Join us at the Mystic Lake Center in May. Take a day or two or three to spend some time on yourself surrounded by more than 50 training sessions, 140 vendors and 1,400 of your peers. It’ll be time well spent.

- GET THE LATEST.
  Stay current on regulations and trends.

- GET STARTED IF YOU ARE NEW.
  The conference is a great place for new safety professionals to learn and earn certifications.

- GET IN TOUCH.
  Spend time with your peers and network with new safety contacts.

- AND BRING SAFETY HOME.
  Conference sessions not only focus on workplace safety, they also address other hazards in an effort to keep you safe on the road, at home, and in your community.

PAUL W. AASEN  
President, Minnesota Safety Council

Time, time, time. Our world is obsessed with time. Every device we carry measures time. Time plays a huge role in safety. Most obviously in taking that moment to check, that pause to make sure, the extra time to be safe. You spend your time every day encouraging others to take the time to train, to observe, to report, to prevent and to respond. But what about taking some time for you?

I hope you will take the time to attend the Minnesota Safety and Health Conference this year. Our keynote speakers are focusing on self-investment, how that extra attention makes each of us better and what impact that has on everyone around us. I’m hard pressed to think of a group of people who are less likely to take time for themselves, and who has a greater impact on the lives of people around them, than safety professionals.

2020 Highlights

- Full- and half-day Professional Development Courses on Monday, May 11 prior to conference kick off.
- Two days of educational sessions (55 total) with a Networking Reception on Tuesday, May 12, 4:30 – 6:30 p.m.
- Full-day tracks geared to young safety professionals and HR personnel.
- Streamlined check-in process, including new badge printing kiosks near registration desk.
- Delicious lunch choices with more seating.
- Two exhibit halls showcasing 140+ exhibitors (Hours: Tuesday, May 12, 7:30 a.m. – 3:30 p.m. and Wednesday, May 13, 7:30 a.m. – 2:00 p.m.)

Hotel

MYSTIC LAKE HOTEL & SPA  
2400 Mystic Lake Blvd.  
Prior Lake, MN 55372  
Phone: 800-262-7799

- ROOM RATES  
  Single or Double Room: $169;  
  Additional person: $10  
  Tax: 7.375% sales and 3% room

- ONLINE RESERVATIONS  
  minnesotasafetycouncil.org/conf  
  (Click on “Lodging Information”)

- PHONE RESERVATIONS  
  Call 952-445-9000 or 800-262-7799  
  (Reference conference group code: Minnesota Safety Council)

All reservations must be received by the hotel no later than April 16, 2020. Any reservation requests received after this date will be subject to standard guestroom rates and room type availability.

REGISTER ONLINE OR USE THE ATTACHED FORM.  
(Receipts will be emailed.) Pick up name badges and lunch tickets on-site only. Registration desk will be open at 6:30 a.m. each day.
To Register for the 2020 Conference:

REGISTER ONLINE OR complete the registration form and session checklist on pages 5 and 6. Mail or email BOTH PAGES to the Minnesota Safety Council.

QUESTIONS? Call 800-444-9150 or email us at msc@minnesotasafetycouncil.org

You can register in the lobby of the Mystic Lake Center (2400 Mystic Lake Blvd, Prior Lake, MN) beginning at 6:30 a.m. each morning of the conference. BUT — why not register online or by mail, email, phone or fax before April 10? You’ll save big dollars, you won’t have to stand in line, and you’ll help us plan for a smoother conference experience just for you!

IMPORTANT REGISTRATION NOTES

• There are no refunds after APRIL 24, 2020.
• Payment is required with registration. Receipts will be emailed.
• Full-time students may attend conference sessions at no charge if preregistered. Student ID required. (Lunch is not included.)

REMEMBERS:

➤ All name badges and lunch tickets will be distributed on-site in the lobby of the Mystic Lake Center beginning at 6:30 a.m. each morning. Tickets are non-transferable.
➤ Governor’s Awards — Award recipients will be recognized during Opening Session on Tuesday, May 12 and Wednesday, May 13.

SPECIAL GROUP PRICING

Join the many organizations who think the Minnesota Safety & Health Conference is so important to their safety program that they send several of their employees (their safety committee, union safety representatives, key supervisory personnel, the whole safety staff)!

Here’s the deal: Register five or more people from the same organization and receive 15% off all your conference registrations. Offer does not apply to Professional Development Courses. (See page 5 for ticket details.)

CONTINUING EDUCATION UNITS (CEUs)

It’s easy to earn CEUs for every Minnesota Safety & Health Conference session you attend! Here’s how:

• Stop by the registration desk to pick up a CEU request form.
• Your CEU certificates will be emailed to you following the conference.

CERTIFICATION MAINTENANCE POINTS

CSP and CHMM

If you’re a Certified Safety Professional or a Certified Hazardous Materials Manager, you can earn CEUs for each full day you attend educational sessions at the Minnesota Safety & Health Conference. If you’re a Certified Industrial Hygienist, check out www.abih.org.

For submission instructions, contact the Board of Certified Safety Professionals at 317-593-4800, the Institute of Hazardous Materials Management at 301-984-8969 or see the American Board of Industrial Hygiene website at www.abih.org.

CANCELLATIONS/SUBSTITUTIONS

If you find that you are unable to attend the conference after you have already registered, you may designate another person to take your place, provided that the replacement meets the same registration fee criteria. Two-day registrations may not be split between two individuals.

Cancellations need to be in writing/email or phone by April 24, 2020 for a full refund. There are no refunds after April 24, 2020. No refunds will be made on uncancelled registrations or no-shows. If we cancel an event, registrants will be given a full refund.
# CONFERENCE REGISTRATION

**Check ONE Option:**

**OPTION 1: Two-Day Registration (May 12–13)**  
Includes opening keynote; exhibits; education sessions; plus continental breakfast, lunch and breaks each day.

- **Member** Before 4/10: $455 | After 4/10: $555  
  Nonmember Before 4/10: $555 | After 4/10: $655  
  (Two-day registrations may not be split between two individuals, each attending one of the days.)

**OPTION 2: One-Day Registration ONLY**  
Includes opening keynote; exhibits; education sessions; plus continental breakfast, lunch and breaks for one day.

