

ASSP



GRANITE STATE CHAPTER

NOVEMBER 2023

President's Message	2-3
News and Events	4-7
Protecting New Employees	4-5
Disaster Contingency Planning	6-7
Understanding Freefall Distances	6-7
E-Board Contact Info	8

UPCOMING MEETINGS AND EVENTS

Crime Prevention Through Environments Design

*Virtual Technical Meeting
More details included on the flier
attached to Danielle Cobleigh's email.*

**DONATE TO THE GRANITE
STATE SCHOLARSHIP FUND
FOR KSC STUDENTS**

<https://granite-state-assp.square.site/>



President's Message

Hello Granite State Members!

I can't believe that it is November already, we are working to get more meetings scheduled for the remainder of the Chapter Year.

We had a great time celebrating the 25th year of the New England Area PDC in Mystic, CT on November 7th & 8th.

For those of you that don't know the history behind the New England Area PDC, it all started with 3 ASSE members sitting at a picnic table in Sturbridge Ma, planning a conference on a napkin, they didn't even know if anyone would show up to the conference!

We got to recognize these 3 gentlemen at the PDC, John Spath, Don Olesen & Dave Gelpke. For those of you who don't know Don he is a Granite State Chapter Member and in the past served as the New England Area Director for ASSP.

On behalf of the Granite State Chapter I would like to thank Don, John and Dave for thinking up this conference many years ago while sitting at a picnic table. Personally this is my favorite Safety Event to attend each year and none of this would have been possible without these 3 gentlemen.

I would also like to thank the New England Area PDC Planning Committee for all their hard work and dedication for putting this PDC together, there is a lot of behind the scenes work that is done for this event.

If you are interested in helping out on the New England Area PDC Planning Committee, please reach out to me and I will let the group know!

The Granite State Chapter also sponsored the Social Event for the Conference at the Mystic Aquarium, we had a great time networking with professionals from all over New England and beyond!



PDC Co-Chair, Daren Canfield, speaking about the Co-Founders of the NE PDC Conference.



PDC Co-Founders, Don Olesen (left) and John Spath (right) are recognized at the 25th Annual New England Area PDC in Mystic, CT.

President's Message Cont'd



Mystic Aquarium hosted the memorable social visit and 25th celebration. Big thanks to the EH&S team and staff at the Mystic Aquarium

On November 15th, the Granite State held a meeting at GZA in Bedford NH. We were lucky enough to have Jennifer Landon present on Grief as a Safety Risk. It was a great presentation!

Please see the flyer attached to my email on our December meeting on Crime Prevention Through Environments Design. This meeting will be held virtually.

Donations can be made to the Granite State Scholarship Fund using the link found on Page 1. If you would prefer to write a check please reach out to me using the contact information on Page 8.

If you are interested in speaking at one of our meetings this year please reach out to any of our E-Board members our contact info can be found on Page 8.

Please check out the Granite State ASSP website and our social media platforms for the most up to date information in upcoming events!

Thank you,
Danielle Cobleigh

ASSP Granite State Membership Anniversaries!

5 Years
Adam Henson

20 Years
Richard Wobby

Thanks for your commitment and congratulations!

Job Openings Near You!

Ryan Emerson - ASSP Granite State Job Chair

Company:	Job Title:	Location:
Amazon	EHS Specialist	Hooksett, NH
Hubbell Incorporated	EHS Specialist	Londonderry, NH
MasTec Communications Group	Safety Manager	Concord, NH
North Branch Construction	Safety Director	Concord, NH
Lonza	EHS Specialist	Portsmouth, NH
Sig Sauer, Inc.	EHS Specialist	Portsmouth, NH
Corning Incorporated	EHS Manager	Keene, NH
Santec	EHS Compliance Specialist	Auburn, NH



New England Area PDC Planning Committee pictured with their serious faces on the left, and having a some fun on the right.

