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<p><b>Membership</b></p> <p>As of 12/21/2021, we have <b>328 members</b>.</p> <p><u>3 new members:</u></p> <p>Heather Foster - Student</p> <p>Karen Feucht -Froedtert Health</p> <p>Kimberly Parr - GZA GeoEnvironmental</p>	<p><b>In this issue:</b></p> <p>Chapter President's Message.....pg. 2 Chapter Officers .....pg.3 SPY Award Nominations.....pg.4 Foundation Scholarships .....pg.5 Journal Article.....pg.6-8 Governance Update.....pg.8 WISE Event.....pg.9 Upcoming Meetings.....pg.10</p> <p><b>Announcements:</b></p> <p>While ASSP works hard to help us develop the knowledge and skills we need to achieve our career goals, we can't do it without you. If you are interested in helping in the Chapter, please talk to one of the officers after any meeting.</p>	<p><b>ASP/CSP Development</b></p> <p>If you wish to borrow our chapter's study guides for either the ASP or CSP exam preparation, please contact Tony Prospero, CSP at: <a href="mailto:tony.prospero@marshmma.com">tony.prospero@marshmma.com</a> or 262-797-6284. For more information on the exams and the certification process, please contact BSCP's web site at <a href="http://www.bcsp.org">www.bcsp.org</a>. Also, please look at the ASSP Foundation site. They have funds that you may qualify for to help defer the costs of the exams and prep course. Please refer to page 3 for more information.</p>
	<p><b>Worker's Compensation Legal Update</b></p> <p>Eric E. Hobbs, Ogletree, Deakins, Nash, Smoak &amp; Stewart, P.C. will address many items from an Attorney's point of view for employer's and will also cover Worker's Compensation updates. Join us as we include our friends from the American Society of Safety Professionals (ASSP) during our annual co-meeting.</p> <p><b>Speaker:</b> Eric E. Hobbs, Ogletree, Deakins, Nash, Smoak &amp; Stewart, P.C</p> <p><b>Location:</b> Thunder Bay Grille N14W24130 Tower Place Pewaukee, WI 53072</p> <p><b>Date:</b> 1/12/2022 Registration: 11:30 am - 12:00 pm Lunch: 12:00 pm - 12:30 pm Presentation: 12:30 pm - 1:30 pm</p> <p><b>You can register at:</b> <a href="https://wisconsin.assp.org/">https://wisconsin.assp.org/</a></p>	



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## 2021-2022 WI Chapter Officers:

President Elect:  
Joel Dickinson



Vice President:  
Elizabeth Polheber



Treasurer:  
Matt Schmidt



Secretary:  
Karen Jandora



## Chapter President's Message:

I hope this newsletter finds you safe and healthy. The holiday fun is upon us, but so is all the busyness that comes with it. We had a great event in October with David "Mac" McCollum from Grainger on hearing conservation and the new emphasis program. Unfortunately we had to cancel our November meeting due to Covid issues affecting the locale we were going to host the meeting at. We have to be ready and be willing to be flexible as this might happen more and more with the current climate. We have an exciting meeting co-sponsor with the Waukesha Area Safety Council coming up in January. Also, we are looking for candidates for the Board. If you are interested toss your name in the hat. Merry Christmas and Happy Safe Holidays to all!!

## WI Chapter President for 2021-2022:



*think*safe. *act*safe  
**Elier Aguilera**  
Corporate Safety Manager



The Five Past-Presidents still actively serving on the board (left to right): , Russell Fote, Rebecca Severson, Craig Everson, Bruce Morton and Jared Owen





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## Chapter Officers

# Wisconsin Chapter 2020-2021 Officer Nominations

Have you ever thought about being more involved in the Chapter or know someone who would be interested? Considered putting your name for nomination for the Chapter Officer Board. Don't let a new opportunity escape if it seems daunting. The Wisconsin Chapter has a strong network of Past Presidents who are very involved and like mentoring new leaders. This is an opportunity for you to become a future leader of ASSP and the safety profession. If you have an interest please feel free to reach to : [president@wisconsin.assp.org](mailto:president@wisconsin.assp.org)





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# Chapter Safety Professional of the Year Award

The ASSP Chapter Safety Professional of the Year Award acknowledges the dedication and outstanding contributions of a member to our ASSP chapter. To be eligible nominees must:

## Eligibility

1. Be a Professional Member, Member or International Member in good standing of their Chapter and the Society.
2. Not have received this award within the past five (5) years.
3. Be engaged in full-time employment in the profession of protecting people, property and the environment.

## Judging Criteria

1. Demonstrated technical expertise in the broad field of safety and a thorough knowledge of the operational aspects of his/her safety employment.
2. Demonstrated outstanding contributions to the, Chapter or Section, activities, including committee or task force chair, officer, services to members, lecturer at seminars, etc.
3. Leadership in establishment, maintenance, and improvement of technical or Chapter programs in the organization nominee serves or elsewhere.
4. Other personal achievements related to safety and health.
5. Professional contributions to advance the safety profession, such as fostering professional development, public/community services, instructor at educational institutions, involvement in codes and legislation, articles written, work with allied groups, etc.
6. Awards and innovations, including citations, honors, plaques; or new procedures or systems developed.
7. Endorsements by superiors and verifications by associates, in the form of letters on appropriate stationery of the employer, Area Director, where applicable and Regional Vice-president.

