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## A Letter From Our Chair

Matthew Kanneberg  
Director of Safety & Health, Paper Solutions  
WestRock



The first quarter was an active time for the PPSA Board and supporting committees. The board met the week of February 15 in Mobile, AL to conduct one of three annual face to face meetings. The Battle House Renaissance Hotel in Mobile was the meeting location to serve as a final review of this summer's PPSA Annual Safety Conference venue June 5-8. The historic hotel, stylish rooms and spacious conference facility will be a great place to learn, network and share recognition with our industry colleagues. Please review our [conference website](#) for details and to register for the conference.

The supporting committees continue to focus on returning valuable tools and resources to our members. Our education committee has continued to bring quality webinars to include the Combustible Dust Compliance overview that was the PPSA's most popular webinar to date. Upcoming education opportunities will include a 10 hour Fundamentals of OSHA Compliance course in conjunction with the annual conference and an April webinar with details on page 13 of this quarterly report.

The awards committee has developed a new award for this year's conference to recognize effective and influential safety committees. Engaged safety committees are the heartbeat of a strong safety culture. The PPSA wants to recognize and reward those committees that rise to the top based on their commitment, innovation and positive impact to their organization. Check out the application criteria on our [website](#) and if you think your safety committee has what it takes to win...sign them up! Also check out the popular innovation awards application where we have member sites compete for the best safety innovation!

With much gratitude and respect, we must say thanks to our Education Chair, Sue Cooper of Weyerhaeuser who has stepped down from the Board of Directors. Sue has been instrumental in the quality and coordination of the education efforts of the board in the past couple years. She has done an outstanding job and will certainly be missed! We wish her the best and share sincere thanks for her dedication and support of the PPSA Board and membership.

*Continued on page 2*

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Aside from all the current planning activity, I am proud to say the organization is financial healthy, continues to look to return value and always in search of those within our industry who wish to volunteer to help meet our goal in "Bringing the Industry Home Safe". If you have an interest in supporting a PPSA committee, please reach out to a board member or PPSA staff member to share your interest in being a more active part of the planning side of the organization. We wish you a safe and healthy spring/summer and look forward to seeing you in Mobile, AL June 5-8!

Best Regards,



Matthew Kanneberg, PPSA Board Chair

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The two-and-a-half day conference will feature expert speakers from within the safety community, as well as exhibits from vendors showcasing the latest innovations in personal and site safety.

**CONFERENCE KEYNOTE:**  
Steve Borkowski, Consultant

**Additional Speakers Include:**  
Randy Adams, Kruger  
Dr. Warren Silverman, Access Health Systems  
Wylie Davidson, Dival Safety  
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## Getting to Know Our Members

Interview with Marty Olsen, Senior Vice President– Coated Products Division, Green Bay Packaging



**How long have you been in your current position?**

This is my 16th year with Green Bay Packaging and I've been in Coated Products a little over 3 years.

**In what way(s) does your current position influence your company's safety efforts?**

The key thing in my role is setting the tone for how we view safety. It shouldn't be viewed as a "program of the week" that floats among other top priorities. Working safely needs to be a part of our core, intertwined into everything we do and into all of our decisions.

**How has safety been "designed into" the remodeling and addition project at the Green Bay Coated Products Division?**

Early on in the project our Labor Management Safety Council (LMSC) conducted safety walks in the new facility to make recommendations for the final design. The prime areas designed into the new facility that impact safety fall into four major areas: fire safety, machine guarding, ergonomics and product flow. With that said, no amount of design will alleviate a poor decision or a short cut that results in injury.

**What is the best advice you ever received regarding safety?**

There is no such thing as an accident that couldn't have been prevented.

**What was the biggest safety challenge(s) that has come up during the remodeling and addition?**

Most of the contractors for the expansion were European and I was surprised by the differences in safety standards and regulations. We had a number of conversations around PPE, where their standards are much more relaxed.

**What one or two things do you think employees at the GBP Coated Products Divisions can do to improve safety?**

The biggest thing we can do is watch out for one another. There's this reluctance to point out unsafe behavior to our co-workers – why are we afraid to actually care about one another enough to the point that we say something when we observe an unsafe act?

**Do you consider safety to be an integral part of each Supervisor's duties?**

Absolutely. No position has as much impact on the overall safety culture and performance than the first line Supervisor.

