



5th Annual Central Valley ASSE Safety Symposium

Wednesday, September 28, 2016
DoubleTree by Hilton, Fresno Convention Center, Fresno, CA

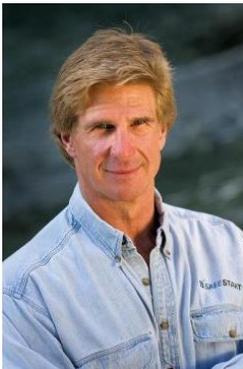
11:45 AM - 1:00 PM - Lunch Keynote

Directly Improving Safety, Quality and Performance using Critical Error Reduction Techniques
Larry Wilson

When experienced employees get hurt they are usually replaced with more inexperienced workers, and production and quality suffer as a result. However, if you train employees to stay more focused then not only will they make fewer injury-causing errors but they will also make fewer quality and production errors, which will directly improve the quality of their work.

This session will take a close look at four major techniques that are used by businesses around the world to reduce the mistakes that cause employee injuries and to improve performance. These critical error reduction techniques will be discussed in detail, and attendees will learn how they can be applied to combat rushing, frustration, fatigue and complacency.

In addition to reducing common mistakes, these techniques can also be used to lower the frequency that employees make critical decisions like not wearing PPE. Leaving this session, you will have a clear understanding on how each technique can be used to improve not only safety, but quality and performance both on and off the job.



Larry Wilson, Vice President and Author of SafeStart®

Larry brings passion, humor and experience to his presentations, making him one of the best presenters in his field.

Larry Wilson speaks frequently throughout the year at dozens of health & safety conferences around the globe, from British Columbia to Baltimore and from Columbia to Australia, and numerous places in between.

As the Author of SafeStart, an Advanced Safety Awareness Training Program, Larry has compiled all his years of experiences into a common sense approach to working safely both on and off the job. He uses entertaining anecdotes and stories that come from over 25 years of experience assisting more than 500 companies with Behavior Based Safety Processes.

As a father of young children, he is passionate about reducing injuries not only in the workplace, but also at home, on the road, in schools, athletics and communities. He is the creator of Boo Boo Bandits, a DVD designed for young children, and several other workplace and home videos which have won numerous awards over the years. His experience in workplace safety and focus on protecting our youth provide a very motivating and thought-provoking perspective for his audience.

A recognized safety industry thought leader, Larry has authored 25+ articles appearing in publications around the world including OH&S, ISHN and MineSafe Australia to name just a few. In addition to the articles, he is also coauthor of the book, "Inside Out—Rethinking Traditional Safety Management Paradigms," and is continuously writing new material for training resources and publication.

8:00 AM – 9:00 AM - Opening Keynote
Why Safety Matters: A Litigation Perspective
David Parker, Esq

For California's employers, following a workers' compensation directive can actually result in both Federal and State law violations that could lead to potential lawsuits. From work injuries to civil injury suits, from hire/fire issues to State and Federal mandates, an increasing number of laws affect the rights and duties of both employers and employees. This session will provide you with a unique understanding of how employment laws impact day-to-day business decisions.



DAVID H. PARKER

Mr. Parker is an attorney and shareholder with the firm of Parker, Kern, Nard & Wenzel. He is a member of the California State Bar as well as the District of Columbia, Washington D.C. Bar.

His primary areas of practice include workers' compensation and employment defense, often advising employers on cross-over employment litigation and issues ranging from reasonable accommodation to risk management and selfinsurance. He earned his B.A. degree from California State University, Fullerton and his J.D. degree from University of Pacific, McGeorge School of Law.

Mr. Parker has extensive experience representing clients before the Workers' Compensation Appeals Board from discovery through trial and appeal. He has handled the defense of wide-ranging, complex workers' compensation litigation including catastrophic multiple-party pesticide over spray claims, asbestosis cases and workers' compensation fraud cases.

Mr. Parker regularly advises employers on the complexities of reasonable accommodation and modification of employment as required by State and Federal statutes. He is committed to assisting employers in implementing effective safety and risk management programs to control frequency and severity of loss in the workplace.

Mr. Parker has maintained a lifelong commitment to civic involvement in addition to his legal practice. He currently serves the Fresno County Bar Association as Chairman of the client relations committee and formerly served the State Bar of California as a member of the Resolutions Committee. He currently serves the community as a Board Member of Valley Public Radio, KVPR, and formerly served as a Board Member for the Valley Performing Arts Council, a non-profit organization committed to providing local grade school students with exposure to the classical performing arts.

