I am so proud of the members of this Chapter and grateful for the teamwork and new relationships that were built this year. As our meeting calendar comes to an end I want to make one final request of you: Please take our annual membership survey that we sent to your inbox recently. This is YOUR Chapter and we want to therefore provide the meetings and events that you want at the time and place that you want. We are looking for some fresh input on topics, outreach opportunities, sponsorships, and partnerships. If a lightbulb just came on over your head, I invite you to join us at our planning meeting on July 19th. Those interested may email me at president@nova.asse.org for meeting information.

Continued...
Message from the President cont.

We had a great year with lots of new faces in seats at meetings and conferences as well as on the board and committees. I want to thank all of you who have stepped up this year. If that meant making it to one meeting, congrats! If that meant volunteering for a committee chair position, congrats! Maybe the only thing you were able to contribute this year was to submit your membership survey feedback – congrats! Whatever your activity level might be with the chapter, I encourage you to continue and engage, however big or small that step may be.

What are some things to look forward to next year? Dave Wenzel and Vince Miller are lining up a golf tournament in August that is going to be a blast! Check out the website for more information and to register for that and share the sponsorship opportunities with your employers. We are also planning to offer more classes like the PRCS class hosted by MSA. If you have training class ideas, please submit them! Outreach with our common interest groups is beginning to ramp up, which means more opportunities for folks to get involved with young professionals, SPALW, and WISE. We’re calling on young professionals to step up to the plate and help with projects with safety professionals nearing retirement in an effort to bridge the gap of experience between the two groups. More plans to follow – keep an eye on your inbox this summer!

Safe travels to all heading to Atlanta for the Society PDC. Have a great summer break!

Sincerely,

Sara Hoover,

NOVA Chapter President
MACSC Update

Another Successful Mid-Atlantic Construction Safety Conference. NOVA ASSE members Jorge Otalora and Sara Hoover represented the NOVA Chapter as a seed organization of the Mid Atlantic Construction Safety Conference at Martin’s Crosswinds in May. The sold-out exhibitor space was packed with a total headcount tally of nearly 330 registered conference attendees. As a part of the registration, all conference attendees received an awesome registration bag filled with a t-shirt, travel coffee mug, travel battery pack, and other goodies. MACSC exhibitor space is a prime event for vendors, local government and professional associations. It also hosts a current and unique list of break-out sessions. This year’s Keynote

February Chapter Meeting

The monthly meeting was held at Hilton Garden Inn in Fairfax. The presentation was titled Development of Safety Protective Equipment.

March Chapter Meeting

The monthly meeting was canceled due to an electrical outage at Logan’s Roadhouse in Fairfax.

April Chapter Meeting

The monthly meeting was the annual visit to the Insurance Institute for Highway Safety for a crash demonstration. This was a joint meeting of the Drive Safe Virginia and ASSE Colonial Chapter.

Look for NOVA ASSE on these social networks!
WISE Update

While WISE stands for Women in Safety Engineering, we are a common interest group including women and men, who are looking to be advocates for the advancement of women in safety related positions. Our objective is to promote EHS communities throughout the nation through networking, events, mentoring and chapter meetings! Upcoming is the Get WISEr Retreat which takes place June 25th from 7:30 am – 5:30 pm at the Georgia Pacific Center. There are still some spaces left. The focus this year is creating a personal career plan and enhance communication skills. If you would like to register please visit http://www.asse.org/practicespecialties/wise/. There will then be a networking event the 26th from 6:00 pm - 9:00 pm to make new connections, learn more about us, see what’s upcoming and how to get involved! There will be food and drink provided. For any other information, please don’t hesitate to contact Caitlin Harris atcharris@davisconstruction.com. We look forward to seeing you!

SPALW Update

SPALW is sponsoring a network event during the ASSE Professional Development Conference in Atlanta, GA. This event will be held Monday, June 27th, 2016 from 5:30 – 7:30 PM at the Omni Hotel International Ballroom E. SPALW is also sponsoring a session at Safety 2016 on June 27th, 1:00 PM - 2:00 PM “Key Issue Roundtable Discussion: Sharing Effective Training Techniques for Your Spanish Speaking Workforce.”
Don’t miss these WISE events at Safety 2016 in Atlanta!

