



SPECIAL GUEST

Scott Shumway

Principal/Eminent LLC



ASHLAND HILLS HOTEL

ASHLAND, OR



OCT. 14-16, 2025

Professional Development Workshop and Pre-conference Certification Workshop on October 14

Register prior to October 1 for early-bird pricing.



www.soassp.org
osha.oregon.gov/conferences



*A joint effort of the American Society of Safety Professionals (ASSP), Southern Oregon Chapter,
and the Oregon Occupational Safety Health Division (Oregon OSHA)*

Table of contents

Conference Information and Services.....	2
Who should attend	2
Registration	2
Refunds	3
Lodging	3
Continuing education credits	3
Schedule-at-a-glance	4
Session Descriptions	
Tuesday, October 14 (Professional Development Workshop and Pre-conference Certification Workshop)	6
Wednesday, October 15	7
Thursday, October 16	11
Planning Committee	16
Conference Registration Form	17

Conference Information and Services

Who should attend

All those responsible for the prevention of injuries and illnesses in the workplace, including safety and health professionals, safety committee members, managers, supervisors, human resource professionals, employees, owners, and other interested persons.

Registration

Early registration is encouraged. **Register online at safetyseries.cventevents.com/southern25.** Registrations also accepted by mail and scan/email. Checks, purchase orders, and credit card are accepted for registrations. If space is available, you may register at the conference.

Pre-registration deadline October 7, 2025

To register by mail, complete the conference registration form and make your check or purchase order payable to:

ASSP Southern Oregon Conference

PO Box 5640
Salem, OR 97304-0640
Fax: 503-947-7019

You can also register online at safetyseries.cventevents.com/southern25

A unique email address is required for confirmation.
No duplicate emails.



Co-sponsorship of this conference by the Southern Oregon Chapter of the American Society of Safety Professionals (ASSP) and Oregon OSHA does not necessarily constitute endorsement or approval of the content of programs. Employers and employees should review applicable rules and regulations to ensure that the information they have received is appropriate to their specific worksite and work situation. ASSP is financially responsible for conference arrangements and commitments.



Conference Information and Services

Fees

Early-bird registration

(prior to Oct. 1, 2025):

Workshops – Tuesday, October 14

Professional Development Workshop.....\$160

CPR, AED, and First Aid.....\$70

Conference –

Wednesday and Thursday, Oct. 15-16

Full conference (Wednesday and Thursday).....\$220

One day, Wednesday\$130

One day, Thursday\$130

Registration fees (after Sept. 30, 2025):

Workshops – Tuesday, October 14

Professional Development Workshop.....\$190

CPR, AED, and First Aid\$70

Conference –

Wednesday and Thursday, Oct. 15-16

Full conference (Wednesday and Thursday)\$270

One day, Wednesday\$155

One day, Thursday\$155

Questions?

Contact the Conference Section

☎ 503-947-7411 or 888-292-5247 (toll-free), option 1

✉ oregon.conferences@dcbs.oregon.gov

Refunds

If you need to cancel your registration, please submit your request in writing for review by the conference planning committee. Substitutions are permissible.

Lodging

Attendees are responsible for making and paying for their own lodging arrangements. A block of rooms has been reserved at the Ashland Hills Hotel & Suites. The conference rate is \$110 plus tax.

For room reservations, the room block is under the “Southern Oregon Occupational Safety & Health Conference”. Online reservation is available and takes three easy steps:

- Visit the booking site at <https://be.synxis.com/?hotel=40192&group=ASSP25&arrive=2025-10-13&depart=2025-10-17>
- Enter the date of your stay and number of nights
- The Group Code, **ASSP25**, will automatically be applied. If not, enter **ASSP25** into the group code field.

Reservations received after September 22, 2025, are accepted on a space-available basis, at standard room rates. Check-in time is 4 p.m. and check-out is 11 a.m.

Ashland Hills Hotel & Suites

2525 Ashland Street
Ashland, OR 97250
855-482-8310



Continuing education credits

If you need CEUs to keep certifications or licenses current, complete the form provided in your on-site attendee packet. This form is proof of attendance at sessions you wish to submit for accreditation. Submit your form — with required signatures, program descriptions of applicable sessions, directly to your accrediting organization, and keep a copy for your records.

Limited scholarships available. for more information contact:

David Hanson • davhan@saif.com

Schedule-at-a-glance

Tuesday, October 14

Pre-conference Certification Workshop

8 a.m.-noon First Aid, CPR, & AED Certification Course (Optional: Infant/child CPR from 1-2 p.m.)

Professional Development Workshop

9 a.m.-3 p.m. FOCUS Leadership and Resolving Complex Conflicts

Wednesday, October 15

7:30 a.m. Registration opens and refreshments

7:30 a.m.-3:30 p.m. Exhibits open

8-9:45 a.m. Welcome and Keynote: Stronger Together: Building Resilient Teams for Safety Professionals

9:45-10:30 a.m. Break and Visit Exhibits

10:30 a.m.-noon

SESSION 1

- Respiratory Protection — How Do I Make This Work?
- The Influence and Culture Relationship
- Safety Committee Roles and Responsibilities
- The Power of People: Influence, Persuasion, and Impact in Leadership
- Boom Goes the Stigma: Addressing Suicide, Mental Health, and Substance Abuse in the Construction Industry

Noon-1:15 p.m. Lunch (provided), Visit Exhibits, Prize drawing (12:30 p.m.)

