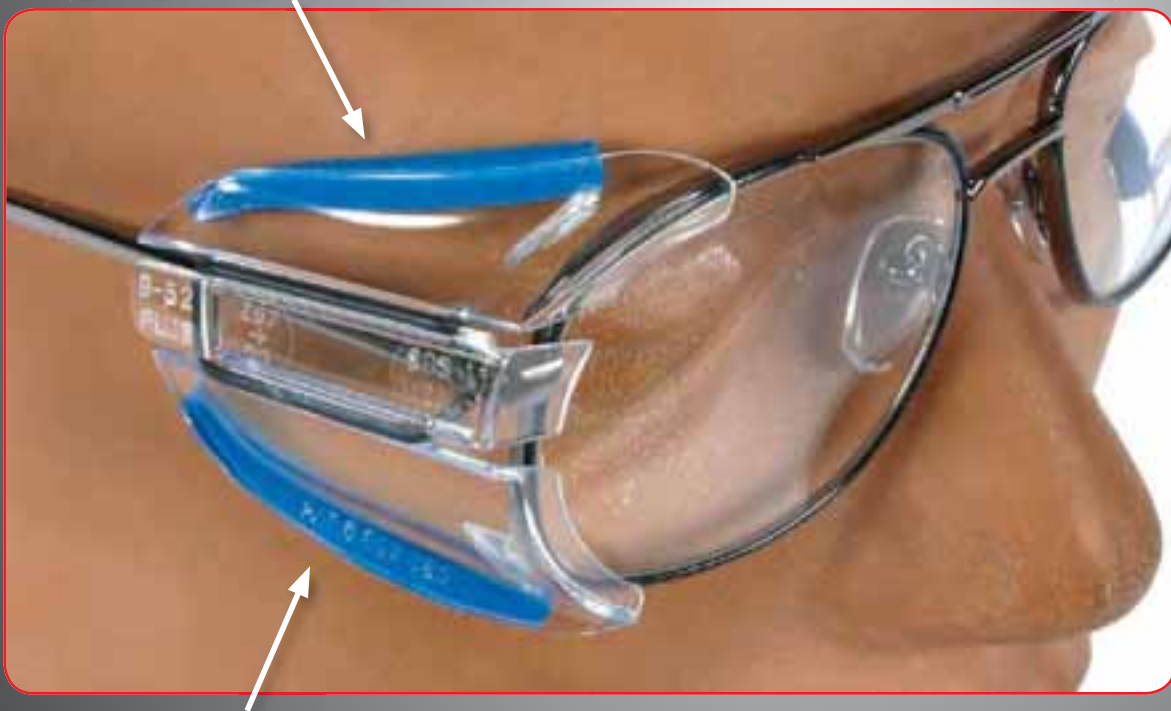
Just a few weeks before Dan performed the lifesaving act, a subcontractor at the site performed cardiopulmonary resuscitation (CPR) on a support engineer who stopped breathing while on the job.

Dr. Ashwani Vij, AFRL VPP program manager, stated, "VPP or no VPP, these guys would have done the same thing, but with the VPP, I believe they are more aware of the culture of safety. Taking responsibility of our own safety and also the safety of our colleagues and coworkers – that's the message of VPP." ★

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VPP EMPLOYEES Take Action

BY CHARLIE DOSS >> GOVERNMENT AFFAIRS COORDINATOR, VPPPA, INC.

Concerns surrounding federal funding of the Voluntary Protection Programs (VPP) arose last year after the Occupational Safety and Health Administration (OSHA) unveiled its proposed Fiscal Year 2011 Budget. OSHA announced a shift of more than \$3 million from compliance assistance in favor of an increased emphasis on enforcement, despite an overall increase in the Department of Labor's budget. Now, with debates concerning the nation's deficit as intense as ever, employees from VPP sites across the country are visiting with their elected officials, both in Washington, D.C., and district offices nationwide. As one such employee, Joe Morrell (pictured above), electrical group leader for Wyeth Pharmaceuticals in Richmond, Va., states: "[We need to] let those who represent us know the value and importance of VPP; literally our lives depend on it!"

In 2010, Sens. Mike Enzi (R-Wyo.) and Mary Landrieu (D-La.) introduced

the Voluntary Protection Program Act, Senate Bill 3257 (S.3257). S.3257 would codify VPP into law and ensure continued funding. A similar bill will be introduced in the 112th Congress, which began in January. In order to become law, the legislation would first have to pass through the Health, Education, Labor and Pensions Committee in the Senate and the Education and Workforce Committee in the House of Representatives. Because this bill requires funding for the program, it would also have to clear the Budget and Appropriations Committees in both chambers.

In addition to asking their senators to cosponsor this legislation, employees from VPP sites have helped raise the profile of VPP on Capitol Hill. "Many officials will cast a vote [to cut the budget] without realizing the value of VPP or even what VPP is," Joe worries. He is but one of the thousands of American workers who are concerned that despite its

manifold benefits, VPP is not prominent enough to escape budgetary pressures unless those it directly affects speak out. Sandi Chavis (pictured to the left), a packing production technician with Wyeth Pharmaceuticals in Richmond, Va., underscores what is really at stake, saying that taking the initiative to meet with congressional representatives "[creates an] opportunity to make a difference in someone returning home safely."

Officials must divide their time between several local offices in addition to their office in Washington, D.C., so they often rely on staff members to meet with constituents on their behalf in order to meet with as many people as possible. After a series of meetings, Dan Lazorcak, health, safety, environmental and fire leader for Honeywell Aerospace in Phoenix, Ariz., commented that he was impressed with "the knowledge of the legislative representatives we met with." He adds that these meetings "allow the message to be heard from people who 'live it' on a daily basis."

The employees engaged in these meetings stressed a number of points while making the case for VPP. At a time when Congress is attempting to address the nation's ever-burgeoning deficit, cutting funding for federal programs can seem like an acceptable sacrifice. The VPP employees explained that in this case, however, that strategy could prove counterproductive. VPP not only saves lives but also manages to save the government millions of dollars. "VPP has saved the government more in workman's compensation claims for the Department of Defense than it will cost to keep it in the budget," Joe argues. Paul DeVincenzo, chief warrant officer 3, aviation and CH-47D helicopter instructor pilot for the Pennsylvania Army National Guard in Harrisburg, Pa., has seen the difference VPP can make at a military worksite firsthand: "Without VPP, comparing our [injury and illness rates] to similar industries would have remained a foreign concept. DoD worksites need this competitive incentive." In lean times, VPP is exactly the type of small, targeted initiative that can help the government operate more efficiently while potentially covering more than the costs of its implementation.

Employees from VPP sites also state that, first and foremost, it is important to remember that the programs help save lives. By encouraging the development and continuous improvement of safe work environments, VPP helps OSHA prevent accidents before its enforcement function ever becomes necessary. However, beyond this basic, most essential benefit, the program improves the working environment in general, something not lost on Sandi, who found that “the VPP program gives the worker a voice to upper management in more areas than just safety. It allows us to be more involved in the decision-making process for our internal policies. I think it’s important to let officials hear from employees at VPP sites to get a better understanding of the ownership of the program. It shows that our companies care about us and that does not go unappreciated.”

Those that would like to discuss VPP with their senators or congressperson do not have to travel to Washington, D.C.,

however. Every member of Congress has at least one office in their home state or district and would be happy to schedule a meeting to hear a constituent’s concerns. “Don’t hesitate because our elected officials want to hear from you and your voice does matter!” Dave Jackson, manager of site-wide standard programs for Mission Support Alliance, LLC, in Richland, Wash., urges, “Go to your meeting prepared. Be sure to bring along some personal or work-site stories of success achieved through VPP, such as injury reduction, cost savings, increased worker involvement and cooperation between management and labor.”

