



WISCONSIN SAFETY COUNCIL
83RD ANNUAL CONFERENCE

April 14-16, 2025 | Kalahari Resort & Conference Center

PRESENTED BY AON

83rd ANNUAL CONFERENCE

PRESENTED BY **AON**

APRIL 14-16

Kalahari Resort

1305 Kalahari Drive
Wisconsin Dells, WI 53965
877.525.2427

APRIL 14

Professional Development Courses

APRIL 15-16

Educational Sessions and Expo

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A division of Wisconsin Manufacturers & Commerce

Wisconsin Safety Council (WSC) is the state's leading provider of safety training and products, serving members of all sizes and every sector of the economy. WSC provides public training programs across Wisconsin, as well as private, customized trainings for individual companies. It is also your number one resource for safety products ranging from first aid training materials to emergency defibrillators. WSC is the official state chapter of the National Safety Council.

For more information:

Wisconsin Safety Council
501 E. Washington Ave., Madison, WI 53703
Phone: 608.258.3400
Email: wsc@wisafetycouncil.org
Web: www.wisafetycouncil.org



Tuesday, April 15, 2025 | 8:00 – 9:00 a.m.

“Above All Else: The Power Of Passion”



Jamie Clarke

Professional and Olympic-Level Performance Coach, Expedition Leader, Business Builder and Master Motivator

With humor and palpable passion, Jamie Clarke challenges audiences to think differently about success, failure, passion, hard work and fear, as he shares insight from his journeys scaling the world's highest mountains, trekking through the most dangerous places and starting his own successful retail business. Perfect

for audiences seeking expertise on risk-taking, project management, and team building, Clarke's customized presentations deliver powerful perspective on learning from failure, the art of grunt work, conquering fear through focus, and above all — living life with passion.

Presented by  **MERCURY**

Wednesday, April 16, 2025 | 8:00 – 8:30 a.m.

Workplace Safety Award Presentations

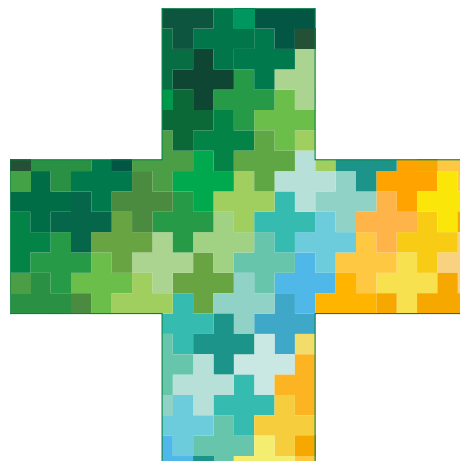
Celebrating our 31st year, this awards program honors businesses for exemplary safety records and excellence in safety & health management. These businesses are making safety a top priority. They have gone to extensive measures to assure their most valuable asset – their employees – are safe on the job. Join us as we recognize these elite Wisconsin companies!

Presented by



DWD

Department of Workforce Development



GENERAL INFORMATION & SPECIAL EVENTS

Conference Information

Wisconsin Safety Council's Annual Conference is Wisconsin's premier event highlighting health, safety and human resource best practices, challenges and solutions. In its 83rd year, the conference provides a unique opportunity for professionals to share resources and experiences with colleagues, and to discuss views and concerns with a wide range of stakeholders. This program is designed by WSC's conference committee members to address today's most significant organizational challenges, and to assist individuals in achieving their professional and personal goals.

Early Bird Registration Special Offer

Register before **March 14** for the Early Bird discount. Payment must be included with online registration to receive this special offer. See registration information on pages 14-15.

Maximize Your Training Budget!

Register five or more attendees from your company and receive a special group discount of \$50 off each conference registration. Use code **"Group5"** when registering online. If you need help registering your group of 10+, please call us at 608.258.3400. Discounts do not apply to PDCs or Exhibits-Only Registrations.

Continuing Education Units (CEUs)

WSC offers CEU credits based on program length. You will receive .1 CEU for every hour of class time. Questions or concerns should be directed to your professional licensing board or organization.

Meet the Exhibitors

Tuesday, April 15: 9:00 a.m. – 4:00 p.m.

Wednesday, April 16: 8:30 a.m. – 1:30 p.m.

Visit the Expo Hall and learn about the latest products, services and technologies to enhance your performance as a safety professional. Enjoy refreshments in the Expo Hall as you network with colleagues and view the latest products to make you more effective in your role. Everyone has a chance to win some great prizes. Keep checking wisafetycouncil.org for a current list of exhibitors.

EXPO HALL
PRESENTED BY



Become a Conference Sponsor

Wisconsin Safety Council's Annual Conference is made possible thanks to generous sponsorships of the event. Whether you are an Event Sponsor or a Platinum Sponsor, your support is appreciated. WSC offers many special opportunities to sponsor, including: keynote speakers, breakfast, lunch, lanyards and more.

Interested in Sponsoring? Contact:
608.258.3400 or wsc@wisafetycouncil.org

Conference Reception — Everyone's Invited!

Tuesday, April 15: 4:00 - 5:00 p.m.

Join us for some entertainment! This reception promises to be full of energy, variety, hors d'oeuvres, cash bar and an opportunity to connect with other conference attendees, exhibitors, and Wisconsin Safety Council leadership and staff.

Lodging

A limited block of rooms has been set aside for conference attendees at the Kalahari Resort. Use this link to reserve your room and receive the special rate starting at \$149 per night single/double occupancy for regular rooms: <https://book.passkey.com/e/50920595>. You must be a registered conference attendee to receive the rates. Reservations must be received by **March 14** and the block is for the nights of April 13-16. Reservation requests received after the deadline date are subject to hotel availability and rate may not be available. Make your reservation before the special rooms sell out.

Professional Head Shots in the Expo Hall

Tuesday, April 15: 12:30 - 1:30 p.m.

Do you need a professional head shot for your online profile or other professional use? Wisconsin Safety Council will be taking **FREE** professional head shots during the Safety Conference. No dress code required! There will be a sign-up form for anyone interested.

Workplace Safety Awards

Wisconsin Safety Council, Wisconsin Department of Workforce Development and M3 Insurance have partnered for the 31st annual Workplace Safety Awards (WSA). The WSA program recognizes Wisconsin's top companies that are dedicated to keeping their employees safe. By creating a culture of safety, WSA achievers prove that putting safety first will not only result in a better work environment and fewer injuries, but it will positively impact the company's bottom line.

