Greetings Region 2,

I hope this message finds you well and excited about the winter and holiday months coming up.

As many of you know, the Region just had a special election for the position of Regional Vice President. The election occurred between September 28 - October 20.

I personally want to thank Dustin Richartz for his interim leadership during the process of nominations and the election. Dustin’s leadership was timely, important and needed. As the Deputy RVP, Dustin really stepped up and gave us a glimpse of his future leadership skills. Dustin continues to be a great friend, mentor and a valuable ASSE member. I look forward to Dustin’s future volunteerism in the Safety Profession.

As many of you know, the Region just had a special election for the position of Regional Vice President. The election occurred between September 28 - October 20.

I personally want to thank Dustin Richartz for his interim leadership during the process of nominations and the election. Dustin’s leadership was timely, important and needed. As the Deputy RVP, Dustin really stepped up and gave us a glimpse of his future leadership skills. Dustin continues to be a great friend, mentor and a valuable ASSE member. I look forward to Dustin’s future volunteerism in the Safety Profession.

One final thank you goes to the Area A Director, Mark Grushka who served as the Nominations and Elections Committee Chair during the special election. Mark and his committee worked tirelessly to make this election happen.

The region has been so resilient and I just wanted to recognize all of you who “turned” out to vote. However, our region “turned” out roughly 15% of voters versus members during this election. The election numbers are alarming. There may be many reasons for low voter “turnout” but I can surmise a few reasons why. 1) Some of our regional membership may not have access to vote via email or online. 2) Some of our members are just unreachable via the standard communication efforts. 3) Too many emails in our inbox causing us to “turn off” the emails we receive from ASSE. There will be a survey coming out in the next couple of months to uncover some of these reasons, which leads me to how we can get better for our region’s membership needs.

There will be a couple of leadership positions available and I will be looking to fill those positions in the next couple of weeks. If you know of someone or you are personally interested in learning more about potential opportunities to volunteer at the regional level, let me know.

During my term, I hope to deliver a membership experience that will help you to never forget why you became a member of ASSE. But, I will need your help. Throughout the next couple of months, I want all of you to feel free to contact me, the Area Directors or any member of the Region 2 Leadership Team. I will maintain an open door policy at all times. My email is tim@safestart.com and my cell is 602-757-5054. At any time, please feel free to call me!

I think our region is the best in all of ASSE. You are a huge part of that. Let’s make these next few months incredible together! It might “turn” out to be the best part of being a Member of ASSE and Region II.
Numerous Region II members attended the 2015 ASSE Leadership Conference. As always the conference exceeded their expectations and everyone gained valuable leadership knowledge that can be use in our Chapters and in support of ASSE. Thank you Dustin for coordinating the region night out.
**EDITOR'S CORNER -**

Here comes my favorite times of the year—**THE HOLIDAYS.**

I just love everything about them: the parties, the vacation days, the food, gifts, football! I even love getting together with all my relatives during this time of year.

However, people do have the tendency to become less aware of safety at this time of year. The holiday season might also be known as accident season, depending on whom you ask. Although the season brings celebration, family gatherings and presents, it also brings in inordinate number of accidents— at work, on the road, on icy sidewalks and in the home.

America’s highways aren’t the only place you’ll find an increase in holiday accidents. Icy sidewalks cause more than one million falls each winter season, and things like extension cords for the Christmas trees and outdoor lights can cause falls around the home, too. According to the Center for Disease Control (CDC) more than 6,000 Americans are treated in emergency rooms each year as a result of falls when they were putting up lights and other holiday decorations.

So please be careful this holiday season because—Did I mention **I LOVE THE HOLIDAYS!** Jeff Citrone, CSP

---

**REGION II FALL REGIONAL OPERATING COMMITTEE (ROC)**

The Region II ROC was recently hosted by the Big Sky Chapter of ASSE in beautiful Pray, MT, just minutes from the entry to Yellowstone National Park. The ROC is made up of the Presidents (or their designee) from each chapter within our vast region. During this ROC we had representation from 10 of the 14 domestic chapters and 17 total attendees.