*Continued on page 5*



*Continued from page 4*

### **How have past experiences in your life impacted your view of the importance of working safely?**

I spent my early years as an Army Infantry Officer and most people are surprised when I tell them how strong the safety culture is in the armed services. The very first thing and the most important thing in every training exercise, every deployment and prior to every leave was safety. There was a lot of inherent danger in the things we did, but that was never an excuse to accept unsafe behavior. You could expect to be called out for doing something stupid that put yourself and others at risk, and that was a great motivator. Unfortunately, I also saw firsthand the consequences of bad decisions – another strong motivator.

### **What key traits do you think it takes to make a good leader?**

Courage, competence and caring. The last one is the most important and the easiest to stray from.

### **At the end of your career what impact do you hope your leadership has made on safety in the Pulp and Paper Industry?**

I really don't think about making an impact in the Industry. I pray every day that the people who come to work at Green Bay Packaging go home safely to their families and believe that we truly care about them. If we can have that impact on each other, then we've probably made an impact on the Industry.

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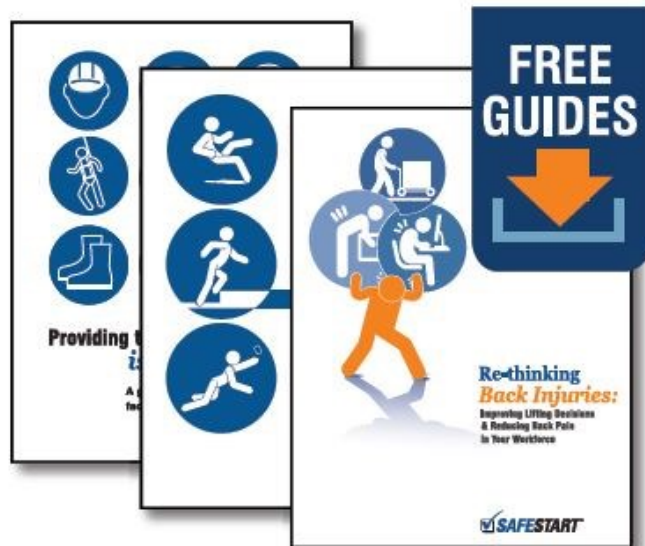


## Your Biggest Safety Challenges Solved

A survey of 1,101 safety managers conducted by Safety Daily Advisor found that 85% of respondents cited human factor incidents and employee noncompliance as their biggest safety challenge with the 5 items shown on the left topping the list.

Most of these safety issues have the same cause—human factors like rushing, frustration, fatigue and complacency leading to unintentional errors or errors in judgement.

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## Apply for PPSA Awards Today!

### ***Safety Committee/Team Award - NEW!***

#### [Print this application](#)

This award honors a pulp & paper industry safety committee/team that has made a significant contribution to safety & health at their location, company, or within the industry. In order to receive this award, a committee/team must apply for it, be selected as a finalist by the PPSA Awards Committee, and lastly receive the most votes by conference attendees at the PPSA safety conference. The winning site will receive the Industry Safety Committee/Team Award trophy and be highlighted on the PPSA website and upcoming quarterly report.

To apply for this award, please complete this form and submit it along with your accompanying information via [email](#) or regular mail no later than **April 17, 2016**.

### ***Safety Innovator Award Application***

#### [Print this application](#)

This award goes to the one facility demonstrating the most innovative safety improvement product/process implemented between January 1, 2015 through April 17, 2016. In order to receive this award, a facility must apply for it, be selected as a finalist by a PPSA Conference Board Committee and lastly receive the most votes by conference attendees at the PPSA annual safety conference. The winning site will receive the PPSA Safety Innovator Award trophy and be highlighted on the PPSA website and upcoming quarterly report.

Please submit this application to [Ashley Westbrook](#) by **April 17, 2016**.

***For any questions regarding the awards, please contact [Ashley Westbrook](#) at 770-209-7284 .***





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## Legal Corner

### **OSHA's Swan Song: What is on the Agency's Agenda for the rest of 2016?**

Submitted by Eric Hobbs, Partner—Michael Best & Friedrich LLP

A new President will take office in January of next year and will begin making new presidential appointments to federal agencies, including OSHA, shortly thereafter. Dr. David Michaels, who has headed OSHA for the past seven-plus years, will return to academe, and it is anybody's guess whom the new President will tap to take his place.