Dan found that it was “energizing to meet with the officials and talk about something I am passionate about.” This passion is shared by the countless employees from VPP worksites that have spoken up for the program and will undoubtedly continue to do so until it has secured adequate funding and resources. ★

CHAIRPERSON’S THANK YOU

I personally want to applaud those employees from VPP worksites who took the initiative to meet with their congressional representatives, both at their district offices and in Washington, D.C. With a new Congress underway, these meetings serve as an invaluable way to educate policymakers on the many ways that VPP benefits the nation’s economy and helps fulfill OSHA’s mission of protecting the American worker.

I am proud of the dedication of these representatives from VPP worksites and can only hope that this outpouring of support will continue. I also would like to thank the tens of thousands of employees from VPP sites who have written to their elected representatives to voice their support for VPP and the many more who continue to do so every day.

Only through the continued efforts and hard work of those whose lives are directly impacted by VPP can its future success be ensured.

Thank you,
Mike

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A Bridge to Safety Excellence:

A TRAINING SYMPOSIUM

BY CARLA ESTEVA >> INTERNATIONAL COORDINATOR, VPPPA, INC.

For a second year, the Voluntary Protection Programs Participants' Association, Inc. (VPPPA) was asked to help coordinate a safety conference in Puerto Rico. The 13th Annual Safety & Health Congress was held at the Conrad San Juan Condado Plaza in San Juan, Puerto Rico, December 6-8, 2010.

The congress brought together 135 safety leaders from across Puerto Rico, Canada and the continental U.S. Attendees were welcomed by the Puerto Rico Secretary of Labor, Miguel Romero, during the opening general session. Throughout the three-day conference, attendees enjoyed workshops in both English and Spanish, reflecting the bilingual nature of the audience, that were structured according to the following overarching tracks: (1) VPP and Safety and Health Management Systems; (2) General; (3) OSHA/Technical; (4) Best Practices; and (5) Construction. Various workshop sessions covered two to three of these topics, totaling 31 workshops that offered theoretical insights that will easily translate into practice.

The congress offered relevant occupational safety and health workshops, as well as networking opportunities for federal and state employees, safety and health professionals, hourly workers and industry representatives from Puerto Rico and the Caribbean. During one of the networking receptions, the Puerto Rico & Virgin Islands Committee was established. With leadership and support from the Region II VPPPA Chapter, this will formalize the combined efforts of its members to serve the needs of VPP sites in Puerto Rico and the Virgin Islands.

Along with the workshops, all participants had the opportunity to interact with several vendors at the conference's exhibit to learn about the latest innovations in safety and health products.

The exposure to exemplary success models was invaluable to attendees who can now adopt the best practices and lessons learned and apply them on their own sites, ultimately resulting in safety and health excellence.



This safety and health focused symposium was hosted by a planning committee that included safety and health workers on the island, the Puerto Rico Federal Safety & Health Council, representatives from both federal and Puerto Rico state Occupational Safety and Health Administration (OSHA and PR OSHA) and the National and Region II VPPPA Board of Directors. A special thank you to the Puerto Rico

Conference Planning Committee and the exhibitors that supported this exchange of best practices in an effort of providing a bridge to safety excellence. ★

Carla Esteva is the senior executive assistant to the Office of the Executive Director at the VPPPA National Office. She also serves as VPPPA's international coordinator and the staff liaison to the VPPPA National Board of Directors' Puerto Rico Conference Planning Committee.

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Wenner Bread Products, Inc.

PUERTO RICO SAFETY CONGRESS EXHIBITORS:

Universidad de PR, San Juan, PR

Essilor Prescription Safety Eyewear, Plymouth, MN

The Ergonomics Center, Raleigh, NC

Protective Industrial Products, Albany, NJ

Mundy Caribe, Caguas, PR

FabEnCo, Inc., Houston, TX

Moldex Metric, Inc., Culver City, CA

SafetyZone, Guaynabo, PR

Motion Media Communications, Red Deer, Alberta, Canada

Indiana Safety Co. Inc., Washington, IN

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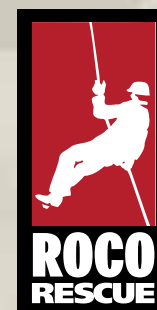
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TOBYHANNA ARMY DEPOT EARNS ACCOLADES FOR FIRST-RATE SAFETY PROGRAMS

BY JACQUELINE BOUCHER >> PUBLIC AFFAIRS SPECIALIST, TOBYHANNA ARMY DEPOT



[TOP] Kevin Wilkinson, electronic measurement equipment mechanic leader, uses a power strip to plug in multiple items in the U.S. Army TMDE Support Center – Tobyhanna. (Photo by Steve Grzedzinski)

[BOTTOM RIGHT] Adam Walski and Lori Smotryski post safety information on the bulletin board in the Resource Management Directorate's Manpower and Management Analysis Division. Walski is the organization's safety star point and Smotryski is a management analyst. (Photo by Steve Grzedzinski)

[BOTTOM LEFT] Michael Deiter punctures cans to relieve pressure and remove any residual liquids prior to recycling. Deiter works in the Production Management Directorate's Materiel Management Division. (Photo by Steve Grzedzinski)



The annual awards acknowledge cost centers that have outstanding safety programs and individuals whose performances have best supported the depot's safety mission.

William Freeman, support center director, says everyone in TMDE plays an active role in the safety program. Supervisors and employees work together to prevent, correct and respond to any safety issue. "Employees are fully empowered to take appropriate action to help prevent or resolve hazardous situations," Freeman noted. "As a result, they feel comfortable alerting supervisors of potential dangers and providing assistance."

For the past several years, this area's radiation safety program has been rated outstanding at their headquarters' level, according to Paula Mesaris, acting Safety Division chief. "[TMDE] promotes open communication between team members, which allows hazardous conditions to be addressed quickly,"

The Tobyhanna Army Depot, a VPPPA member that first received Voluntary Protection Programs (VPP) Merit status in 1999 and advanced to Star in 2000, recently competed for the 2010 Safety Area of the Year Awards. Three directorates and one tenant agency were recognized for their contributions to Tobyhanna's safety mission. The Systems Integration and Support Directorate's Component Painting Branch claimed the Heavy Industrial Area; the Resource Management Directorate's Manpower and Management Analysis (MMA) Division earned first place in the Administrative Area; the Production Management Directorate's Material Accountability and Analysis Branch took top honors in the Medium/Light Industrial Area; and U.S. Army TMDE Support Center – Tobyhanna walked away with the Tenant Activity Award.

Mesaris said. “Employees check and test electrical equipment, fire extinguishers, eyewash stations, flooring, lighting and ventilation regularly.”

Depot officials in each category often conduct inspections to promote safety in the workplace. “It’s up to me to set the example,” said Michael Bednar, Materiel Accountability and Analysis Branch (MAAB) chief. “I promote safety by performing unscheduled visits and by challenging employees to work safely and report potential safety hazards.”

All employees need to be concerned about various hazards, such as material handling equipment, box cutters and oversized and heavy items, according to Bednar. Employees also need to be alert when working around products such as sheet metal and other raw metals used in depot fabrication shops, he added. MAAB employees have gone more than 1,400 days without a recordable injury.

“The branch made several changes within the cost center last year,” Mesaris said. “The team worked together to identify and address safety issues and obtain new equipment and personnel protective equipment, making the entire work placesafer.”

Depot employees are able to make significant and positive impacts on an organization’s safety program through continuous improvement. Organizations track and schedule training through the Total Employment Development system. “We feel that training plays an essential role in the development of employees,” said Robert Edmunds, MMA Division chief. “It provides them with knowledge that becomes indispensable when dealing with safety related issues.”