- **Tuesday, May 12**  
  - Member Before 4/10: $305 | After 4/10: $355  
  - Nonmember Before 4/10: $355 | After 4/10: $405

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# PROFESSIONAL DEVELOPMENT COURSES | Monday, May 11, 2020

**FULL-DAY COURSES (Check ONE) | 8:30 a.m. – 3:30 p.m.**

- **Advanced Trainer Techniques: Be a Better Trainer — Revitalize Your Presentations!**  
  $275 Member | $325 Nonmember

- **Care Management — Never Think of It as Case Management Again!**  
  $275 Member | $325 Nonmember

- **Ergonomics: Managing for Results**  
  $275 Member | $325 Nonmember

- **Forklift Train-the-Trainer**  
  $275 Member | $325 Nonmember

- **Incident Investigation and Root Cause Analysis**  
  $275 Member | $325 Nonmember

- **Workplace Violence: Organizational Crisis Prevention, Response and Recovery**  
  $275 Member | $325 Nonmember

- **Young Safety Professionals Track**  
  $60 Member | $75 Nonmember | $25 Student

**HALF-DAY COURSE | 12:30 – 4:30 p.m.**

- **Employee Engagement, Myth or Magic**  
  $170 Member | $195 Nonmember

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# FREE EVENTS | Tuesday, May 12, 2020

- **First-time Attendee Meeting**  
  7:00 – 7:20 a.m.

- **Networking Reception**  
  4:30 – 6:30 p.m.

Be sure to include your education session selections on page 6.

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# PAYMENT INFORMATION

Payment MUST accompany conference registration.

- **Check Enclosed** (payable to Minnesota Safety Council, Federal EIN #41-0418405)
- **Credit Card:** ☐ Visa ☐ MasterCard ☐ American Express

Card Number ____________________________

Name (Print) ____________________________

Expiration Date ________________________  
Security Code _________________________

Mail: Minnesota Safety Council, 2020 Minnesota Safety & Health Conference, 474 Concordia Avenue, Saint Paul, MN 55103  
Phone: 800-444-9150/651-228-7301  |  Fax: 651-291-7584  
Email: msc@minnesotasafetycouncil.org  
Online: minnesotasafetycouncil.org/conf
Tuesday, May 12

EXHIBIT HALLS OPEN
7:30 a.m. – 3:30 p.m.

FIRST-TIME ATTENDEE MEETING
7:00 – 7:20 a.m.

OPENING SESSION | AWARDS
7:30 – 9:30 a.m.

KEYNOTE: Sam Glenn
Be Your Own “Real Life” Superhero

SESSIONS | 10:00 – 11:00 a.m.

- Disaster Recovery, Crisis Response and Business Continuity — What’s Your Plan?
- Selling Ergonomics Within Injury Prevention Initiatives
- OSHA Alliance Updates for Robot Safety
- Building a Safety Management System
- Communication, Morale, and Safety — How to Create a Positive Feedback Loop
- Blending Science: Ergonomics, Compliance and Workers’ Compensation
- Safety for the Non-Safety Professional
- Driver Training Orientation Programs for Fleet Operations

11:15 a.m. – 12:15 p.m.
- Rethinking Risk Assessment: Adding the Third Dimension
- The Philosophy of Safety Education
- OSHA Recordkeeping and Electronic Reporting: What Goes Wrong?
- Communicate Like a Pro: Up, Down and Across Your Organization

LUNCH | 12:00 – 1:30 p.m.

SESSIONS | 1:30 – 3:00 p.m.

- The Big Picture of Injury Data — An Expert Assessment
- How to Create Psychological Safety at Your Workplace
- Practical Preparation for an OSHA Compliance Inspection
- A Safety Council: An EHS Team for Facility/Plant Management
- Using History to Build Culture
- Preparing for an Active Shooter/Armed Intruder
- The Tale of Humpty Dumpty: Lessons Learned

1:30 – 4:30 p.m.
- Navigating Marijuana in Minnesota
  Part 1: Stating the Case, 1:30 – 2:45 p.m.
  Part 2: The Employer Effect, 3:00 – 4:30 p.m.
- Arc Flash, The NFPA 70E Standard and Your Electrical Maintenance
- The Science of Blue Light — Beware Your Health and Wellbeing!
- Minnesota OSHA Update
- The Heartbeat of Safety — Managing for Engagement
- Creative Problem Solving for Ergonomic Issues
- Safety Takes Guts
- Sex, Drugs and Rock ‘n Roll — Welcome to the New Work Scene

NETWORKING RECEPTION
4:30 – 6:30 p.m.

Wednesday, May 13

EXHIBIT HALLS OPEN
7:30 a.m. – 2:00 p.m.

OPENING SESSION | AWARDS
7:45 – 9:30 a.m.

KEYNOTE: Dr. Bryan K. Williams
Why Should Anyone Follow You?

SESSIONS | 10:00 – 11:00 a.m.

- Countering Espionage in Your Safety Culture
- Developing Stretching/Movement Program to Fit Your Business
- Hearing Loss: Strategies to Preserve Hearing and Health On and Off the Job
- Measuring the Maturity of Your Safety Program and Culture
- Fatigue at Work — Drowsy Behind the Wheel?
- BAM! An Everyday Resilience Strategy
- Four Things We Shouldn’t Say
- Community-Based Teen Driver Safety Parent Awareness Program

11:15 a.m. – 12:15 p.m.

SESSIONS | 1:30 – 3:00 p.m.

- Risk Conditioning
- MSHA and OSHA are Not the Same: What You Need to Know About Mine Safety and Health
- The Heat is On — Heat Stress in the Work Environment and How to Cool it Down
- GHS/HazCom: The Game — Can You Pass the Compliance Test in 2020?
- MSHA and OSHA Are Not the Same: What You Need to Know About Mine Safety and Health
- The Heat is On — Heat Stress in the Work Environment and How to Cool It Down
- GHS/HazCom: The Game — Can You Pass the Compliance Test in 2020?

1:30 – 3:00 p.m.
- Construction and Manufacturing Ergonomics
- To Serve Man
- Engaging Employees During Safety Onboarding

1:30 – 3:30 p.m.
- Drug and Alcohol Recognition Techniques for Supervisors

REGISTER ONLINE: minnesotasafetycouncil.org/conf.
ALL-DAY COURSES 8:30 a.m. – 3:30 p.m.

Advanced Trainer Techniques: Be a Better Trainer — Revitalize Your Presentations!