1:15-2:45 p.m.

SESSION 2

- Discussing Our Culture: The Intersection Between Physical and Psychological Safety
- Safety Training for Employees
- Basic Hazard Identification
- How Employers Can Prepare for ICE Audits and Inspections
- Contract Management: Dealing with Multiemployer Worksites

2:45-3:30 p.m. Break and Visit Exhibits

3:30-5 p.m.

SESSION 3

- Civility at Work: A Safety Imperative and Culture Catalyst
- Employee Concentration: What Were You Thinking?!
- Preventing Serious Injuries and Fatalities
- Total Worker Health® Awareness for Safety Committees

5-6:30 p.m. Networking Event (limited seating – admission ticket required)

Schedule-at-a-glance

Thursday, October 16

- 7:30 a.m.** Registration opens and refreshments
- 7:30 a.m.-1:15 p.m.** Exhibits open
- 8-9:05 a.m.** Welcome and Keynote: You Get More Flies With Honey: The Importance of Recognition
- 9:05-10 a.m.** Awards Presentation
- 10-10:30 a.m.** Break and Visit Exhibits

10:30 a.m.-noon

SESSION 4

- 2025 Employment Law Update
- Hydration and Nutrition in the Industrial Workforce
- Incident Investigation
- Risk Assessments: Choosing the Right Control Measures
- Recordkeeping and Recording

Noon-1 p.m. Lunch (provided), Visit Exhibits, Prize drawing (12:20 p.m.)

1-2:30 p.m.

SESSION 5

- Practical Strategies for Enhancing Your Safety Culture
- Back on the Case: Advanced HR and Safety Investigation Training
- Cultivating Safety Leadership at Every Level
- Let's HAZCOM-municate About Chemical Safety
- Confined Spaces

2:30-2:50 p.m. Break

2:50-4:20 p.m.

SESSION 6

- Who's Minding the Store? Perspectives from Emergency Management
- From Conflict to Collaboration: Building Psychological Safety for High-Performing Teams
- I See Hurt People: The Sixth Sense of Hazard Awareness and Mitigation
- Ergonomics Pitfalls and Possibilities: How to Spot and Solve Ergonomics Problems at Work
- Fall Protection in Wood-Framed Construction

Register online 

safetyseries.cventevents.com/southern25

Conference Workshops

Tuesday, October 14

7:30 a.m.

Registration opens

Pre-conference Certification Workshop

8 a.m.-noon

First Aid, CPR, & AED Certification Course

This course provides participants with the knowledge and hands-on skills needed to recognize and respond to a wide range of medical emergencies. The training meets current guidelines for workplace and community requirements. It is designed for employees, parents, caregivers, teachers, and community members who want the skills and confidence to respond to emergencies. No prior training is required and certification card issued upon successful completion.

Course topics include:

- Adult First Aid: How to respond to common medical emergencies such as bleeding, burns, shock, choking, seizures, and sudden illness.
- Cardiopulmonary Resuscitation (CPR): Step-by-step instruction in performing CPR for adults.
- Automated External Defibrillator (AED): How and when to use an AED safely and effectively in a cardiac emergency.

Optional: Return to class from 1-2 p.m. for CPR for infants and children.

► Roy Harper

*Risk & Safety Consultant
BBSI, Medford*

► Jeffrey Mook

*Region Safety Coordinator
Boise Cascade, Medford*

Professional Development Workshop

9 a.m.-3 p.m.

FOCUS Leadership and Resolving Complex Conflicts

This workshop covers the following:

Hour 1: FOCUS Leadership (introduction to the theory of constraints)

- Begin identifying and addressing bottlenecks — both visible and hidden. This hour focuses on recognizing what needs to change and sets the tone for the day.

Hour 2: Hands-On Experiment

- Apply the principles from the first hour in a practical exercise. This interactive experiment solidifies understanding and fosters collaboration.

Hour 3: Change Leadership

- Once bottlenecks are identified, the next challenge is managing resistance to change. This hour — based on concepts from my book, “The Invisible Four-Letter Word” — explores why people resist change and provides actionable strategies for overcoming resistance.

Hour 4: Resolving Complex Conflicts

- Dive deeper into resolving entrenched conflicts by identifying their root causes. Participants learn practical methods to untangle and resolve even the most challenging struggles.

Hour 5: Q&A and Case Studies

- Wrap up with an interactive question-and-answer session. This is an opportunity to address specific challenges, explore real-life case studies, and clarify any concepts discussed earlier in the day.

► Scott Shumway

*Principal
Eminent LLC, Rogue Valley*

Conference Sessions

Wednesday, October 15

7:30 a.m. Registration opens and refreshments

7:30 a.m.-3:30 p.m. Exhibits open

8-9:45 a.m. Welcome

► **Shyra Rogers**

Conference Chair

► **Jeffrey Mook**

President, ASSP Southern Oregon Chapter

► **Renée Stapleton**

Administrator, Oregon OSHA

Track key:

- GI** General Industry
- H** Health/Wellness/IH
- SC** Safety Committee
- HR** Human Resources
- C** Construction

KEYNOTE

Stronger Together: Building Resilient Teams for Safety Professionals

In this engaging and insightful keynote address, participants explore strategies for building dynamic, resilient teams that thrive in the demanding world of safety professionals. The keynote focuses on fostering a positive team culture where individuals look out for one another, remain motivated under pressure, and communicate effectively — even when delivering tough messages. Through real-world examples and practical techniques, attendees gain actionable tools to strengthen team cohesion, boost morale, and navigate complex conversations with confidence. This keynote is designed to inspire safety leaders and professionals to create a culture of care, trust, and resilience within their teams.