If you are eligible or know someone who is, please fill out the nomination form; found on our website. Deadline to submit application is January 30<sup>th</sup>.





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Since 1990, the ASSP Foundation has awarded more than \$4 million in academic scholarships and professional education grants to occupational safety and health students and professionals working towards their educational goals.

Thanks to the generosity of the safety community, nearly \$328,000 in 130 scholarships and grants are awarded this year. [Congratulations to the 2020-2021 scholarship and grant recipients!](#)

Through the support of the ASSP Foundation scholarship and grant programs, more than 1,300 safety students and professionals have advanced their careers.

### ASSP Foundation Academic Scholarship Program

- **Academic scholarships** are available for students within the occupational safety and health field, preparing for their careers or looking to supplement their careers with additional college coursework.
- **Applications for ASSP Foundation academic scholarships are accepted October 15, 2021–January 15, 2022.**
- Programs of study must be either directly related to the occupational safety and health field or will be utilized to support the occupational safety and health field. This can include a variety of degrees. If your degree is not directly related to occupational safety and health, you will be asked to clarify how you will be using your degree to support the field of occupational safety and health.
- Academic scholarships are announced on or around May 15, 2022.

[APPLY FOR SCHOLARSHIPS](#)

### ASSP Foundation Professional Education Grant Program

- **Professional education grants** are available for individuals within the occupational safety and health field (either students or professionals) who need financial support for certification expenses, conference attendance, webinar attendance, workshop attendance, and similar professional development support.
- College courses are not covered by the professional education grant program; applicants must use the scholarship application if requesting support for college courses.
- **Applications for ASSP Foundation professional education grants are accepted year-round, with awards made on a rolling basis, based on availability.**

[APPLY FOR GRANTS](#)





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## Building a mentally healthy culture

Bruce Morton



A few weeks ago, a colleague of mine took a call in the evening from a construction worker who said his son was thinking about killing himself.

This father did not know what to do and he and his wife were panicking. I know how he felt – having dealt with issues with my son about mental health and feeling hopeless in time of need. Fortunately, his employer offers a range of counseling and well-being support services, and the employee's relative was quickly referred to a provider we knew was highly qualified. It does not always work that smoothly. In fact, the biggest difficulty we are faced with as an industry is encouraging our employees to seek help when they need it. So then, I think to myself – what if he had not called me because of feeling weak or worrying about the stigma that might get back to his co-workers?

Most of us know someone in our industry who has experienced mental-health troubles. We know how this can affect that person's life and family and fellow workers and may also affect workplace safety and productivity. Most of us want to help but may not know the best way. In fact, fewer than 50% of people with mental-health troubles get the care they need. What can our industry do? There's no simple answer, of course, but research suggests that it starts with two things – building a mentally healthy organization and facilitating access to appropriate service and supports.

### Building a mentally healthy organization

The 2021 Pulse Survey – "Mental Health and Well Being in the Construction Industry," offers a wealth of findings for managers who want to help their employees stay mentally fit and ready to do their best work. Of the survey respondents, 94% recognize the importance of sharing mental-health resources with workers to spread awareness of mental-health issues, reduce stigmas and encourage people to get help when it's needed. The survey results were based on completed surveys by 1,175 people – mostly construction-company managers, in every region of the U.S.

Not surprisingly, a central finding is that management has a crucial role to play in making clear that worker well-being, mental-health awareness and suicide prevention are priorities. From



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supervisors up to CEOs, the message should be consistent and credible that mental health is a priority and that managers are keenly interested in talking to employees about mental health and helping them find the resources they need.

Construction has one of the highest suicide rates among all industries, and alcoholism and drug use may also be high. The survey supports the view that our industry can do much more about mental health. Whereas 93% of survey respondents agreed that improving mental health is a sound business practice, only 18% said they would openly discuss mental health issues with their fellow employees. In fact, 78% cited shame and stigma as reasons they would not seek help for mental-health troubles and substance misuse. And 77% cited fear of judgment by their peers and 55% cited job consequences. And these are managers! Clearly, we can do better as an industry, and overcoming hesitancy to seek help is a priority – and presents an opportunity.

#### **Access to service and support**

The other big opportunity is making sure employers know where and how to get help. As we discussed earlier, sharing mental-health resources was recognized by 94% of survey respondents as important. Yet, only 46% said they knew where to obtain care, according to the survey. So, here you have more than half of managers in the dark, which isn't helpful when you consider that managers are the ones we look to guide employees toward help. What's the best way forward?