PRESENTER: Cynthia Braun, CSP, CHMM, CIT, Owner, Braun Safety Associates, LLC, Littleton, CO

Challenge your traditional “teacher” or “presenter” image. Invigorate your training with new ideas and activities during this full-day session. The day is power-packed with adult learner reminders, curriculum design strategies, new technology to bridge generations, and practice with platform skills in a safe environment. Leave with tangible results to “change it up” and inject energy for a positive, professional, and productive student learning experience. This session is best for experienced trainers who currently navigate small- to medium-size crowds. Bring your creativity, enthusiasm, and laptop (laptop not a must).

Care Management — Never Think of It as Case Management Again!

PRESENTER: Rebecca Bratton, CSP, President, Genesis Safety, Inc., Pensacola, FL

The steps you take after an injury have a huge impact on your culture. One misstep and the message spreads that your company doesn’t care about people or safety. You can foster a strong culture of caring by deploying care management, not case management, when an employee is injured! Learn the care management approach to injury response and why it is critical for a strong culture of safety. Be ready to teach others their role in care management and why they are just as needed in the process as you are!

Ergonomics: Managing for Results

PRESENTER: Bill Stuart, Occupational Safety Specialist, Minnesota Safety Council, Saint Paul, MN

Repetitive motion and overexertion are the biggest risk factors facing American workers. This one-day course will teach you how to reduce the number and severity of musculoskeletal injuries in your workplace through a practical and effective program. You’ll learn how to recognize risk factors, conduct an ergonomic worksite analysis, evaluate and rank hazards, and select appropriate control methods. Discussions, demonstrations and exercises explain the importance of keeping employees free from ergonomic injuries.

Forklift Train-the-Trainer

PRESENTER: Bill Schreiner, Occupational Safety Consultant, Minnesota Safety Council, Saint Paul, MN

OSHA’s General Industry Standard 1910.178(1) states that “only trained and authorized operators shall be permitted to operate a powered industrial truck. Methods shall be devised to train operators in the safe operation of powered industrial trucks.” This full-day classroom workshop will provide you with the technical expertise needed to safely operate forklift equipment, cover safe driving procedures, and qualify you to conduct an effective training session.

Incident Investigation and Root Cause Analysis

PRESENTER: Terry Larson, GSP, Occupational Safety Specialist, Minnesota Safety Council, Saint Paul, MN

This course focuses on techniques for gathering complete, accurate and objective incident data, establishing root causes, reporting findings and determining corrective action. Discussion, demonstrations and exercises cover investigation and interview techniques. Participants learn how to uncover the who, what, why, when and how of each incident, and how to analyze data to prevent injuries, property damage and financial losses.

Workplace Violence: Organizational Crisis Prevention, Response and Recovery

PRESENTERS: Mike Marturano, Owner, Bullseye Safety and Training, Duluth, MN; William Maloney, Director of Psychological Health, 148th Fighter Wing, Duluth, MN

This presentation will describe ways to help prepare for and recover from violence in the workplace including an active shooter situation. Topics include: Active shooter (run, hide, fight); verbal de-escalation; and how to prepare for and deal with the psychological impacts that workplace violence causes.

Young Safety Professionals Track

Calling all young safety professionals! Two years ago our Young Safety Professionals group officially got off the ground, and we’re celebrating by offering you your own track here at the conference. Whether you have participated in our events already or this is your first time, please join us for a day full of professional development and networking. A description of topics and speakers will be posted on our conference webpage. If you are a young safety professional or new in your safety role, you won’t want to miss this event.

HALF-DAY COURSE 12:30 – 4:30 p.m.

Employee Engagement, Myth or Magic

PRESENTER: Gary Higbee, CEO, Higbee & Associates, Inc., Johnston, IA

Getting employees engaged takes a lot more than simply wanting them to be engaged. The task is a function of cultural change, which can be hard work — but it doesn’t have to be. Through the use of real-life stories, humor and experience, this workshop will help make your employee engagement journey a little easier and much more successful. Learn about the types of questions that help determine engagement level; coaching, mentoring, modeling and influencing to increase engagement; secrets to an effective action plan to promote engagement; and the 20/30 Rule of Engagement.

EXHIBIT HALLS OPEN
7:30 a.m. – 3:30 p.m.

FIRST-TIME ATTENDEE MEETING
7:00 – 7:20 a.m.
Are you a first-time conference attendee? Join us for a special meet and greet to connect with other newbies, volunteers and staff. Get your questions answered and tips to help maximize your Minnesota Safety & Health Conference experience.

SESSIONS 10:00 – 11:00 a.m.

Disaster Recovery, Crisis Response and Business Continuity — What’s Your Plan? [2]
PRESENTER: Chris Halverson, Risk Management Sales Director and Director, Disaster Response and Recovery, M3 Insurance, Madison, WI
A crisis affecting the very survival of a company can take many forms — from physical events like tornadoes to explosions, product recalls and employee malfeasance or violence. What should you do to properly protect your company, your employees and customers against these perils? And how do you respond in the time of crisis? Learn best practices in crisis preparedness and what to do in the critical first 24 hours of a crisis response. A major crisis can be disruptive, but does not have to be devastating.

Selling Ergonomics Within Injury Prevention Initiatives [3]
PRESENTER: James Rethaber, PhD, CPE, Director – Ergonomics Division, Fit For Work, San Antonio, TX
Selling ergonomics within your injury prevention initiatives can be tough. This session will provide you with common mistakes that are made so you can avoid them, as well as proven strategies to sell your ergonomics initiatives to key stakeholders. The psychology of choices and nudging will also be discussed.

OSHA Alliance Updates for Robot Safety [3]
PRESENTER: Jamison Harrell-Latham, CSP, HQ Senior Manager Safety for Automation and Robotics, Target, Minneapolis, MN
OSHA/NIOSH/RIA (Robotic Industries Association) recently signed a five-year alliance to establish a Robot Safety Technical Manual along with development of robot safety training criteria. This session will highlight key aspects of the OSHA/NIOSH/RIA Alliance for Robot Safety as well as provide an overview of the Robot Safety Technical Manual, and a snapshot of new robot safety training criteria that OSHA Enforcement will be utilizing for on-site investigations.

