

Region X News



Region X Chairperson Report



Bonnie Anderson

Good Afternoon and Welcome back! I hope you all had a wonderful break.

Recently, I was contemplating what makes a great leader. There seems to be a plethora of information, books, and guidelines on the subject but have you noticed they are all different? So what does make a great leader? What do we have to do to inspire the people around us to be great? I recently read an article, "Leadership Is About Emotion" by Megan M.

Biro, on Forbes website that put things into a different perspective. Being a leader is an art and a science. There is no one way of being a great leader but many. The art is finding what works for you, what works for others and how it could work for you. So really, no one has the right answer just many ideas and suggestions for us to put in our toolbox.

The idea that Leadership is about emotion seemed odd at first but after several minutes of contemplation I realized how can it be anything but emotion? One thing, well besides change, that we can count on is for the people we work with to have emotions. Whether it's happy, sad, excited, or angry, they will have

some sort of emotion and our job, as Leaders, is to help inspire them to have good emotions.

See story on page 8



Megan M. Biro

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Special points of interest:

- *VPP Recertification's & Celebrations*
- *Spotlight- Communication Team Members*
- *New BOD Member*

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Special Thanks to Don King

Region X VPPPA Board of Directors thanks Don King for his services and wishes him the best of luck in the future. Due to family matters Don resign his position on the BOD. Don had done a great job over the past three years as he contrib-

uted countless hours to VPP. Over the past year he became the Region X Treasurer and was just getting into the swing of understanding his new duties. Don also participated on the communication and Bylaws committees.

Good luck Don, we will miss you



Department of Energy- Idaho



On October 1, 2014 Idaho Cleanup Project (ICP) President and CEO Tom Dieter congratulates employees

for achieving another million man-hours without a recordable injury **for the fourth time**. As recognition for reaching this great achievement employees were treated to a special safety appreciation lunch complete with prime rib and shrimp. In his message he commented: *As you know, most companies tout how many hours they've gone without a 'lost workday injury' but we took the challenge to take safe work metrics to a new level of achievement. Through your dedication to ensure work is performed safely, you demonstrate that zero injuries*

is achievable, and you not only know how to do it, but also take personal accountability for your actions while looking out for your colleagues.



Alaska's Occupational Safety and Health (AKOSH)



On November 4, 2014 Barkley Lloyd, President and General Manager of Alaska Clean Seas of Prudhoe Bay, Alaska received notification from Dianne Blumer, Commissioner for the Department of Labor and Workforce Development, of their renewal approval as a Star Site in Alaska's Occupational Safety and Health (AKOSH) Voluntary Protection program (VPP). "While adherence to our core value of safety is a top priority of every member of the ACS team, our *Safety Specialists Randy Pittman, CSP and Eben McWilliams, RSP, are*

a key force behind our VPP renewal and safety record including 13 years without a lost time accident. They support a world-class team of spill responders to prevent incidents, eliminate risk where possible, and seek improvements to our processes to protect the ACS family at work and at home," said Lloyd. Alaska Clean Seas (ACS) is a not-for-profit oil spill response cooperative whose current membership includes oil and pipeline companies that engage in or intend to undertake oil and gas exploration, development, production or pipeline transport activities on the North Slope of Alaska. Originally formed in 1979, ACS was restructured in 1990 from an equipment cooperative into a full-response organization.

ACS is now poised to respond, like a professional fire department, to spill emergencies with trained responders and over \$50 million dollars' worth of Arctic based response equipment

including a fleet of over 100 vessels and over 60 miles of oil spill boom strategically ready across their area of operations. ACS is active nationally and globally in research and development while fostering a cooperative approach with Federal, State, Borough, and other environmental partners.



Randy Pittman, Eben McWilliams

Tessengerlo Kerley Inc. (Federal OSHA)



Employees of Tessengerlo Kerley Inc. (TKI) of Burley Idaho celebrated Star recertification on October 9, 2014 for their continued excellence in safety and health. The TKI manufacturing plant sits on approximately 40 acres. The site is located five miles south of Burley, Idaho, and is surrounded by farmland. It employs 12 workers who produce soil fumigant for distribution

to agricultural product retailers. Production time is limited to six to eight months a year, depending on demand. Generally, production times are from mid-February to the end of April and from the first of June to end of November. During extended downtime periods, facility maintenance and improvements are completed. OSHA initially approved the facility's VPP star status in February 2006; the facility has an injury and illness rate 100 percent below the national average for its industry.



TOP ROW –left to right Jack Kerns, Steve Sailors, Chace Thomas, Richard Hobbs, Spencer Sorensen, Jordan Burns. Front row –Mike Granillo, Rick Hieb, Stephanie Johnson, Scott Vail, Mark Payne, Todd Hale, Greg Roggentine, not pictured Daryl Scott

Meet the Newest Member of the Region X BOD

Max VanValey is the newest member to join the Region X VPPPA Board of Directors. At the October 20th BOD meeting Max was elected to fill the position of Director at Large. Max is the EH&S Area Safety Manager for Oldcastle Precast in Auburn WA.