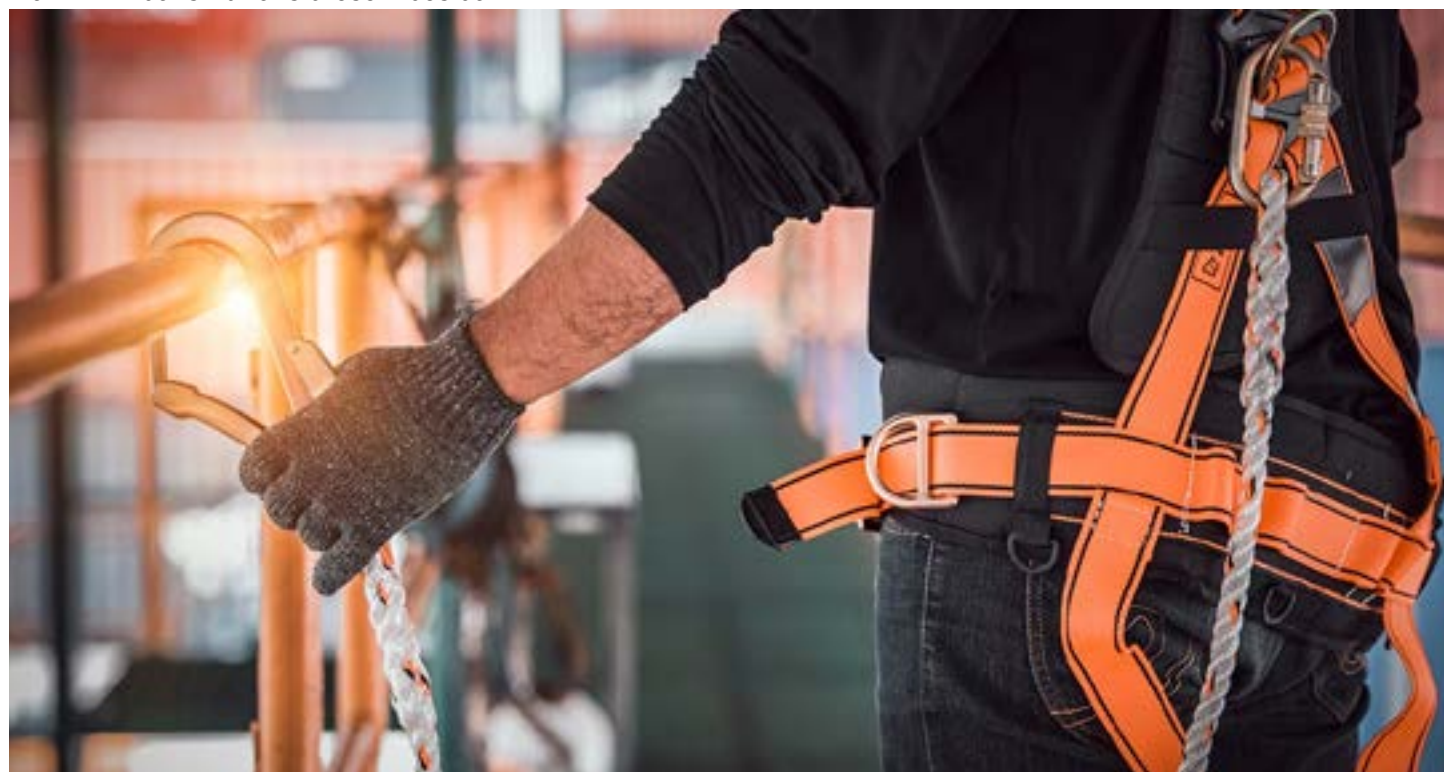


**Check Out our Websites
for Updates!**

<https://granitestate.assp.org/>

Protecting New Employees from Injuries on the Job

By Constitution State Services
From www.constitutionstateservices.com



Attracting and retaining top talent is a priority in any growing organization. Hiring new employees requires a substantial commitment of time and resources, and the goal to keep employees safe in the workplace should begin the moment a recruit accepts an offer. While newer employees may be particularly vulnerable to job-related injuries, formal, job-related safety programs are an effective means to minimize the number of workplace injuries and their corresponding costs.