Edmunds acknowledges that dangers in an office environment are vastly different from those of a direct mission area; however, they do exist. The use of ergonomic equipment in the office is just as important as wearing proper PPE in the warehouse – the use of both can have an impact on an employee’s quality of life, he added. “Our team takes great pride in



[ABOVE] Rose Brown, painter, checks the tags on a fire extinguisher in the Component Paint Branch.

making sure that the work environment is safe for everyone and everyone works together,” said Adam Walski, the division’s safety star point. “This award means a lot to us.”

The Component Painting Branch maintains a safe work area by following safety standards established in the job hazard analysis. In addition, the cost center’s safety star point relays any information, issues, concerns and ideas to employees during weekly staff meetings. The supervisors and employees also discuss ‘what-if’ scenarios to help them be better prepared in the event of an emergency.

“In 2010, the branch had a staggering low amount of safety related injuries,” said Jay Wilson, branch chief. “An injury hasn’t been reported in more than 340 days.”

Increased emphasis was placed on the labeling, identification and proper handling and disposal of hazardous materials, according to Mesaris. “Members of this cost center look for and implement best practices to safeguard Tobyhanna and the environment.”

Tobyhanna Army Depot is the Defense Department’s largest center for the repair, overhaul and fabrication of a wide variety of electronics systems and components, from tactical field radios to the ground terminals for the defense satellite communications network. Tobyhanna’s missions support all branches of the Armed Forces. ★

MENTORING 2011

A Renewed Focus

For many people, the first few months of the year are a time to think of ways in which we can better ourselves throughout the year to come – a time for resolutions. One way to do this is to renew our focus on workplace safety and health and help others improve their workforce protection.

The award-winning VPPPA Mentoring Program pairs successful VPP sites with sites that are seeking assistance and advice as they prepare to apply for VPP. The association’s mentoring coordinators in each OSHA region match non-VPP sites with VPP mentor sites based on industry, size and union affiliation, among other characteristics.

The VPP mentor sites are chosen from a list of VPPPA Full members that have expressed a willingness to assist other sites on a one-on-one basis. If you and your team have the motivation and resources to help another site become just as safe as yours, please let us know and contact us at Mentoring@vpppa.org or (703) 761-1146 Ext. 315 to put your name on the list of potential mentors for your region. As any current mentor site will tell you, mentors often gain as much knowledge and perspective from their mentees as they give.

If you would like to learn more about the VPPPA Mentoring Program, you can visit our website at www.vpppa.org/Mentoring. Thanks, and we hope the new year has been living up to your expectations so far!

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THE VPPPA MENTORING
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MEET YOUR ACCOUNTING DEPARTMENT



MARIO GOROSPE >>
ACCOUNTING MANAGER

How long have you been with VPPPA?

I started at VPPPA in October 2010.

What is your primary function?

My primary function is to ensure that all financial transactions of the organization are properly recorded and handled according to the rules of the IRS generally accepted accounting principles.

What is the most rewarding aspect of your job?

I enjoy knowing that all responsibilities are done accurately and in a timely manner.

What do you enjoy doing outside of work?

Whenever I have the time, I enjoy sleeping, cooking, eating and doing yard work.

What do members have to look forward to from your department?

Members can rest assured that we will assist them with their needs, ensuring that required help and services are properly provided according to our maximum knowledge and ability.



MARIANNE TRINH >>
BOOKKEEPER

How long have you been with VPPPA?

I have been with VPPPA for almost four years.

What is your primary function?

My primary function here at the association is to accurately secure and process cash in a timely manner. I also work closely with Mario, our accounting manager, to maintain financial records, and I work with all departments to track, research and correct financial problems.

What is the most rewarding aspect of your job?

I love attending the annual conference. It gives me a chance to learn and visit the exhibit hall, and I enjoy talking with attendees and asking them questions about their membership.

What do you enjoy doing outside of work?

I love traveling and shopping. Europe is my favorite place to visit. The country has an interesting antique culture.

What do members have to look forward to from your department?

Members can look forward to our helpful attitudes and our excellent customer service.



Member Info Corner

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

Important Deadlines:

CONFERENCE REGISTRATION DEADLINES

Super Saver: by March 4, 2011

Regular: by July 8, 2011

Late/Onsite: after July 8, 2011

VPPPA NATIONAL BOARD OF DIRECTORS

Nominations Deadline:
April 29, 2011

VPPPA RECOGNITION PROGRAMS DEADLINES

VPPPA Annual Awards:
May 2, 2011

VPPPA Safety & Health Achievement Award:
May 2, 2011

VPPPA Scholarships:
May 2, 2011

Board Nominations

Each year, in conjunction with the annual national conference, elections are held for VPPPA National Board of Directors' positions whose terms are ending.

This year, at the 27th Annual National VPPPA Conference, there will be seven open positions:

- + 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)

Each position has a term of two years, beginning at the end of the 27th Annual National VPPPA Conference in 2011 and terminating at the 29th Annual National VPPPA Conference in 2013.

To be elected or appointed to the VPPPA National Board of Directors, a nominee must be an employee of a Full or Corporate member site in good standing with the association. Nominees must have management commitment from their companies, which includes support to attend meetings and financial support.

Nomination materials and other information regarding the 2011 VPPPA National Board of Directors Nominations will be available in March at www.vpppa.org.

Recognition Programs 2011

VPPPA offers awards and scholarships each year in an ongoing effort to recognize, honor and reward outstanding people and achievements within the occupational safety and health arena.

The **VPPPA Safety & Health Achievement Program** is open to hourly, non-managerial employees at member sites who are not safety professionals by trade and spend less than 25 percent of their time on safety and health related activities. Successful program applicants prove

that they have made exceptional efforts to learn, apply and share safety and health best practices.

The **VPPPA Annual Awards** are given to member sites and/or individuals that have made advances in outreach or innovation in support of the mission of VPPPA. Annual Awards include the VPP Outreach Award, the Safety & Health Outreach Award and the VPP Innovation Award.

VPPPA Scholarships are awarded to students who serve as academic and community leaders. They include the William "Sully" Sullivan Scholarship, the June Brothers Scholarship, the Stephen Brown Scholarship and up to five Delta/VPPPA Scholarships. The "Sully" Sullivan scholarship is available only to employees at VPPPA member sites; however, the rest of the scholarships are open to employees as well as their children and grandchildren.

All award and scholarship winners are noted in VPPPA publications and honored at the national conference. You can learn more about all of these programs and see the winners from 2010 on the VPPPA website at www.vpppa.org/Programs/index.cfm. The deadline for all applications is May 2, 2011, but don't wait until the last minute - begin preparing your applications as soon as possible. If you have any questions, please contact the VPPPA Membership Department at (703) 761-1146 Ext. 315.

Committee Involvement

National board committees consist of appointed VPPPA members who provide direction to both the board and the national office while keeping the best interest of association members in mind. Serving on a VPPPA committee is a platform where members can share

their ideas and expertise in order to help improve association services. VPPPA is currently looking for employees from member sites to volunteer their time and join one of the following committees:

Achievement Committee – develops and implements methods to identify and acknowledge the achievements of VPPPA members' experience in, and contributions to, the field of safety and health.

Awards Committee – identifies and acknowledges the achievements of VPPPA members based on a thorough review of the awards and scholarship applications received.

Bylaws Committee – provides support and guidance to the VPPPA National Board of Directors, national committees, regional chapters and membership as it relates to the consistent and judicious maintenance of the bylaws, including revisions when appropriate.

Construction Committee – promotes and encourages the expansion of VPP in the construction industry through education and assistance.

Education Committee – provides guidance, strategy and direction on educational opportunities for our members and nonmembers with respect to VPP and the OSHA Challenge Program.