► **Jeff Crapo, MS**

Colonel

Ethos Consulting Team LLC & Ethos Academy, Medford

9:45-10:30 a.m.

Break and Visit Exhibits

10:30 a.m.-noon

SESSION 1

Respiratory Protection — How Do I Make This Work?

H

Federal OSHA General Industry regulation 1910.134 and Oregon Administrative Rule 437-004-1041 outline what is required to establish a respiratory protection program. This presentation discusses what a safety, health, and environment manager needs to set up a functioning program that meets the requirements of the regulations and protects the health of the most valuable asset your company has — its employees!

► **Gina Facca, CSM**

Principal

O.P.S. by Facca LLC, Vancouver, Washington

The Influence and Culture Relationship

GI

There are basic but essential safety principles that have a major effect on the safety culture of a working team. These principles must be brought to bear through defined action. Whether your organization is a public entity or in the construction, manufacturing, mining, or service industry, an employee-led safety culture does not normally happen organically. It is influenced by specific actions driven by principles that are essential but malleable. Training, policies, rules, standard operating procedures, etc., are all necessary, but they rarely influence safe work in the moment. This class discusses practical elements and activities necessary for an employee-led safety culture. These elements can also influence production and the quality of success.

▶ Chris Lawrence

*Region Safety Manager
Boise Cascade, Medford*

Safety Committee Roles and Responsibilities

SC

This session offers a thorough review of Oregon OSHA's safety committee rule and dives deep into the important responsibilities each member has to make their committee as effective as it can be. Practical, real-world examples are shared along with some suggestions to make even a good safety committee great!

▶ Craig Hamelund

*Education Specialist
Oregon OSHA, Tigard*

The Power of People: Influence, Persuasion, and Impact in Leadership

HR

Successful leadership goes beyond titles and technical expertise — it's about the ability to influence others, persuade with purpose, and create a lasting effect. In this engaging and interactive session, human resource professionals and organizational leaders explore how to harness the psychology of influence to inspire action, foster collaboration, and lead more effectively. Learn how to communicate in ways that resonate, gain buy-in across all levels of your organization, and cultivate a presence that moves people toward shared goals. Whether you're managing change, encouraging compliance, or driving cultural transformation, this session equips you with the tools to lead with greater clarity, confidence, and connection. By the end of this session, participants are able to:

- Differentiate between influence and persuasion and understand their ethical applications in leadership and workplace communication.
- Apply practical influence techniques to enhance employee engagement, improve collaboration, and lead more effectively.
- Identify common barriers to influence and learn strategies to overcome resistance and navigate challenging conversations.

- Strengthen leadership presence by using verbal and nonverbal communication to build trust and credibility.
- Leverage influence to drive positive outcomes in change management, policy implementation, and team development.

▶ Tonya Sowles, MBA, SHRM-SCP

*HR Consultant
Sowles Consulting LLC, Eagle Point*

Boom Goes the Stigma: Addressing Suicide, Mental Health, and Substance Abuse in the Construction Industry

C

Despite growing awareness, the construction industry still struggles with making mental health part of a safety plan. This interactive presentation explores the stigma surrounding mental health, substance use, and suicide in the construction industry. It then provides practical tools — including our series of toolbox talks, flyers, action guides, and other resources — that empower participants to move past stigma and incorporate awareness and resources into their standard operating procedures all year long. We also provide an overview of our new construction care line.

▶ Max Margolis

*Project Director
Construction Suicide Prevention Partnerships,
Portland*

Noon-1:15 p.m.

Lunch (provided)

Prize drawing (12:30 p.m. – must be present to win)

Track key:

- GI General Industry
- H Health/Wellness/IH
- SC Safety Committee
- HR Human Resources
- C Construction

1:15-2:45 p.m.

SESSION 2

Discussing Our Culture: The Intersection Between Physical and Psychological Safety

H

Our discussion includes foundational elements of culture and psychological safety. We provide examples of how our leaders' responses to feedback affect our organizational safety and our employees' willingness to participate in those efforts. We provide an introduction to Human and Operational Performance (HOP) and the Ansbro Safety Culture Spectrum.

► Andrew Rohner, CSP

*Senior Safety Management Consultant
SAIF Corporation, Salem*

Safety Training for Employees

Safety training is the keystone of any effective safety program. We discuss key insights to what it takes to make sure that employees have the critical training to keep safe on the job. The speaker shares some common ingredients of high-performing safety programs and practical ideas you can take back to your organization.

► David Hanson, CSP

*Senior Safety Management Consultant
SAIF Corporation, Medford*

Basic Hazard Identification

SC

Hazardous conditions and practices exist in every worksite. This session covers the basics on how to systematically identify and then control hazardous conditions and practices that could lead to workplace injuries and sicknesses. Attendees come away with improved understanding of what allows hazards to exist in the workplace and strategies to identify and eliminate such hazards.