Building a Safety Management System [2]
PRESENTER: Cynthia Braun, CSP, CHMM, CIT, Owner, Braun Safety Associates, LLC, Littleton, CO
Proactive organizations recognize the benefits of having a strong safety program. With eyes on the prize, proactive organizations also have a vision for a systems-approach to workplace safety. The future of managing safety is through the use of a safety management system (SMS). This session is designed to help safety professionals identify their current “safety program” strengths, while learning what it takes to move toward a comprehensive, structured SMS. We’ll review classic safety program elements, followed by an introduction to SMS elements and models (OSHA VPP, ANSI Z10, ISO 45001). The session crescendos by offering steps for organizations to move from a classic safety program approach to a structured safety management systems approach.
Communication, Morale, and Safety — How to Create a Positive Feedback Loop [2]

PRESENTER: Amber Haglund-Pagel, MS, CSP, Safety and Training Officer, City of Duluth, Duluth, MN

Communication is the most important work skill a person can have, and it affects employee behavior much more than any safety regulation could. How you communicate with others at work can either boost your effectiveness, or sabotage your efforts. Learn about communication methods and language that can help improve your impact at work. Attend this session to understand the concept of growth vs. fixed mindset; learn about different communication methods, including their potential benefits and drawbacks; explore language used in communication, and examine what approaches have the power to inspire people, and what approaches tend to breed resentment and spite.

Blending Science: Ergonomics, Compliance and Workers’ Compensation [2]

PRESENTER: Lee Huber, CSP, CIE, CPE, Managing Consultant and Partner, SS&E Consulting, Inc., Elk River, MN

Ergonomics is still about preventing workers’ compensation cases. But what really works and what doesn’t? What if OSHA applies General Duty to force your hand in ergonomics compliance? And how does one manage workers’ compensation cases that push beyond legitimate limits? Learn how integrating the science of ergonomics with compliance and workers’ compensation principles provides answers for practical application.

Safety for the Non-Safety Professional [1]

PRESENTER: Chad Tisonik, CSP, CHCM, President, HNI Risk Services, WI/MN

New to the profession or maybe you have taken a safety role and have other responsibilities? Where do you start? Who do you turn to? How will you make an impact? This session will provide a real-world, fun approach to developing a meaningful safety program that drives results.

Driver Training Orientation Programs for Fleet Operations [2]

PRESENTER: Rick Johnson, Commercial Motor Vehicle Consultant, Minnesota Safety Council, Saint Paul, MN

Orientation is the first step in a successful driver training program. Driver orientation covers all aspects of the driving job. Even when a company hires an experienced driver from another company or from a driver training school, that employee still needs to learn company policies, procedures, and safety regulations. This session will review the ins and outs of a successful driver orientation program.

Aerial Lift: Raising Compliance — The Rules Have Changed [2]

PRESENTER: Bill Schreiner, Occupational Safety Consultant, Minnesota Safety Council, Saint Paul, MN

ANSI has re-written the standards and implemented significant changes for aerial platforms that include design requirements, company oversight and training requirements. Changes affect dealers, rental companies, owners, supervisors, operators and other employees who work in and around aerial platforms. This session will discuss the new standards and changes you need to know to help keep you in compliance.

From Dust to IDLH — Respiratory Protection in Confined Spaces [1]

PRESENTER: Sheri Franklin Smith, CSP, Senior Application Engineering Specialist, 3M Personal Safety Division, 3M, Saint Paul, MN

Each year multiple people die from atmospheric hazards in confined spaces. This session will review the basics of air monitoring techniques, with emphasis on confined space hazards; provide an update on changes in the Construction Standard and special considerations for PPE when welding to meet the new manganese TLV; and identify respiratory hazards and protection solutions to help resolve issues with facial hair and working in heat/humidity with simultaneous needs for eye/head protection.

Strategic Recruiting in a High-Demand Market — You Still Don’t Get It [2]

PRESENTER: Jim Morgan, VP, Member Experience, MRA — The Management Association, Waukesha, WI

Today, organizations face an avalanche of issues: talent shortages, stagnant wages, harassment issues, substance abuse, conflict management, workplace violence, gender equality, pay transparency, generational divides, and more. Join this session to learn what to be thinking about and preparing for in today’s workforce: Understand the seismic shifts taking place and what is causing them; learn what successful companies are doing to maintain a talent supply chain; and understand additional changes taking place in the near future and how you can prepare.
Minnesota’s New Pedestrian Safety Campaign [1]

PRESENTER: Michelle Pooler, Safety and Education Coordinator, MnDOT Office of Transit and Active Transportation, Saint Paul, MN

Everyone plays a role in keeping our roadways safe. Learn about Minnesota’s new pedestrian safety campaign — a coordinated, statewide effort designed to change traffic safety culture. A Pedestrian Safety Toolkit with messaging and marketing ideas will be provided to help you, your employees and their families change their behavior toward safer walking and driving.

SESSIONS 11:15 a.m. – 12:45 p.m.

Rethinking Risk Assessment: Adding the Third Dimension [2]

PRESENTER: Gary Higbee, EMBA, CSP, CEO, Higbee & Associates, Inc., Johnston, Iowa

Everyone agrees risk assessments are a helpful tool for prioritizing time and safety resources. Most would agree these assessments are, in theory, ‘easy.’ However, there are limitations to common risk assessment matrixes. The potential severity of an incident is usually fairly easy to determine based upon the amount and/or type of hazardous energy in the environment. The likelihood or probability of an exposure is often a bit more difficult. If the matrix concept is expanded to include common human factors, then it may be a much more effective tool. Gary uses his experience and humor to engage and help attendees understand the components of the traditional risk assessment tool and assess the impact of human factors in order to more accurately calculate risk.

The Philosophy of Safety Education [2]

PRESENTER: Gabe Gutenberger, Safety and Education Manager, Tweet/Garot Mechanical, Inc., Shawano, WI

Do you train by ‘Give a man a fish’ or ‘Teach a man to fish’ philosophy? This session will assist you in helping employees understand the why, not just the what, of safety rules. Refresh the ideology of why we teach safety. Learn different approach techniques, and develop a different style of approach to relaying safety principles. (This session is a precursor to Wednesday’s 10 a.m. session: Countering Espionage in Your Safety Culture.)


PRESENTER: Phil Mole, EHS and Sustainability Expert, VelocityEHS, Chicago, IL

Is your company in compliance with OSHA recordkeeping requirements? OSHA’s electronic reporting requirements are in effect, and many establishments may have missed the reporting deadline. Understand electronic reporting obligations, how to classify injuries and illnesses, and explore the complexities of recordkeeping through a game of ‘recordable or not recordable.’