According to Travelers data¹, nearly one-third of workplace injuries occur within the first year of employment, and account for nearly one-third of claim costs. Employees with less than one year on the job are over-represented in claims data for frequent injuries, such as muscle sprains, as well as more catastrophic injuries, such as amputations.²

Comparing your organization's experience to this benchmark data may help you identify where additional training programs and safety best practices might help your employees avoid common workplace injuries, to which first-year employees may be more susceptible. Working with an experienced third-party administrator can also help control loss costs. Constitution State Services (CSS) can help customers mitigate exposures by assessing operations and providing strategic recommendations.

With the ongoing COVID-19 crisis and potential for new hiring or return of furloughed employees, it is critical employers have robust ongoing safety training programs and practices in place. Here are five areas to focus on to help prevent workplace injuries.

5 Ways to Help Protect New Employees from Injuries on the Job

1 Focus on Safety from the Beginning of the Hiring Process

Safety starts before an employee's first day on the job. Having a formal hiring process and clear job descriptions can help attract qualified job candidates who are likely to fit well into your organization's safety culture. Job descriptions should convey your organization's expectations around adherence to safety practices, so potential employees understand the importance of safety, starting with their first interactions with the company.

2 Conduct a Job Safety Analysis

A job safety analysis, or JSA, is a process that breaks down each step in a job, describes the hazards associated with each step and defines the safe work method that minimizes or eliminates each hazard. When you conduct a JSA, it can help your company understand the hazards of a particular job so you can define the procedures to address the exposure. Provide skills-based safety training, rather than awareness based only, so employees develop a firsthand understanding of proper safety protocols. This can be more effective than, for example, simply watching a video or online tutorial.

3 Onboard and Continuously Train Employees

Once hired, safety training can begin on day one before an employee starts executing the tasks of their new role. Even experienced employees can be at a higher risk of an injury when switching roles or duties of employment. Whether they are new to the role, new to the department or recently returning to work in a transitional duty role after an injury, onboarding and training is essential. Regular safety training can help to ensure that employees understand and adhere to safety expectations and procedures.

4 Implement an Accident Analysis Program

Learning from past accidents can help prevent similar ones in the future. An accident analysis program can help identify the root causes of an accident. These insights can then help companies to develop corrective actions to reduce the likelihood of similar accidents and injuries.

5 Support Employees Throughout Their Careers

Employees are still at risk of injuries at work after their first year on the job. Sprains and strains top the list for longer-tenured workers, according to Travelers data³. Implementing illness prevention programs and general safety trainings can help reduce workplace injuries.

Prioritize employee safety through disaster contingency planning

By Jane Marsh

From *Industrial Safety & Hygiene News* on April 11, 2023

Disaster strikes without warning and can leave employees confused and lost. Anticipating emergencies prevents this. Disaster contingency planning gives them clear instructions and an idea of how to react to sudden situations. If you're concerned about making their safety a priority, consider planning ahead.

What disasters do you prepare for?

A disaster contingency plan anticipates and prepares for workplace emergencies that are natural or artificial. Even though you can't predict when disasters will happen, it's possible to plan for them.

There are two types of disasters you can prepare for:

- Natural disasters: Nature causes these disasters. They include floods, earthquakes, fires, outbreaks of disease or tornadoes.
- Man-made disasters: Humans cause these disasters by accident or on purpose.. These include chemical spills, explosions, biological threats or cyber-attacks.

These kinds of disasters always happen, so prepare for both to be safe. You can tell how likely a disaster is by looking at your location, the season, history and any current events.

Start by looking at the location of the organization. Depending on where it's located, some disasters are more likely. For example, consider preparing for floods if you work in an area close to the ocean. Similarly, you wouldn't prioritize cold weather threats if you're in an area with only high temperatures. Still, it's best to prepare for everything to stay ahead.

How do disaster contingency plans help?

Since events happen randomly, unprepared people might panic in response. To prevent this, have a disaster contingency plan. These keep employees informed on the best way to react to dangerous situations.

Preparing for everything is best. Extra planning takes effort, but natural disasters need individual emergency plans because you'll uniquely respond to each. For example, a tornado forces you to stay in the building, while fire forces you to evacuate. So, consider one for each event instead of having one evacuation plan.

Disaster contingency plans protect the organization and employees:

- Protect against injury: Informed employees know the safest way to react to disasters.
- Provide safe spaces: Some disasters might force you out of your building. Anticipating this allows you to continue work at a secure location seamlessly.
- Allows security: If you're prepared, you can provide employees with protection ahead of time.
- Ensures a good response: With planning, employees will react to disasters calmly and in a timely manner.