Mr. Parker is a frequently requested speaker on labor, employment and workers' compensation issues. He is currently an instructor for the Insurance Education Association and has lectured extensively on worker's compensation fraud to the California District Attorney's Association, a statewide organization of prosecuting attorneys.

Mr. Parker is an active member of the California Workers' Compensation Defense Attorneys Association and a former board member of the Fresno Industrial Claims Association (acting as its legal advisor). He is also a regular contributor to the Valley Ag Safety Newsletter, a publication of Valley Agricultural Services.

Breakout Session #1A 9:15 AM - 10:15 AM
2016 Cal OSHA Update
William Krycia

Mr. Krycia will present an update on Cal/OSHA, including legislative updates and highlights of pending standards for 2016.”



William J. Krycia MPH, CIH
Senior Safety Engineer
Cal/OSHA Enforcement
Heat Illness Prevention and Enforcement
Coordinator
Statewide Agricultural Health and Safety
Coordinator

Mr. Krycia has been with the Division of Occupational Safety and Health for over 35 years. During that time, Mr. Krycia has conducted well over 600 inspections in all industries. Mr. Krycia has been the lead person on multiple major occupational incident investigations, including the Dunsmuir metam sodium spill, numerous PSM events, and others. Mr. Krycia managed the Region II enforcement unit for over 20 years. Mr. Krycia’s current focus is on agricultural health and safety and heat illness prevention and enforcement on a statewide basis. Mr. Krycia is the External Advisory Board Chairperson for the NIOSH Western Center for Agricultural Health and Safety located on campus at the University of California at Davis. Mr. Krycia is the Agricultural Safety Work Group Lead person for the NIOSH/National Occupational Research Agenda (NORA). He is also an American Board of Industrial Hygiene Certified Industrial Hygienist. Mr. Krycia is a graduate of the University of Michigan School of Public Health, Ann Arbor, and holds a Master’s in Public Health (MPH).

Breakout Session #1B 9:15 AM - 10:15 AM
Communicating Like a Leader
Robin Paggi

It's impossible to become a great leader without being a great communicator. Not a great "talker" - a great "communicator." In this workshop, Robin will discuss the essential communication characteristics of leadership and provide helpful tips on how participants can immediately become better communicators.



Robin Paggi is the Training Coordinator at Worklogic HR, a Bakersfield-based human resources outsourcing company. She creates and delivers training on subjects such as communication, supervisory skills, team building, and harassment prevention. She also provides one-on-one coaching to individuals needing to improve their HR knowledge, leadership skills, and communication skills. Robin is a Senior

Professional in Human Resources with a state-specific certification in California (SPHR-CA), a Certified Professional in Learning and Performance (CPLP), a Certified Professional Coach (CPC), a Master Practitioner in administering the Myers-Briggs Type Indicator, and a DISC certified trainer. She also has master's degrees in Communication Studies and Human Resource Development and celebrated her 20th anniversary as a trainer in 2015.

Breakout Session #1C 9:15 AM - 10:15 AM
Achieving A World Class Safety Culture: What It Takes and Why
Jonathan Hyden

This session covers the process of creating cultural change to achieve a world class safety culture.

This session will address what it takes to conduct the kind of long-term, sustainable culture change journey that is needed to transform a safety culture. These include: (a) recognizing that interventions have to be tailored to address the culture or subculture in question; (b) assessing the safety culture qualitatively as well as quantitatively; (c) creating a lasting infrastructure to engage and empower front-line employees from the beginning to provide genuine grassroots leadership; (d) enlisting and maintaining strong, consistent cultural leadership from management; and, (e) ensuring that culture change is taking place from the bottom up and the top down at the same time. It is designed for those who need a road map: tools that will enable them to guide others in their organizations to achieve breakthrough safety performance. Hyden will illustrate the principles of transformative culture change by drawing on case examples of top-tier safety cultures that have demonstrated long-term sustainability even in the face of internal and external threats.

Jonathan W. Hyden

Consultant in Organizational Culture
Culture Change Consultants, Inc.

Jonathan W. Hyden began his consulting career as an intern at Culture Change Consultants in 2004 after previously working at Hess Energy Trading Company in New York City, reconciling trades with clients and partners in the Oil and Gas industries.

Hyden graduated Cum Laude from the University of Southern California, where he attended the Annenberg School for Communication. Hyden holds degrees in Communication from the Annenberg School and in Political Science from the USC College of Letters, Arts and Sciences. He has spent the last decade-plus applying his education in Communication and Political Science to the study of Organizational Behaviors and Culture, with special emphasis on understanding the viewpoints and perceptions of people at different levels of each organization, and how those perceptions impact their performance. Hyden benefits from being mentored throughout his career by Culture Change Consultants founder and President, Steven I. Simon, Ph.D.