► Mark Hurliman, CSHM

*Voluntary Programs Coordinator
Oregon OSHA, Medford*

How Employers Can Prepare for ICE Audits and Inspections

HR

Employers across the country face questions in anticipation of increasing Immigration and Customs Enforcement (ICE) action, including possible audits, inspections, or warrants. In this presentation, Barran Liebman partner, Chris Morgan, discusses steps you can take to prepare your workforce and workplace, including:

- What obligations does an employer have under state and federal law?
- What rights do workers have?
- What can an employer do to prepare for ICE activity?
- How much time does an employer need to give its employees if they receive notice of a pending inspection?

► Chris Morgan, Attorney

*Partner
Barran Liebman LLP, Portland*

Contract Management: Dealing with Multiemployer Worksites

C

In this presentation on contract management for multiemployer worksites, we explore the complexities and challenges that arise when multiple organizations collaborate on a shared project. Such environments typically involve a diverse range of contractors, subcontractors, and stakeholders, making effective contract management crucial for ensuring clarity, compliance, and safety. We introduce the fundamental principles of contract management, highlighting the significance of detailed agreements that clearly define each party's responsibilities, deliverables, and communication protocols. By establishing unambiguous expectations and legal obligations at the outset, we can minimize potential disputes and cultivate a more cooperative work environment. Additionally, this presentation addresses the unique safety and regulatory considerations inherent to multiemployer worksites. With various employers operating within the same space, the coordination of safety plans and risk assessments becomes critical. We examine the role of the general contractor in overseeing compliance with safety regulations and ensuring that all parties adhere to established

protocols. Through case studies, we demonstrate how effective contract management not only mitigates legal and financial risks but how it can also enhance overall project efficiency and worker safety. Participants leave the presentation equipped with practical strategies for developing comprehensive contracts and fostering collaboration among diverse teams, ultimately leading to successful outcomes in complex multiemployer environments.

► **Robert McCarthy, CSP, SMP, OHST, CSMP, CPSI**
Occupational Safety and Health Division Head
Pearl Harbor Naval Shipyard and IMF, Joint Base Pearl Harbor-Hickam, Hawaii

2:45-3:30 p.m.

Break and Visit Exhibits

3:30-5 p.m.

SESSION 3

Civility at Work: A Safety Imperative and Culture Catalyst

HR

Civility isn't just about being polite. It's a crucial component of a safe, productive, and respectful workplace. According to SHRM's "Civility and Respect at Work" report, 57 percent of employees say their workplace culture directly affects their well-being, and nearly 1 in 4 workers have left a job due to a toxic environment. Incivility contributes not only to disengagement and turnover, but also to increased safety risks, communication breakdowns, and poor decision-making under pressure. This dynamic session bridges the worlds of human resources and safety by showing how fostering a culture of civility can reduce workplace incidents, improve employee morale, and boost organizational performance. We explore real-world scenarios, SHRM research insights, and practical strategies to transform incivility into accountability and respect. Whether you're responsible for keeping people safe, developing leaders, or managing culture, this session equips you with tools to champion civility as a nonnegotiable standard of excellence.

► **Sarah Elkinton, MS, SHRM-CP, PHR**
Senior HR Business Partner

Employee Concentration: What Were You Thinking?!

GI/C

Employees have a lot going on in their lives. Personal, social, and financial aspects of life all require attention and when combined with pressures and stress at work, can greatly affect concentration in the workplace. As part of the Total Worker Health Initiative, employee distraction must be recognized as a potential hazard and contributing root cause related to workplace incidents. How does an employee's ability to concentrate on their job and their tasks affect their probability of being involved in an incident? Topics include:

- Identifying what life and work aspects affect an employee's ability to concentrate and lead to distraction.
- Show how employee concentration levels affect their chances of being injured due to distraction.
- Quantify how a reduction in distraction can lead to increased productivity and quality of work, positively affecting business operations.
- Quantify how a reduction in distraction can contribute to lower workplace incident frequency and severity.

► **J.T. Parnell, CSP, MS**

President

Boretti Inc., Atascadero, California

Track key:

- GI** General Industry
- H** Health/Wellness/IH
- SC** Safety Committee
- HR** Human Resources
- C** Construction

Preventing Serious Injuries and Fatalities

SC

The potential for serious injuries and fatalities (SIFs) is significant, and simply managing routine safety programs does not necessarily address the problem. Join us to learn practical steps for identifying SIF potential, best practices for prevention, and resources to engage your workers in preventing SIFs at your jobsites.

- **Jon Sowers, OHST, CHST, CET, SMS**
Senior Safety Management Consultant
SAIF Corporation, Medford

Awards Presentation

Thursday, October 16

9:05-10 a.m.

Ashland Hills Hotel & Suites

This is an occasion for ASSP to recognize safety excellence and improvement and to thank corporate sponsors for supporting efforts to provide health and safety education opportunities in Southern Oregon.

Total Worker Health® Awareness for Safety Committees

H

Safety committees play a crucial role in identification and management of different workplace hazards. This workshop helps you to broaden your understanding of all types of hazards, including psychosocial and organizational hazards that are not always easy to recognize. Participants have an opportunity to learn this from the perspective of a Total Worker Health® (TWH) approach, a concept coined and supported by the National Institute of Occupational Safety and Health (NIOSH). Participants are also be able to relate how current workplace programs and policies might fit (or not) into the TWH approach and how this comprehensive approach can be used by safety committees to advance health, safety, and well-being at work more effectively.