Get WISEr in 2016 and attend the Personal Development Retreat:
Saturday, June 25, 7:30 am - 5:30 pm – Georgia-Pacific Center

This year’s theme - Storytelling. What’s your story at home and at work?
How to tell your story? What impact can you make with your story?

Full agenda is available at www.asse.org/wise

Pre-registration is required – go to http://www.asse.org/wise-personal-development-retreat-2016/

WISE Networking Event sponsored by Airgas
Georgia World Congress Center – Thomas Murphy Ballroom
Sunday June 26, 6 - 9 pm

Create new friends and reconnect with colleagues at this annual event
that includes incredible networking opportunities
Learn more about us; what is coming up and how can you get involved!
Light food and drink with plenty of time to network

WISE Networking Lounge
Georgia World Congress Center – Room B208
Monday thru Wednesday 7:30 am - 5pm

Monday – Sponsored by Georgia-Pacific

Georgia-Pacific’s Wellness Initiative sessions 5am-12 pm & 2-3 pm
Chapter WISE Information Session - 9-10:30 am

(Continued on Next Page)
Tuesday – Sponsored by **Travelers Insurance**

*The Best Job Nobody Knows About* – a panel discussion with Travelers Insurance – 9-10 am and 2-3 pm

Wednesday –

Career Benefits to Becoming Certified - hosted by BCSP 12-1pm

Third Annual Women’s PPE Fashion Show – 11 am and 1:30 pm

**WISE sponsored sessions:**

<table>
<thead>
<tr>
<th>Session</th>
<th>Title</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>502</td>
<td>Life Cycle of a Safety Career – A Modern Path</td>
<td>Abby Ferri, CSP</td>
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<td>509</td>
<td>Power Trip: A Look at Occupational Health Issues in the Power Generation Industry</td>
<td>Connie Muncy, MS, CIH, REM</td>
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<td>510</td>
<td>Global Briefing 2016</td>
<td>Kathy Seabrook, CSP, CFIOSH (UK), EurOSHMM</td>
</tr>
<tr>
<td>518</td>
<td>Safety Excellence: The Big 5 at L’Oreal</td>
<td>Kristin Herman CSP, CHMM, CPEA</td>
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<td>Jay Harf CSP, CPEA, CSHM</td>
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<td>519</td>
<td>It Ain’t Easy Being Green! “Green” Jobs and Sustainable Products Best Practices</td>
<td>Louise Vallee, CSP, CIH, CPE</td>
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<td>543</td>
<td>Revolutionizing Risk Assessments - Oh My, Oh My, Bowties!</td>
<td>Tabitha Laser, CSP</td>
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<td>572</td>
<td>Safety Success for Multi-Site Organizations</td>
<td>Adele Abrams, J.D., CMSP</td>
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<tr>
<td>579</td>
<td>Right-sizing Your Risk Management and OSHMS Approach: A Guide for SMEs</td>
<td>Pam Walaski, CSP, CHMM</td>
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## Tuesday, June 28, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Session Title</th>
<th>Presenters</th>
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<tbody>
<tr>
<td>614</td>
<td>No Weak Links in Your Supply Chain</td>
<td>Lesli Johnson CSP, ARM</td>
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<td>Ann Minzner Conley ScM, CSP</td>
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<td>630</td>
<td>Managing Up Through the Use of Influence and Collaboration</td>
<td>Julius Rhodes SPHR</td>
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<td>Linda Rhodes CSP</td>
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<td>681</td>
<td>PPE for Leaders: Leadership Development for First Line Supervisors</td>
<td>Elaine Cullen CMSP</td>
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<td>Lori Guasta</td>
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<td>684</td>
<td>Key Issues Roundtable: Changing the Career Landscape for Our Future OSH Professionals</td>
<td>Kelly Bernish, CSP</td>
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<td>Regina McMichael, CSP, CET</td>
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## Wednesday, June 29, 2016