Hyden's clients include: Lockheed Martin, Bristol-Myers Squibb, Thermo Fisher Scientific, NBC Universal, TE Connectivity, Southern California Edison, San Diego Gas & Electric, Portland General Electric, MillerCoors, and The Wonderful Company.

Breakout Session #2A 10:45 AM - 11:45 AM
Professional Development for the Safety Professional
Jose Perez

Continuous growth and professional development is important in any career, but in the Safety Profession this is essential. One simple way to see this: The more we learn and understand the profession, the more chances we will make a positive impact in the life of others.

This session will focus on professional development focusing on certifications and some of the available professional designations available from the following organizations:

- OSHA Outreach Programs
- National Safety Council
- American Society of Safety Engineers
- The Board of Certified Safety Professionals
- The Institute of Safety and Health Management

Providing attendees information, and an open dialogue to the importance of Professional Safety Development.



Jose A. Perez CSHM, CET, OHST, CHST, STS
EHS Manager - Learning & Development
Safety Culture Change Champion
The Wonderful Company

Mr. Jose Perez has a proven successful track record in changing safety culture and reduction of employee incidents and injuries for over 14 years. With a sincere level of passion for safety and the overall worker protection, Jose leads within the Safety profession with high motivation and purpose.

Current President of the ASSE Bakersfield Chapter, Community Outreach Trainer for the California Poison Control, and as an educator for students participating in the annual Agriculture Safety Day event.

Lastly, having facilitated over thousands of hours of safety training under multiple topics, and subject matters, Jose serves the profession by constantly promoting individual knowledge growth. Some of Jose's specialties include: Safety Culture Change, Worker and Management Training and Development, Accident Investigation and Regulatory Compliance within the following industries: Agriculture, Construction, Manufacturing, Mining and Oil and Gas

Jose is a resident of the California Central Valley, and is a proud father to three wonderful daughters.

Breakout Session #2B 10:45 AM - 11:45 AM
Your Experience Modification:
What Is It And How Does It Impact Your Bottom Line?
Lee Hart

This presentation will provide an insightful view into the Experience Modification Factor. You'll learn how the Experience Modification is calculated and the factors that drive both positive and negative results. Most importantly, you'll gain perspective into how your company's focus on safety directly impacts your company's bottom line.



Lee Hart, AFIS
Zenith Insurance Company

Lee Hart is a Sr. Marketing Manager at Zenith Insurance Company. She has been working within the Workers' Compensation industry for the past ten years. Lee is a licensed P&C Producer and holds her AFIS (Agribusiness Farm Insurance Specialist) designation.

Breakout Session #2C 10:45 AM - 11:45 AM
Gaining Leadership through Influence, Respect and Knowledge
James Boretti

Leaders help themselves and others to do the right things. As SH&E professionals, we rely on our technical knowledge and skill to resolve safety challenges. It is just as important that we set direction, build an inspiring vision, and map out where you and the operational team needs to go for successful safety results. To be successful requires leadership. In this session, you will learn leadership skills that will help you gain respect, obtain the appropriate knowledge, and how to influence the operational team.

Learn how to:

- Determine the appropriate knowledge needed that is important to the operational group, including possible metrics
- Gain the respect of the operational level through engagement
- Use techniques and communication to influence direction to deliver on safety results



James Boretti, CSP, President, Boretti, Inc.

With over 30 years of experience, James has an extensive background in the field of Safety & Health. James is currently President of Boretti, Inc., a SH&E professional firm that designs, develops and implements safety, health and environmental solutions. He has successfully consulted with a wide range of clients and industries, including healthcare, manufacturing, television, construction and agricultural environments.

James is a frequent speaker for organizations such as the American Society of Safety Engineers. He is a Certified Safety Professional (CSP), a Professional Member of the American Society of Safety Engineers (ASSE), Past-President of the Central Valley & Orange County Chapters, Region 1 ARVP of Finance, a member of the ASSE Finance and Business of Safety Committees.

Breakout Session #3A 1:15 PM - 2:15 PM
California High Speed Rail | More than just a Transportation Project
Ralph Morales & Steve Anderson

Today's CAHSR presentation will provide information on the United States first High Speed Rail System.

A global overview of the system will be provided to include, the program structure from the California High Speed Rail Authority | Project Construction Management | Design Builder, the current business plan of "Valley to Valley" (Silicon to Central), the current construction packages (CP's) 1 – 4, the design build concept, the system safety & security certification process based on federal guidelines and mandates, construction safety considerations and challenges, and how the project will improve how America travels.



