



2017 Bay Area Safety Symposium

Wednesday, March 8, 2017

San Ramon Marriott, San Ramon, CA

8:30 AM – 9:30 AM

**Welcome, Opening Remarks & Keynote Presentation
Safety For The Next Wave Of Workers -
Doing The Same Things Harder Is NOT Making Us Better
Dr. Todd Conklin**



Todd Conklin, Ph.D., is senior advisor, environmental safety, health and quality, at Los Alamos National Laboratory.

In this presentation, Conklin discusses his views of human error in the workplace and how an understanding of human behavior and culture can help improve workplace safety.

Todd has been with the lab for about 22 years. He works in the safety improvements initiatives office, which works mostly with human performance and systems and align our organization toward the ability to learn from events.

Todds background is in organizational culture and behavior. He holds a doctorate in that area. Todd is fortunate to get to work with many organizations and to help them understand the complexities of safety programs and cultures of organizations. He conducts investigations around the country, serving as the human performance “set of eyes” on the event understanding activity.

What are the most common misconceptions about human error in the workplace with respect to occupational injuries and accidents? How do these misconceptions vary among management and employees?

The one that bugs me the most is the belief that if you simply ask workers to try harder or to care more, that will somehow magically equate into some type of better outcome.

Error is just that, error. We cannot fix error by punishing people for doing something that they did not intend to do to have them come back to work the next day and not do something they did not mean to do in the first place. It does not make sense. In a way, asking or expecting workers not to make errors is not a problem that workers own—it is a problem that management owns.

Errors happen all the time. In fact errors happen in spite of us knowing that errors happen. Mostly, these errors do not create any type of problem, so we do not even realize an error happened until an error happens that has some type of consequence.

I strongly believe that we cannot (nor do we want to) stop errors from happening. What we can do is create survivable space around our workers. We want workers to fail; in fact, that is how we learn about our organization’s safety program and about the world around us. When they fail, we want a soft landing, a graceful failure. We want to defend against error outcomes, not the error itself.

Breakout Session #1A 10:00 AM - 11:00 AM
Construction Track
NFPA70E Compliance And 2018 Look Ahead
Patty Becker, CSP, CIH

NFPA 70E is by far one of the most misunderstood standards both in the workplace and construction projects based on the findings noted during site audits over the last 2 years. The purpose of this presentation is to help simplify compliance through a better understanding and implementation strategies of this life saving consensus standard. We will discuss interpretations, best known practices, and compliance strategies for implementing the current standard as well as look ahead at the proposed changes coming in 2018.

Patricia Becker, MS, CIH, CSP

Patricia Becker is a Board-Certified Safety Professional and Certified Industrial Hygienist with over 20 years of experience providing Environmental, Health and Safety management services globally for the Construction and Semiconductor industries.

After obtaining her Master of Science degree in Environmental Health from the University of Washington, Ms. Becker began her EHS career in 1995 as an Industrial Hygienist for Intel Corporation, and in 2000 began working as a Safety Engineer supporting global expansion construction projects, and various manufacturing and construction safety management roles.

In 2007, Ms. Becker joined Cupertino Electric as their Director of Corporate Safety and was responsible for overseeing the corporate health and safety program for operations and construction activities throughout the United States.

In 2016, Ms. Becker was hired as a Principal Consultant for Global Safety Management Consultants, where she provides environmental, health and safety consulting services for various construction contractors, service providers, and facilities in California.

Ms. Becker is an active member of ASSE, San Francisco Chapter and is currently Treasurer of the ASSE Construction Section.

Breakout Session #1B 10:00 AM - 11:00 AM
HSE Management Track
Safety Program Elements Effectively Being Used To Drive Down Injury Rates And Improve Safety Culture
David Woodard, CSP

This presentation will cover:

- Historical Approach to Managing Safety
- Historical Injury/Illness Data – Lagging Indicators
- Current Safety Program Elements
- Meaningful Injury/Illness Investigation
- Management Involvement
- Employee Involvement
- Leading Indicators
- Process Excellence – Safety Dashboard
- Prevention thru Design



David Woodard, CSP

Manager Workplace Health and Safety
East Bay Municipal Utility District

David Woodard is the Manager of Workplace Health and Safety at the East Bay Municipal Utility District. He has worked in the field of Environmental Health and Safety for 26 years for such Companies as ALZA Corporation, Johnson & Johnson, and Bayer. He has Degree in

Environmental Engineering from Cal Poly – San Luis Obispo, an MBA from Santa Clara University and is a Certified Safety Professional. David Woodard is the Manager of Workplace Health and Safety at the East Bay Municipal Utility District. He has worked in the field of Environmental Health and Safety for 26 years for such Companies as ALZA Corporation, Johnson & Johnson, and Bayer. He has Degree in Environmental Engineering from Cal Poly – San Luis Obispo, an MBA from Santa Clara University and is a Certified Safety Professional.