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<th>Time</th>
<th>Session Title</th>
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<tr>
<td>730</td>
<td>The Wife Left Behind: The Making of a Safety Professional</td>
<td>Regina McMichael, CSP, CET</td>
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<td>769</td>
<td>Remember the Ladies Gender Equity for OSH Programs</td>
<td>Ilise Feitshans, JD, ScM</td>
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<td>Morgan Bliss MS, CSP</td>
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<td>Aubrey HB PhD</td>
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National Capital Area Joint Safety Association

In 2010, a grass roots, ad-hoc group was formed when representatives from several local Environmental, Health and Safety (EHS) associations met over dinner to share best practices and challenges facing their organizations. At the end of the meeting it was agreed the groups would continue to meet bi-annually to network, set up joint events, and share resources. The result has been a shared calendar that informs a broad audience of professional development opportunities and joint events that bring individuals from varied EHS programs together.

While the value of this partnership was obvious to the member groups, the one goal of the joint association was an outreach program targeting students and young professionals, providing them the opportunity to learn about the various EHS fields and connect with mentors. On July 15, 2015 the inaugural event was held that marked what was believed to be the beginning of an annual tradition.

On May 10, 2016, over 30 attendees including high school and college students, interns, and young professionals and EHS professionals met in Gaithersburg, MD. The evening began with a meal and general networking designed to foster interaction. Then the nine member organizations provided brief introductions to their associations, and former Assistant Deputy Secretary of OSHA, Richard Fairfax shared his thoughts on a career in EHS with the group. This was followed up with a “speed dating” event. 5 tables were staffed with professionals from the following areas General Safety, & Hazardous Materials, Industrial Hygiene; Occupational Nursing, Biosafety, and Construction Safety.

(continued)
Every 10 minutes the young professionals would rotate to the next table and find out a little about that specific EHS field. After the speed dating was done an open networking time was allocated.

On June 2, 2016 a second event was held for the Northern Virginia area in Prince William again. It was similar to the first session with some duplicates in the EHS professionals and the career talk was given by Bruce Donato, a recipient of the BCSP Award of Excellence, the ACHMM Friend of the Academy, and AHMP Hazardous Materials Professional of the Year awards.

Special thanks to MedImmune and Prince William County for hosting these events. The evening was a huge success, with positive feedback received from both the students involved and the EHS professionals that volunteered their time. Plans are already being formalized to improve and offer this event next year.

The National Capital Area Joint Safety Associations Group is comprised of the following organizations:

Alliance of Hazardous Materials Professionals National Capital Chapter (AHMP-NCC)  www.nccahmp.org
American Industrial Hygiene Association Potomac Section (AIHA Potomac)  www.potomacaiha.org
American Society of Safety Engineers National Capital Chapter (ASSE-NCC)  www.ncc.asse.org
American Society of Safety Engineers Northern Virginia Chapter (ASSE-NOVA)  http://nova.asse.org
Is it SOH or OSH?

Over the years, I have seen people who were Safety and Occupational Health (SOH) Specialists and others that were Occupational Safety and Health (OSH) Specialists. The real difference as it was explained to me was that SOH spent time on things other than occupational safety while OSH spent all their time on occupational safety. I was an SOH for over twenty-one years. I spent a great deal of my time on off-duty safety. In some cases, I spent more time preventing drunk driving than I did occupational hazards. The reason was that we had soldiers dying in car accidents. This is not a post about the importance of being an SOH or an OHS. It is about the importance of doing off-duty safety.

Unless you work for a transportation company, the workers of the company will spend more time in a motor vehicle off-duty than on-duty. This puts them at significant risk for a motor vehicle accident. Most workers go home where they are at risk for a variety of accidents many of which can be deadly.

The National Safety Council identifies our odds of dying in its publication *Injury Facts*. That release includes an Odds of Dying Chart that shows the top two causes of death or disease related. The third cause is suicide, and the fourth is poisoning. The next cause is motor vehicle accidents followed by falls. This chart is an excellent source of information (Injury, 2016). As you look at the chart, you will see just as many non-occupational causes of death as you will occupational.

The second area of interest is the actual exposure. The average person works about 2,080 hours per year. The average person is not at work 6,656 hours per year. That means that non-occupational exposure is three times higher than occupational exposure. My experience over a career was that people died off work far more that at work.
Motor vehicle accidents were the cause of most fatalities I worked on. Some locations where I worked, we experienced one off-duty motor vehicle death per month. I also worked several drownings and pedestrian accidents.