Mr. Ralph Morales, CRIS CHST WSO CSSD, is a Safety Manager of Safework Inc., a woman owned small business that specializes in providing Construction Management, Project Management, Safety Management Oversight and Construction Inspection Services to clients in the federal, state and local governments and private sector throughout the United States.

Mr. Morales is currently serving as the Authorities Project Construction Management (PCM) Safety & Security Oversight Manager on the California High Speed Rail CP 2-3 Project in central California.

Mr. Morales is a highly motivated professional with over 32 years of experience in construction industry and more than 14 years dedicated to Loss Control and Safety Management. Mr. Morales has demonstrated his capabilities on various programs, with specialization in Owner Controlled Insurance Programs, Mega Design Build projects in addition to experience in Heavy Civil Transportation Construction. Mr. Morales has managed OCIP's and CCIP's, a program author, a former member of the Cal-OSHA Standards Board, and conducts safety training and compliance programs for contractors and owners, and is skilled with rail and heavy civil work.

Mr. Morales is proud to serve as President Elect of the California Central Valley ASSE Chapter #52.



Steven J Anderson, CHST, CSHM

Safework Inc., a woman owned small business that specializes in providing Construction Management, Project Management, Safety Management Oversight and Construction Inspection Services to clients in the federal, state and local governments and private sector throughout the United States.

Mr. Anderson is currently serving as the Authorities Project Construction Management (PCM) Safety & Security Oversight Manager on the California High Speed Rail CP-1 Project in central California.

Mr. Anderson has over 30 years of experience in the areas of Safety Engineering and Safety Management and has focused and highly defined skills in Construction Safety and Health, Transit Rail Construction, Airport Construction, Seaport Construction, Heavy Construction and, Heavy Highway and Bridge Construction, Engineering Research and Analysis, Hazard Identification and Evaluation, Investigation and Reconstruction of Accidents, Root Cause Analysis, Risk Management, Worker's Compensation Administration, Owner Controlled Insurance Program (OCIP) Management. Mr. Anderson conducts safety training and compliance programs for contractors and owners.

Mr. Anderson is proud member of the ASSE Arizona Chapter.

Breakout Session #3B 1:15 PM - 2:15 PM
Engaging your Hispanic Workforce in Safety
Roundtable Discussion - Erika Garrido

In this roundtable discussion we will discuss some safety challenges employers may face when engaging our Hispanic workforce in Safety. We will discuss some best practices on motivating and engaging the Hispanic workforce in safety and share best practices when training our Hispanic workforce.



Erika Garrido
Zenith Insurance Company

Erika Garrido is a Safety & Health Consultant working at Zenith insurance since April 2013. Prior to joining Zenith, Erika worked in the vineyard management and winery industry for 10 years. Erika graduated from Sacramento State University in 2006 with a BA in Spanish and a minor in Communication Studies.

Erika has experience in safety and accident prevention including program development, accident investigation, and bilingual safety training at the employee and management levels as well as job hazard analysis.

Breakout Session #3C 1:15 PM - 2:15 PM
CalARP, PSM, RMP
Daby Humbert

SUMMARY OVERVIEW FOR CALARP PRESENTATION:

1. Applicability of CalARP Regulations

A general discussion of the applicability of the CalARP regulations and criteria used to determine if facilities with specific chemical storage, handling, or usage inventories would need to register and comply with the provisions stated in 19 CCR 2735 through 19 CCR 2785. A review of Tables 1, 2, and 3 contained in the regulation and the threshold quantities used to establish applicability and at what program level for RMP/PSM.

2. Program Elements for Levels 1, 2, and 3

Criteria used to determine program levels and the RMP/PSM elements required for each level will be presented. The involvement of the Administrative Authority (AA) in establishing program levels and under what circumstances program levels can include additional requirements will be discussed.

3. Program Element Details

Each program level will have unique elements that will be presented. The presentation will include a review of each program element and the expected level of detail required by the Administrative Authority/CUPA.

A question and answer period will follow the presentation if time allows. I would be available for one-on-one discussions on an as-needed basis.



Daby Humbert

Daby Humbert has over 34 years of experience across a wide range of environmental, safety, construction project management and energy management concerns in both agricultural and industrial/commercial business units. He has facilitated compliance between the business units and the governmental and regulatory jurisdictions including SJVUAPCD, State of California Regional Water Board, DTSC, Cal EPA, DOSH, Cal OSHA, various county agricultural pesticide regulating units, US EPA, and Municipal Utility Districts. His experience also includes relationships with utility providers and local permitting authorities. Daby was the Environmental & Safety Manager for three large food processing facilities, three feed mills, upward of 40 poultry ranch facilities, two fleet truck shops, two distribution warehouses and a hatchery. These facilities were located in San Joaquin, Stanislaus, Merced, Fresno, Kings, Tulare, Los Angeles, and San Bernardino Counties.