Labor and Management Committee – coordinates and communicates the benefits of VPP for labor (union and non-union), management and their represented workforce. When requested, the committee will identify and reconcile issues that could result in labor and management disputes. The committee strives to resolve misunderstandings or disagreements between labor and management before the situation becomes a road block to the VPP process.

Legislative and Regulatory Committee – provides education, leadership, guidance and support to the membership regarding legislative and regulatory developments. The committee also provides input to regulators and

legislators upon request in a cooperative spirit in the areas of safety and health.

Member Services Committee – develops and refines new and existing benefits, while ensuring adherence to the VPPPA mission.

Mentoring Committee – streamlines and facilitates improvement and growth of the mentoring program for federal OSHA, state-plan and DOE-VPP programs and the OSHA Challenge Program in order to allow for consistent administration of the mentoring process at national and regional levels.

Requirements for committee involvement:

- + Work at a VPPPA member site with dues paid through 2011.
- + Attend scheduled conference calls.
- + Notify the committee liaison when you cannot attend a scheduled call.
- + Provide your feedback and share your expertise!

Questions about which committee is the best fit for you? Contact the national office at (703) 761-1146 and we'd be glad to help. E-mail Volunteering@vpppa.org to sign up for a committee today!

Expand Your Reach through VPPPA Marketing Opportunities

Advertising

The Leader, VPPPA's quarterly magazine, is VPPPA's most popular member benefit. With nearly 9,000 safety leaders receiving this magazine, *The Leader* is the premier vehicle to get your message directly into the hands of the best of the best in safety and health. A readership survey revealed that:

- + **93%** of our readers are qualified shoppers
- + **65%** of our readers pass on the publication to at least five people
- + **81%** of our readers save their copies of *The Leader*

VPPPA's E-Newsletter

With four e-newsletters to choose from, target your message frequently to a wider audience. VPPPA's electronic publications reach approximately 12,500 corporate executives, safety and plant managers, hourly workers, government officials, union leaders and safety committee members.

- + *Conference E-Blast* (frequently during pre-conference season)
- + *Safety News Network* (bi-weekly)
- + *Washington Update* (monthly)
- + *On the Wire* (bi-monthly)

Conference Program Advertising

Advertising opportunities in VPPPA's conference programs include the *Advance Program* and the *Onsite Program*, featuring detailed workshop descriptions, a conference agenda, speakers, VPPPA Expo 2011 directory and registration information. Advertise in both publications and receive 15 percent off the cost of your *Onsite Program* advertisement.

E-mail Advertising@vpppa.org for additional information on availability, reservation deadlines and rates. Members receive discounted advertising rates.

Sponsorships

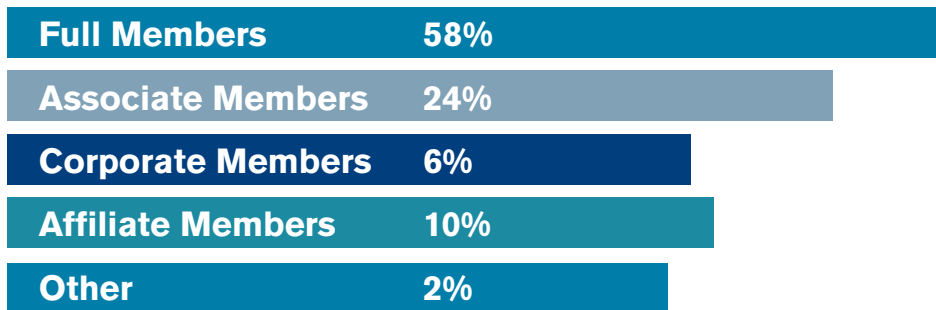
VPPPA's annual national conference is the largest annual gathering of management and labor representatives working toward improving occupational safety and health. VPPPA invites you to show your support of VPP and VPPPA by becoming a sponsor at the 27th Annual National VPPPA Conference in New Orleans, La. VPPPA Expo 2011 exhibitors and/or members of the association (except for Affiliate members who are not exhibiting), can select from a comprehensive range of sponsorship opportunities and levels. ★



GET TO KNOW YOUR NETWORK!

BY MARISA K. CONNAUGHTON >> MEMBERSHIP & DEVELOPMENT MANAGER, VPPPA, INC. AND KATIE B. CAMPBELL >> MEMBERSHIP & DEVELOPMENT COORDINATOR, VPPPA, INC.

To take full advantage of the wealth and diversity of experience represented by the VPPPA member network, you need to know who makes up that network. In an effort to help our members get better acquainted with one another, the VPPPA Membership Department will be featuring statistics and facts about the VPPPA membership in upcoming issues of *The Leader*. We hope you will find this information both useful and interesting, and we encourage feedback on this new feature as well as suggestions for future topics to be sent to us at Membership@vpppa.org.



FULL MEMBERS	Sites that are approved in OSHA, DOE or state-plan-state VPP
ASSOCIATE MEMBERS	Non-VPP sites that are pursuing VPP status or are actively engaged in improving the safety and health of their employees
CORPORATE MEMBERS	National or regional corporate headquarters offices that oversee the operations of at least one VPP site
AFFILIATE MEMBERS	Vendor companies that provide products and/or services designed to assist sites in improving their safety and health management systems
OTHER	Non-Profit, Union and International site members, as well as Government Agency members, a category which includes only headquarters offices of federal agencies that regulate the safety and health of working conditions in workplaces owned or operated by a federal agency

This issue's chart is a breakdown of the VPPPA membership by category. VPPPA offers a handful of membership categories to accommodate the wide variety of sites, businesses and other constituents that actively pursue or support safety and health excellence through VPP.

The majority of the VPPPA membership is comprised of sites that have attained or are working toward VPP approval. What may be surprising is the fact that Full members outnumber Associate members by a more than two to one ratio. This can be partially attributed to the success of Associate members in obtaining VPP approval. Approximately 60 Associate members were approved for VPP by OSHA, DOE or a state-plan-state each year over the past three years, subsequently upgrading their membership category to Full member status.

This is a sign of the strength of the VPPPA network and a testament to the dedication of our members to not only better themselves but to assist one another in their journeys to VPP. Through the VPPPA Mentoring Program, educational webinars, conference workshops and networking events, all of our members have the opportunity to both learn from and contribute to the VPPPA network.

One of the most important ways current members can contribute to the successful ranks of our Associate members is by spreading the word about VPPPA and recruiting sites that have the desire and potential to become the next generation of "the best of the best" in occupational safety and health. Nobody knows your neighboring worksites better than you, and the VPPPA network depends on word of mouth recruitment to keep our membership robust. To aid our members in this mission, VPPPA holds an annual Site-Get-A-Site Campaign, which you can learn more about on page 44.

If you have any questions about this information, please contact the VPPPA Membership Department at (703) 761-1146 Ext. 315 or Membership@vpppa.org. ★

Annual Awards SPOTLIGHT

BY KATIE B. CAMPBELL >> MEMBERSHIP & DEVELOPMENT
COORDINATOR, VPPPA, INC.

When VPPPA members go above and beyond to share safety and health expertise or to pioneer new ways to deal with safety and health problems, everyone reaps the rewards. If you know a person, worksite (including your own) or company that has made exceptional contributions to the mission of the Voluntary Protection Programs Participants' Association, Inc. (VPPPA) within the past year, consider nominating them for a reward of their own: a VPPPA Annual Award!

Winners of VPPPA Annual Awards receive recognition in VPPPA publications, are presented with a physical award on stage at the national conference and gain visibility and stature in their industries and within the association. The VPPPA Annual Awards Program includes three distinct awards:

VPP OUTREACH AWARD >>

This award is intended for "VPP Ambassadors," those members who engage in a high level of outreach activity regarding OSHA, DOE or state-plan-state VPP and who encourage others with knowledge of VPP to do the same. We all know that VPP saves lives and limbs, but only if people are educated about the benefits of VPP approval and are persuaded to pursue it. Education is an integral part of VPPPA's mission, and this award exists to recognize those people who have achieved an exceptional level of accomplishment in that area.