To find out more about the WSA, please contact:

Barb Deans, WSC Associate Director
608.661.6914 or bdeans@wisafetycouncil.org

Sponsored by



Department of Workforce Development



PROFESSIONAL DEVELOPMENT COURSES (PDCs)

**** PDCs ARE NOT INCLUDED IN CONFERENCE PRICING ****

MONDAY ONLY – APRIL 14

(A) NFPA 70E And Electrical Safety In The Workplace (2)

8:30 a.m. – 4:00 p.m. (.65 CEUs)

Eric Dorn, Project Manager, Faith Technologies

Kevin Hogue, Assistant Project Manager, Faith Technologies

This electrical safety course will cover the latest 2024 NFPA 70E code revisions. Its interactive and hands-on approach is designed to help safety directors and key site managers responsible for the safety of their staff. The course will cover some of the key electrical code issues surrounding NFPA 70E, break into several breakout sessions, and provide some clarity to some areas of NFPA 70E that can easily be interpreted differently. The overall content of this workshop is aimed at managing your employee risk. We will look at some real-life scenarios that can be challenges for qualified staff to make good decisions with and discuss realistic ways to overcome these challenges. Whether your role is in the safety field, if you're in management, or you are a qualified staff member at your facility, you will benefit from this session.

(B) Risk Assessment Workshop (RAW) (2)*

8:30 a.m. – 4:00 p.m. (.65 CEUs)

JoAnn Dankert, Principal Consultant, Training Concepts & Solutions

Are you doing enough to identify and address the most pressing risks affecting your business? Join us for a first-of-its-kind workshop to help you prioritize safety efforts to protect your workers and proactively identify a measure of safety performance beyond incident rates. Using case studies from multiple industries, this full-day session will dive into real world examples to practice the techniques presented, and provide forms and templates for you to use as you address your organization's specific needs. This course is designed for those interested in learning how to introduce or better leverage risk assessment and engage employees in the process of finding and fixing work-related hazards.

(C) Team Safety (2)*

8:30 a.m. – 4:00 p.m. (.65 CEUs)

Aaron Huebner, Executive Director, Wisconsin Safety Council

Employee engagement is the key to a successful safety program. This one-day Team Safety course shows you how to make group safety efforts work for your organization. You'll learn how to build an effective safety team from the ground up, as well as techniques proven to help you continuously get the best efforts from the team you build. Discussions, demonstrations and exercises will teach you how to create a group safety program, including how to develop your team's safety skills and enable them to make a positive impact on your organization's safety culture. The result: a more effective safety team, which means measurable improvements for your organization.

(D) Lift Truck Operator, Train-the-Trainer (1)

8:30 a.m. – 3:30 p.m. (.60 CEUs)

Lenny DeRegules, Service Operations Supervisor, ECM-USA

It is an OSHA requirement to train anyone who operates a powered industrial truck, including lift trucks, whether they operate the truck daily or once a year. This program covers all aspects of the standards to begin training your operators. Participants will learn OSHA requirements; skills required for safe operation, including pre-start safety inspection, general operating and materials handling; establish efficient, preventative maintenances; and more.

(E) Industrial Hygiene For The EHS Professional (1)

8:30 a.m. – 4:00 p.m. (.65 CEUs)

Brian Harms, Senior Industrial Hygienist, TRC Environmental Corporation

Tiffani Rogers, Project Industrial Hygienist, TRC Environmental Corporation

Lexi Rakowski, Industrial Hygienist, TRC Environmental Corporation

Industrial hygiene is the science of anticipating, recognizing, evaluating, and controlling workplace conditions that may cause workers' injury or illness. More and more chemicals are being used within the workplace. Are your workers safe? This course will help you understand occupational exposure limits for airborne chemicals and noise, identify what to sample, the proper methods for air and noise sampling, understand sampling results, and most importantly, what to do with those results.

* Indicates Advanced Safety Certificate Course

Online Registration Now Available: www.wisafetycouncil.org

CONFERENCE AT A GLANCE

EVENT	APRIL 14	APRIL 15	APRIL 16
Conference Registration/Packet Pick Up	2:00 – 5:00 p.m.	6:30 a.m. – 4:30 p.m.	6:30 a.m. – 12:00 p.m.
Breakfasts	PDC 7:30 – 8:30 a.m.	7:00 – 9:30 a.m.	7:00 – 9:30 a.m.
Expo Hall Hours		9:00 a.m. – 4:00 p.m.	8:30 a.m. – 1:30 p.m.
General Keynote Session		7:30 – 9:00 a.m.	
Award Presentations			7:45 – 8:30 a.m.
Educational Sessions	PDC 8:30 a.m. – 4:00 p.m.	9:30 a.m. – 4:00 p.m.	9:00 a.m. – 3:00 p.m.
Luncheons	PDC 12:00 – 1:00 p.m.	12:00 – 1:30 p.m.	12:00 – 1:30 p.m.
Conference Reception		4:00 – 5:00 p.m.	
Professional Head Shots		12:30 – 1:30 p.m.	

* Times are subject to change

2025 CONFERENCE SPONSORS

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EVENT SPONSORS



WORKPLACE SAFETY AWARD SPONSORS



TUESDAY, APRIL 15 – EDUCATIONAL SESSIONS

7:00 a.m. **Breakfast Starts**

Welcoming Remarks & Keynote

7:30 - 8:00 a.m.

Leadership Keynote Presentation

8:00 - 9:00 a.m.

“Above All Else: The Power Of Passion”



Jamie Clarke

Professional and Olympic-Level Performance Coach, Expedition Leader, Business Builder and Master Motivator

See page 2 for details.

Presented by  **MERCURY**

EXPO HALL OPENS AT 9:00 a.m.

**EXPO HALL
PRESENTED BY**



EXPO POWER HOURS

9:00 - 10:00 a.m.

10:30 - 11:30 a.m.

Visit the Expo Hall!

Tuesday, April 15, 2025 | 9:30 - 10:30 a.m.

#1 Paws And Power: Transforming Workplaces With Digital Innovation (2)

Tedi Knox, Safety and Health Coordinator, Milwaukee Tool
Ryan Heiar, Sr. Manufacturing Manager, Milwaukee Tool
Michael Carter, VP of Manufacturing, Stella and Chewy's

In this joint presentation between two large Wisconsin companies, we will explore the communication and safety challenges these organizations faced and how they strategically addressed them. The companies will share real-life use cases demonstrating how adopting the Weavix platform transformed team collaboration and efficiency, resulting in significant improvements. You will gain insights into practical outcomes and lessons learned that can inform your own approaches to overcoming similar challenges in your operations.