Mr. Humbert is currently employed by Yorke Engineering, LLC, an environmental consulting firm specializing in water, waste, chemical, and air regulatory matters. His expertise is in the CalARP chemical regulations and industrial storm water permitting. Mr. Humbert is a Trainer of Record (ToR) and Qualified Industrial Storm Water Practitioner (QISP).

Breakout Session #4A 2:45 PM - 3:45 PM

GHS: Top 10 Reasons Why Employers are out of Compliance Chuck Haling

OSHA's June 1, 2016 GHS/HazCom deadline is now in effect, requiring the millions of employers covered by the rule to be in full compliance with the GHS changes. This might sound easy, but the fact is many employers are still out of compliance with even the most basic requirements of HazCom. That's one reason HazCom repeatedly ranks as OSHA's 2nd most frequently cited standard. With OSHA's GHS employer deadline newly in effect and recent enforcement initiatives underway, employers must remain vigilant in their quest to comply in order to avoid hefty fines, tarnished corporate reputations, and most importantly, worker injuries resulting from a compromised HazCom Program. Learn the top 10 reasons employers are out of compliance and simple steps to getting on track.

Chuck Haling is Vice President of Sales at VelocityEHS. VelocityEHS, through its MSDSONline brand, is the leading provider of chemical management solutions that help customers meet global EHS regulatory requirements (e.g. OSHA HazCom Standard, GHS). Chuck has nearly 20 years of high-level strategic management experience and has authored many articles for the EHS industry. He is a sought-after speaker, presenting at dozens of events across the country, including VPPPA, NSC and ASSE conferences. Prior to joining VelocityEHS in 2007, he led sales & marketing operations for premier companies such as W.W. Grainger and Baer Supply Company. Chuck holds a Bachelor's degree in Business Administration from Columbia University and an MBA from the J.L. Kellogg Graduate School of Business at Northwestern University.

Breakout Session #4B 2:45 PM - 3:45 PM
Safety Isn't Rocket Science... or is it?
Carl Morello

Developing a safety culture that works in business can be difficult when P-Q-P, (Profits, Quality, Production) don't involve and embrace it. The 1986 Space Shuttle Challenger disaster identified an alarming behavior that everyone does and needs to be recognized and changed to effectively integrate safety into the business model. This presentation will identify that behavior and relate it to safety culture, effective accident investigation techniques and also discuss how safety incentive plans can be either beneficial or a hindrance to your operation.



Carl Morello

Carl Morello is the Regional Safety & Health Officer for the Zenith Insurance Company here in Fresno. Carl has over 27 years of experience in the insurance industry focused in Safety & Health, Loss Control and Underwriting.

Prior to joining Zenith in 2014, Carl was with a Western Regional carrier based in Monterey for 8 years and also with a national carrier in CT for 17 years in management and home office positions.

Carl is a licensed Professional Engineer and also holds the ARM, ALCM and AFIS designations. He has Masters Degrees in Business Administration and Management from Albertus Magnus College in New Haven, CT as well as a BS in Civil Engineering from Roger Williams College in Bristol, RI. He is a member of the ASSE (American Society of Safety Engineers), NFPA (National Fire Protection Association), and NSC (National Safety Council), organizations.

Carl has been published multiple times in the Insurance Journal on risk management topics. He has also presented at the NFPA World Conference and at numerous CA industry association conferences. Prior to his insurance career, Carl worked in the engineering and construction fields as a civil engineer and project manager.

Carl's expertise in the risk management field focuses on helping clients reduce their losses and improve operations.

Breakout Session #4C 2:45 PM - 3:45 PM
Personal Protection Equipment –
The Use, The Rules, The Right To Choose
Mario Ramirez

Learning Objectives:

- PPE's how to use them, the regulations behind them and making a good chose when it comes to picking out the PPE you need.
- Using PPE's are essential to doing safe work, but come after engineering controls, work practices, and administrative changes are limited out.
- Training an essential part of the PPE program, like how to wear, clean, when to wear.
- Demonstration of equipment covering; Head, Eyes, Face, Ears, Body, Hands and Feet.
- What some of the regulations say about PPE use.



Mario Ramirez, SSH

Mario is an operating member of So Mo Co Safety, LLC for the last 25 years. In that time he has trained and advise the construction, general and ag. companies, in Fed/OSHA & Cal-OSHA rules and regulations.