Nominees are judged on the effort, impact and originality of the activity for which they are nominated.

SAFETY & HEALTH OUTREACH AWARD >>

Winners of this award are our "VPP Models," those members who engage in outstanding outreach to share safety, health, technical and management expertise developed at their site. These efforts may be aimed at other worksites, the community surrounding the site or the public in general. This award is intended to honor those individuals, sites or companies that take part in a high level of outreach in the safety and health field, not exclusively or directly encompassing VPP.

Nominees are judged on the effort, impact and originality of the activity for which they are nominated.

VPP INNOVATION AWARD >>

As the name suggests, this award is given to members who develop and implement a truly innovative safety and health program or technical solution to a safety and health problem. Beyond implementing the innovation at their own site, winners of this award must also have encouraged others to engage in inventive and creative approaches to occupational safety and health.

Nominees are judged on the degree of innovation displayed in the activity or program for which they are nominated, the impact of the activity or program at the nominee's site as well as the impact on others, nationally or globally.

While the purpose of each award is different, the application requirements for all three awards are the same:

- + A completed VPPPA Annual Awards Nomination Form and Checklist (the nominator should be sure to indicate on the form which award the nomination corresponds to).
- + A minimum of two letters of recommendation from persons other than the nominator. These letters must refer specifically to the nominee and to the award. Generic complimentary letters will not be considered.

- + A typed explanation of the activity, event, program, etc. for which the nominee has been nominated. This is the best place to make your case, so feel free to attach photos, drawings, news clippings or any other relevant documentation.
- + The nominee must be a member company/site or an individual employed at a member site.
- + The completed nomination packet must be received by the VPPPA National Office by **May 2, 2011**. It is preferred that they be submitted by e-mail to Membership@vpppa.org, but they may also be submitted by fax to (703) 761-1148 or by mail to VPPPA, Inc., Attention: Membership Department, 7600-E Leesburg Pike, Suite 100, Falls Church, VA 22043.

When asked about the awards application process, Darcy Jenne, on behalf of 2010 Safety & Health Outreach Award winner Puget Sound Naval Shipyard and Intermediate Maintenance Facility, answered, "The application process was very easy and straight forward ... Start early. Maintain records during the planning to show the number of people involved and number of hours contributed. Also, set aside any press releases and/or photos that might enhance the application. Contact those you want to ask to be references ahead of time, so they can be thinking about their letters during the process."

Whether you are a nominator, nominee or simply an interested party, please feel free to contact the national office with any questions about the requirements or purpose of any of the awards. You can reach the membership department at (703) 761-1146 Ext. 315.

Best of luck to the nominees, and we hope that all our members keep up the good work that these awards are meant to reward. ★

VPPPA

QUICK REFERENCE >>

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

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8 T H A N N U A L

Site-Get-a-Site Campaign

The association is asking its members to hit the recruitment trail for 2011 by participating in VPPPA's 8th Annual Site-Get-a-Site Campaign!

You know first-hand the value of being a member of VPPPA. So why not help the association expand your network by sharing your personal and professional experiences with other sites so they too can discover the benefits of membership? In turn, your site will be entered for a chance to win a complimentary membership for 2012 and you will receive recognition for your efforts at the 27th Annual National VPPPA Conference and in the summer issue of *The Leader*.

What if you don't want to recruit but know sites who are interested in joining? You can still help grow VPPPA's membership. Refer the potential member with their contact information to us and we will contact them! You will still receive the perks listed above.

HOW TO BE A SUCCESSFUL RECRUITER:

Identify recruits – It's easier than you think. Is there another site within your company interested in maintaining or improving its safety and health management systems that would benefit from becoming a member? How about a site you are mentoring or a customer or supplier who doesn't know how belonging to VPPPA can benefit their bottom line?

Introduce recruits to VPPPA – Share your VPPPA experiences. Think of the main reasons why your site became a member of the association and share them with your new recruit. Your experiences with VPPPA will pique their interest and encourage them to join.

Refer them to the VPPPA website – They can find an abundance of information about what the association has to offer.

Refer them to the VPPPA staff – We can answer any question they may have. All they have to do is call the office at (703) 761-1146 and select option "2" to speak to a membership representative.

Provide a membership application – Include your name and VPPPA Member ID number or send them an e-mail with the link so they can join online.

Follow up – Everyone gets busy, so check in to see if they have joined. Thank them for joining. If they haven't, remind them why it is beneficial for them.

For more information on the 8th Annual Site-Get-a-Site Campaign and to find out more about recruiting members, contact the membership department by phone or at Membership@vpppa.org. We look forward to hearing from you!

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GET SOCIAL WITH VPPPA!

Interact with VPPPA staff members and industry professionals by becoming a fan of our social media sites. "Like" us on Facebook and "follow" us on Twitter (@VPPPA) to exchange thoughts and stay up-to-date on association and industry news.

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Save your knees with our ergonomic products!

				
Soft Knees Knee Pads	Disposable Knee Pads	Ergokneel Handy Mats	Pak-A-Ladder	Garden Kneeling Strip
				
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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

Applied Materials, Inc., Harris Branch, Building 30

AUSTIN, TX

- + 163 employees
- + Nature of Operations: manufacturing of wafer fabrication system for the semiconductor industry

Avery Dennison – Riverside Distribution Center

RIVERSIDE, MO

- + 30 employees
- + Nature of Operations: paper product manufacturing

VPP Axcet HR Solutions

LENEXA, KS

- + 35 employees
- + Nature of Operations: professional employer organization

Bodine Electric of Decatur – Electro-Mechanical Repair Division

DECATUR, IL

- + 35 employees
- + Nature of Operations: commercial and industrial machinery and equipment repair and maintenance

Boise Cascade – Alexandria EWP

LENA, LA

- + 190 employees
- + Nature of Operations: manufacturing of engineered wood products

Carrier Transicold

ATHENS, GA

- + 387 employees
- + Nature of Operations: manufacturing industrial refrigeration equipment

VPP ConocoPhillips Company Alliance Refinery

BELLE CHASSE, LA

- + 440 employees
- + Nature of Operations: petroleum refining

Dolce International at GE Crotonville

OSSINING, NY

- + 135 employees
- + Nature of Operations: training/conference center with hotel and conference facilities

Entergy Utility Operations, Mississippi Training Center

CLINTON, MS

- + 9 employees
- + Nature of Operations: training center

Flint Hills Resources, LP

MILWAUKEE, WI

- + 8 employees
- + Nature of Operations: petroleum bulk stations and terminals

Flint Hills Resources, LP

MCFARLAND, WI

- + 7 employees
- + Nature of Operations: petroleum bulk stations and terminals

Flint Hills Resources, LP, Refined Products Waupun Terminal

WAUPUN, WI

- + 3 employees
- + Nature of Operations: petroleum bulk storage terminals

Frito-Lay, Inc.

JONESBORO, AR

- + 582 employees
- + Nature of Operations: snack food/chip manufacturer

General Electric Healthcare

SOUTH PLAINFIELD, NJ

- + 29 employees
- + Nature of Operations: radiopharmaceutical manufacturing

VPP Georgia-Pacific Corrugated III LLC

BATAVIA, NY

- + 60 employees
- + Nature of Operations: paper manufacturing – corrugated boxes

Halliburton Energy Services – Carrollton Technology

CARROLLTON, TX

- + 274 employees
- + Nature of Operations: design, development and testing of tools used in the drilling and completion of oil and gas wells

Hospira, Inc., Round Rock Operations

ROUND ROCK, TX

- + 36 employees
- + Nature of Operations: manufacturer of plastic products for the medical industry

VPP Innophos Inc.