#2 Emergency Response Partnership With AT&T & FirstNet: Utilizing Public Safety Mission Critical Communications (2)

Brandon Harris, FirstNet Senior Application Executive, AT&T Public Sector
Aaron Midthun, FirstNet Senior Application Executive, AT&T Public Sector

During our discussion, we will cover topics related to our partnership in the field on a daily basis, prior to an unplanned event or when an Emergency Operations Center has been activated. Topics include: deploying with FirstNet, mission critical solutions, understanding the FirstNet deployable program, and network enhancements unique to FirstNet and AT&T. Using the network status tool and uplift tool, FirstNet devices and applications, using a FirstNet device cache, incorporating FirstNet into your communications plans along with updates specific to Wisconsin will be covered.

#3 Safely Integrating Alternate Populations From A Shrinking Employment Pool (2)

Ellen Gallo, CSP, CPE, Senior Risk Consultant, Aon Global Risk Consulting

As an increasing segment of the population retires, we need to take a closer look at keeping everyone employed; even those who are neurodivergent, PTSD impacted, or looking for second chance employment. In the neurodivergent sphere, recognizing conditions in the Autism Spectrum allows us to create a safe environment and welcome those individuals, many of whom have significant creativity and memory skills. Veterans and first responders can also help fill the employment void by providing the neurodivergent-friendly workplace that strives to eliminate the triggers, allowing those suffering PTSD symptoms to work. Second chance employment is another untapped employment source considering one out of every three adults has a criminal record. Those previously incarcerated may have skills in CNC machining and the trades; two areas in very short supply. Embracing diversity means expanding the population to match a higher percentage of the population. By modifying the workplace and considering alternate populations, employers can reduce their job shortages and potentially reduce turnover by employing these very loyal individuals. An added bonus is the presence of grants and non-profit organizations who provide free guidance to employ these groups.

#4 Look Again! Vehicle/Pedestrian Safety (1)

Jim Sutton, Director – Safety and Occupational Health, Mercury Marine

Presenter will share their experience from a forklift/pedestrian event from December 2023, including incident investigation, corrective actions, subsequent follow-up with OSHA, lesson learned, ah-ha moments, insights gained and a variety of enhancements undertaken to reduce the likelihood of future events.

Tuesday, April 15, 2025 | 10:00 - 11:00 a.m.

#5 OSHA Update With Area Directors (2)

OSHA Area Directors Invited, U.S. Department of Labor-OSHA

This presentation will give an update on OSHA's initiatives and emphasis programs. A review of the agencies statistics and recent changes to any rules or regulations that would affect stakeholders. The presentation will give state specific OSHA enforcement statistics for the state such as most cited violations. This session includes Area Directors from Wisconsin OSHA offices on a panel for questions.

#6 Lopsided SMS: 6 Ways To Balance Metrics And Improve Outcomes (2)

Peter Batrowny, Senior Consultant, SafeStart

Competing priorities in safety can lead to an imbalance of outcomes. With limited time and budget, it's critical to know which areas to focus on. This session will use guiding principles from the ANSI/ASSP Z16.1-2022 standard to show how to achieve a balanced approach in managing complex safety systems.

#7 Addressing Quiet Quitting In Safety Management (2)

Jennifer Zillmer, EHS Project Manager, Fehr Graham

Over 50% of U.S. employees exhibit quiet quitting, disengaging at work without formally resigning. Employee burnout, caused by heavy workloads and staff shortages, further complicates safety efforts. Effective safety leaders play a crucial role in motivating and listening to employees, fostering a safety-focused culture. Convincing senior management to prioritize safety is essential for overall safety performance. This presentation aims to address quiet quitting, emphasizing leadership and management engagement to enhance safety culture and employee well-being.

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#8 New Hire Training That Doesn't Suck (Time, Energy & Money) (1)

Eric Gillitzer, VP of Safety, Celerity Staffing Solutions

The first few days on the job are overwhelming for new hires. They are subjected to a barrage of forms, policies, handbooks, disclosures, agreements, online slides, and videos that lack context and any real meaning for the employee. Unsurprisingly, they are distracted and find it difficult to focus on the critical safety training and orientation needed. In this presentation, we will explore how organizations can rethink and improve their approach to new employee orientation and training for a safe and productive workplace.



Tuesday, April 15, 2025 | 11:15 a.m. - 12:45 p.m.

#9 Company Culture Is The Foundation Of Your Safety Program (2)

Ami Gignac, Director of Operations, GLC Minerals

Katie Woodhall, Director of Safety, The Beaver Companies

Safety programs are evolving, moving beyond regulatory training, tracking and analyzing lagging safety statistics, and posting catchy outdated safety slogans in our operations. We have to pivot to a proactive holistic approach, rather than a reactive, policy-driven operation. We are shifting to behavior-based safety programs that are rooted in the overall culture. But what if your company culture isn't clearly defined and your plan to shift to a trusting behavioral safety program isn't showing results? This session will explore the definition and types of company cultures, how this directly impacts your safety program, and what organizations can do to shift culture right now.

#10 Safety & Security Concerns When Terminating A Potentially Violent Employee (2)

Ted Hayes, Senior Risk Manager, M3 Insurance

The termination of an employee can be a stressful situation for the affected employee, your human resources department, and others in your organization. A threat of violence, perceived or real, can turn the termination process into a dangerous situation quickly. By

ensuring your organization has developed a plan to address the threats of violence, the chances of a termination resulting in injury (or even death) can be minimized or eliminated. This presentation will address recommended security controls to keep your staff safe before, during and after terminating an employee who displays threatening behavior. The presentation will also address specific room security controls that need to be in place to ensure an effective lockdown and evacuation can take place.

#11 Applying Work-Related Exceptions For The OSHA 300 Log (2)

Edwin Zalewski, Senior Editor, J. J. Keller & Associates, Inc.

You probably feel like every incident is work-related on the 300 Log. OSHA cast a broad net, but provided eight narrow exceptions. Knowing when they apply is key to correctly recording incidents. This review of OSHA's responses to real-world cases will illustrate how to correctly apply the exceptions, particularly for employees who travel or work at home.