Breakout Session #1C 10:00 AM - 11:00 AM
Ergonomics Track
Improving Laboratory Ergonomics In
Pharma Technical Group Within Genentech
Christa Martindale, Sonia Khaligh, Anna Bilyak

The purpose of this talk is to share with you our journey to higher level of prevention of ergonomic injuries in research , validation and engineering laboratories. We will share with you implementation strategies for best practices that brought us to world class safety.



Christa Martindale
Sr. Ergonomics Program Manager, Genentech, Inc.,
A Member of the Roche Group

Christa Martindale has focused on maturing and streamlining the ergonomics program at Genentech, Inc., a large (10,000+ employees) biotechnology company, located in South San Francisco. She has created and implemented participatory ergonomics programs across various office settings, lab and manufacturing departments, with the aim to reduce risk, improve employee performance and align with the company's continuous improvement efforts and business goals. She has worked at Genentech, Inc. for eight years.

Christa has over 15 years of experience focused on understanding key issues related to workplace ergonomics and work design. She has conducted risk assessments and developed training for office settings, Quality and R&D laboratories and manufacturing environments.

Christa is a Certified Industrial Ergonomist (CIE) and is currently working towards her MS in Applied Ergonomics and Human Factors at Nottingham University, UK. She has Master's degree (Honors) in Industrial Psychology and Organizational Behavior from the Ageno School of Business at Golden Gate University and a BSc in Cellular, Molecular and Microbiology from the University of Calgary, in Alberta, Canada.



Based in San Francisco CA, **Sonia Khaligh** has more than 30 years' experience in the Pharmaceutical and Chemical industries, including 13 years as Senior Scientist II/lab manager and Process Safety Management Coordinator at Rhone Poulenc/Aventis (Eco Services Operations LLC later this year will merge with PQ Corporation) and more than 13 years in Genentech as Principal EHS Program Manager responsible and accountable for compliance with HazCom Program for SSF site, and other California GNE facilities. She also acts as safety professional supporting Pharma Technical Group within Genentech Inc. (more than 1000 scientists and engineers in labs ,scale up facilities and pilot plants) and She has extensive expertise in successful and sustainable implementation

of GHS(HazCom 2012), PSM, CALARP and risk management criteria in laboratory, scale up and production facilities. Sonia is a senior member of AICHE and hold ASP and CSP certifications. She holds a M.S. in Analytical Chemistry from the San Jose State University and B.S. in Chemistry from University of San Francisco.



Anna Bilyak
QC Associate II, Genentech, Inc., A Member of the Roche Group

Anna has 6 years of experience working in Quality Control laboratories in the pharmaceutical industry, specializing in biochemical/immunological and cell-based assays. She is the lead Ergonomics Advocate for the Biological Technologies group in the Pharma Technical Development organization at Genentech, Inc. She has been involved in implementing ergo tools and practices across 11 bioassay laboratories. She is trained to perform office and lab ergonomic assessments. Combining her experience and knowledge of routine laboratory performance and ergonomics, she has succeeded to help increase ergo awareness and maintain a safer work environment within her group. Anna has a BS in Biology from the University of San Francisco.

Breakout Session #1D 10:00 AM - 11:00 AM
Emerging Technologies / Industrial Hygiene Track
Naturally Occurring Asbestos In Construction
Laura K. O'Heir & Bradley Erskine

Naturally Occurring Asbestos in Construction Naturally Occurring Asbestos (NOA) is a subset of a class of potentially hazardous Elongate Mineral Particles (EMPs) that are becoming increasingly important to the field of Industrial Hygiene. The San Francisco Public Utilities Commission (SFPUC) is a leader in the recognition, evaluation and control of ELPs on construction projects, and is contributing significantly to research in this field. This presentation will focus on developing and implementing a risk management strategy using SFPUC's Calaveras Dam Replacement Project (CDRP) as a case study.