For each place I worked I developed and off-duty accident prevention program. This put emphasis on such things as:

- Motor Vehicle Crashes (Seat Belt Use/Drunk Driving Prevention)
- Motorcycle Crashes (Training/Riding Drunk/Visibility Garments)
- Drownings (Alcohol and Swimming/safe boating)
- Hunting Accidents (Firearm Safety/Hypothermia)
- Boating Accidents (Boating and Alcohol/flotation devices)
- Home Accidents (fires/electricity/chemicals/drowning/snakes)
- Bicycle and Pedestrian Accidents (visibility)
- Accidental Firearm Discharges

It is hard to know just how many off-duty accidents there are. If they don’t involve death or serious injury, no one tracks them. If you just consider the number of deaths that occur there must be a lot of accidents that are less severe. Furthermore, if a worker dies in a drunk driving car crash, the workplace loses an employee just as if he or she had died at work. If a worker is seriously injured in a pedestrian accident walking his dog and is placed off work for six weeks, the workplace loses too. This is the best reason for implementing an off-duty accident prevention program. The workplace loses workers. There are no OSHA rules for protecting people while they are not at work, but there are a lot of sources for information. I provided the basic prevention programs in my list above.
Is it SOH or OSH? (continued)

There are also a lot of sources for information that include:

- Safe Boating Council
- Mothers Against Drunk Driving
- Poison Control Center
- Motorcycle Safety Foundation
- American Automobile Association
- GEICO Insurance
- Safe Kids Worldwide
- International Hunters Education Association
- American Red Cross

A search of the World Wide Web can provide you with many more sources. Savings lives and preventing injuries and illnesses is what we do for a living. We can multiply our success by putting effort on non-work related hazards. The payoff will be for better than focusing on work-related hazards. So which will it be SOH or OHS?

National Capital Area Joint Safety Association (continued)

The National Capital Area Joint Safety Associations Group is comprised of the following organizations:

- Chesapeake Area Biological Safety Association (ChABSA)
  www.chabsa.org

- Environmental Information Association – Mid Atlantic (EIA Mid Atlantic) www.eia-midatlantic.org

- Health Physics Society Baltimore Washington Chapter (HPS-BW)
  http://hpschapters.org/bwc/

(continued)
**Focus on Behavior to Prevent Accidents**

How does your company treat employees that perform unsafe behaviors? I ask because if supervisors do not respond correctly, they could be reinforcing unsafe behavior instead of stopping it. Some supervisors think they need to change employee values and beliefs to change behavior. That is not necessary. It takes a lot of time and money to work with each employee in-depth to teach them to give up their current values and beliefs for new ones. An example is that supervisors should not make employees like each other, but they should make them work together without issue. What supervisors want is for the employees to work together without issues even if they don’t like each other. The supervisors focus is on responding to issues between the two employees not getting them to like each other.

I assert from the start that we don’t have enough time and money to change an employee’s values and beliefs. In this blog post, I would like to explore this thought and see what supervisors can reasonably do to get the safe behavior.

A basic psychology course teaches that human behavior is a function of activators, behaviors, and consequences. The course also teaches that:

- Values and beliefs are inside an employee’s head and cannot be observed or measured
- Behaviors are outside an employee’s head and are observable and measurable.

Because they can be observed and measured behaviors can be managed and changed using the ABC Model, which consists of Activators, Behavior, and Consequences.
Activators are defined as a person, place, thing or event that happens before a behavior takes place that encourages an employee to exhibit the behavior. Some examples might include a sign that says slippery floor in a hallway at work, or a sign that says hearing protection required. Behavior is defined as any visual and measurable action that an employee takes. Some examples might include talking to a supervisor, walking to the meeting room, or sitting at a desk. Lastly, Consequences are defined as an action, response, or event that follows a behavior. Consequences either increase or decrease the probability that the behavior will be repeated. Some examples might include being sent home from work for wearing inappropriate clothing, receiving an award at work for cleaning up a spill in the hall preventing a fall, or getting a promotion for installing electrical components on time to budget.