#12 Understanding Fall Protection (2)

Patrick Harel, Senior Fall Protection Specialist, 3M

The fall protection demonstration will address standards related to working at heights in various industries. The program will focus on the PFAS, personal fall arrest systems, harness, connector, anchor and rescue and touch on FPFT, dropped objects also known as Fall Protection for Tools. Each category will emphasize the proper selection, use and inspection of the system. During the connector session a load cell test weight is dropped to simulate the impact forces on the body in a free fall. With and without a shock absorbing lanyard. This drop will emphasize the required fall clearance distance requirement versus the use of a self-retracting lifeline to reduce clearance requirements. The load cell will give a visual force impact load that would be applied to the person and also the load on the anchor points. Suspension trauma will be addressed and the important need for a proper onsite rescue plan. We will also discuss and explain the NEW ANSI-ASSP Z359.14-2021 Regulation and how it affects you.

#13 Risk Assessment Methodologies (2)

Gabe Koenig, Machine Safety Engineer III, Pieper Automation

This seminar helps lay the groundwork for developing strong risk assessment skills. In this session, you will learn about the different types of risk assessment, which type of assessment is best suited to your specific needs, and how to use each assessment appropriately. By understanding and implementing the primary methodologies of risk assessment, it is likely more accurate predictions about risk can be made.



Tuesday, April 15, 2025 | 11:30 a.m. - 12:30 p.m.

#14 Lockout/Tagout - Controlling Hazardous Energy (2)

OSHA Staff Invited, U.S. Department of Labor-OSHA

This presentation will review the OSHA requirements of lockout/tagout and the hazards when not used. It will review when lockout/tagout is required and what an adequate hazardous energy control program includes. A review of what a machine specific procedure should entail and the obligations of the employer to ensure procedures are being utilized. Statistics and local OSHA inspection examples will be used.

TUESDAY, APRIL 15 – EDUCATIONAL SESSIONS

Tuesday, April 15, 2025 | 11:30 a.m. - 12:30 p.m. (cont'd)

#15 OSHA Top 10 Most Frequently Cited Standards (2)

JoAnn Dankert, Principal Consultant, Training Concepts and Solutions

Every fall, OSHA publishes their top 10 most frequently cited standards. Why should organizations care? Because it highlights the most common workplace safety violations, allowing employers to proactively identify and address potential hazards in their workplaces, preventing injuries, illnesses, and potential legal issues by taking preventative measures based on the most prevalent risks that OSHA inspectors are likely to look for during site visits. Essentially, it's a guide to prioritize safety improvements where they are most needed to protect workers and avoid citations.

#16 Slips Of The Tongue – Part II: Communicating In A Crisis (1)

Nick Novak, President, Midwest Food Products Association & Former Safety Council Communications Advisor

Communicating in any situation can have its difficulties. Whether you are unveiling a new safety policy to employees or have to have a tough conversation with a coworker, several challenges could exist. How do you get across your main points? What is the best way to handle the conversation? But what if you have to think about all of these things following a serious injury at your company or something even worse? In a crisis, a well-thought-out communications plan is critical. This session will break down how to determine if a situation truly is a crisis, and if it is, what steps to take in response. The speaker's decade-plus of experience will help you be prepared for the crisis we all hope never actually happens.

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EXPO POWER HOUR
1:30 - 2:30 p.m.

Tuesday, April 15, 2025 | 2:30 - 4:00 p.m.

#17 Culture Of Commitment (3)

Sheila Stordahl, VP of HR/Risk Management, RGL Logistics
Carol Jamrosz, VP Corporate Risk, RGL

The presentation will describe and answer the question "What is culture of commitment?" This is the story of how RGL is moving into a culture of commitment and the positive impacts that we have seen as a result. A way of doing business, prioritizes long-term goals and values over short-term gains, empowers teammates to take ownership of their work and areas, holds teammates accountable for their actions, supports teammates in pursuit of excellence, moves RGL from reactive to proactive approach, predict and then prevent. The presentation will give examples of how a culture of commitment positively impacts the company, teammates, and customers in many ways including risk management and safety, productivity, teammate engagement, turnover and many other ways.

#18 Active Threat Preparedness And De-Escalation Strategies (2)

Drew Moldenhauer, Owner and Master Instructor, Blue Ethos Specialized Training

Richard Webb, Owner and Master Instructor, Blue Ethos Specialized Training

This session is designed to equip public and private sector organizations with comprehensive training on active threat

preparedness and response. The focus will be on enhancing safety and security protocols, preparing for both external and internal threats, and developing rapid response techniques through situational awareness. Participants will learn fundamental and easily recallable skills to increase their chances of survival during an encounter. Additionally, the session will cover effective de-escalation strategies to manage potential conflicts before they escalate into dangerous situations. By analyzing case studies, participants will gain insights into successful and unsuccessful responses from past incidents, providing valuable lessons to inform future actions. These tools will empower employees to feel secure and confident in their workplace, fostering a safer environment for all.

#19 Retraining: Why It Doesn't Work (2)

George Gruetzmacher, Industrial Hygiene Engineer/Scientist, WI State Laboratory of Hygiene

You've had an incident, and the investigator recommends training. Just like last time. You repeat the classroom session, or the online training program once again. Does it really make a difference and help? Repeating instructional training doesn't really help in most cases. Many things can affect behavior. This session will look at the results pyramid, in combination with other models to help identify and justify what "training" has the most potential to be effective.

Tuesday, April 15, 2025 | 3:00 - 4:00 p.m.

#20 Hoofs And Feathers - OSHA's Food Manufacturing Emphasis Program (2)

OSHA Staff Invited, U.S. Department of Labor-OSHA

This presentation will review OSHA's Regional Emphasis Program for food manufacturing industry. The session will go through the industries that are targeted, hazards that are commonly found, and common abatement methods to reduce these risks.

#21 Are Incident Rates Reliable And Representative Measures Of Safety Program Performance? (2)

Todd Loushine, Associate Professor, University of Wisconsin-Whitewater

Does your company use TRIR or DART as a measure of program performance or your job performance? Do you ever find yourself anxious or stressed having to convince others that the safety program is doing better than what the metrics show? In this session, we will review 7 years of OSHA 300A data uploaded to OSHA ITA to demonstrate how incident rates are unreliable measures of safety performance.