So OSHA is in a race this year to tackle those "big issues" high on its priority list that it believes it effectively can address before next year's change of the guard. Among those things OSHA is or will be "pushing out" to the employer community for us to have to deal with after the old guard is gone are the following relevant to the pulp and paper industry.

*"Improved Tracking of Workplace Injuries and Illnesses" (Electronic Recordkeeping).* This leviathan of a rule was supposed to have issued in final form in March of this year. As of the date of the writing of this article, it has not been announced. The question, however, is not whether OSHA will publish it, but when.

Presuming the final rule mirrors the proposed rule, it would require every employer of 20 or more workers to submit electronically all of its illness and injury data (300 Logs, OSHA 301s and Annual Summaries) to OSHA annually for publication on OSHA's website. Every employer of 250 or more workers would have to do so every quarter.

The problems with the rule, as proposed, are legion. It would result in the disclosure of confidential information on employees and employers that would infringe on employees' right to privacy and potentially do significant competitive injury to employers. OSHA presently does not have the manpower or the software to purge submitted data of all such information. The rule also would not provide tools to readers of the raw data for understanding or using it. Nor would it provide a mechanism for the correction of submitted data, as is often necessary on 300 Logs when initially-reported injuries and illnesses turn out not to be work-related, after all, or entries simply must be updated with days away from work or restricted duty days.

The rule, as proposed, additionally would make alleged retaliation for whistleblowing an offense citable by OSHA, not one simply investigated by the Agency under Section 11(c) of the OSHAct. OSHA could investigate potential retaliation even without having received an employee complaint. And the proposed rule would prohibit employers from "discouraging" injury/illness reporting by employees – also already covered by Section 11 (c) and existing OSHA rules and standards – and from creating "unreasonably burdensome requirements" for such reporting. It also would require employers to inform employees how to make reports.

*Injury and Illness Prevention Program ("I2P2").* In a recent presentation to the American Bar Association's Occupational Safety and Health Law Committee ("ABA OSH Law Committee"), Dr. Michaels conceded that his posterity standard (my label, not his), the Injury and Illness Prevention Program (or "I2P2") Standard, will not see the light of day, even in proposed form, before the end of 2016. However, he said, OSHA will publish the elements of I2P2 as voluntary guidelines for employers. What form the guidelines will take or what, exactly, those I2P2 elements will be remains unclear. But employers should be concerned that OSHA in the future will attempt to find a way to enforce its "voluntary" guidelines under other standards or the General Duty Clause of the OSHAct without first going through the rulemaking process.

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**Enforcement procedures for illness and injury reporting.** In the event of a reportable incident (fatality, hospitalization of an employee, amputation, or loss of eye) under OSHA's Injury and Illness Reporting Rule, which took effect on January 1, 2015, OSHA either inspects the reporting employer or initiates a "rapid response investigation" (or "RRI") of the reported incident, which requires the employer to investigate and submit a written report to OSHA containing particular information on what happened, who was involved, what the employer can and will do about correcting it, etc., based upon which OSHA then decides whether to follow up telephonically or with an inspection.

On May 4, 2015, OSHA published a memorandum prescribing revised enforcement procedures in the event of an injury or illness report under the new rule. Among other things, the memorandum provides that the employer "should" take certain steps and provide certain information to OSHA, including "abatement verification", and that, in the event the OSHA Area Office determines that an employer has not provided an adequate response, the office "may conduct an on-site inspection". (So "should" really means "must".) OSHA often was doing so prior to the memorandum anyway, but the memorandum formally authorizes it and is likely, therefore, to promote more such inspections. The memorandum also provides for "monitoring inspections" by OSHA based upon random selection from among closed RRIs – to insure that the abatement measures the employers have reported have been taken and are adequate.

Notably, the memorandum additionally provides that, "if OSHA conducts a monitoring inspection or an inspection for any other reason of a worksite previously subject to an RRI, OSHA will not use the employer's internal investigation to cite condition(s) discovered by the employer during its internal investigation as long as employees are not exposed to a serious hazard and the employer is taking diligent steps to correct the condition". That "safe harbor" alleviates some of the concerns we had that OSHA would use the information employers provide voluntarily as a sword against them, but the "as long as" exception is troublingly very broad.