Region X Board of Directors 2014-2015

Chairperson: Bonnie Anderson
 Vice Chairperson: Michelle Steeler
 Treasurer: Jack Griffith
 Secretary: Rocky Simmons
 Director at Large-Union Site: Liz Norton
 Director at Large Non-Union Site: Tim Taylor
 Director at Large: Jeff Carlson
 Director at Large: Eddie Larson
 Director at Large: Max VanValey



URS– Boise Office, Idaho

Congratulations to the employees of the URS E&C office in Boise, Idaho, for the successful renewal of the Voluntary Protection Program's (VPP) Star certification. The Boise office first received OSHA VPP Star status in 2006 and is the first URS office to receive the recognition. This important achievement was marked at a ceremony on Tuesday, October 14, 2014.

VPP approval is OSHA's official recognition of the outstanding efforts of employers and employees who have achieved exemplary occupational safety and health. The VPP Star program recognizes employers and employees who demonstrate achievement in the prevention and control of occupational safety and health hazards, and the development, implementation and continuous improvement of their safety and health management system. Recertification in the VPP program includes a review of the submitted annual reports and a rigorous onsite evaluation by a team of OSHA safety and health experts. The Boise office participated in the renewal process in June with positive and complimentary results.

"This is a significant achievement and places the Boise office among the safety elite," said Brad Giles, Energy & Construction (EC) Senior Vice President of Safety. "Less than .03% of workplaces in the United States have achieved this level of health and safety performance." A thank you is extended to the Boise employees and the Safety Committee that assisted in the recertification process.



Good News Stories

If you have VPP celebrations or good news stories you would like to see published in the Region X News, contact Jack Griffith- Communications Chairperson
jack-e-griffith@rl.gov

Coming up soon will be a Special Edition of Region X News:
"How Labor Unions Support the Community"



Congratulation STAR Sites

Celebrations took place at the following sites:

- ⇒ Potlatch Land & Lumber of St. Maries, ID October 21st.
- ⇒ Everett Naval Station Everett, WA October 8th.



Recertification's

- ⇒ Boise Packaging and Newsprint of Salem, Oregon a wholly owned subsidiary of Packaging Corporation of America- Recertified Star in November 2014
- ⇒ Covanta Marion, Inc. of Brooks, Oregon - Recertified Star December 2014

Meet Darren James-Member of the Communication Team

Darren James, is a Safety and Health Specialist and VPP Coordinator for Washington State Department of Labor and Industries, Division of Occupational Safety and Health (DOSH). He's also a member of the Region X VPPPA Communications Team providing technical information for sites in the DOSH-VPP.

Darren has over 17 years of safety and health experience. Prior to becoming a safety and health specialist for the State of Washington Darren gained valuable work experience in the private sector, primarily in transportation and warehousing. He's been with the Department of Labor & Industries in the Division of Occupational Safety and Health (DOSH) for 11 years.

Darren has worked as a VPP Coordinator for DOSH for the past 4 years. As a coordinator Darren is responsible for working closely with Employers who express interest in VPP participation. Darren will help employers through preparations leading up to application submittal and then through the onsite evaluation process. Darren helps employers find suitable mentors and DOSH Safety and Health Consultants to assist the site in their preparations for VPP Participation. Darren works diligently to ensure that employers who apply for VPP are set up for success.

Darren also works as staff at the annual Washington State Governor's Industrial Safety and Health Conference, Agriculture Safety Day and Construction Safety Day events. Darren also works the Voluntary Protection Program Participants Association booth at several events in Washington, Oregon and Idaho throughout the year.

Darren is a regulatory advisor to the Region X VPPPA Board of Directors and is an active participant on the Region X Conference planning committee. Darren enjoys participating on the Panel that presents the Application workshop at the regional conference, as well as presenting other topics when requested.

Darren firmly believes in the mission of the Department of Labor and Industries, "Keep Washington Safe and Working", and appreciates the opportunity to improve the working conditions for employees in his home state of Washington.

In his down time Darren enjoys family activities with his wife and two boys. Spending time with friends, camping, traveling and watching his boys play soccer.