Each of the attendees actively participated in lively discussions that will lead to advancements of the Region on many levels. Many of the discussions focused on:

- Strategic Planning
- Budgeting
- Succession Planning
- Member/Chapter Engagement, Advancement and Recognition
- Membership Experience

Overall the discussion and sharing of best practices by those in attendance created an atmosphere of camaraderie that was focused on the common goal of moving the profession and region forward to even greater heights.

Thank you again to Mike Wacker and the Big Sky Chapter for hosting the ROC and to each of you for your continued leadership within the profession.

---

**KEY CHAPTER DATES**

- **December 1, 2015** – Appoint N&E Committees for 2016 Chapter Officers and Delegates
- **March 1, 2016** – Chapter Dues Report Form Due (If Making Changes)
- **March 31, 2015** – End of Fiscal Year
- **April 22 (Morning), 2016** – Region II PDC (Scottsdale, AZ)
- **April 22-23, 2016** – Region II Spring ROC (Scottsdale, AZ)
- **May 31, 2016** – Financial Reports and Checklist Due
- **May 31, 2016** – Annual Chapter Leadership Form Due
- **June 26, 2016** – Region II Caucus and Society HOD (Atlanta, GA)
- **June 26-29, 2016** – Safety 2016 (Atlanta, GA)
- **August 15, 2016** – COMT Report and Annual Operational Plan Due
- **September 2016** – Region II Fall ROC
- **April/May 2017** – Region II Student Leadership Conference and Spring ROC (Area A – Tucson/BioSphere)
Southern Arizona Chapter Honors Safety Legend David V. MacCollum by Announcing ASSE Foundation Visionary Scholarship

David V. MacCollum, was honored on September 28th at the Southern Arizona ASSE Annual Awards Banquet. The first ASSE Foundation Visionary Scholarship in his name was officially launched after a successful 5 year fundraising campaign by the Southern Arizona Chapter. David is shown in the picture with Gilbert Rivera, President, University of Arizona College of Public Health ASSE Student Section.

Everyone enjoyed the unique venue for the annual awards banquet. It was held at the Pima Air and Space Museum in Tucson, Arizona. David received his honor in the shadow of another legend, the SR-71 Blackbird.

David has an incredible professional background. His over 6 decades (Not a misprint!) of contributing to the safety body of knowledge as engineer, researcher, forensics expert and author uniquely qualified him for this honor. His passion for design-based safety has been a major impetus for positive change within both the U.S. and at a global level in construction activities that have saved many lives. His numerous achievements include:

- Safety Director for U.S. Army STRATCOM’s Worldwide Communication Command
- Principal Reviewer on Mil-Spec 882 for Systems Safety
- Past National ASSE President
- ASSE Fellow
- Author of Three Textbooks on Construction Safety
- Author of Over 400 Articles
- System Safety Society Columnn Contributor
- Construction Safety Hall of Fame
- 2014 Lifetime Achievement Award from Board of Certified Safety Professionals

We want to thank David for his years of service to the profession and look forward to moving ahead with awarding the 1000.00 per year David V. MacCollum scholarship to students. For more information, please contact the ASSE Foundation.
New Mexico Chapter

The New Mexico Chapter had a successful Professional Technical Symposium in association with the Rio Grande Section of AIHA in Albuquerque, NM. Tim Page-Bottorff Spoke! (The photo(R)): Tim and Chuck Atwood

Bob Dunnington (Photo L) was awarded the SPY for NM Chapter at the PTS on October 15 and 16.

Rocky Mountain Chapter

Three members of the Rocky Mountain Chapter will receive long service recognition at the member meeting in December. They are as follows:

Ken Zimmerman – 40 years
Mike McNeil – 25 Years
Pat Hagge – 25 Years

Rand McNally Appointed to ASSE Board as Its First Public Director

The American Society of Safety Engineers (ASSE) is proud to announce the appointment of Rand McNally as the Board of Directors’ first Public Director.