#22 A Matter Of Life And Death: How Translating Safety And Training Materials Saves Lives (3)

Loretta Mulberry, MA, Terra Translations

If you were in a life-or-death situation on the job, would you feel safe having only been trained in your second language? It's a largely avoidable risk that workers with limited English proficiency take every day across physically demanding and often dangerous industries. Translating essential safety, training, and HR documents from English into your employees' native languages guarantees a better understanding and comprehension of information that could save lives and protect your bottom line.

Tuesday, April 15, 2025 | 3:00 - 4:00 p.m. (cont'd)

#23 Worker's Compensation Update (1)

Eric Lengell, Attorney, Zilske Law Firm

The legal landscape of worker's compensation can be difficult to navigate. This session will provide an update on worker's compensation law so that you can handle claims appropriately and effectively. Topics will include safety provisions as well as recent administrative and court decisions, statutory amendments, and potential upcoming changes to worker's compensation law.

#24 Mental Health First Aid As A Workplace Safety, Well-Being, And Culture Strategy (2)

Elizabeth Hilts, Founder, Safety Mindset

Our mindset on the job matters when assessing our safety programs. Just as rushing, frustration, fatigue and complacency pose a risk to workers, so does our mental health. There has been an increased awareness of our mental health at work since the Pandemic. Companies want to support their workers, add to their wellness and safety programs, and improve retention and workplace culture. The mental health first aid program is a tool to educate, normalize conversations, and address stigma that lead to a community of caring at work. Employees with mental health issues are twice as likely to be distracted on the job. More mistakes increase the likelihood of accidents, resulting in more injuries and legal implications for your company. Additionally, the likelihood of accidents is even greater when exhaustion and mental absenteeism are in the equation. The two OSHA recommended trainings for workplace stress, Mental Health First Aid & QPR-Question, Persuade, Refer - Suicide Awareness will be discussed as well as highlighting the National Safety Council mental health cost calculator. Additionally, Wisconsin statistics from the 988 program will be shared as well as other state and national resources.

NEED A **FREE** PROFESSIONAL HEAD SHOT?

Do you need a professional head shot for your online profile or other professional use? Wisconsin Safety Council will be taking **FREE** professional head shots during the Safety Conference. No dress code required! Stop by and visit us in the Expo Hall - there will be a sign-up form for anyone interested.

**Tuesday
Expo Hall
12:30 - 1:30 PM**



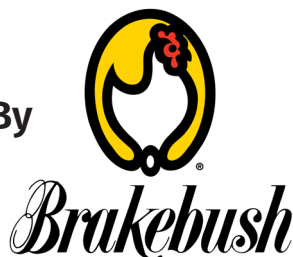
**PUT YOUR
BEST FACE FORWARD!**

Everyone's Invited to the **CONFERENCE RECEPTION**

Tuesday | 4:00 - 5:00 p.m.

Join us for food, fun and relaxation.

Reception
Presented By



Drink Ticket Courtesy Of

Enviro-Safe
RESOURCE RECOVERY

WEDNESDAY, APRIL 16 – EDUCATIONAL SESSIONS

7:00 a.m. Breakfast Starts

Welcoming Remarks & Workplace Safety Awards Presentations

7:45 – 8:30 a.m.

Workplace Safety Award Presentations

8:00 – 8:30 a.m.

Celebrating our 31st year, this awards program honors businesses for exemplary safety records and excellence in safety & health management. These businesses are making safety a top priority.



They have gone to extensive measures to assure their most valuable asset – their employees – are safe on the job. Join us as we recognize these elite Wisconsin companies!



EXPO HALL OPENS AT 8:30 a.m.

PRESENTED BY



EXPO POWER HOUR
8:30 – 9:00 a.m.

Wednesday, April 16, 2025 | 9:00 – 10:00 a.m.

#25 Reduce DART Rates To Zero (2)

Tyler Canapa, Environmental Health and Safety Manager, Glenroy, Inc.
Becca Pietila, Project Manager – Ergonomics, Briotix Health
Melissa Fish, Senior Manager – Ergonomics, Briotix Health

Drawing on a successful case study where site safety leadership, in partnership with Briotix Health, reduced DART rates to zero and halved the company's effective Mod rate, we will discuss the initial steps taken to address musculoskeletal disorders in the workplace through targeted injury prevention strategies and how the program has proactively progressed. Attendees will gain insights into the foundational elements of creating an effective ergonomic program, including leadership engagement, employee involvement, and the integration of early intervention practices.

#26 NFPA 70E (2024) – Assessing Condition Of Equipment Maintenance And PPE Best Practices Mitigate The Consequences Of Human Error (2)

Scott Francis, Technical Manager, Westex, Inc.

The standard emphasizes equipment maintenance and the use of PPE to safeguard workers from arc flash hazards. Accurate risk assessment minimizes risk as well as ensures accurate incident energy/PPE Category information. Accurate equipment labels, maintenance practices and addressing the potential for human error dictate accessing the status of an appropriate PPE program. Organizations must prioritize improving both equipment maintenance and PPE program practices to reduce the likelihood of an incident and mitigate the severity of injury!

#27 Creative Ways To Motivate Front Line Workers & Supervisors (1)

Jason Glisczynski, CEO, Silvertree, LLC

Michael White, CEO, Secchi

Business owners and executives are often wearing too many hats. In this breakout session we will explore how utilizing a VFO (Virtual Family Office) framework can reduce stress, save time, and increase profitability for business owners and executives. One of the primary goals of a VFO is to improve employee retention. By creating a highly collaborative environment, business owners and executives can harness the tools and resources necessary to enhance employee engagement. We will provide turn-by-turn guidance for frontline leaders, and one-on-one engagement for your employees. We will supercharge leadership behaviors by engaging, motivating, and connecting leaders with their teams, leading to higher productivity and a culture of positive accountability.

PRESENTED BY



EXPO POWER HOUR

10:00 – 11:15 a.m.

Visit The Expo Hall!

Wednesday, April 16, 2025 | 9:15 – 10:15 a.m.

#28 Metals Madness – Keep Your Sanity By Understanding Worker Exposures (1)

Eric Pylkas, Industrial Hygienist, Insight IH Consulting

Assessing worker exposures to metals in foundries, weld shops, and machine shops is commonly done, but the resulting data can often be difficult to interpret or can miss significant exposures entirely. Relying on SDSs and alloy specifications when determining a sampling scope is a good practice, but in certain applications this approach can miss critical metals. Cadmium in a torch-cutting operation? Beryllium in a blast booth? Hexavalent chromium from mild steel operations? These exposures are indeed possible, and even employers with mountains of industrial hygiene data can suddenly be faced with an unwelcome surprise. Learn what operations are at risk for certain exposures, the limitations of the sampling methods, and gain an understanding that you can use to confidently understand your worker exposures.