The safety of employees is a top priority. Preparing for an emergency will only positively impact you. Beyond that, you probably are required to. Even if the organization isn't located in zones prone to natural disasters, OSHA requires companies with 10 or more employees to have written emergency plans.

Prepare for the worst

Preparing for disasters keeps your employees safe. Storms — including hurricanes — are becoming more dangerous as time goes on. This means things you may not consider risks should be accounted for. It's better to be overprepared than underprepared.

In addition, some disasters may strike in unexpected places. Take Texas, for example. For nearly a week after December 25, 2022, most of the state was below freezing and experienced frigid conditions. The temperatures were typically high there, so many people had no experience with severe winter weather.

Because people assumed they didn't have to plan for the cold, many were in dangerous situations with no resources. Even if the chances are low, anticipate the worst scenario to be ready. To emphasize the contingency plan, post signs, evacuation routes and bulletins so employees can refresh themselves on the program whenever they want.

React accordingly

Disaster contingency planning allows employees to react calmly to emergency events. Prioritize their safety by adequately preparing them. To do so, make your plans unique. Each situation should have a specialized response. They should know whether to evacuate or shelter in place.

Furthermore, they should be aware of the following steps after doing so. For example, if an explosion occurs at a nearby processing facility, your employees should know to stay in place and wait for an official response.

Train them on the correct reactions and have regular meetings to check up. Also, running drills as part of your planning might be worth it if you're in a disaster-prone area. Disasters can be frightening, but it is calming to know how to respond.

Focus on recovery

After preparation and reaction, recovery is how to commit to employee safety. Sometimes, you won't be able to get back to work after an emergency event. Flooding, fire, explosions or other disasters might make the building unusable.

Also, it might be tough for employees to travel back. A proper disaster contingency plan includes steps to take after the initial event has passed. To start, the location should be easily accessible to employees. To prioritize their safety, they should only return to work if roads are clear and the building is structurally sound.

Beyond that, cleanup is a large part of recovery. Imagine that employees return to work only to be met with a building soaked by floodwater. They should have a clean environment to work in if their safety is a priority.

Additionally, disasters might cause further damage if you avoid cleanup. For example, flood damage that isn't taken care of causes mold damage. You can protect a building against issues like this with planning. Make sure crews clean up all damage and remove potential hazards. If the damage is severe, keep your employees safe by having them work at an alternate space until cleanup crews fix things.

Prepare to protect

Proper planning anticipates disasters to keep employees safe. You may never need to use some of your contingency plans, but they're still necessary since emergencies happen unpredictably. Preparing, reacting and recovering according to plan prioritizes everyone's safety.

Looking to Join ASSP ?

E-Board Contact Information

Danielle Cobleigh, MBA
President
danielle.cobleigh@collins.com

Al Parise, CSP, TURP
President-Elect
pariseac3@gmail.com

Andrew Sellers, ASP
Treasurer
andrew.sellers@emdmillipore.com

Jordan Scott
Secretary
jordanstephenscott3@gmail.com

Courtney Simone, CSP
Communications & Social Media Chair
courtneysimone14@gmail.com

Jeff Slark
**Nominations and Elections Chair &
Advisory Group Member**
jslark@velcro.com

Ryan Emerson, CSP
Jobs Chair
ryan.emerson@turbocam.com

Kara Cleghorn
Membership Chair
kara.cleghorn@gza.com

Ashley Arnold
Newsletter Editor
ashleymarionarnold@gmail.com

Sam Despins, PE, CHMM
Awards & Honors Chair
samuel.despins@gza.com

Joe Orazio
Student Section Liaison & Programs Chair
ksc328@gmail.com

Billy Wilder
Advisory Group Member
wwilder@verdantas.com

Abdul Balogun
Student Section Faculty Advisor
abdulrazak.balogun@keene.edu

Michael Fandell
New England Area Director
mrfandell@northamericansafetyservicesllc.com

Ed Zimmer, MS, CSP
Region 8 Vice President
rvp@region8.assp.org

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