CHICAGO, IL

- + 24 employees
- + Nature of Operations: manufacture of Sodium Hexameta Phosphate (SHMP)

VPP Jacobs Engineering

BATON ROUGE, LA

- + 645 employees
- + Nature of Operations: engineering

Kiewit Building Group – TD Ameritrade Park

OMAHA, NE

- + 50 employees
- + Nature of Operations: construction

KII Aviation – Atlanta

ATLANTA, GA

- + 15 employees
- + Nature of Operations: aircraft maintenance

L.F. Driscoll, LLC Children's Hospital of Philadelphia Renovation Project

PHILADELPHIA, PA

- + 63 employees
- + Nature of Operations: non-residential building construction

VP# McAlester Army Ammunition Plant

MCALESTER, OK

- + 1,801 employees
- + Nature of Operations: manufacturing, handling, assembling and packaging military ammunition

Momentive Performance Materials

FRIENDLY, WV

- + 513 employees
- + Nature of Operations: organic chemical manufacturing

VP# NuStar Energy, LP

AMARILLO, TX

- + 59 employees
- + Nature of Operations: storage terminals, pipelines and pump stations of crude and refined petroleum products

Parsons – Winslow Station

HAMMONTON, NJ

- + 11 employees
- + Nature of Operations: provides vehicle inspection services

ProVia Door Inc. – Baltic Facility

BALTIC, OH

- + 13 employees
- + Nature of Operations: insulated glass units and panels for doors manufacturer

Raytheon

OMAHA, NE

- + 242 employees
- + Nature of Operations: high technology information management solutions, focusing on military hardware and software systems

VP# Simmons Bedding Company

HAZLETON TOWNSHIP, PA

- + 206 employees
- + Nature of Operations: mattress manufacturing

VP# South East Regional Maintenance Center – Naval Station May Port

MAY PORT, FL

- + 341 employees
- + Nature of Operations: shipbuilding and repairing

Texas Components – Duncanville, Masco Builder Cabinet Group

DUNCANVILLE, TX

- + 107 employees
- + Nature of Operations: manufactures custom wood doors/components

Turner Industries Group, LLC at Marathon Petroleum Company, LRD

GARYVILLE, LA

- + 215 employees
- + Nature of Operations: maintenance contractor for petroleum refinery

United States Postal Service, Brandon Reservoir

BRANDON, MS

- + 44 employees
- + Nature of Operations: courier services except air

USG

DALLAS, TX

- + 45 employees
- + Nature of Operations: manufactures joint compounds

Walgreens Distribution Center

WAXAHACHIE, TEXAS

- + 785 employees
- + Nature of Operations: distribution

Westlock Controls Corporation

SADDLE BROOK, NJ

- + 80 employees
- + Nature of Operations: manufacturing

Advancement from Merit to Star Site

VP# Tesoro Petroleum Corporation

MANDAN, ND

- + 236 employees
- + Nature of Operations: petroleum refining

New Merit Sites

VP# Cargill

HUTCHINSON, KS

- + 109 employees
- + Nature of Operations: spice and extract manufacturing

Entergy Louisiana Inc., Entergy Distribution Center

HAMMOND, LA

- + 29 employees
- + Nature of Operations: warehousing and storage

General Electric Sensing and Inspection

SKANEATELES, NY

- + 170 employees
- + Nature of Operations: measure and control device manufacturing

H. A. Dorsten, Inc.

MINSTER, OH

- + 45 employees
- + Nature of Operations: general contractor – non-residential building construction

HEB Houston Meat and Dairy Center

HOUSTON, TX

- + 137 employees
- + Nature of Operations: refrigerated warehousing and storage

HEB Houston Milk Plant

HOUSTON, TX

- + 107 employees
- + Nature of Operations: fluid milk manufacturing

VP# MMR CONSTRUCTORS, Inc.

INGLESIDE, TX

- + 100 employees
- + Nature of Operations: electrical equipment installation

VP# Novartis Pharmaceuticals Corporation

SUFFERN, NY

- + 451 employees
- + Nature of Operations: pharmaceutical manufacturing

Oldcastle Precast

LITTLETON, CO

- + 56 employees
- + Nature of Operations: precast concrete product manufacturing

Saranac Power Partners

PLATTSBURGH, NY

- + 23 employees
- + Nature of Operations: cogeneration facility

Continued Leaders

3M Company
COLUMBIA, MO

VP# Agrium
SODA SPRINGS, ID

VP# Albemarle Corporation – PDC
BATON ROUGE, LA

VP# Americas Styrenics, LP
SAINT JAMES, LA

Applied Materials, Inc., Harris Branch, Building 33
AUSTIN, TX

Applied Materials, Inc., Harris Branch, Building 31
AUSTIN, TX

Applied Materials, Inc., Harris Branch, Building 32
AUSTIN, TX

Applied Materials, Inc., Harris Branch, Building 36
AUSTIN, TX

Applied Materials, Inc., Harris Branch, Building 34
AUSTIN, TX

Applied Materials, Inc., Spectrum Drive Facility
AUSTIN, TX

VP# Ashland Specialty Chemical Company
JACKSONVILLE, AR

Austin Industrial @ LyondellBasell Industries – La Porte Complex
LA PORTE, TX

Ball Metal Beverage Container Group
GOLDEN, CO

VP# BKEP Materials LLC
FORT WORTH, TX

BlueLinx Corp.
NEW STANTON, PA

VP# BlueLinx Corporation
SPRINGFIELD, MO

BlueLinx Corporation, Harlingen Distribution
HARLINGEN, TX

Boise Packaging & Newsprint, LLC
BURLEY, ID

Butterball Ozark
OZARK, AR

VP# Covanta Lake II, Inc.
OKAHUMPKA, FL

VP# Covanta Lancaster, Inc.
BAINBRIDGE, PA

VP# Dixie Consumer Products, LLC
LEOMINSTER, MA

VP# DynMcDermott Petroleum Operations Co. – Bryan Mound Strategic Petroleum Reserve
FREEPORT, TX

Entergy Mississippi, Inc. Rex Brown Steam Electric Station
JACKSON, MS

Entergy Mississippi, Inc., Baxter Wilson Steam Electric
VICKSBURG, MS

VP# Entergy Services, Inc.
JACKSON, MS

VP# Entergy Svcs, LP&L, Waterford 1&2
KILLONA, LA

VP# ExoPack, LLC
HAZLETON, PA

Firestone Building Products
AURORA, CO

Flint Hill Resources LP, Southern Division Products Terminals
SAN ANTONIO, TX

VP# GE Aviation
HOOKSETT, NH

VP# General Electric
FAIRFIELD, CT

VP# General Electric
ARKANSAS CITY, KS

General Electric Tungsten Products Plant
EUCLID, OH

Halliburton Duncan Technology Center
DUNCAN, OK

VP# Halliburton Energy Services, Inc.
HOUSTON, TX

VP# Hasbro Games
EAST LONGMEADOW, MA

VP# International Paper Company, Edinburg Sheet Plant
EDINBURG,

VP# International Paper Company, Springhill Conversion & Distribution Center
SPRINGHILL, LA

International Paper Company, Vicksburg Mill
REDWOOD, MS

Jacobs Field Services North America, Inc At ExxonMobil Lubricants – Port Allen P
PORT ALLEN, LA