#29 Fall Protection & Fixed Ladder Safety: Addressing OSHA's Looming Changes. Is Your Facility Ready? (2)

Scott Burkart, Senior Safety Consultant, Pearl Engineering Corporation

Our presentation embarks on an informative discussion into the upcoming changes to OSHA's fixed ladder requirements that are phasing in between now and 2036. While this date seems far off, facilities with multiple ladders will want to make sure they are planning and budgeting for compliance before the deadline. However, many of the rule changes require action now to comply. Our aim is to arm facility managers and safety professionals with the knowledge and tools needed to determine that their facilities are in full compliance with the OSHA standards for fixed ladder safety and fall protection, ensuring a safer work environment for all. Join us as we navigate through these critical issues, offering practical insights and actionable strategies to prevent accidents and promote a culture of safety within your facility.

#30 How To Conduct Proper Traffic Flow Analysis (1)

Kevin Belcher, Sr. Territory Sales Manager, Boplan USA

A presentation on traffic flow analysis explores how vehicles and pedestrians move through facilities, focusing on optimizing efficiency and safety. Key topics include traffic volume, speed, forklift weight, impact angles, and congestion patterns, with insights into analytical techniques like simulation modeling. Through case studies and data analysis, the session highlights the role of safety guardrails in improving real-time traffic management and long-term urban planning.

#31 The "Safety Guy" Or "Safety Gal" - How To Effectively Manage Compliance With A One-Person Safety Team (1)

Nathaniel McMullin, Senior Safety Consultant - EHS, Dekra

This session equips solo safety managers with strategies to effectively oversee all health and safety responsibilities. Learn time management, prioritization, and essential tools to streamline processes and ensure comprehensive safety compliance.

Wednesday, April 16, 2025 | 11:00 a.m. – 12:30 p.m.

#32 The OSHA Indiana Jones' – Expert Tips And Tricks For Finding OSHA Information (1)

Todd Loushine, Associate Professor, University of Wisconsin-Whitewater
Jill James, Chief Safety Officer, HSI

"OSHA Update" sessions are always popular, but what if you could find and review the same information provided to OSHA compliance officers? Our speakers are former CSHOs and have since built successful careers after OSHA. Bring your questions and be prepared to be amazed by the information you can find on your own when you know where to look and how to search.

#33 Work Related Illness - Are You Protected (3)

Matthew VanderKooi, Physical Therapist, COO, Solveglobal

Most well-functioning safety programs protect employees and the employer well from work related injuries (slip/trip/fall and struck by/against), but leave risk for work related illness (cumulative trauma disorders) undetected and unmitigated. Ignoring the risk or simply denying these claims is not acceptable, but post offer pre-employment tests can't detect their risk and traditional ergonomic programs are missing crucial components for success. Find and fix your risk for work related illness related to cumulative trauma with a comprehensive strategy that protects your people and your company's bottom line.

#34 Offensive Defense Camp Rules (2)

Jerry Chapman, Corporate Safety Manager, ITU AbsorbTech

Employee engagement is the game plan. Creating an offensive team culture focused on prevention, moving safety into a manageable part of business rather than just another expense. We will explore how to move employees from the reactive mindset to a proactive one. We will address the challenge of time management, including finding the time to be proactive. We will ensure team activities focus on what really matters by investigating the role of compliance and regulations in world class safety, setting expectations, building team trust and how to uncover each team member's cares and motivations.

PRESENTED BY



EXPO POWER HOUR
12:15 - 1:30 p.m.

#35 Influencing Up (1)

Joe Melton, Owner, Ducksworth Solutions

Influential leadership is the key attribute that separates individuals who can manage a team versus those who can influence without authority even when they are not physically present. Influencing subordinates or providing direction is a practice that has been targeted as a critical soft skill development for a few decades now; the gap in many of these developmental programs is targeting our ability to influence those we do not have authority over, as well as influencing those up the chain of command. In this session, we will dive into the four domains of effective influential leadership provided by the US Army Rangers that all Rangers are a leader.

#36 OSHA's Most Interesting Cases In WI (2)

OSHA Staff Invited, U.S. Department of Labor-OSHA

It is not uncommon in the news headlines that we hear about workplace accidents or fatalities, but rarely do we hear about what comes out of the OSHA investigations. Compliance safety & health officers from OSHA will briefly present a few interesting investigations that took place over the last year. These cases were selected to discuss hazards that are found somewhat frequently but may have a unique feature to them or interesting abatement. Time will allow for Q&A after each case.

Wednesday, April 16, 2025 | 11:15 a.m. – 12:15 p.m.

#37 The 5 C's Of Safety Culture (3)

Tim O'Connor, VP of Safety, OECS

In this session, participants will learn and discuss the importance of leadership engagement, how leaders set the foundation of a strong safety culture in their workplace, how to shape your culture in a more effective safety-minded way, identifying and empowering safety champions within your organization, and how the commitment of leadership, improved compliance, and a strong safety culture driven by safety champions will reduce costs to operate your business.

#38 Data-Driven Safety: Wearable Tech And The Next Generation Of EHS Management (3)

Tom West, Vice President, Global Practice Leader, MakuSafe Wearable Tech

Workforce wearable smart technology can go beyond biometrics and fitness, tracking usable data that's relevant to employee safety and focused on the environment around an employee and what they're experiencing, rather than tracking the employee themselves. This leading indicator data includes things such as environmental (IH) hazards, slips/trips/falls, strain and exertion risk, ergonomic concerns, and voice reported good-catches, providing a more complete picture of workplace risk and elevating input from the front line worker. With this data, manufacturers, construction, logistics, food production, and industrial organizations globally

Educational session handouts will be available on our website www.wisafetycouncil.org one week prior to the conference. Please plan for your handout needs by printing any presentations you wish to attend prior to your arrival.

WEDNESDAY, APRIL 16 – EDUCATIONAL SESSIONS

are gaining real time insights, enabling proactive and preventative hazard remediation to ensure their workers safety. This session will provide an overview of how wearables can work, key considerations in selecting and deploying wearables, and a deep dive into numerous use cases across industries, where deployments of wearable safety tech over time have resulted in data that has contributed to quantifiable reductions in incidents, recordables, claims, and costs, while positively impacting safety culture and enabling process improvement.