Communicate Like A Pro: Up, Down and Across Your Organization [1]

PRESENTER: Dr. Jermaine Davis, CEO and President, Jermaine M. Davis Seminars and Workshops, Inc., Roseville, MN

Are you a person of influence? Do your colleagues listen when you talk? Can you quickly assess a situation and adapt your message to accomplish your goals? Do you know how to authentically motivate and inspire your co-workers? This presentation will teach you how to thrive and succeed within your organization utilizing the 3 C’s: communication, cooperation, and collaboration. In this engaging session, Dr. Davis will share his latest research on how leaders and frontline employees can use the principles and practices of communication and influence to increase team effectiveness and organizational success.

LUNCH | 12:00 – 1:30 p.m.

The Big Picture of Injury Data — An Expert Assessment [3]

PRESENTER: Todd Loushine, PhD, P.E., CSP, CIH, Associate Professor, University of Wisconsin-Whitewater, Whitewater, WI

Since Hienrich’s pyramid (circa 1931), the safety field has been chasing the elusive safety metrics for reliable assessment safety program performance and attempting to mitigate potential issues through forecasting or predictive analytics. In this session, we will review OSHA log and loss run data from a scientific perspective and address issues with how the U.S. Bureau of Labor Statistics and OSHA falsely report on ‘averages.’ Attendees will learn to better understand their own company’s safety data, and what they can do immediately to improve how data is collected, analyzed, and presented to management.

How to Create Psychological Safety at Your Workplace [2]

PRESENTERS: Melissa Gill, Doctor of Physical Therapy, Owner, On-Site Solutions Physical Therapy, Maple Grove, MN; Tom Andrzejewski, Safety Director, Hunt Electric, Bloomington, MN

What is psychological safety in the workplace and how does it affect your overall culture and safety initiatives? In this session, attendees will learn what psychological safety is; how to avoid the pitfalls of silence in your organization; and how to create a company culture in which employees feel safe, valued and comfortable communicating with every level of management. Presenters will also share how they have applied psychological safety into real-world practice.
Practical Preparation for an OSHA Compliance Inspection [2]

PRESENTER: Shawn Helmer, MEHS, Senior Safety Consultant, Merjent, Inc., Minneapolis, MN
Do you have everything in place for a successful OSHA compliance inspection, including preparing your facility/project and their site supervision, employees, contractors, vendors, etc. with their respective roles and responsibilities? Attendees will receive a list of “must and must not do” compliance inspection actions, as well as learn how to identify the things to avoid in order to mitigate subsequent citations and support a successful outcome.

A Safety Council: An EHS Team for Facility/Plant Management [3]

PRESENTER: Joe Tarry, GSP, EHS Engineer, Balchem, Faribault, MN
This presentation will describe the process and benefits of building and deploying a facility safety council whose participants are facility/plant management. Join this session to learn the importance of engaging managers to help build buy-in and understanding of a company’s EHS programs and needs.

Using History to Build Culture [2]

PRESENTER: Thomas Carow, Director, Environmental Health and Safety, Fincantieri Marinette Marine, Marinette, WI
We always look back to see what happened historically, but do your actions show you learned? This program will help you identify and gauge the importance of past historical markers to help bring your safety culture to life!

Preparing for an Active Shooter/Armed Intruder [2]

PRESENTER: Mike Marturano, MS, Owner, Bullseye Safety and Training, Duluth, MN
This presentation will describe how to prepare for and recover from an active shooter/armed intruder event. This is a frank presentation/discussion of an active shooter situation and why you need to plan ahead for both the initial attack and the recovery process. Join this session to understand your physical and mental limitations in an active shooter situation, and learn response components to assist in recovery from these types of situations.

The Tale of Humpty Dumpty: Lessons Learned [1]

PRESENTER: William Maloney, MSW/LICSW, Director of Psychological Health, 148th Fighter Wing, Duluth, MN
Most people believe that Humpty Dumpty was clumsy and that’s why he fell off the wall. But those who knew him well knew that Mr. Dumpty’s work and personal life were very stressful. Was his fall due to lack of concentration from mental fatigue? We live in a world that is constantly changing and this greatly impacts our mental health. Explore ways to keep your finger on the pulse of your people and various risk factors and warning signs to watch for in your employees. Learn how resilience can play a key role in keeping employees and organizations mission-ready and capable.

Navigating Marijuana in Minnesota [1]

PRESENTER: Shawn Helmer, MEHS, Senior Safety Consultant, Merjent, Inc., Minneapolis, MN
Possession or use of marijuana remains illegal under federal law. But state laws are changing at a dizzying speed. Thirty-three states have legalized pot in some form and 11 states plus D.C. have legalized recreational marijuana. Part 1 of this session will provide a review of the marijuana landscape in Minnesota.

Part 1: Stating the Case | 1:30 – 2:45 p.m.
Possession or use of marijuana remains illegal under federal law. But state laws are changing at a dizzying speed. Thirty-three states have legalized pot in some form and 11 states plus D.C. have legalized recreational marijuana. Part 1 of this session will provide a review of the marijuana landscape in Minnesota.

Part 2: The Employer Effect | 3:00 – 4:30 p.m.
Legalization of marijuana — whether for medical or recreational use — is having an enormous impact on employers, who now ask: How is marijuana use impacting safety on the job? Can an employee file a discrimination lawsuit if medical marijuana use doesn’t align with our organization’s drug policy? How is legalized marijuana affecting the bottom line? What does a defensible drug policy look like? Part 2 of this session will provide answers to these questions and more!

SESSIONS 3:30 – 4:30 p.m.

Arc Flash, The NFPA 70E Standard and Your Electrical Maintenance [1]

PRESENTER: Valerie Manso, Director of Staff Education and Vice President of Education, Professional Eye Care Associates of America and BluTech Lenses, Santa Rosa, CA
The world of electrical hazards, protection and accident prevention can be a confusing place. Hundreds of deaths and thousands of injuries can be avoided each year by following the NFPA 70E: Standard for Electrical Safety in the Workplace. Be prepared by arming yourself with the knowledge of the types of electrical hazards and the effects of electrical shock and flash. This session will identify the need for electrical safety as well as electrical maintenance and safety programs. Attendees will learn about arc flash hazard risk assessment, personal protective equipment (PPE) and shock and arc flash approach boundaries.