There are four types of consequences. First is positive reinforcement, which is described as “do this and you, will be rewarded”. Next there is negative reinforcement, which is described as “do this or else you will be penalized”. This is followed by punishment, which is described as “if you do this you will be penalized.” Lastly, there is extinction, which is described as “ignore it and it will go away”.

Consequences aren’t the same for every employee. They depend on how the employee perceives them, which determines if they perceive the consequence as good or bad. Many times we hear about a teenager acting up, being punished, but receives the positive attention from his parents he desires. In this case, he sees this as a good thing, in spite of being punished. That is why it is critical for a supervisor to know his or her employees.
Only then will a supervisor understand what the employee will perceive as good or bad.

Our behavior is also influenced by our perception of the magnitude of a consequence by determining whether the consequence is big or small. Employees perceive the significance of the response and whether it has a positive or negative impact and whether it is personal or not. They also perceive timing of the consequence, whether it is immediate or sometime in the future. Lastly, they perceive whether the consequence is certain or uncertain.

Both positive and negative reinforcement increases wanted behavior; however, over time, the resulting behavior will last longer when it is positive. On the other hand, both punishment and extinction decrease the unwanted behavior; however, over time, the prevented behavior doesn’t last very long. For punishment, it works at first, but then almost immediately is less and less successful. Extinction works well for a few uses then drops off sharply. It appears that it is best for use to use positive or negative reinforcement; however, negative reinforcement will give inconsistent results that will get supervisors the behavior they want but not consistently over time. Positive reinforcement of behavior gets supervisors consistent results over time and is the one method of increasing the probability of an employee performing behavior the we want while at the same time preventing behavior the supervisor doesn’t want. At first, we might have to use punishment to get an employee to stop the unwanted behavior but use it sparingly.
Most unsafe behavior can be prevented by positively reinforcing the employee’s behavior from the first day he or she is on the job and punishing it when it was unsafe. This results in an employee behaving more safe behaviors to receive positive reinforcement at the same time the employee avoids unsafe behavior to avoid punishment. If the supervisor takes action each time he or she observes the employee’s behavior, he or she could avoid the unsafe behavior. This is successful because people very seldom have an accident the first time they perform an unsafe behavior. To be honest, people can perform the same unsafe behavior quite a few times before an incident or accident occurs. By reinforcing behavior along the way supervisor can prevent accidents from happening.

If you remember nothing else from this blog post, please remember that we can change behavior by controlling the consequences that come after behavior consistently and mostly positively. Supervisors can get the safe behavior they want!

The National Capital Area Joint Safety Associations Group is comprised of the following organizations:

- Occupational Health Nurses (OHN – MW, Seneca, MA, NOVA) [http://www.mwaohn.org](http://www.mwaohn.org)
- Washington Metropolitan Area Construction Safety Association (WMACSA) [www.wmacsa.com](http://www.wmacsa.com)

The group is chaired by Bruce Donato.
Current Officers & Committee Members

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  Sara Hoover

- **VICE PRESIDENT**
  Abden Friend

- **TREASURER**
  Jorge Otalora

- **SECRETARY**
  Jamie Kohler

- **1ST DELEGATE**
  David Wenzel

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  Pete Courtemanche

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  Troy Torbett

- **COPS LIAISON**
  Fred Fanning

- **FOUNDATION LIAISON**
  Fred Fanning

- **GOVT AFFAIRS**
  Justin Crandol

- **MACSC LIAISON**
  Bruce Donato

- **MEMBERSHIP CHAIR**
  Andrew Levitsky

- **NEWSLETTER EDITOR**
  Fred Fanning

- **PROGRAMS CHAIR**
  Vacant

- **SPALW LIAISON**
  Jorge Otalora

- **WEBMASTER**
  Vacant

- **WISE LIAISON**
  Caitlin Harris

Officer/Committee contact information can be found [here](http://nova.asse.org).

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**Invite a Friend**

Don’t keep what we have to offer as a chapter to yourself. Share this newsletter with a friend and invite them to join us at a meeting and if they like what they experience ask them to join.

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**NORTHERN VIRGINIA ASSE**

American Society of Safety Engineers
Northern Virginia Chapter
PO BOX 65
Oakton, VA 22124

[http://nova.asse.org](http://nova.asse.org)