VP# Johns Manville
MACON, GA

VP# Kwikset Corp
DENISON, TX

VP# Lenox
EAST LONGMEADOW, MA

VP# Louisiana Pigment Co. L.P.
WESTLAKE, LA

VP# LyondellBasell
CORPUS CHRISTI, TX

VP# MASSPOWER
INDIAN ORCHARD, MA

VP# Milliken & Company, Alma Plant
NICHOLLS, GA

VP# Monsanto Company
KEARNEY, NE

VP# Mundy Companies @ Ticona Polymers
BISHOP, TX

NASA Ames Research Center
MOFFETT FIELD, CA

Naval Submarine Base
KINGS BAY, GA

VP# NRG Texas Cedar Bayou Power Plant
BAYTOWN, TX

VP# Occidental Chemical Corporation
MUSCLE SHOALS, AL

VP# Oxy Vinyls, L.P., Deer Park VCM Plant
DEER PARK, TX

VP# Oxy Vinyls, L.P., La Porte VCM
LA PORTE, TX

VP# Oxy Vinyls, L.P., Pasadena PVC Plant
PASADENA, TX

VP# Placid Refining Company LLC
PORT ALLEN, LA

PPL Holtwood, LLC, Hydroelectric Station
HOLTWOOD, PA

VP# PPL Montana – Colstrip Steam Electric Station
COLSTRIP, MT

VP# PrintPack, Inc.
VILLA RICA, GA

VP# ProVia Door – Walnut Creek Facility
SUGARCREEK, OH

VP# Rubicon, LLC
GEISMAR, LA

VP# Safety Instrumentation, Inc. Db a Fite Fire & Safety
MIDLAND, TX

Shaw Maintenance Inc. At Syngenta Crop Protection Inc.
SAINT GABRIEL, LA

VP# Sherwin-Williams Company, Fredericksburg DSC
FREDERICKSBURG, PA

VP# Smurfit-Stone Container Corporation
STEVENSON, AL

Specialty Minerals, Inc.
COURTLAND, AL

Springs Window Fashions, LLC
MONTGOMERY, PA

VP# Syngenta Crop Protection, Inc.
SAINT GABRIEL, LA

VP# Temple-Inland
THOMSON, GA

Tenneco Automotive
PARAGOULD, AR

VP# The Coca-Cola Company
NORTHAMPTON, MA

VP# Ticona Polymers/ Celanese International Corporation
BISHOP, TX

Turner Industries Group L.L.C. At the Occidental Chemical Corporation Convent PI
CONVENT, LA

VP# Tyler Pipe Coupling Division
MARSHFIELD, MO

U.S. Department of Labor, OSHA
MILWAUKEE, WI

VP# U.S. DOE National Nuclear Security Administration/ Kansas City Site
KANSAS CITY, MO

VP# United Space Alliance, LLC, Huntsville Operations
HUNTSVILLE, AL

US Postal Service, Acton Post Office
ACTON, MA

US Postal Service, Bluebonnet Station
AUSTIN, TX

VP# USG Westlake Plant
WESTLAKE, OH

VP# Westar Energy Jeffrey Energy Center
ST. MARYS, KS

VP# Weyerhaeuser Company
COLUMBUS, MS

Zachery Construction Company @ ChevronPhillips Chemical
ST. JAMES, LA

VP# Zachry Holdings Inc @ LyondellBassell
VICTORIA, TX

New VPPPA Member Sites

VPPPA would like to extend a warm welcome to the new member sites that have joined the association since the last issue of *The Leader*.

ADA Supplies, Inc.
 BONAIRE, GA
 Join Date: 10/21/2010

American Heart Association, National Center
 DALLAS, TX
 Join Date: 12/20/2010

Arcadia Biosciences, Inc.
 DAVIS, CA
 Join Date: 11/15/2010

Austin Commercial, L. P.
 DALLAS, TX
 Join Date: 11/11/2010

B&W Y-12
 OAK RIDGE, TN
 Join Date: 11/22/2010

Bryan Metals, LLC
 BRYAN, OH
 Join Date: 10/19/2010

Cameron Technology Development Center
 HOUSTON, TX
 Join Date: 10/26/2010

Chevron Energy Solutions, Central Utility Plant
 FREDERICK, MD
 Join Date: 10/26/2010

Clearwater Paper Corporation
 SPOKANE, WA
 Join Date: 12/16/2010

Columbus McKinnon
 AMHERST, NY
 Join Date: 12/10/2010

EHS Excellence Consulting, Inc.
 LANGHORNE, PA
 Join Date: 11/3/2010

Elite Line Services
 CARROLLTON, TX
 Join Date: 12/1/2010

Energizer Battery Mfg. Company
 MARYVILLE, MO
 Join Date: 9/27/2010

Ergomat
 CLEVELAND, OH
 Join Date: 10/15/2010

FreshPoint
 HARTFORD, CT
 Join Date: 9/29/2010

Gatefeed.com
 CHICAGO, IL
 Join Date: 10/4/2010

Gateway Safety, Inc.
 CLEVELAND, OH
 Join Date: 9/21/2010

General Electric – Puerto Rico Operations
 HATO REY, PR
 Join Date: 9/10/2010

Glen Raven, Inc.
 GLEN RAVEN, NC
 Join Date: 12/17/2010

HBP, Inc.
 HAGERSTOWN, MD
 Join Date: 12/10/2010

Hellman & Associates, Inc.
 WHEAT RIDGE, CO
 Join Date: 11/12/2010

Holly Construction Company
 BELLEVILLE, MI
 Join Date: 9/17/2010

Hunter Contracting Co.
 GILBERT, AZ
 Join Date: 10/22/2010

Justrite Manufacturing Co. LLC
 MATTOON, IL
 Join Date: 9/22/2010

Klever Innovations
 MUSKEGON, MI
 Join Date: 9/10/2010

Koch Nitrogen Company
 ENID, OK
 Join Date: 12/28/2010

Lancaster Safety Consulting, Inc.
 MARS, PA
 Join Date: 9/13/2010

Lancaster Safety Consulting, Inc.
 MARS, PA
 Join Date: 9/13/2010

Next Era Energy Resources
 JOHNSTON, RI
 Join Date: 9/24/2010

Nextera Energy – FPL Putnam Plant
 EAST PALATKA, FL
 Join Date: 9/29/2010

NuStar Energy
 CHICKASAW, AL
 Join Date: 12/10/2010

Nucor – Yamato Steel
 BLYTHEVILLE, AR
 Join Date: 11/22/2010

Nucor Steel – UTAH
 PLYMOUTH, UT
 Join Date: 10/4/2010

Olin Brass
 EAST ALTON, IL
 Join Date: 9/29/2010

Olin Brass – Fineweld Tube
 CUBA, MO
 Join Date: 9/29/2010

Phonak LLC
 WARRENVILLE, IL
 Join Date: 9/29/2010

Pueblo Community College
 PUEBLO, CO
 Join Date: 10/20/2010

RK Mechanical Inc.
 DENVER, CO
 Join Date: 12/9/2010

Raytheon
 SAN DIEGO, CA
 Join Date: 11/19/2010

Raytheon
 MARLBOROUGH, MA
 Join Date: 11/17/2010

Raytheon Company
 KEYPORT, WA
 Join Date: 12/8/2010

Raytheon Company IADC
 ANDOVER, MA
 Join Date: 11/12/2010

Raytheon Company IDSHQ
 TEWKSBURY, MA
 Join Date: 11/22/2010

Raytheon Technical Services Company LLC
 DULLES, VA
 Join Date: 12/2/2010

Regal Beloit Corporation
 SPRINGFIELD, MO
 Join Date: 9/17/2010

Rimbach Publishing
 PITTSBURGH, PA
 Join Date: 10/8/2010

Schick Manufacturing, Inc.
 MILFORD, CT
 Join Date: 11/3/2010

SelecTech Services Corporation
 WRIGHT-PATTERSON AFB, OH
 Join Date: 10/27/2010

Somers Thin Strip
 WATERBURY, CT
 Join Date: 10/18/2010

Southwire
 RANCHO CUCAMONGA, CA
 Join Date: 12/20/2010

Starbucks Coffee Company
 YORK, PA
 Join Date: 10/14/2010

Styron, LLC
 DALTON, GA
 Join Date: 11/3/2010

Summit Training Source, Inc.
 GRAND RAPIDS, MI
 JOIN DATE: 9/23/2010

Talbots
 MIDDLEBORO, MA
 Join Date: 9/15/2010

The Andersen Company
 DALTON, GA
 Join Date: 10/12/2010

The Durkin Company
 BILLERICA, MA
 Join Date: 10/15/2010

Tri-State Generation and Transmission Corporate Flight Operations
 BROOMFIELD, CO
 Join Date: 11/11/2010