The Science of Blue Light — Beware Your Health and Wellbeing! [2]

PRESENTER: Joe Schommer, Business Development Manager, RESA Power, Blaine, MN
The world of electrical hazards, protection and accident prevention can be a confusing place. Hundreds of deaths and thousands of injuries can be avoided each year by following the NFPA 70E: Standard for Electrical Safety in the Workplace. Be prepared by arming yourself with the knowledge of the types of electrical hazards and the effects of electrical shock and flash. This session will identify the need for electrical safety as well as electrical maintenance and safety programs. Attendees will learn about arc flash hazard risk assessment, personal protective equipment (PPE) and shock and arc flash approach boundaries.

Unintended consequences of the ‘greening’ of America and the rest of the world is impacting our health and wellbeing. In our efforts to conserve energy, we have invited blue light into our homes, workplaces, schools and more. Combined with our reliance on our digital devices and computers, the detrimental effects are major. This session will help participants understand the major effect blue light has on our health and discuss solutions to mitigate the impact.
**Minnesota OSHA Update [1]**

**PRESENTER:** James Krueger, Director, Occupational Health and Safety Division, Department of Labor and Industry, Saint Paul, MN

Don’t miss this informative and engaging summary of what’s happening with MNOSHA, and an opportunity to have your questions answered. This session will cover fatality and injury trends for the last five years; standards cited most frequently in the last year; regulatory initiatives and enforcement areas for MNOSHA.

**The Heartbeat of Safety — Managing for Engagement [2]**

**PRESENTER:** Tom Slattery, CSP, ARM, Director, Corporate Safety and Risk Management, Raven Industries, Sioux Falls, SD

Engaged employees are the heartbeat of your safety program; they are committed, involved and motivated. Unfortunately many traditional safety processes actively reduce engagement, resulting in hazards not reported, rules not followed and surprise injuries. Learn how to bring your program back to life with techniques that rebuild the engagement needed for safety to thrive.

**Creative Problem Solving for Ergonomic Issues [2]**

**PRESENTER:** Philip Jacobs, MS, CSP (ret), CPE (ret), President, Jacobs Consulting, Ltd., Saint Paul, MN

Ergonomics challenges don’t always lend themselves to ‘cookie cutter’ solutions. When standard methods don’t fit the worker or the workplace, or when insurmountable barriers loom, creative approaches can provide a path for addressing these issues.

**Safety Takes Guts [1]**

**PRESENTER:** Rebecca Bratton, CSP, President, Genesis Safety, Inc., Pensacola, FL

It takes guts and courage to stand up for safety! This high-impact program is for people who want to dispel the myth that zero injuries aren’t possible and usher in safety performance not previously achievable! Attendees will receive six keys to safety success delivered with energy, humor, and easy to take home and tackle strategies. Learn how to think outside the compliance box and take immediate action to eliminate injuries.

**Sex, Drugs and Rock ‘n Roll — Welcome to the New Work Scene [2]**

**PRESENTER:** Michael Hyatt, HR Government Affairs Director, MRA — The Management Association, Plymouth, MN

Thought that title might attract your attention. Sex, drugs and rock ‘n roll sums up many of the new HR conversations taking place today. The spotlight is focused on the opioid epidemic, legalized marijuana, and #MeToo. The landscape is changing and organizations have to adapt. Discover the trending, and more difficult, HR discussions employers are having. Assess whether your organization has the positive environment needed to adapt to change. And learn how to assist those who resist change through four powerful steps.

**NETWORKING RECEPTION**

4:30 – 6:30 p.m.

Plan to attend the Minnesota Safety Council networking reception following a full day of educational sessions. Relax and enjoy delicious hors d’oeuvres, a cash bar and the opportunity to connect with other conference attendees, exhibitors, and the Minnesota Safety Council team.
Don’t forget to visit the Exhibit Halls at the Minnesota Safety & Health Conference!

- You’ll find more than 140 exhibitors — all in one place! — with practical, economical solutions to make your safety program more effective. See page 14 for a list of 2020 exhibitors (to date).

- Stop at the Minnesota Safety Council booth — meet our staff, check out training tools and much more!

- Visit the refreshment stations Tuesday and Wednesday. They are a great place to find a snack — and to connect with LOTS of friendly folks just like you!

- You’ll find great “stuff” throughout the Exhibit Hall. Those nifty giveaways aren’t always practical — but they are always fun! And participate in the biggest giveaway of all — drawings after lunch for first-class door prizes. If you register for the conference, you’re eligible to win!!
Our exhibitors are knowledgeable about safety and health regulations and how their products and services can help you make your safety and health programs work. Below are exhibitors registered to date. Plan now to visit two exhibit halls (Minnetonka and Waconia) when you’re at the Minnesota Safety & Health Conference.

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*Member company

Current as of 2/26/20 — more to come!
Visit the Minnesota Safety Council Booth

FIND US IN THE WACONIA ROOM!

Yes, we do that! Ask us about:

- **FREE** services, resources and information — where to find them and how to use them
- First aid training options: effective, affordable, meets OSHA requirements
- How to implement a positive traffic safety culture
- EHS management solutions and training resources — make your life easier!
- Workplace training and consulting — at our place or yours
- On-demand streaming video, networking meetings, online safety groups, off-the-job safety programs

Stop by our booth and **put us to work**!

Meet our new Membership Manager, Bridget!
KEYNOTE: Why Should Anyone Follow You: Strengthening You
PRESENTER: Dr. Bryan K. Williams, Keynote Speaker, Consultant and Author
Take advantage of the opportunity to hear from Dr. Bryan Williams, a consultant, author and noted authority on purpose-driven leadership. Over the past ten years, Bryan has provided consulting, leadership and training expertise to hundreds of organizations in over 20 industries throughout the world. His high-energy discussion around “What is a Strong Leader” and “Why Should Anyone Follow You?” are critical questions for everyone to think about and answer, regardless of the position you hold within your organization. We are all leaders and influencers. This presentation is highly interactive and will leave you feeling empowered about your ability to lead.

86th Annual Governor’s Safety Awards
The Governor’s Safety Awards Program has been honoring Minnesota workplaces for excellence in safety since 1934. Join us as we recognize this year’s recipients who have achieved outstanding results in safety.

EXHIBIT HALLS OPEN
7:30 a.m. – 2:00 p.m.

SESSIONS 10:00 – 11:00 a.m.