Wednesday, April 16, 2025 | 1:30 – 2:30 p.m.

#39 WisCon “What OSHA Consultation Finds The Most” (1)

Richard Lentz, Safety Supervisor, Wisconsin Onsite Consultation Program

This session will recap data from hundreds of general industry consultation visits; identifying the most frequently occurring hazards.

#40 The New Focus Four: Suicide, Opioids, Motor Vehicle, Falls (2)

David Wessin, Vice President Risk Engineering, American Global

Construction continues to be one of the most dangerous industries in the United States. For the past 25 years, we have all known about, and our companies have trained on, the original focus four hazards in construction that includes; falls, struck-by, electrocutions, and caught-between. These four hazards continue to account for over half of all fatalities on construction worksites, but we really need to focus our efforts on the new focus four. This presentation will focus on the four leading causes of preventive deaths in our industry; suicide, opioids, motor vehicle and falls, and what we can do as an organization to address these four areas in our workplace.

#41 Artificial Intelligence And Technology Tools For EHS Professionals (2)

Cory White, Lead Consultant, Small Business EHS

Learn about artificial intelligence and technology tools you can add to your EHS toolbox to automate 75% of your day-to-day administrative tasks, create more engaging training, and reduce paperwork. Stop spending time in front of your computer and spend more time finding real solutions to minimize risk to employees, the environment, and the business you serve.

#42 Safety Pays: A Look At Safety Incentive Programs (2)

Sheri Saskowski, Safety Manager, Wyffels Hybrids, Inc.

This presentation will look at the good, the bad, and the ugly (illegal) safety incentive programs.

#43 Managing Your Safety Program At Multiple Facilities (1)

DJ Maska, EHS Manager, OEM Fabricators Inc.

In today's complex operational landscape, ensuring consistent safety standards across multiple facilities is a critical challenge for many organizations. This presentation will delve into the strategies and best practices for managing safety effectively across diverse locations, helping leaders and safety managers maintain high safety standards while navigating the complexities of multiple sites.

Wednesday, April 16, 2025 | 1:30 – 3:00 p.m.

#44 When OSHA Comes Knocking - OSHA Update And Best Practices When Involved In Any OSHA Inspection (2)

Daniel Kaplan, Attorney/Partner, Foley & Lardner LLP

Our speaker has spent 30+ years counseling clients on safety and health-related matters and compliance. He has litigated numerous cases before the Occupational Safety & Health Review Commission and the federal/state courts, and defended clients with respect to more than 1,000 OSHA investigations nationwide, including more than 40 investigations conducted following workplace fatalities. He will provide an update on the current administration's enforcement priorities and recent activities, including a summary of the Agency's most-often cited regulations, new OSHA regulations (proposed and recently enacted), compliance tips and suggestions, and best practices for engagement with OSHA during an inspection. His presentation covers an employer's legal rights and its obligations, and he can provide insight on practices by and in front of the various Wisconsin OSHA Area Offices.

#45 Creating An Electrically Safe Work Environment (2)

Patrick Liebe, Owner/Director of Training, Integrated Safety Solutions

How to properly approach setting up a comprehensive and current electrical safety program for your facility. All qualified electrical employees shall be trained in safety-related work practices necessary for their safety and the safety of their co-workers. We will cover topics like arc-flash, arc blast, shock, qualified electrical worker training, recognizing hazards, electrically safe work conditions, and how to write an electrical safety policy.



CONFERENCE SESSIONS AT A GLANCE

WSC Annual Conference • April 14-16, 2025 • Kalahari Resort • Wisconsin Dells

OPENING KEYNOTE SESSIONS

Tuesday, April 15, 2025

8:00 – 9:00 a.m.

“Above All Else: The Power Of Passion” - Jamie Clarke

EDUCATIONAL SESSIONS

Tuesday, April 15, 2025

9:30 – 10:30 a.m.

1. Paws & Power: Transforming Workplaces W/ Digital Innovation (2)
2. Emergency Response Partnership With AT&T & FirstNet (2)
3. Safely Integrating Alternate Populations From A Shrinking Employment Pool (2)
4. Look Again! Vehicle/Pedestrian Safety (1)

OR

10:00 – 11:00 a.m.

5. OSHA Update With Area Directors (2)
6. Lopsided SMS: 6 Ways To Balance Metrics & Improve Outcomes (2)
7. Addressing Quiet Quitting In Safety Mgmt (2)
8. New Hire Training That Doesn't Suck (Time, Energy & Money) (1)

11:15 a.m. – 12:45 p.m.

9. Company Culture - Foundation Of Your Safety Program (2)
10. Safety & Security Concerns During Termination (2)
11. Applying Work-Related Exceptions For The OSHA 300 Log (2)
12. Understanding Fall Protection (2)
13. Risk Assessment Methodologies (2)

OR

11:30 a.m. – 12:30 p.m.

14. Lockout/Tagout - Controlling Hazardous Energy (2)
15. OSHA Top 10 Most Frequently Cited Standards (2)
16. Slips Of The Tongue - Part II: Communicating In A Crisis (1)

2:30 – 4:00 p.m.

17. Culture Of Commitment (3)
18. Active Threat Preparedness And De-Escalation Strategies (2)
19. Retraining: Why It Doesn't Work (2)

OR

3:00 – 4:00 p.m.

20. Hoofs & Feathers - OSHA's Food Mfg Emphasis Prgm (2)
21. Incident Rates Reliable & Representative Measures Of Safety Prgm (2)
22. A Matter Of Life And Death (3)
23. Worker's Compensation Update (1)
24. Mental Health First Aid (2)

Wednesday, April 16, 2025

9:00 – 10:00 a.m.

25. Reduce DART Rates To Zero (2)
26. NFPA 70E (2024) (2)
27. Creative Ways To Motivate Front Line Workers & Supervisors (1)

OR

9:15 – 10:15 a.m.

28. Metals Madness - Keep Your Sanity By Understanding Worker Exposures (1)
29. Fall Protection & Fixed Ladder Safety (2)
30. How To Conduct Proper Traffic Flow Analysis (1)
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41. Artificial Intelligence And Technology Tools For EHS Professionals (2)
42. Safety Pays: A Look At Safety Incentive Programs (2)
43. Managing Your Safety Program At Multiple Facilities (1)

OR

1:30 – 3:00 p.m.