In this newly-created volunteer role, McNally will provide more than forty years of multi-company chief executive officer and independent board director experience to ASSE. In 2014, the ASSE Board was restructured to include a public director who could offer an outside perspective on strategic issues and insight on elevating the safety profession and positioning safety professionals as valued business partners in setting organizational policy and strategy.
All Hands on Deck
by Tim Page-Bottorff, CSP

Training should be a top priority in your safety program. Are your practices aligned with what’s actually effective in the real world?

There are more resources at a safety trainer’s disposal than ever before, from simple PowerPoint presentations to full-blown online training. But few safety professionals actually employ the type of training they believe is most useful.

SAFETY TRAINING BY THE NUMBERS
A recent survey by BLR asked individuals who are responsible for safety at their company which method they most frequently relied upon to deliver safety training. The survey results revealed that the most common type of training by far was a presentation in a classroom setting, with almost 46% of respondents regularly using traditional tools like handouts, videos, and PowerPoint.

The second-most popular method of training is a blend of classroom and self-paced learning, which is employed by 27% of respondents. Coming in third was hands-on training in the field, with only 22% of those surveyed saying they most frequently provided hands-on training in the field.

But ask respondents which method they think is most effective at training workers and you get a much different response. The vast majority believed that hands-on training in the workplace was the best way to influence behavior, with over 79% of those surveyed selecting this option. Classroom training was a distant second at 18%.

HANDS-ON ENGAGEMENT
And it turns out they’re right—engaging employees in direct, hands-on training is more effective than traditional classroom safety lessons. A research paper examined 123 studies of safety training from 1971 to 2003 and concluded that “as training methods became more engaging (i.e., requiring trainees’ active participation), workers demonstrated greater knowledge acquisition, and reductions were seen in accidents, illnesses, and injuries.” The paper also noted that lecture-style training is “one of the least engaging methods of safety and health training.”
So it’s clear that hands-on training better engages employees, which can lead to stronger learning and higher retention rates, which in turn should make employees more likely to follow compliance measures.

From one year to the next there is little variance in most compliance training. Rules may be amended occasionally and in rare occasions training materials are even updated, but for the most part trainers pop in the same video and cover the same steps every time. This is especially true for topics like lockout/tagout (LOTO) where few improvements can be made on well-established best practices.

For long-tenured workers, compliance training can get stale quickly. Once employees start to feel any aspect of safety training is redundant and their eyes glaze over every time LOTO is mentioned, their long-term risk of injury increases as a result.

Fortunately, there are few better ways to combat compliance-related complacency than to get in the field. By providing hands-on training you can help freshen up otherwise dull compliance training, and you’ve got a better chance at noticing (and correcting) bad habits while reinforcing good habits that experienced employees have developed over the years.

And when it comes to OSHA-mandated reviews such as periodic inspections, you’re able to kill two birds with one stone by completing your mandated report while also providing more direct and engaging LOTO training.

However, achieving a higher level of engagement requires more than taking your standard safety presentation and delivering it on the shop floor. As the research paper that was mentioned above noted, safety training is more effective when it elicits active participation.

**LEARNING THROUGH PARTICIPATION**

The reason active participation is so effective is because it gets employees to think through things themselves, and in doing so they begin building new habits. People naturally learn by doing, and the entire apprenticeship system in most trades is built on the belief that it requires practice in order to properly hone one’s practical skills and knowledge. Safety is no different, and if we don’t expect electricians to know how to rewire a house solely by sitting in a classroom, then why would we expect anyone to be able to do the same for safety measures?
Hands-on training doesn’t have to mean looking over someone’s shoulder and then correcting them when they make a mistake. It could also include:

1. “Reverse teaching” by asking an employee to teach you
2. A pop quiz on safety procedures
3. One-on-one discussions about the need for training
4. Collectively sharing stories of near-misses or safety successes

One technique I find particularly effective is to ask employees on the shop floor to rate their mental state or skill level. This evaluates not only how well they’re performing, but also determines if they’re in a mental state (like rushing or complacency) that could cause them to circumvent safety procedures or put them at risk of making an error.