Laura O'Heir, M.P.H, CIH, CSP, will begin with a summary of the current regulatory framework and standard of practice, and how state and Federal regulations could be expanded based on recent research. She will then discuss how the development and use of geologically based NOA potential maps allows for the early identification of NOA forming the basis for industrial hygiene and safety requirements.



Bradley Erskine, Ph.D., CEG, will present a case study on the CDRP, the largest NOA/EMP construction project currently undertaken in the United States. Dr. Erskine will focus on the perimeter and ambient monitoring program designed to assure that emissions of both regulated NOA and non-regulated ELPs remain below risk-based thresholds during the seven-year project. He will also discuss particle tracing by analyzing the chemical "fingerprint" of each mineral source allowing project management to differentiate project on-site emission sources from those generated from projects off-site.

Breakout Session #2A 11:30 AM - 12:30 PM
Construction Track
Marijuana In The Workplace
Marti Fisher

California: Marijuana in the Work Place and other Impactful 2017 Legislation

With the recent legalization of Marijuana in California, employers must now not only figure out how to enforce their Drug Free Workplace programs but how to deal with positive drug tests and whether or not a positive is truly under the influence or residual traces. This presentation will discuss these issues as well as other impacts that this newly enacted law places on the employers and employees. In addition, we will discuss the impact that other new laws have on our workplace as well as what is on the legislative agenda for 2017.



Marti Fisher
Policy Advocate

Marti Fisher joined the California Chamber of Commerce in January 2006 as a policy advocate. She leads CalChamber advocacy on unemployment insurance, immigration, occupational safety, insurance, tourism and various other issue areas.

She has specialized in workers' compensation, small business, health care policy, and banking and finance issues. Marti has been a leader in the business community for advocacy on various regulatory and legislative efforts in the area of workplace safety, advocating on behalf of the business community. Fisher brought to CalChamber more than 15 years of experience in occupational safety and advocacy. She served as director of safety, health and regulatory services with the Associated General Contractors of California (AGC) immediately before joining the CalChamber policy team.

Fisher earned a B.A. in public administration from California State University, Chico, and an M.B.A. from California State University, Sacramento.

Breakout Session #2B 11:30 AM - 12:30 PM
HSE Management Track
This Is My Circus! These Are My Monkeys! –
Taming Your Safety Committee
Jennifer Harris & Rachel Raynor

Engaging your safety committee can be as difficult as managing a three-ring circus. This session will focus on helpful solutions and strategies for making your committee a strong driver within your safety program. Share challenges and solutions, and help us ensure we meet your needs by taking the survey: <http://bit.ly/29sep5M>.



Jennifer Harris, CSP

Jennifer Harris is the Sr. EH&S Manager for Pearl Therapeutics at its California site in Redwood City. She has 20+ years of experience in the pharmaceutical/biotech, semiconductor, and chemical manufacturing sectors. She also has her own consulting company, Square Zero Consulting. Jennifer has a bachelor's degree in Biology from UC Santa Cruz and is working on her master's in Occupational Safety and Health in her copious amounts of free time.



Like you, Environmental Health and Safety Professional, **Rachel Raynor**, has worked tirelessly to provide the safest and healthiest work environments for employees under her management. With over twelve years of experience in the pharmaceutical industry, Rachel has spent time in contract research and manufacturing facilities, as the owner and EH&S consultant in her own consulting business, and is currently the EH&S Manager at Pearl Pharmaceuticals, Inc in North Carolina. She is a Certified Safety Professional (CSP), Certified Hazardous Materials Manager (CHMM), and holds a Master of Science Degree from North Carolina State University. When not at work she is an outdoor enthusiast that enjoys spending time with her two young sons.

Breakout Session #2C 11:30 AM - 12:30 PM
Ergonomics Track
Benefits Of Sit / Stand – Workstations - Hype Or Real?
Dr. David Rempel

Prolonged sitting at work has been called the new smoking and sit-stand workstations, exercise desks, and other interventions are heavily promoted as methods to prevent cardiovascular disease due to prolonged occupational sitting. This talk will review the physiologic and epidemiologic evidence that prolonged sitting is an independent (of obesity) risk factor for cardiovascular disease. In addition, the effects of recent sit-stand desk intervention studies on lipids, blood pressure and other factors will be reviewed.