**Increased penalties.** The Budget Bill signed by President Obama in November *directs* OSHA to increase maximum penalties by up to 82%. If OSHA chooses not to increase maximum proposed penalties by that full amount of 82%, in fact, it must justify its decision to the Office of Management and Budget by showing that such an increase would result in "negative economic impact" or "social costs" outweighing its benefits. It is highly likely that OSHA will adopt the 82% increase, which must be published no later than August 1, 2016. OSHA has said that it will apply any increase to all cases in the pipeline at the time of the publication, even if the inspections were conducted (and the alleged violations were committed) before the increase. That raises some significant legal issues and concerns.

But, practically, an 82% increase in the maximum proposed penalty for an other-than-serious or serious citation item would drive the upper limit from \$7,000 to \$12,744, and such an increase in the maximum proposed penalty for a repeat or willful citation item would drive the upper limit from \$70,000 to \$127,438. The number of "significant cases" (those with proposed penalties of \$100,000 or more), therefore, also would be likely to skyrocket, as would the number of cases in which OSHA issues press releases (those with proposed penalties of \$30,000 or more).

**Press Releases.** OSHA recently has begun to name employers' worker's compensation insurance carriers in its "shaming" press releases. At the meeting of the ABA OSH Law Committee, Dr. Michaels said, "[The carriers] call and ask why they are included: They say, 'We had nothing to do with this.' That is the point." The goal of including the carriers is to put pressure on them to put pressure on their insureds to pay closer attention to safety.

The ride for employers from now until January will be an interesting and, likely, a rough one. This OSHA has every intention of making its swan song a loud and clear one. And employers would be wise to listen carefully.



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## Summary of Automatic Grease Gun Incident

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Upon investigation it was found that the hose had a small damaged spot. The cut or burn on the hose became the weak point and allowed the grease to shoot out hitting and penetrating the employees left arm.



He immediately went to the nurses office where he was transported to the hospital. The employee was treated at the hospital resulting in the arm being opened and cleaned.



*Continued on page 17*



*Continued on page 16*

The incident was serious but could have been much worse—as many as 40% of the accidents with this kind of failure result in some sort of amputation. It could have been much worse had it hit him in the eye or hit an artery.

It is important to inspect all equipment and tools before using them. Remember at any time, something can fail and leave the user vulnerable to injury.

We have ordered and are replacing the grease hoses as well as installing a Parker Partek defense sleeve over the lines to add another level of protection. In hopes of preventing this type accident from reoccurring.

### Automatic Grease Gun



## PPSA Career Center Feature:

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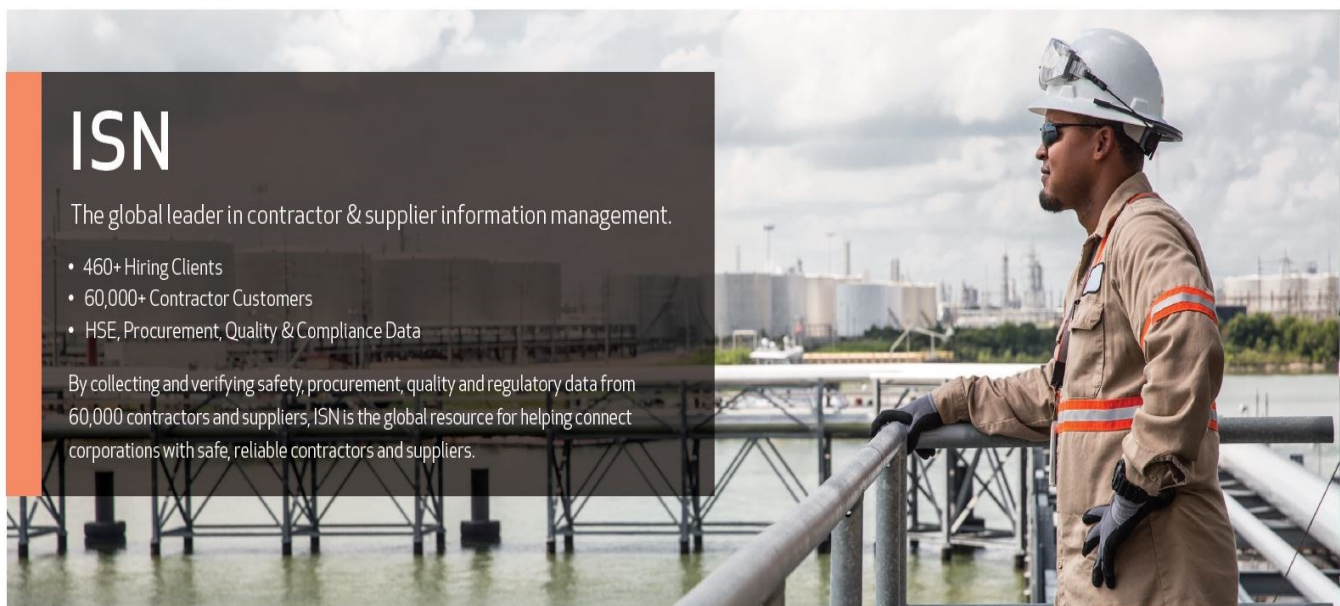