Meet Andy Foster-Member of Communication Team

Andy is a Safety Manager for Mission Support Alliance in Richland. He proudly served in the U.S. Air Force as a Nuclear Weapons Technician before attending Central Washing University where he acquired a BS in Safety and Health Management. Prior to that, he worked as both a machinist and millwright prior to enrolling in college. Andy has worked at the Hanford Site for 13 years and has had the privilege to work at a number of Star sites which include the Fast Flux Test Facility (FFTF), Soil and Groundwater Remediation Project, MSA Emergency Services and Safeguards and Security (SAS) Andy has helped to promote and maintain participation in VPP activities on the Hanford site. Andy has been a strong proponent of traffic safety and serves as the Committee chair for the Site wide Hanford Traffic Safety Committee. He has developed and presented a variety of safety & health and traffic safety related training presentations at local and regional level safety & health conferences. Andy is very active in the Boy Scouts of America and recently coordinated merit badge events in conjunction with Hanford site contractors, Hanford Atomic Metal Trades Council (HAMTC) and the Hanford Guards Union (HGU).

Merit badges included: American Labor, Safety, Traffic Safety, Fire Safety and First Aid.



Hanford Workers Investing in the Community

In 2013, a group of Hanford workers, EZAC Representatives from Decommissioning, Waste, Fuels & Remediation Services Project and I were inspired to reach beyond the work site and get involved in a Voluntary Protection Program outreach project to benefit the community and provide an opportunity to influence safety knowledge and practices outside of Hanford while passing on knowledge about Hanford careers. We chose the After School Matters Program which provides academic tutoring, homework assistance, mentoring and physical fitness development. The team and I go to the schools and discuss our professions, the hazards we face and hazard prevention and allow kids to experience hands-on activities related to our jobs. One of the main goals of the program is to expose the youth to occupations that do not require the traditional college route. Today, thanks to the passion and dedication of our workforce and the support of CHPRC, more than 50 CHPRC Hanford craft participate in the program. These men and woman pass on wisdom and knowledge of Hanford careers and our core value, SAFETY 24/7. It is extremely rewarding for my colleagues and me to watch these children become inspired by the Hanford safety spirit and grow new hopes and dreams about their future through this program.

Terry Whitcomb
Millwright
CH2M HILL Plateau Remediation Company



Hanford Site, Richland, WA - CH2M HILL Plateau Remediation Company introduces new CEO and COO



John Ciucci is the new Chief Executive Officer of CH2M HILL Plateau Remediation Company (PRC) at the Hanford Site located along the Columbia River in southeastern Washington State. Previously, John served as the Chief Operating Officer at CH2MHILL (PRC) at the Hanford Site.

CH2M HILL has a solid safety and health culture and is a Star Site in the DOE-VPP program. Workers are actively engaged in health and safety programs and are committed to performing work safely.

John's 30 years of experience leading operations and projects, including 24 years in U.S. Department of Energy

(DOE) nuclear project management, qualify him to lead the team to set the gold standard for safe, compliant clean-up at the Hanford Site as the safety legacy CH2M HILL leaves.

CH2M HILL PRC is committed to this safety legacy by performing work safely 24/7, at home and at work; reducing risk through project performance; and by building on the strong VPP values and continuously working toward improving safety performance.



Bill Kirby is the new Chief Operating Officer of CH2M HILL PRC at the Hanford Site. Bill served as the deputy project manager at Washington Closure Hanford, a DOE-VPP Star Site, where

he managed the day-to-day operations. Bill has nearly 30 years of experience in the nuclear industry and worked at the Idaho Cleanup Project and Rocky Flats Environmental Technology Site. Mr. Ciucci and Mr. Kirby are tasked with delivering excellence in safely and compliantly removing some of Hanford's most challenging waste streams and facilities. Together, they will chart the course for the remainder of the contract focusing on continuous improvement of the VPP safety culture, project performance, people, the customer and the community.



New Years Resolution

A New Year's resolution is a secular tradition, most common in the Western Hemisphere but also found in the Eastern Hemisphere, in which a person makes a promise to do an act of self-improvement or something slightly nice beginning from New Year's Day.

A 2007 study from the University of Bristol involving 3,000 people showed that 88% of those who set New Year resolutions fail, despite the fact that 52% of the study's participants were confident of success at the beginning. Men achieved their goal 22% more often when they engaged in goal setting, (a system where small measurable goals are being set; such as, a pound a week, instead of saying "lose weight"), while women succeeded 10% more when they made their goals public and got support from their friends. [

Make only new years resolutions that are reasonably achievable! We are creatures of habit, in order to be successful you have to change the habit.



Leadership Is About Emotion, continued from page 1

Make a list of the 5 leaders you most admire. They can be from business, social media, politics, technology, the sciences, any field. Now ask yourself why you admire them. The chances are high that your admiration is based on more than their accomplishments, impressive as those may be. I'll bet that everyone on your list reaches you on an *emotional* level.

This ability to reach people in a way that transcends the intellectual and rational is the mark of a great leader. [They all have it. They inspire us.](#) It's a simple as that. And when we're inspired we tap into our best selves and deliver amazing work.