David Rempel, M.D.
Professor of Medicine
Director

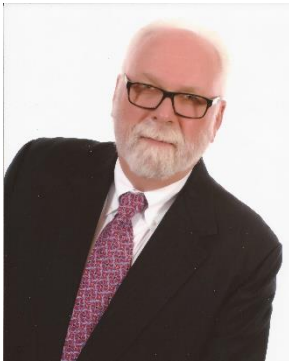
David Rempel, MD, MPH, CPE

Dr. Rempel is Professor of Bioengineering at University of California at Berkeley and Professor Emeritus of Medicine at the UC San Francisco in the Division of Occupational and Environmental Medicine. He is Board Certified in Internal Medicine, Occupational Medicine, and Ergonomics. His research focuses on workplace ergonomics issues and the design of workstations, tools and tasks. One of the research projects is on methods to reduce hazardous physical and silica

exposures during concrete drilling. Publications and descriptions of research projects are at <http://ergo.berkeley.edu/>.

Breakout Session #2D 11:30 AM - 12:30 PM
Emerging Technologies / Industrial Hygiene Track
IH Issues In The Adult Film Industry
Jere Ingram, CIH

The adult film industry employs approximately 5,000 people in California, and adds approximately \$2 billion dollars to the state's economy. The primary occupational health risks are sexually transmitted infections. Cal-OSHA has utilized the Bloodborne Pathogens Standard as the reference standard in its enforcement activities. Because of the unique nature of the industry, and the unique work arrangements, Cal/OSHA is considering various methods of ensuring safety. We will discuss the various issues and illustrate that the issues aren't as black and white as they may seem, thus resembling 49 shades of grey.



Jere Ingram, CIH,CSP, FAIHA, is a Principle Consultant with Medishare Environmental Health & Safety Services where he continues to provide services to client organizations. Jere has been a Member of the Cal/OSHA Standards Board for seventeen (17) years and was Chair of the Cal/OSHA Standards Board for nine of those years where he was intimately engaged in reviewing, developing, and implementing standards & regulations. He has also worked with the City & County of San Francisco, the Clorox Company, and Lawrence Berkeley National Laboratory. He has also published and has had National AIHA Committee leadership roles.

Breakout Session #3A 1:30 PM - 2:30 PM
Construction Track
Safety Recognition Programs That Work!
Jennifer Wycisk

Over the years, the Construction Industry has used many types of safety incentive programs in an effort to help improve the safety performance of their workforce. Typical programs ranged from “Safety Bingo” to raffling off pickup trucks; to only those eligible workers that didn’t report getting hurt. Most of these “Incentive” type programs actually drove under and non-reporting of injuries, as workers quickly figured out if they don’t report, they remain eligible to win free prizes. This indirect causation of non-reporting is what led Fed OSHA to come out against incentive based safety performance programs a few years back, actually citing companies with incentive based safety programs.

This presentation will discuss the pitfalls of the different types of incentive based programs and present concepts of proven and effective Safety Recognition based programs that effectively encourage safe work practices and improve safety performance.



Jennifer Wycisk graduated from College of Notre Dame with a B.S in Business Management. In 2004 Jennifer began her career with Turner Construction Company in Northern California. Following a short operations management role of a project for Intel Corporation, Jennifer embraced the opportunity to join the safety department as safety coordinator. Over the course of several

years she developed into the Northern California Regional Safety Director and performed in that role for 6+ years.

In 2014 Jennifer joined Webcor Builders as their Corporate Safety Director. Webcor is a California based construction company providing general contractor and construction management services in addition to running a large self-perform concrete workforce throughout California.

Early in her safety career, Jennifer recognized that the people performing the most risky operations, the craft worker, are the most critical to influencing safe operations. From that point, Jennifer developed her approach to safety that is based upon relationships and trust.

She is active in several local and national safety and health and general contractor organizations. Jennifer is married with two children ages 10 and 7.

Breakout Session #3B 1:30 PM - 2:30 PM
HSE Management Track
From Investigation To Learning
A Case Study Of Organizational Change
Ron Gantt

This presentation will provide a case study of a large municipal water / solid waste utility and how they devoted resources to safety management improvement within the last decade. It will discuss how they used accident investigation as a vehicle to bring about change.



Ron Gantt is Vice President and Principal Consultant at SCM, a training and consulting firm located in San Ramon. He has 15 years experience working with a number of industries, such as construction, utilities, and petrochemical. He has undergraduate degrees in Psychology and Occupational Safety and Health and a graduate degree in Safety Engineering. He's also

pursuing his PhD in Interdisciplinary Engineering from the University of Alabama at Birmingham, studying organizational learning and drift. He is a Certified Safety Professional, an Associate in Risk Management, and a Certified Environmental, Safety and Health Trainer. Ron is also co-editor at SafetyDifferently.com.