Tronox LLC
 HENDERSON, NV
 Join Date: 11/17/2010

Turner Construction Company
 CINCINNATI, OH
 Join Date: 10/15/2010

United States Steel Corporation
 HOMESTEAD, PA
 Join Date: 11/1/2010

Utility Contractors, Inc.
 WICHITA, KS
 Join Date: 12/1/2010

Utility Contractors, Inc.
 WICHITA, KS
 Join Date: 12/1/2010

Valeo Inc.
 YONKERS, NY
 Join Date: 1/3/2011

Veolia ES Industrial Services, Inc.
 ROBINSON, IL
 Join Date: 10/11/2010

Workrite Uniform Company
 OXNARD, CA
 Join Date: 9/23/2010

ZOLL Medication Corporation
 CHELMSFORD, MA
 Join Date: 10/6/2010

Outreach

Throughout 2011, VPPPA will be represented at various safety and health related conferences and exhibits. If you are planning to attend any of these conferences, please feel free to visit with association representatives at the VPPPA booth or participate in the VPPPA workshop to network with presenters and attendees who are interested in learning more about VPP and the association.

Tentative Outreach Events

MARCH 7-10, 2011

Oregon Governor's Occupational Safety & Health Conference
Oregon Convention Center
Portland, Ore.

MARCH 21-24, 2011

14th Annual Applied Ergonomics Conference
Hilton Orlando
Orlando, Fla.

MARCH 22-26, 2011

CONEXPO-CON/AGG
Las Vegas Convention Center
Las Vegas, Nev.

MARCH 28-29, 2011

NSC Texas Safety Conference & Expo
The Woodlands Waterway Marriott
The Woodlands, Texas

MAY 14-19, 2011

2011 American Industrial Hygiene Conference & Exposition
Oregon Convention Center
Portland, Ore.

JUNE 12-14

ASSE: Safety 2011
McCormick Place West
Chicago, Ill.

OCTOBER 31-NOVEMBER 2, 2011

National Safety Council 2011 Congress & Expo
Pennsylvania Convention Center
Philadelphia, Pa.

SPECIAL GOVERNMENT EMPLOYEE (SGE) TRAINING COURSE

The Occupational Safety and Health Administration (OSHA) has confirmed the following Special Government Employee (SGE) training courses. The course schedule is projected through May 2011.

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

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

DATES	HOST/LOCATION	REGION	APPLICATION DEADLINE
March 1-3, 2011	Southwire Company, Carrollton, GA	IV	1/15/11
April 17-19, 2011	Region IX VPPPA Chapter Conference, Las Vegas, NV	IX	1/15/11
April 19-21, 2011	Sherwin-Williams, Garland, TX	VI	1/15/11
May 10-12, 2011	Rogers Corporation, Rogers, CT	I	1/15/11
May 14-16, 2011	Region X VPPPA Chapter Conference, Portland, OR	X	1/15/11
May 14-16, 2011	Coors Distributing Company, Denver, CO	VIII	1/15/11

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.

APRIL 20-21, 2011

Region IX VPPPA Chapter Conference

>> AZ, CA, HI, NV

VPP Application Workshop®: April 19, 2011

SGE Training: April 17-19, 2011

JW Marriott Las Vegas Resort & Spa

Las Vegas, NV

Hotel Reservations: (800) 582-2996

MAY 4-5, 2011

Region VIII VPPPA Chapter Conference

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

Pre-Conference Workshops: May 3, 2011

Doubletree Hotel Denver Tech

Greenwood Village, CO

Hotel Reservations: (800) 327-2242

MAY 16-18, 2011

Region I VPPPA Chapter Conference

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

VPP Application Workshop®: May 16, 2011

Strengthening Star Quality Workshop: May 16, 2011

Ocean Edge Resort & Golf Club

Brewster, MA (Cape Cod)

Hotel Reservations: (508) 896-9000

MAY 16-18, 2011

Region VII VPPPA Chapter Conference

>> IA, KS, MO, NE

The Chase Park Plaza

St. Louis, MO

Hotel Reservations: (314) 633-3014

MAY 17-19, 2011

Region X VPPPA Chapter Conference

>> AK, ID, OR, WA

VPP Application Workshop®: May 17, 2011

Red Lion Hotel on the River, Jantzen Beach

Portland, OR

Hotel Reservations: (503) 283-4466

MAY 17-20, 2011

Region VI VPPPA Chapter Conference

>> AR, LA, NM, OK, TX

Henry B. Gonzales Convention Center

Hyatt Regency Riverwalk Hotel, San Antonio, TX

Hotel Reservations: (210) 222-1234

JUNE 1-2, 2011

Region V VPPPA Chapter Conference

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

VPP Application Workshop®: June 3, 2011

Hilton Netherlands Hotel, Cincinnati, OH

Hotel Reservations: (513) 421-9100

JUNE 21-23, 2011

Region IV VPPPA Chapter Conference

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

VPP Application Workshop®: June 21, 2011

Strengthening Star Quality Workshop: June 21, 2011

Hazard Recognition Workshop: June 21, 2011

Renaissance Riverview Plaza Hotel

Mobile, AL

Hotel Reservations: (800) 922-3298

JUNE 27-30, 2011

Region III VPPPA Chapter Conference

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

VPP Application Workshop®: June 27, 2011

Strengthening Star Quality Workshop: June 27, 2011

NFPA-70E (2011) & NFPA-70B Workshop:

June 27, 2011

Gaylord National Resort and Convention Center

National Harbor, MD

Hotel Reservations: (301) 965-4000

JULY 11-13, 2011

Region II VPPPA Chapter Conference

>> NJ, NY, PR, VI

VPP Application Workshop®: July 14, 2011

Trump Taj Mahal Hotel

Atlantic City, NJ

Hotel Reservations: (800) 825-8888

AUGUST 29-SEPTEMBER 1, 2011

27th Annual National VPPPA Conference

Pre-Conference Workshops: August 28, 2011

Expo: August 29-31, 2011

Ernest N. Morial Convention Center

New Orleans, LA



7600-E Leesburg Pike, Suite 100
Falls Church, VA 22043-2004
Tel: (703) 761-1146
Fax: (703) 761-1148
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.



For Shermco, the focus is always safety.

Contact us for your electrical safety
and skills training needs.

Electrical Safety Training NFPA 70E
Circuit Breaker Maintenance & Testing Safety Refresher
Industrial Electrical Skills Motor Maintenance & Testing
Arc Flash Awareness Safety for Non-Qualified Workers
Electrical Safety for Utilities Substation Maintenance I and II
Systems Operations and Safety for Wind Generation Sites
Safety for Qualified Workers National Electrical Code
Hands-On Substation Equipment Labs



“ I just wanted to let you know how much I appreciate the training seminar. It hit home with me the importance of doing my work safely ... and I want to tell you that everyone agreed on the value of the training you presented to us. ”

Russell O'Neal ConocoPhillips