- **Katia Costa-Black, PT, Ph.D.**
Senior Manager for Education and Partnerships
Oregon Institute of Occupational Health Sciences
Portland
- **Liz Hill, MPH, CIH, CSP**
Total Worker Health Advisor
SAIF Corporation, Salem

Thursday, October 16

- 7:30 a.m.** Registration opens and refreshments
- 7:30 a.m.-1:15 p.m.** Exhibits open
- 8-8:05 a.m.** Welcome
- **Shyra Rogers**
Conference Chair

Register online 

safetyseries.cventevents.com/southern25

8:05-9:05 a.m.

Keynote: You Get More Flies With Honey: The Importance of Recognition

As leaders, what we ignore becomes accepted. While we excel at correcting undesired behaviors, we often overlook the power of recognizing and reinforcing the positive actions we want to see more of. This session emphasizes the importance of intentional recognition—because behavior rewarded is behavior repeated. Let's shift our focus to cultivating the culture we aspire to lead.

- **Luke Betts, CSP, ARM-E, ASP, AIS**
Senior Safety Management Consultant
SAIF Corporation, Bend

9:05-10 a.m.

Awards Presentation

10-10:30 a.m.

Break and Visit Exhibits

10:30 a.m.-noon

SESSION 4

2025 Employment Law Update

HR

In this session, Barran Liebman partner, Chris Morgan, discusses key employment laws and considerations for employers of all sizes and industries in 2025. Topics include employee safety, risk management, new laws, and policy considerations. Chris helps employers understand how each of these items affect employer responsibilities and obligations, and provide practical advice for implementing new policies in a changing legal and regulatory landscape, including:

- Understanding new or amended laws that affect employers.
- How to update policies to comply with changing legislation.
- How to mitigate risk through proactive policy development and implementation.
- Understanding employer responsibilities in responding to and addressing workplace safety complaints.

► Chris Morgan, Attorney

Partner

Barran Liebman LLP, Portland

Hydration and Nutrition in the Industrial Workforce

H

This presentation focuses on the effect of hydration and nutrition in the industrial workforce. Key points and objectives include providing practical takeaways for management to implement improved practices that support employee health and safety. The session highlights effective methods and recommended strategies for building healthier habits, ultimately contributing to a safer, healthier workplace.

► Elizabeth Shaylor, CPT, CNC, CSNC, MMCS

Manager/Personal Trainer

Snap Fitness, Jacksonville

Incident Investigation

SC

In this course, you gain a clear understanding of your role as an investigator — recognizing when your actions support, or potentially interfere with, a thorough investigation. The course also covers how to conduct an effective root cause analysis and how to develop strong recommendations and actions to prevent recurrence.

► Ramiero Leon

Safety Professional

Vigilant, Tigard

Risk Assessments: Choosing the Right Control Measures

GI

This presentation addresses the topic of risk assessments and highlights the significance of selecting appropriate control measures. It begins by underscoring the fundamental purpose of risk assessments — to identify potential hazards and evaluate the risks they pose in various work environments. A comprehensive understanding of these risks is essential for effective decision-making. We outline the systematic approach known as the hierarchy of controls, which aids in identifying the most effective measures to mitigate risks. Following that, we explore the practical aspects of implementing these control measures, emphasizing the importance of involving employees in the risk assessment process. Their insights are invaluable and can help cultivate a culture of safety within the organization. The presentation also discusses how to assess the feasibility of different control options and emphasizes the significance of ongoing monitoring and review to ensure the selected measures remain effective over time. By focusing on real-world examples and engaging with audience scenarios, Robert's aim is to equip participants with the knowledge and tools necessary to conduct meaningful risk assessments and implement appropriate control measures, ultimately fostering a safer workplace for everyone.

► Robert McCarthy, CSP, SMP, OHST, CSMP, CPSI

Occupational Safety and Health Division Head

Pearl Harbor Naval Shipyard and IMF, Joint Base Pearl Harbor-Hickam, Hawaii

Recordkeeping and Recording

GI

Wondering about the requirements for the 300 log and summary? Unsure if the electronic reporting requirements apply to your business? This training covers how to determine Oregon OSHA recordability, posting, and reporting requirements. The requirements for submitting electronic injury and data are also discussed.

► Patti McGuire

*Regional Safety & Health Supervisor
SAIF Corporation, Medford*

Noon-1 p.m.

Lunch (provided)

Visit Exhibits

Prize drawing (12:20 p.m. – must be present to win)

1-2:30 p.m.

SESSION 5

Practical Strategies for Enhancing Your Safety Culture

GI

Participants gain essential skills and best practices to drive safety performance within an organization. Through case studies, group discussions, and hands-on activities, the course emphasizes practical application over theory. Designed for new safety professionals seeking to establish a solid foundation in enhancing safety culture and experienced professionals aiming to revitalize their safety performance strategies, this course offers valuable insights for all levels.

► Ben McCormack, CSP

*Safety Program Manager
City of Vancouver, Washington*

► Michelle Pari, CSP

*Founder
Ascend Safety*

Back on the Case: Advanced HR and Safety Investigation Training

HR

You asked for it — and we're back! Building on last year's popular human resources and safety investigation training, this updated session goes deeper into the art (and science) of workplace investigations. This time around, we are shining the spotlight on the most critical (and often most awkward) part of the process, the investigation interview. We also spend more time mastering the elusive skill of summarizing the facts clearly: no legalese, no drama, just the facts ma'am.