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## "SPOT ON SAFETY"

Quarterly safety videos developed for PPSA members.

**1st Quarter 2016: Slips, Trips & Falls**

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### RWT SPOT ON SAFETY: SLIPS TRIPS AND FALLS

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# OSHA QuickTakes

March 17, 2016  
Volume 15, Issue 7

## SPECIAL EDITION

### Evaluation: First year of OSHA injury reporting requirement helps agency engage with employers and focus resources where needed

During the first full year of a new [reporting requirement](#), employers reported 10,388 severe injuries, including 7,636 hospitalizations and 2,644 amputations. For more statistics and the evaluation of the impact of the new requirements, see the [full report\\*](#)

Since Jan. 1, 2015, employers have been required to report any severe work-related injury – defined as a hospitalization, amputation or loss of an eye – within 24 hours. (The requirement to report a fatality within 8 hours was unchanged.)

In the majority of cases, OSHA asked employers to conduct their own incident investigations and propose remedies to prevent future injuries. OSHA provided employers with guidance materials to assist them in this process. Known as a Rapid Response Investigation, this collaborative, problem-solving approach invites the employer and an area OSHA expert to work together toward the shared goal of fixing hazards and improving overall workplace safety. At other times, the agency determined that the hazards described warranted a worksite inspection.

"In case after case, the prompt reporting of worker injuries has created opportunities for us to work with employers we wouldn't have had contact with otherwise," said report author David Michaels, assistant secretary of labor for occupational safety and health. "The result is safer workplaces for thousands of workers." Read [Dr. Michaels' blog](#) for examples of workplace safety success stories that resulted from collaboration between employers and OSHA.

Severe Injury Reports 2015		
Injury types	RRI	Inspection
Amputation	41.34%	58.66%
Hospitalization	69.46%	30.54%
Total	62.13%	37.87%

An evaluation of 2015 results found that the requirement met its intended goals of helping OSHA focus resources where they are most needed, and engaging employers in high-hazard industries to identify and eliminate hazards.

"OSHA will continue to evaluate the program and make changes to improve its effectiveness," Dr. Michaels wrote in

the report. "And we are seeking new ways to make sure that small employers know about their reporting obligations and the resources available to them."



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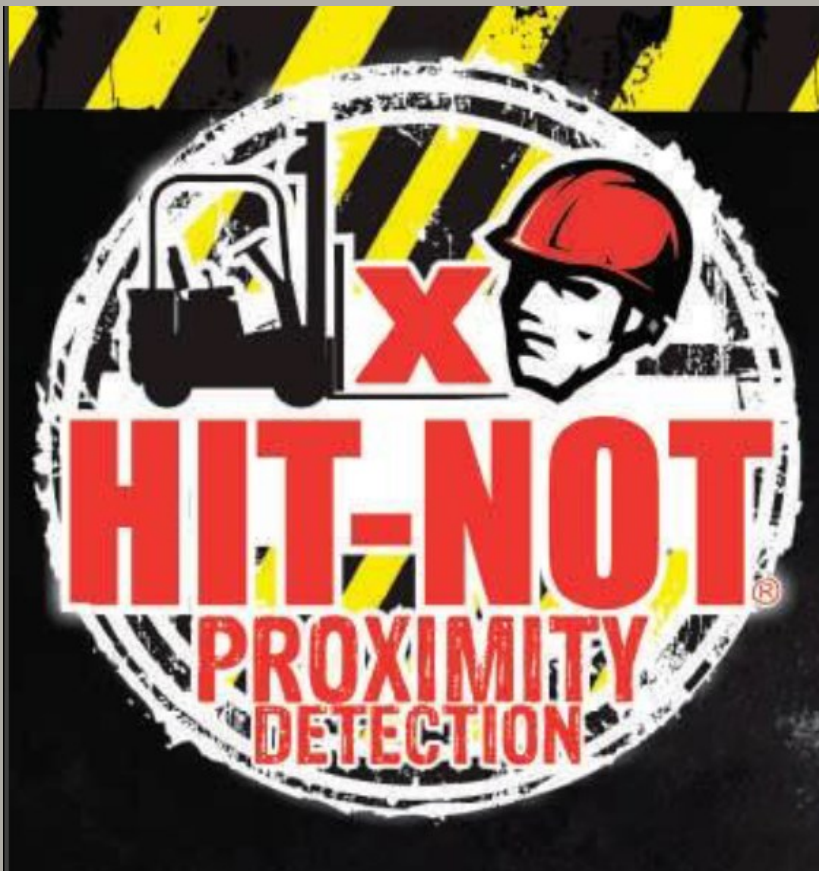