Mental-health training for managers was rated in the survey as the top way to reach people. Whereas only 25% of the respondents said their organizations offer supervisor training, 69% thought it would be useful to offer such training. Training for employees was also seen as useful: 66% agreed that it should be on offer. Yet, only 25% said their organization offered such training. So, clearly there is an opportunity to offer more training to both supervisors and employees. Toolbox talks were also rated as helpful by 64% of the respondents. Fact sheets were rated as useful by 51%.

Employee Assistance Programs were rated as helpful by only 48% of the survey respondents. Some cited difficulties with calling a toll-free number. Others expressed doubt that the EAP is confidential, feeling that employers will learn employees are seeking help. I have seen some very effective EAPs, but we clearly need to improve the perception of EAPs and make them more credible. For example, let's make other people aware of other useful services within an EAP, such as setting up a will, finding assisted-living services for parents, financial-planning services and other services.

My clients that have had me come and speak to them about mental health and listened as I opened up about my story have responded well when I've called attention to the need for paying more attention to mental health. I just had a client tell me yesterday about success that one of his managers had in his Florida office when an employee came forward asking for some help. Therefore, the trainings are working – we just need to have more of them. Your local National Alliance for Mental Health offers a great class called QPR – Question, Persuade and Refer. It concentrates on training supervisors on how to notice signs of possible suicide and



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how to provide help. I have had quite a few of my clients put all their supervisors those training sessions.

Locally we had started a group called WCWC – Wisconsin Construction Wellness Community – Wisconsin Construction Wellness Community (wisconwel.com). It is a group of contractors that came together to train each other on mental health and what resources are out there and how to get them out to the industry. I hope to form a non-profit group that will allow us to distribute resources that are not affiliated with one group so people can feel comfortable using them. I can put on a technical meeting for the industry for no cost or low cost. We also want to collaborate with local providers so that people know they can call a trusted person in an emergency. We recently had my fitness trainer, Kat Musni come talk to our group. Her message was about how self-care can contribute to one's physical health and mental health

By getting the message out through so many contractors, supervisors, vendors, relatives and training classes, we are trying to make a difference. The more normal we make the conversations the more the stigma will lift and the more people will get the assistance they need, whatever that may be. I hope one day that it is just normal to talk about mental health!

– Bruce Morton is a senior loss control consultant in the Milwaukee office of Marsh & McLennan Agency. He can be reached at [bruce.morton@marshmma.com](mailto:bruce.morton@marshmma.com).

## House of Delegates: Official Meeting Notice and Voting Update

We continue to plan toward a House of Delegates vote in early 2022. Here's what we know about that today:

- A majority of delegates have indicated a preference for a 45-day voting period rather than conducting a live vote at a virtual House of Delegates meeting.
- Based on this feedback, the Board of Directors will convene a virtual House of Delegates on **Monday, Feb. 1, 2022, noon to 3 p.m. CT**. This will be an informational and open forum session only. We will conduct **NO** official business during this meeting, but instead the Delegates will spend their time together reviewing the voting information we expect to release the week of Jan. 24, 2022.





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# WISE

**Women in Safety Excellence**

## **American Society of Safety Professionals WI Chapter – WISE Virtual Food Drive**

Join the American Society of Safety Professionals WI Chapter – WISE to support Hunger Task Force during the holiday season – virtually!

With many workers still facing uncertainties due to COVID-19, food pantries are facing a significant increase with the weather is getting colder. Taking part in this virtual event is an excellent way for the Wisconsin Chapter WISE group to accept online donations benefitting the Hunger Task Force. We will keep you updated on the progress we are making on behalf of the ASSP Wisconsin Chapter WISE group. Let's join together to raise lots of food for hungry families in Milwaukee this holiday season!

Check out the website and consider making your own donation: [Hunger Task Force ASSP WI Chapter WISE Donations](#). We will keep you updated on the progress we make on behalf of the ASSP Wisconsin Chapter WISE group!



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## ASSP Wisconsin Chapter/WASC Technical Meeting



**January 12, 2022**

### **Worker's Compensation Legal Update**

**Speaker: Eric E. Hobbs, Ogletree, Deakins, Nash, Smoak & Stewart, P.C**

#### **Meeting Details:**

Join us for a meeting at Thunder Bay Grille. This is a joint meeting with our friends from the Waukesha Area Safety Council. The purpose of this meeting is to address many items from an Attorney's point of view for employer's and will also cover Worker's Compensation updates

#### **Schedule:**

Board Meeting: 10:00 am - 11:00 am  
Registration: 11:30 am - 12:00 pm  
Lunch: 12:00 pm - 12:30 pm  
Presentation: 12:30 pm - 1:30 pm

#### **Meeting Location:**

Thunder Bay Grille  
N14 W24130 Tower Place  
Pewaukee, Wisconsin, 53072

**Please note that this meeting is FREE for current Wisconsin Chapter members & student members.** The meeting is \$20 for non-ASSP members.

Please register using our website via: <http://wisconsin.assp.org>