But, we won't stop there. Once the facts are clear, it's time to answer the toughest question of all: What do we do with this information? This session introduces a "Just Culture" framework to help you move beyond gut instinct and bias, and into fair, consistent resolution recommendations. You learn how to distinguish between human error, at-risk behavior, and reckless conduct — and how to align your recommendations accordingly with the right mix of accountability, learning, and system improvement. Whether you're an HR and safety gumshoe or a seasoned sleuth, this session sharpens your investigation skills and brings new clarity to your outcomes — with just enough humor to make the tough stuff go down easier.

► Sarah Elkinton, MS, SHRM-CP, PHR

Senior HR Business Partner

Track key:

- GI** General Industry
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Cultivating Safety Leadership at Every Level

SC

In the best organizations, safety belongs to everyone — and it's important to nurture leadership qualities in all employees. This interactive workshop provides an overview of good safety leadership, training using the cafeteria style of learning, and strategies for how to conduct leadership training at your organization. The workshop includes tools and resources that help cultivate safety leadership at every level.

► **Leigh Manning**

*Senior Safety Management Consultant
SAIF Corporation, Springfield*

► **Jeffrey Mook**

*Region Safety Coordinator
Boise Cascade, Medford*

Let's HAZCOM-municate About Chemical Safety

H

We discuss OSHA's HAZCOM rule and what you should know about chemical safety and compliance requirements in your workplace. Topics include:

- Understanding labels and safety data sheets
- Chemical, physical, and health hazards
- Safe-handling procedures and personal protective equipment
- Emergency response
- Requirements for a written program and employee training

► **Kyle DeHart, CIH, CSP**

*Industrial Hygienist
SAIF Corporation, Salem*

► **James Mouldsdale, CHMM**

*Senior Safety Management Consultant
SAIF Corporation, Medford*

Confined Spaces

C

The class explores Oregon OSHA's Confined Space Rule. Attendees are able to:

- Understand what is a confined space
- Know the roles and responsibilities of entrants, attendants, confined space supervisors, and the rescue team
- Understand the difference between alternate entry procedures and permit required entry procedures
- Have knowledge of atmospheric testing requirements
- Know the difference between nonentry rescue and entry rescue and the training requirements to perform rescue

► **Rob Roloson**

*Safety Management Consultant/Industrial Hygienist
Associated General Contractors, Wilsonville*

2:30-2:50 p.m.

Break

2:50-4:20 p.m.

SESSION 6

Who's Minding the Store? Perspectives from Emergency Management

GI

When disaster strikes, emergency responders are out saving lives, protecting infrastructure, and managing the crisis as it unfolds. But what happens to the rest of us — the people not wearing uniforms or driving fire engines? Who's minding the store? You are. This dynamic, real-world preparedness presentation reframes the role of the public in emergencies. It explores the actions that nonresponders — residents, business owners, employees, and neighbors — can and must take when all the trained professionals

Register online 

safetyseries.cventevents.com/southern25

are fully deployed. Participants learn practical strategies for staying safe, staying informed, and staying effective during wildfires, power outages, earthquakes, and other community-wide emergencies. Topics include situational awareness, personal readiness, communication tools, supporting vulnerable populations, and how to keep your home, family, workplace, or block steady when the pressure is on. Whether you're a business professional, teacher, retiree, or teenager, this presentation empowers you with the mindset and tools to become a capable and prepared part of the emergency response equation. Because, when everyone's doing their part, we have a better chance.

- **Kelly Burns, BA, NFPA Fire Officer I
EMT-Paramedic**
*Emergency Management Coordinator
City of Ashland*

From Conflict to Collaboration: Building Psychological Safety for High-Performing Teams

HR

Conflict is inevitable — but when managed with emotional intelligence and psychological safety, it becomes a powerful tool for growth, trust, and collaboration. In this highly engaging and reflective session, attendees explore practical frameworks for understanding conflict, including the Thomas-Kilmann Conflict Mode Instrument, the concept of emotional bank accounts, and the role of psychological safety in team dynamics. Participants reflect on their personal conflict styles, learn how to navigate tough conversations with greater awareness, and walk away with tools — such as rumble starters and trust-building strategies — to create more courageous, collaborative work environments. Whether you're dealing with tension on your team or looking to proactively strengthen communication, this session offers insight, skill-building, and real-world application.

- **Kristi Frederick**
*Certified Dare to Lead™ Facilitator, Leadership, and
Culture Coach
Omnia Vincit Amor, Medford*

I See Hurt People: The Sixth Sense of Hazard Awareness and Mitigation

SC

This session helps provide safety practitioners with the tools and skills needed to see conditions in the workplace with a different lens. Many hazards can lie dormant until the perfect storm of circumstances come together to cause harm. Attendees learn to not only “see” the injuries before they occur, but proven methods for controlling and mitigating the hazards that cause them.