Breakout Session #3C 1:30 PM - 2:30 PM
Ergonomics Track
Intersection Of Wearable Safety Devices,
Data Collection And Cyber Risk
Rachel Michael

Employers are utilizing wearable technology under the noble cause of improved safety and health, but have we adequately addressed risk; or have we made knowledge of hazards a discoverable fact? As an organization, where can you best utilize wearable technology to enhance, not mask, the “personhood” of your employees. As many companies are excited about the opportunity to utilize data collected from employees, they may not have a plan for good use and/or protection of that data prior to hooking employees up to wearable devices. Increased risk, loss of data driven decision opportunity, and a costly implementation with little ROI are all possibilities without a well laid out and supported plan.



Rachel Michael, CPE is Thought Leader of the ergonomics practice group within Aon Global Risk Consulting developing solutions that drive safety, efficiency and productivity for a global client base. Rachel holds a Master’s degree in Ergonomics and currently sits on the board of directors for the Board of Certification in Professional Ergonomics (BCPE). In January 2016, Rachel was named as the Hospitality industry practice thought leader bringing industry best practices to our risk consultants and clients.

Rachel has experience implementing successful ergonomics controls and programs in diverse industries including hospitality, retail, manufacturing, distribution, defense, government, office and tribal entities.

Breakout Session #3D 1:30 PM - 2:30 PM
Emerging Technologies / Industrial Hygiene Track
Next Generation Batteries And ESH Challenges
Kiran Joshi

Next Generation batteries contain more energy per unit of weight than conventional batteries, which, while contributing to their success, also triggers safety concerns. These same properties that result in high-energy density also pose potential hazards if the energy is released at a fast, uncontrolled rate. Therefore, safety is of great interest to the industry from the R&D to the last disposal stage after their use.

This presentation will address the EHS challenges that high energy density batteries pose.



Kiran Joshi is EHS Director at QuantumScape. She has over 20 years of EHS experience in different industries including Semiconductor, Solar and Battery. She holds Ph.D. in organometallic chemistry from the University of British Columbia along with the CSP certification. She is also a patent agent for QuantumScape (USPTO Registration Number: 75760).

Breakout Session #4A 3:00 PM - 4:00 PM
Construction Track
Using Smart Phone Technology
To Provide Tool Specific Training In The Field!
Allison (Allie) Frazier Johnson

Every employer faces the challenge of ensuring all personnel are trained in the tools they are using prior to starting work, especially in the construction industry. Workers routinely show up at jobsites ready to work and more often than not, safety personnel have no way of validating their prior training or experience, as required by OSHA.

Rosendin Electric has developed an internet based training access system that provides for immediate, on the job training in the safe use of most every tool their Electrician's use.

This session will discuss:

- How we came up with the idea and why
- What software was used to convert videos
- What application we use to read codes
- How the system works and its cost
- Statistics on the programs effectiveness to date



Allison (Allie) Frazier Johnson

Allie is a graduate of Cal State East Bay where she earned her Bachelor of Science in Kinesiology and is a licensed Massage Therapist. Allie has over 10 years' experience in the construction industry and manufacturing industries where she has focused safety and ergonomics. She has been an authorized OSHA 10 & 30 Hour instructor for over 8 years as well an instructor for First Aid & CPR. Allie maintains her Construction Health & Safety Technician (CHST) and is currently a Regional Safety Manager for Rosendin Electric.

Breakout Session #4B 3:00 PM - 4:00 PM
HSE Management Track
Lock Out Tag Out (LOTO) Application At
University Of California - Case Study
Jim Gilson, PE, CPCC, OWSI

This session will cover:

- Why LOTO is a big deal
- What LOTO applies To
- Training
- Lessons Learned



James N. "Jim" Gilson, PE, CPCC, OWSI

Jim Gilson, PE, CPCC, OWSI has worked at University of California as the Senior Safety Engineer since June of 2007. Prior to UC, he's done Development and Safety Engineering in the BioTech, Medical Plastics, Utilities, and Metal Working sectors of private industry, and supported commercial-government collaborations at the Brookhaven National Lab and the Lawrence Berkeley National Lab. He has extensive experience in research process and product development, construction, ergonomic design, and human factors engineering. He has lead 4-hour and 8-hour Technical Professional Development Seminars on Safety in Collaborative Robotics Research, Electrical Safety in Research,

Managing Shop Safety in Higher Education, and Implementing Energy Isolation – Lockout Tagout using Mobile Technology at various national professional development conferences for both ASSE and the Campus Safety Health and Environmental Manager's Association (CSHEMA).