So, can this ability to touch and inspire people be learned? No and yes. The truth is that not everyone can lead, and there is no substitute for natural talent. Honestly, I'm more convinced of this now – I'm in reality about the world of work and employee engagement. But for those who fall somewhat short of being a natural born star (which is pretty much MANY of us), leadership skills can be acquired, honed and perfected. And when this happens your chances of engaging [your talent increases from the time they walk into your culture.](#)

Let's Take A Look At Tools That Allow For Talent To Shine:

Emotional intelligence. Great leaders understand empathy, and have the ability to read people's (sometimes unconscious, often unstated) needs and desires. This allows them to speak to these needs and, when at all possible, to fulfill them. When people feel they are understood and empathized something, they respond PERIOD and a bond is formed.

Continuous learning. Show me a know-it-all and I'll show you someone who doesn't have a clue about being human. Curiosity and an insatiable desire to always do better is the mark of a great leader. They are rarely satisfied with the status quo, and welcome new knowledge and fresh (even if challenging) input. It's all about investing in yourself.

Contextualize. Great leaders respond to each challenge with a fresh eye. They know that what worked in one situation may be useless in another. Before you act, make sure you understand the specifics of the situation and tailor your actions accordingly.

Let Go. Too many people think [leadership](#) is about control. **In fact, great leaders inspire and then get out of the way.** They know that talented people don't need or want hovering managers. Leadership is about influence, guidance, and support, not control. Look for ways to do your job and then get out of the way so that people can do theirs.

Honesty. Not a week goes by that we don't hear about a so-called leader losing credibility because he or she was dishonest. Often this is because of pressure to try and "measure up" and it's not coming from a place of being real – often this relates to fear of not being accepted for your true self. We live in age of extraordinary transparency, which is reason enough to always be true to your core – your mission will be revealed, your motivations will show by your behaviors. But it goes way beyond this. It's an issue that sets an example and elevates an organization. If you have a reputation for honesty, it will be a lot easier to deliver bad news and face tough challenges. **Are you inspiring people from your heart?**

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Leadership Is About Emotion, continued from page 9

Kindness and respect. Nice leaders (people) don't finish last. They finish first again and again. Ignorance and arrogance are leadership killers. They're also a mark of insecurity. Treating everyone with a basic level respect is an absolute must trait of leadership. And kindness is the gift that keeps on giving back. Of course, there will be people who prove they don't deserve respect and they must be dealt with. But that job will be made much easier, and will have far less impact on your organization, if you have a reputation for kindness, honesty and respect.

Collaboration. People's jobs and careers are integral to their lives. The more your organization can make them a partner, the more they will deliver amazing results. This means, to the greatest extent possible, communicating your organization's strategies, goals and challenges. This builds buy-in, and again is a mark of respect. People won't be blindsided (which is a workplace culture killer) by setbacks if they're in the loop.

Partner with your people. As I said above, people's careers are a big part of their lives. That seems like a no-brainer, but leaders should have it front and center at all times. Find out what your employees' career goals are and then do everything you can to help them reach them. Even if it means they will eventually leave your organization. You will gain happy, productive employees who will work with passion and commitment, and tout your company far and wide. This an opportunity to brand your greatness.

Leadership is both an art and a science. These tools are guidelines, not rigid rules. Everyone has to develop his or her own individual leadership style. Make these tools a part of your arsenal and use them well as you strive to reach people on an emotional level. Be Human. This Matters.

Special thanks to:

Jenn Fowers
ICP Regulatory Training



The Region X Communications team is looking for more members, if you are interested in becoming part of this committee contact:

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(509) 373-5157

Committee members:

Jacob Ewer	Mark Hurliman
Andy Foster	Saprena Lyons
Dave Guinn	Cheryl Rickertsen
Darren James	



**For more information
on VPP**

**Visit our
new Region
X web page**

regionxvpppa.org



The Voluntary Protection Programs Participants' Association (VPPPA)

VPPPA is a nonprofit 501(c)(3) charitable organization, is a leader in safety, health and environmental excellence through cooperative efforts among labor, management and government.

As part of its efforts to share the benefits of cooperative programs, the VPPPA works closely with the Occupational Safety and Health Administration (OSHA), OSHA state-plan-states, the Department of Energy (DOE) and the Environmental Protection Agency (EPA) in the development and implementation of cooperative programs within the agencies. The Association provides expertise to these groups in the form of comments and stakeholder feedback on agency rulemakings and policies. The VPPPA also offers comments and testimony to members of Congress regarding legislation on safety and health issues.

2015 Northwest Safety & Health Summit



Start planning to attend the 21st Annual Region X VPPPA Safety & Health Summit to be held at the Red Lion On The River-Janzen Beach Portland Oregon May 12-14, 2015.

The Safety Summit Planning Team is going all out to make this an experience you'll remember. Well also surprise you with an outstanding keynote speaker.



Portland City of Roses