- **Michael Hill, CSP**
*Senior Safety Management Consultant
SAIF Corporation, Medford*
- **Patti McGuire**
*Safety & Health Supervisor
SAIF Corporation, Medford*

Ergonomics Pitfalls and Possibilities: How to Spot and Solve Ergonomics Problems at Work

H

This class teaches and gives participants tools to quickly spot musculoskeletal hazards in the workplace and tools to solve the problems. Many companies spend significant amounts of time and money to improve ergonomics and reduce injury risk only to find out the solution does not work or creates more problems. This class provides participants with strategies and methods on how to identify and prioritize ergonomic problems then develop controls in a cost effective, timely manner with confidence that the solution will work. This class is geared for people at all levels of ergonomic understanding and includes:

- A qualitative tool to spot and prioritize ergonomic hazards
- Focused brainstorming and the BEST tool
- Case studies and cool “unicorn” solutions for industrial settings that can be employed quickly
- Top three office ergonomic issues and solutions

- **Tony Brace, CPE, CIH**
*Ergonomist
SAIF Corporation, Salem*

Conference Sessions

Fall Protection in Wood-Framed Construction



In wood-framed construction, an effective fall protection program is crucial in promoting a culture of safety on jobsites. This presentation begins by illustrating the diverse risks associated with working at heights, particularly in the dynamic environment of wood construction, where scaffolding, ladders, and rooftops are commonplace. Key components include an overview of Occupational Safety and Health Administration (OSHA) regulations and Oregon OSHA regulations governing fall protection, emphasizing the importance of adhering to safety standards. Furthermore, the presentation discusses proper equipment use, including harnesses, guardrails, and personal fall arrest systems, ensuring that workers understand how to select and use these tools effectively. Engaging visuals and real-life scenarios are employed to reinforce the consequences of neglecting safety protocols, bringing attention to the human effect of falls and near misses. To foster an interactive learning atmosphere, open discussions and Q&A sessions allow participants to ask questions and share experiences, ultimately enhancing their understanding and commitment to maintaining a safe working environment. By the end of the session, attendees not only grasp the essential principles of fall protection, but also appreciate their role in cultivating a proactive attitude toward safety in wood-framed construction settings.

- **Robert McCarthy, CSP, SMP, OHST, CSMP, CPSI**
Occupational Safety and Health Division Head
Pearl Harbor Naval Shipyard and IMF, Joint Base Pearl Harbor-Hickam, Hawaii

Register online

safetyseries.cventevents.com/southern25

Conference Planning Committee

Heather Ashwill, *City of Central Point*

Tim Capley, *Oregon OSHA*

Alex Estes, *Boise Cascade*

David Hanson, *SAIF Corporation*

Roy Harper, *BBSI*

Mike Hill, *SAIF Corporation*

Karrie Hyde Bogart, *Southern Oregon Aspire*

Mizraim Jimenez, *Timber Products*

Andrew Johnson, *AGC*

Chris Lawrence, *Boise Cascade*

Patti McGuire, *SAIF Corporation*

Jeff Mook, *Boise Cascade*

James Mouldsdale, *SAIF Corporation*

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SHARP Alliance

SAIF Corporation

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(List as of 8/22/25)

Registration form

October 14–16, 2025
Ashland Hills Hotel & Suites • Ashland, Oregon

Please print

All parts of the registration form must be completed to process your registration.

Name: _____ Job title: _____

Company: _____

Mailing address: _____

City: _____ State: _____ ZIP: _____

Phone: _____ Ext.: _____ Alternate phone: _____

E-mail address (required): _____ (Must be unique e-mail address; no duplicate e-mails)

Is this the first time you have attended this conference? ☐ Yes ☐ No

Would you like to receive information about local ASSP meetings and membership? ☐ Yes ☐ No

Part 1 – Registration fees (mark all that apply)

Early-bird registration (prior to October 1, 2025):

☐ Professional Development Workshop \$160

☐ First Aid, CPR, & AED Certification Course (8 a.m.-noon)..... \$70

Conference (Wednesday and Thursday) October 15 & 16, 2026

☐ Full conference, Wednesday and Thursday..... \$220

☐ One day, Wednesday..... \$130

☐ One day, Thursday..... \$130

Registration (after September 30, 2025):

☐ Professional Development Workshop \$190

☐ First Aid, CPR, & AED Certification Course (8 a.m.-noon)..... \$70

Conference (Wednesday and Thursday) October 15 & 16, 2025

☐ Full conference, Wednesday and Thursday..... \$270

☐ One day, Wednesday..... \$155

☐ One day, Thursday..... \$155

TOTAL ENCLOSED \$ _____

Payment (check or credit card information) must accompany registration form.

Scan/email form to
oregon.conferences@oregon.gov or mail to:

ASSP – SOUTHERN OREGON CHAPTER
PO Box 5640
Salem, OR 97304-0640
Fax: 503-947-7019

For Pre-registration, return by October 7, 2025.

Some sessions may close; call for session availability
503-947-7411.

Questions?

Call the Conference Section at **503-947-7411** or
888-292-5247 (toll-free), **option 1.**

Federal Tax ID Number: 93-1127638

If paying by credit card, please fill out the information below.

Charge my: ☐ MasterCard ☐ VISA ☐ American Express ☐ Discover

Name on card (print): _____

Billing Address: _____ **Zip Code:** _____

Exp. date: _____ **Security code:** _____

Signature: _____

Office use only

Date Rec. _____

Amt. Rec. _____

Check # _____

PO # _____

Last 4 _____

{ 3 digits on back of MasterCard or VISA
4 digits on front of American Express

(Continued on other side)

Credit Card #:

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For your protection, your credit card number will be shredded after processing.