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## Trends in Plants Safety

Submitted By: Scott Stone, Brady Safety Software and Services Solution Owner

### 1. What are some new technologies/products being used regarding Plant Safety?

Some of the most important technologies in plant safety right now aren't new products, but the usage of current products, such as tablets and phones, for data collection, visual creation, auditing, behavioral safety and security measurement, and more. These mobile capabilities benefit users by allowing for real-time data collection, assignment of tasks and corrective actions, and establishing measurable indicators. With these capabilities on hand, you can establish program sustainability by eliminating the need to keep paperwork in separate areas, and providing a high level of standardization and visibility to program activities.

### 2. Are there common instances in which people misuse these products/technologies? How can this be corrected?

The biggest misuse of using mobile phones and tablets for plant safety management is a lack of training before implementation and not ensuring the technology will work with the current systems, procedures and behaviors that are in place. By not putting in the needed due diligence up front and thinking through the implementation process, it's simply not going to work the way that's expected. To select a program that best fits the needs of your facility, you should first determine what employees will use it, what type of inspections they will be completing, user types, backend measurement systems and other key elements of functionality and workflow.

### 3. What should be of the utmost importance to workers when it comes to Plant Safety?

When it comes to plant safety, engagement in their safety program is the most important element for workers. They should be their "brother's and sister's keeper" in the workplace. That means that when a worker sees something that is unsafe, this person takes the initiative to stop the work that they or another employee is doing to reduce at-risk behaviors and fully embrace a culture of safety.

*\*Originally published by the National Safety Council*





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PPSA is a non-profit, non-political, international organization, devoted to safety throughout the paper industry. From forest products to paper mills, to converting plants, to recycle collections centers, our membership is grouped by category to ensure a fair and appropriate basis for comparison.

The association began in the 1940's as the Southern Pulp and Paper Safety Association, later changing the name to reflect our widening membership base. We currently have members throughout the United States, Canada and other countries. We work to promote safety, to set reasonable and attainable goals, to educate our members, and to give the members a forum for discussion.

Membership in the Association is by operating facility, such as a paper mill, box plant, sawmill, woodlands, etc. Approximately 380 operating facilities are currently members. We also welcome supplier members as well.

Membership in the Association has many advantages:

- Participation in the Annual Health and Safety Conference and service as a member of the Board of Directors provides an opportunity for personal and professional growth.
- Participation in our webinars and training seminars.
- The Pulp and Paper Safety Association is the ONLY national organization exclusively concerned with accident prevention in the forest product industry.
- The annual Conference provides a great face-to-face networking opportunity.
- The Quarterly Report provides a way of bench-marking your own performance with others in similar operations.
- The Awards program provides a prestigious form of recognition to outstanding short-term and long-term safety performance by operating categories.
- The Association is an excellent forum for keeping up with latest OSHA standards. In-depth information on specific subjects is increasingly available at regional seminars. The cost of these seminars is minimized by virtue of holding them on a regional basis.
- The annual conference provides a fine external motivational boost to hourly Safety Committee members as recognition for their active participation in your safety program.
- The cost of membership is the lowest of any association to our knowledge.
- The attendance of vendors at our annual conference allows safety people to keep up with the latest safety equipment, tools and training.

Visit our website at [www.ppsa.org](http://www.ppsa.org) for more information.

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