44. When OSHA Comes Knocking - Best Practices For An Inspection (2)
45. Creating An Electrically Safe Work Environment (2)

Online Registration Now Available: www.wisafetycouncil.org

PROFESSIONAL DEVELOPMENT COURSE REGISTRATION INFORMATION

**** PDCs ARE NOT INCLUDED IN CONFERENCE PRICING ****

HOW TO REGISTER:

Online: www.wisafetycouncil.org

Call if you need assistance to register groups of 10 or more: 608.258.3400

You will receive a confirmation once your online registration is complete.

MONDAY ONLY, APRIL 14 – CHOOSE ONE

(A) NFPA 70E And Electrical Safety In The Workplace

8:30 a.m. – 4:00 p.m. / .65 CEUs

\$350 Member/\$450 Non-Member

All course materials

Refreshments, breakfast & lunch on Monday

(B) Risk Assessment Workshop (RAW)

8:30 a.m. – 4:00 p.m. / .65 CEUs

\$350 Member/\$450 Non-Member

All course materials

Refreshments, breakfast & lunch on Monday

(C) Team Safety

8:30 a.m. – 4:00 p.m. / .65 CEUs

\$350 Member/\$450 Non-Member

All course materials

Refreshments, breakfast & lunch on Monday

(D) Lift Truck Operator, Train-the Trainer

8:30 a.m. – 3:30 p.m. / .60 CEUs

\$570 Member/\$700 Non-Member

All course materials

Refreshments, breakfast & lunch on Monday

(E) Industrial Hygiene For The EHS Professional

8:30 a.m. – 4:00 p.m. / .65 CEUs

\$350 Member/\$450 Non-Member

All course materials

Refreshments, breakfast & lunch on Monday

ARE YOU A MEMBER?

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CONFERENCE REGISTRATION INFORMATION

HOW TO REGISTER:

Online: www.wisafetycouncil.org

Register online or call for groups of 10 or more:
608.258.3400

You will receive a confirmation once your online registration is complete. Once you have registered online, you will be prompted to complete the sessions you plan to attend. A reference of all sessions can be found on page 13. Payment required at time of registration. Only one type of promo code may be used per registration. If sending 5+ attendees, be sure to include the group discount code "Group5" before checking out. Discounts do not apply to PDCs or Exhibits-Only Registrations.

CONFERENCE: TUESDAY AND WEDNESDAY, APRIL 15-16

Option 1: Two-Day Conference Registration

Tuesday – Wednesday, April 15-16

Before 3/14: \$550 Member/\$625 Non-Member

After 3/14: \$675 Member/\$750 Non-Member

Attendance to Tuesday & Wednesday educational sessions

Keynote speakers

Expo hall

Refreshments & lunch each day

Breakfast each day

Tuesday's reception (includes drink ticket & refreshments)

CONFERENCE: ONE DAY ONLY, APRIL 15 OR 16

Option 2: Tuesday Only Conference Registration

Tuesday, April 15

Before 3/14: \$400 Member/\$475 Non-Member

After 3/14: \$450 Member/\$525 Non-Member

Attendance to Tuesday's educational sessions

Keynote speaker

Expo hall

Breakfast on Tuesday

Refreshments & lunch on Tuesday

Tuesday's reception (includes drink ticket & refreshments)

Option 3: Wednesday Only Conference Registration

Wednesday, April 16

Before 3/14: \$400 Member/\$475 Non-Member

After 3/14: \$450 Member/\$525 Non-Member

Attendance to Wednesday's educational sessions

Keynote speaker

Expo hall

Breakfast on Wednesday

Refreshments & lunch on Wednesday

EXPO: ONE DAY ONLY, APRIL 15 OR 16

Option 4: Tuesday Exhibits Only Registration

Tuesday, April 15

Before 3/14: \$125

After 3/14: \$125

Keynote speaker

Expo hall

Breakfast, refreshments & lunch on Tuesday

Tuesday's reception (includes drink ticket & refreshments)

Does not include educational sessions

Group discount does not apply

Option 5: Wednesday Exhibits Only Registration

Wednesday, April 16

Before 3/14: \$125

After 3/14: \$125

Keynote speaker

Expo hall

Breakfast, refreshments & lunch on Wednesday

Does not include educational sessions

Group discount does not apply

FREE EVENT

Conference Reception

Tuesday, April 15 | 4:00 – 5:00 p.m.

Refreshments and drink ticket

CANCELLATIONS AND SUBSTITUTIONS

Please cancel in writing at least 10 business days prior to the conference start date for a full refund. Cancellations received less than 10 business days of the event date will receive a 50% refund. Cancellations received with less than 24 hours notice will forfeit refund. No refunds will be made on uncancelled registrations or no-shows. Substitutions are accepted at any time. If we cancel an event, registrants will be given a full refund.

Email: wsc@wisafetycouncil.org

CONTINUING EDUCATION UNITS (CEUs)

WSC offers CEU credits based on program length. You will receive .1 CEU for every hour of class time. Questions or concerns should be directed to your professional licensing board or organization.



31st Annual Awards

APPLICATIONS ACCEPTED THROUGH FEBRUARY 3

Celebrating our 31st year, this awards program honors businesses for exemplary safety records and excellence in safety & health management.

WHY APPLY?

- Winning a workplace safety award is an excellent **recognition tool** and provides opportunities for **new business** thanks to the prestige and exposure.
- Leading companies like yours deserve the opportunity to be recognized as a **leader in workplace safety efforts**.
- Exclusivity – winning this award places you in an **elite group** of fewer than 200 Wisconsin companies who have won in the past 30 years.
- Nominees and winners alike have received **substantial and deserved recognition in the media** locally, statewide and beyond.
- This awards program highlights **significant accomplishments and industry firsts** of those companies leading the way for future generations.
- The application process allows you to **fully assess your organization** – helping you evaluate your safety program's strengths and improve upon weaknesses.

The WSA selection process involves two phases:

- Phase I: Statistical data relating to a company's incidence rates for the past three years, with an emphasis on the current full year's calendar data, is reviewed and a core group of finalists is selected.
- Phase II: Finalists will be notified by February 7 and asked to answer a series of subjective questions pertaining to workplace health and safety issues.

Questions? Contact Barb Deans, WSC Associate Director,
at bdeans@wisafetycouncil.org or 608.661.6914.



The Awards Program is sponsored by:



Now easier than ever, the streamlined application process can be fully completed online at wisafetycouncil.org