Jim is a graduate of the University of Maine with a BS degree in Agricultural Engineering and PE license in Mechanical Engineering. In addition, Jim is certified as a Professional Life and Corporate Coach (CPCC) and is also a PADI Certified Open-water SCUBA Instructor (OWSI) and sits on the University of California's Scientific Diving Safety Board.

Breakout Session #4C 3:00 PM - 4:00 PM
Ergonomics Track
Optimizing The Efficiency And
Effectiveness Of An Ergonomics Program
Surabhi Kadam

As per the OSHA regulation, many organizations have now established an ergonomics program. While most EHS professionals are able to create an ergonomics program to achieve regulatory compliance, many organizations face the problem of an inefficient and resource-hungry ergonomics program. Often, due to the lack of efficiency and effectiveness, the ergonomics program only gets utilized after an injury is incurred. This diminishes the program's potential to deliver the most effective outcomes for employees and the organization.

Using case studies, attendees will learn how to make their program run more efficiently, effectively, and proactively to optimize the program's ability to manage a high demand and quantity of ergonomics issues. Ultimately, the aim is to improve understanding of how to gradually achieve EHS leadership through a proactive ergonomics program which reduces the risk of occupational injuries, increases productivity and decreases costs.



Surabhi Kadam is an Associate Consultant at BSI – EHS Services and Solutions. Her academic background is in Kinesiology with a specialization in Ergonomics from the University of Waterloo in Canada. She has provided Ergonomics services in various industries such as automobile manufacturing, biotechnology, healthcare, nuclear energy generation, information technology, paper production and the food and beverage industry. Her experience includes completing ergonomic risk assessments in the office, lab and industrial settings, providing Ergonomics training and managing clients' Ergonomics programs. In doing so, she aims to enable clients to manage occupational risks, prevent or minimize injuries, improve employee wellness and optimize overall organizational productivity and efficiency.

Breakout Session #4D 3:00 PM - 4:00 PM
Emerging Technologies / Industrial Hygiene Track
ANSI Z9.11 Laboratory Decommissioning
Robert Kleinerman

The ANSI Z9.11 Laboratory Decommissioning Standard: Recent Revisions and Practical Applications The Z9.11 subcommittee was chartered to develop guidelines on decommissioning a research laboratory whenever laboratory spaces are to be renovated or demolished, with a special emphasis on the risk assessment process. This is often difficult due to the wide variety of materials, chemicals, equipment and processes that are conducted in laboratories.

Decommissioning is a process to ensure a facility and its associated infrastructure meet environmental health and safety requirements for its next use, which could be similar to its previous use as a laboratory or vastly different, such as a school or day care center.

This standard provides a risk-based approach to laboratory decommissioning. It assumes that laboratories are inherently safe environments where hazardous materials are used with safeguards that protect human health and the environment, and that decommissioning methods should be selected based on both the risk assessment and intended future use of the facility.

The focus of this session is to provide the Industrial Hygienist and other EHS professionals an overview of the standard, the “process” for determining what actions are required to properly decommission a laboratory given its current and future use, and some practical considerations for applying the elements of the standard in the field.

Rob Kleinerman
Principal at Kleinerman & Associates,
Environmental Health & Safety Consulting, LLC

Environmental, Health and Safety professional with diverse experience that includes planning, program development, auditing, risk assessment and program implementation. Experienced with state of the art manufacturing processes in both high-tech, bio-pharmaceutical and traditional manufacturing industries. Known for providing clients strategic guidance as well as innovative and cost-effective solutions for numerous specific safety and environmental issues.

Specialties: Implementation of Occupational Health and Safety Management Systems, Regulatory Compliance, Risk Management, Facility Commissioning and Decommissioning, Emergency Preparation and Response, Hazardous Material (potent compound) Management, Exposure Assessment and Control, Industrial Hygiene, Training, Hazard Communication, Medical Surveillance, Bloodborne Pathogens, Respiratory Protection, Process Hazard Analysis, Construction/Contractor safety, Lock-out/Tag out, Confined Spaces, Ergonomics, Workers Compensation.