The aim is to elicit a trainee’s active participation in their own learning. By asking questions, their brains are forced to think through the problem and provide an answer—making them much more likely to remember it in the future.

You’ll notice that many of these “hands-on” techniques don’t actually require you to be on the shop floor. The goal is to engage employees and not necessarily just observe them performing a task—you can use these methods in small groups or even incorporate them in classroom training.

You also have the opportunity to drastically shorten the feedback loop on incorrect behavior by immediately addressing any concerns rather than waiting until you observe it during the course of an employee’s work. And you can assess the extent to which an employee has learned the lesson in the first place and apply more pressure on topics that haven’t quite sunk in.

**A HELPING HAND**

Of course, there can be challenges, too. For example, it can be administratively difficult to orchestrate and it may be difficult for safety supervisors to spend the necessary time with every employee. One way around this is to empower employees to do much of the heavy lifting for you. Try thinking of Health and Safety managers as the sheriff of a company’s safety. In many cases, you’re the lone officer in charge of policing a large population. But if you begin deputizing workers to do much of the policing on your behalf then you gain two major benefits.

---

**There are significant financial and other incentives to strengthening safety performance at your company**

The first benefit is that you will have more eyes looking out for safety issues, and with more observations being made there will be more safety improvement opportunities. The second is that your deputies are much
less likely to break the safety laws that they’re helping to protect.

The benefits of improving the effectiveness of your safety training by directly engaging employees is clear—a white paper published by the ASSE notes that there are significant financial and other incentives to strengthening safety performance at your company, and taking a direct and engagement-focused approach to safety training will do exactly that.

This is not to suggest that safety professionals should never deliver another classroom training session again. But providing a more regular mix of safety training that includes a strong hands-on component can help reinvigorate a safety program and allow safety trainers and supervisors to more effectively deliver safety lessons to employees.

ABOUT THE AUTHOR

Tim Page-Bottorff, csp is a senior SafeStart consultant, past president of the ASSE Arizona Chapter and a former United States Marine. As an OSHA trainer he is well-versed in how to facilitate effective training sessions and he frequently speaks about training and other safety topics at national safety conferences. Learn more at safestart.com/tim.

For bookings, please contact Ruth Steeves
(905)467-4432 (direct) • ruth.s@safestart.com

SafeStart, a division of Electrolab Limited
335 University Avenue, Belleville ON K8N 5A5
(800)267-7482 www.safestart.com
Copyright © 2015 by Electrolab Limited
Printed in Canada
ETC Compliance Solutions Receives 2015 Community Safety Award from Southern Arizona Chapter on September 26th at Annual Awards Banquet in Tucson, Arizona for Providing Unique Student Member Benefit

Carole Benz, CEO of ETC Compliance Solutions in Tucson, Arizona is shown with Gerry Coley, Southern Arizona Chapter Treasurer, receiving 2015 Community Safety Award.

The company was recognized for its unique program for supporting ASSE Student Members by offering all of their courses for free to any Student Member in Region 2. This extraordinarily generous offer was made by Carole and her husband John because of their belief in supporting our future safety leaders in a very tangible way.

With offices in both Tucson and Phoenix, any qualified Student Member can sign up for the dozens of high quality training programs. Attendance in these courses will give students both knowledge and credentials that will enhance their college course work.

All Region 2 Chapters are encouraged to let their Student Sections know about this significant benefit by contacting ETC Compliance Solutions. A complete list of their courses for all Student Members can be found at: https://e-t-c.com/

Snake River Chapter

Longtime member Ernie Harper was recognized for his service to ASSE and Snake River Chapter at the October 20 meeting with a check to the ASSE Foundation in his honor.

Ernie has been a member of ASSE for over 32 years. On the society level he has served 6 years on Society Government Affairs Committee and is an ASSE Fellow. On the regional level he has served as the Region II newsletter editor, delegate chair, and historian. For Snake River Chapter he has served twice as president, recently as the government affairs chair, and in many other capacities over the years.

Thank you, Ernie!