Countering Espionage in Your Safety Culture [2]
PRESENTER: Gabe Gutenberger, Safety and Education Manager, Tweet/Garot Mechanical, Inc., Shawano, WI
This semi-interactive presentation looks at the effect a degraded safety culture has on an organization after re-establishing some basic concepts of how safety is viewed. This session will walk you through how to identify, stop, and reverse some of these internally-compromising issues, including the subtle ways in which you may be unwittingly participating in the espionage.

Developing Stretching/Movement Program to Fit Your Business [2]
PRESENTER: Andrew Wood, MS, PT, CBES, Senior Consultant, Ergonomics, Ferguson Risk Management, Rochester, MN
Stretching has been used as an early intervention strategy to reduce the risk of musculoskeletal injuries in the workplace. There are a variety of stretching programs available on the market however, one size does not fit all. This presentation will discuss the benefits of stretching and moving, and how to develop a stretching program specific to your unique safety, ergonomic, wellness and business needs.

Hearing Loss: Strategies to Preserve Hearing and Health On and Off the Job [2]
This presentation will take a close look at everyday risks to hearing and the negative impact hearing loss has on quality of life. Attendees will learn about four specific areas of concern related to loud sound, toxic chemicals, chronic disease, and recreational substances. Find out how and why these issues lead to hearing loss and strategies for preserving hearing and health on and off the job.

Measuring the Maturity of Your Safety Program and Culture [2]
PRESENTER: Cynthia Braun, CSP, CHMM, CIT, Owner, Braun Safety Associates, LLC, Littleton, CO
This is a working session in which you’ll assess and measure your safety program maturity on the spot! Take away ideas to move your company’s safety culture in a positive direction, and return to your workplace with an eagle-eye look at how sophisticated your safety program really is.

Fatigue at Work — Drowsy Behind the Wheel? [1]
PRESENTER: Lisa Kons, Traffic Safety Programs Manager, Minnesota Safety Council, Saint Paul, MN
Workplace fatigue is a problem that goes largely unaddressed. Organizational factors like shift scheduling and incomplete fatigue management plans can contribute to the fatigue burden in the workplace. Attendees will learn the various factors that cause fatigue, how to identify risks at work and on the road, and ways to ensure safe working environments and safer drivers.

**BAM! An Everyday Resilience Strategy [1]**

**PRESENTER:** Rana DeBoer, MS, CPT, NSC ASC, CIC, TWCC, Chief Culture Officer, City of Sioux Falls, Sioux Falls, SD

Today’s work environment brings a multitude of dynamic challenges, all which test an individual’s ability to remain focused, strong, and confident. BAM is a simple, three-step strategy to bounce, zip, and dash around stress and strain. This training solution teaches people the art and science of self-regulation and self-renewal for sustained energy throughout each day.

**Four Things We Shouldn’t Say [1]**

**PRESENTER:** Lidia Jacobson, CLCP, Director of Safety and Loss Control, Minnesota Rural Electric Association, Maple Grove, MN

Words matter. So, when you hear of an incident, what are your first words spoken? And, could those spoken words impact the investigation and culture of your organization? Learn four things we should never say, and the reasons why we should avoid them. Attendees will specifically discuss how to rescript responses to workplace incidents, assess key tools already in place to address events, and review the role words play in influencing safety culture.

**Community-Based Teen Driver Safety Parent Awareness Program [1]**

**PRESENTER:** Gordy Pehrson, Teen Driver Safety Program Coordinator, Minnesota Department of Public Safety, Office of Traffic Safety, Saint Paul, Minnesota

Traffic crashes are the second leading killer of Minnesota teens. The risks a teen driver face today aren’t the same as when you got your license! Learn about a program that will increase parent awareness of teen driving risks, Minnesota’s teen driver laws, and the important role parents play in developing a safer teen driver.

**SESSIONS 11:15 a.m. – 12:15 p.m.**

**Thermal Hazards — What to Wear [2]**

**PRESENTER:** Scott Francis, M.S. Chemistry, Technical Manager, Westex by Milliken, River Forest, IL

Are there potential thermal hazards like arc flash, flash fire, or molten metal splash in your workplace? Is task-based PPE consistently worn? Help improve your safety culture with NFPA standard and PPE program best practices to reduce both the likelihood of occurrence and injury severity from a thermal hazard. Alleviate confusion around fire-resistant protection, and learn how to better keep at-risk workers safe.

**Introduction of the Bowtie Hazard Analysis [2]**

**PRESENTER:** Mark Heuchert, MBA, Marketing Manager, Draeger, Inc., Houston, TX

Facilities that use ammonia and other hazardous gases need to have processes in place to avoid accidents and to have emergency response plans. The Bowtie Hazard Analysis concept includes well-known practices, such as the Incident Action Plan Safety Analysis (ISC 215A), and helps ensure that accidents are avoided or contained as much as possible. This session will review this process and how it affects facility management and emergency responders, and discuss how modern gas detection technologies and PPE are essential to life safety and facility risk management.

**Confidently Creating a Safety-First Culture — a ‘Worktopia’ [1]**

**PRESENTER:** Steve Donofrio, Speaker/Trainer/Coach, Eden Prairie, MN

A safety-first culture is a ‘Worktopia’ — a culture which brings out the best in everyone. An organization’s safety culture does not happen nor is it put on to a positive path by chance. It must be intentionally built and maintained. Managers and supervisors on the front lines with the workforce have a direct line to top leaders, are expected to organize things and people, recognize and solve problems on the fly and do it all with confidence, the right attitude, and demeanor. It is done by following ‘The R.U.L.E.’ In this session you will learn what it means to take Responsibility, to Understand and trust others around you in a deeper way, to Lead regardless of title or position, and to be Engaged in the process of being part of a safety-first team.

**Small Unmanned Aerial Systems (Drones) Safety [3]**

**PRESENTER:** Chris Seider, CSP, PHR, CHST, ARM, Senior Safety and Risk Management Specialist, Foth & Van Dyke, LLC, DePere, WI

Small Unmanned Aerial Systems (aka Drones) are becoming more and more common in construction and other related industries. These devices, when used properly, can streamline tasks that would normally be very difficult or time consuming. This session will discuss best practices for safe operation in this emerging field.