Registrant's name: _____

Attendee profile: (check one) ☐ Employee ☐ Management ☐ Owner ☐ Consultant ☐ Other/not listed: _____

Are you a safety committee member? ☐ Yes ☐ No

Please indicate the number of employees at your worksite: ☐ 20 employees or fewer ☐ 21 to 50 employees ☐ 51 or more employees

Indicate which industry you represent: (check one)

- | | | |
|--|---|---|
| ☐ Agriculture | ☐ Government/Public Administration | ☐ Utilities |
| ☐ Construction | ☐ Healthcare | ☐ Warehousing |
| ☐ Food Processing/Manufacturing | ☐ Human Services | ☐ Wood Product Manufacturing |
| ☐ Forest Activities/Logging | ☐ Manufacturing | ☐ Other/not listed: _____ |
| | ☐ Transportation | |

How did you learn about the conference? (check all that apply)

- | | |
|---|--|
| ☐ ASSP Southern Oregon Chapter | ☐ Industry association |
| ☐ Oregon OSHA | ☐ Insurance carrier |
| ☐ SHRM | ☐ Labor association |
| ☐ Direct mail flyer/program | ☐ Management/employer |
| ☐ Co-worker | ☐ Public service announcement |
| | ☐ Other/not listed: _____ |

Part 2 – Session Selection (Choose only one first and one second choice for each time period.)

For each time period, circle the ① next to the session you would most like to attend.

Also circle the ② next to the session that is your second choice for that time period.

Example: ① 2 Example class A
1 2 Example class B
1 ② Example class C

Tuesday, October 14

8 a.m.-noon

- ☐ First Aid, CPR, & AED Certification Course
(Optional: Infant/child CPR from 1-2 p.m.)

9 a.m.-3 p.m.

- ☐ Professional Development Workshop

Wednesday, October 15

8-9:45 a.m.

Welcome and Keynote

- ☐ Yes, I want to attend the Welcome and Keynote: Stronger Together: Building Resilient Teams for Safety Professionals

10:30 a.m.-noon

SESSION 1

- | | | |
|---|---|---|
| 1 | 2 | Respiratory Protection — How Do I Make This Work? |
| 1 | 2 | The Influence and Culture Relationship |
| 1 | 2 | Safety Committee Roles and Responsibilities |
| 1 | 2 | The Power of People: Influence, Persuasion, and Impact in Leadership |
| 1 | 2 | Boom Goes the Stigma: Addressing Suicide, Mental Health, and Substance Abuse in the Construction Industry |

1:15-2:45 p.m.

SESSION 2

- | | | |
|---|---|--|
| 1 | 2 | Discussing Our Culture: The Intersection Between Physical and Psychological Safety |
| 1 | 2 | Safety Training for Employees |
| 1 | 2 | Basic Hazard Identification |
| 1 | 2 | How Employers Can Prepare for ICE Audits and Inspections |
| 1 | 2 | Contract Management: Dealing with Multiemployer Worksites |

3:30-5 p.m.

SESSION 3

- | | | |
|---|---|--|
| 1 | 2 | Civility at Work: A Safety Imperative and Culture Catalyst |
| 1 | 2 | Employee Concentration: What Were You Thinking?! |
| 1 | 2 | Preventing Serious Injuries and Fatalities |
| 1 | 2 | Total Worker Health® Awareness for Safety Committees |

5-6:30 p.m.

- ☐ Yes, I will attend the Networking Event
(no cost; limited seating – capacity 60)

Thursday, October 16

8-10 a.m.

General Session

- ☐ Yes, I will attend the Awards Presentation and Keynote: You Get More Flies With Honey: The Importance of Recognition

10:30 a.m.-noon

SESSION 4

- | | | |
|---|---|---|
| 1 | 2 | 2025 Employment Law Update |
| 1 | 2 | Hydration and Nutrition in the Industrial Workforce |
| 1 | 2 | Incident Investigation |
| 1 | 2 | Risk Assessments: Choosing the Right Control Measures |
| 1 | 2 | Recordkeeping and Recording |

1-2:30 p.m.

SESSION 5

- | | | |
|---|---|---|
| 1 | 2 | Practical Strategies for Enhancing Your Safety Culture |
| 1 | 2 | Back on the Case: Advanced HR and Safety Investigation Training |
| 1 | 2 | Cultivating Safety Leadership at Every Level |
| 1 | 2 | Let's HAZCOM-municate About Chemical Safety |
| 1 | 2 | Confined Spaces |

2:50-4:20 p.m.

SESSION 6

- | | | |
|---|---|--|
| 1 | 2 | Who's Minding the Store? Perspectives from Emergency Management |
| 1 | 2 | From Conflict to Collaboration: Building Psychological Safety for High-Performing Teams |
| 1 | 2 | I See Hurt People: The Sixth Sense of Hazard Awareness and Mitigation |
| 1 | 2 | Ergonomics Pitfalls and Possibilities: How to Spot and Solve Ergonomics Problems at Work |
| 1 | 2 | Fall Protection in Wood-Framed Construction |

Special accommodations:

- ☐ Check if you require special services. Provide a written description of your needs.