**Tuberculosis in the Workplace [1]**

**PRESENTER:** Jennifer Schreifels, MN, PHN, Employee Health and Safety Coordinator, St. Paul – Ramsey County Public Health, Saint Paul, MN

Do you know how you would handle a case of infectious Tuberculosis (TB) in the workplace? Yes, TB is still here, and with an estimated 13 million cases of latent TB infection in the U.S., it makes sense to be prepared. This session will review the basics of TB, provide an overview of CDC prevention recommendations, and connect participants with resources that will help promote preparedness and avoid panic.
Employee Turnover: What to Do When You Lose Your Star Employees [1]

PRESENTER: Holly Mockus, Senior Product Manager and Training Specialist, Intertek Alchemy, Austin, TX

Your star employees are vital to your business. They are generally the most tenured, hold institutional knowledge and carry a larger workload. What happens when you lose these employees to injuries, attrition or retirement? Their tribal knowledge is lost, and your facility is at a major loss. In this session we will discuss how to properly prepare for this.

SESSIONS 11:15 a.m. – 12:45 p.m.

What You and First Responders Should Know About Electrical Safety [1]

PRESENTER: Chad Briese, CLCP, Safety Specialist, Minnesota Rural Electric Association, Maple Grove, MN

Learn how to respect electricity when you find yourself and/or first responders handling an emergency from downed lines to a vehicle crash in a solar array. In this session we’ll discuss electrical distribution basics; responding to lines on vehicles/ground, substation fires and pole fires; and take a closer look at solar panels, wind generation, and electric vehicles. Attendees will gain an understanding of the potential electrical hazards at a scene so you don’t become a victim.

Connected and Automated Vehicles: The Safer Future of Transportation [2]

PRESENTER: Kristin White, Executive Director, MnDOT Connected Automated Vehicles Office, Minnesota Department of Transportation, Saint Paul, MN

In this presentation, MnDOT’s Connected and Automated Vehicles (CAV-X) Office will share how they are preparing Minnesota to reap the benefits of CAV while mitigating its risks. This session will highlight innovative technologies being implemented statewide, like the autonomous truck-mounted attenuator, which will improve safety for road maintenance workers. An overview of MnDOT’s connected corridor testing and pilot projects that bolster safety for bicyclists, pedestrians and cars will also be provided.

LUNCH | 12:00 – 1:30 p.m.

SESSIONS 1:30 – 2:30 p.m.

Risk Conditioning [2]

PRESENTER: David Madaras, CSP, CHST, President, Chesapeake Region Safety Council, Baltimore, MD

Risk is a constant everywhere — in our work environment, communities and on the roads. And we are all risk-takers, with the ability to react or respond to risk quite rapidly. Risk reaction is our intuitive, automatic, gut instinct based on our preconceived notions and past experiences dealing with similar risks. Risk response is our deliberate, considered choice on how to manage the risk. Both risk reaction and risk response are driven by perceptions. This session will look at how individuals perceive and interpret risk, and how to apply risk response techniques in situations where we tend to use risk reaction.

MSHA and OSHA Are Not the Same: What You Need to Know About Mine Safety and Health [1]

PRESENTER: Robert Weston, CSP, CMSP, CET/CIT, Safety Professional, South Central College, Lake Crystal, MN

Many companies have exposures to regulatory agencies they know little about. The Mine Safety and Health Administration (MSHA) is one such agency. MSHA has some unique requirements for companies that work in the construction materials industry, either directly or indirectly. This session will clarify the requirements for companies with this type of exposure, decode some of the regulatory language, and clarify jurisdiction.

The Heat is On — Heat Stress in the Work Environment and How to Cool It Down [2]

PRESENTER: Donald Garvey, CIH, CSP, Senior Safety Consultant, Merjent, Inc., Minneapolis, MN

Heat stress is becoming a more recognized hazard in the workplace, especially the construction industry. From 1996 to 2016, approximately 780 workers died from heat stress and over 69,000 suffered heat-related illness. This presentation will discuss factors causing heat stress, practical methods to minimize the hazard, and suggested worker and supervisory training and resources.


PRESENTER: Phil Mole, EHS and Sustainability Expert, VelocityEHS, Chicago, IL

Test your HazCom compliance knowledge in this interactive session, updated for 2020 and complete with exercises that will enhance your understanding of the real-world importance of HazCom. Take part and learn why HazCom remains OSHA’s second most cited standard and is targeted for additional GHS updates.
WEDNESDAY, MAY 13

SESSIONS 1:30 – 3:00 p.m.

**Construction and Manufacturing Ergonomics [2]**

**PRESENTER:** Melissa Gill, Doctor of Physical Therapy, Owner, On-Site Solutions Physical Therapy, Maple Grove, MN

Want to find out how to decrease strain on you and your employees’ bodies? Then this presentation is for you! Learn about the importance of ergonomics, starting with the form and function of the body, good posture, and neutral positions. Understand how your posture affects your ability to perform job tasks well. This session will utilize real-world manufacturing and construction job tasks to help you correct issues by learning optimal postures and positions to decrease risk and strain on the body.

**To Serve Man [3]**

**PRESENTER:** Scott Gesinger, CSP, MEHS, Corporate EHS Engineer, CommScope, Chaska, MN

This session will use the classic Twilight Zone episode ‘To Serve Man’ as a metaphor of how safety professionals are really customer service professionals. Join Scott to understand who the customer of the EHS professional is and the needs of those customers; and create strategies unique to the individual work space to meet customer needs.

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**SESSION 1:30 – 3:30 p.m.**

**Drug and Alcohol Recognition Techniques for Supervisors* [1]**

**PRESENTER:** Don Marose, Owner, CD Training Consultants, Inc., Shoreview, MN

This session will provide a basic understanding of Minnesota’s drug testing statute and the cost of drug use in the workplace, as well as discuss in depth the signs and symptoms of alcohol and substance abuse. Special emphasis will be placed on the supervisor’s role in approaching an employee suspected of use at work. *This session meets the one-hour of drugs and one-hour of alcohol training requirements for supervisors.

**Engaging Employees During Safety Onboarding [2]**

**PRESENTER:** Rob Chvatal, Safety Director, Braun Intertec, Bloomington, MN

Integrating new employees effectively into the workplace is as important as ever in this strong economy where talent is scarce and everyone already has an overflowing plate. This session will cover methods for aligning new employees’ thoughts and habits with those of a safe culture in a demanding work environment.

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MINNESOTA SAFETY & HEALTH CONFERENCE

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- **FAX:** 651-291-7584
- **MAIL:** Minnesota Safety Council, 474 Concordia Avenue, Saint Paul, MN 55103