



## SafetyFestMT Missoula 2024 Class Descriptions

### HAZWOPER 8-hr Refresher

Larry Alheim, Montana Department of Environmental Quality

This class meets OSHA requirements for 8 hours of annual refresher training and targets workers who remove hazardous waste or who are exposed to hazardous substances or health hazards. Topics include HAZWOPER regulations, safety hazards, air monitoring, medical surveillance, site control, decontamination, and respiratory equipment. \*\*This is for those who have completed the 40-hour or 24-hour HAZWOPER training.\*\*

### Ergonomics

Theresa Stack, Montana Safety and Health Consultation Program

Cumulative trauma injuries are becoming one of the top workers' compensation claims that employers face. These are especially prevalent due to many employees now working remotely or in unfamiliar locations. This presentation will discuss tips on how to conduct an initial ergonomic assessment for employees. Note: This is for preventative ergonomic assessments and does not take the place of medical advice.

### Fentanyl & Methamphetamine Awareness

Tiffany Ott, Montana Safety and Health Consultation Program

Fentanyl and methamphetamine abuse profoundly impacts communities throughout the state. Methamphetamine is the most abused illicit drug in Montana and over the last decade illicit fentanyl use has increased at an alarming rate. This presentation will provide an overview of the history, current trends, social implications, and potential risks associated with a variety of occupations. The Bureau of Labor Statics has reported a significant increase in overdose deaths from nonmedical use in the workplace and NIOSH has developed guidance for workplace naloxone programs. Individuals that would benefit from this training include, employers and employees in all sectors of industry, individuals who work in emergency services, public health, property management, real estate, and the general public.

### FMLA & ADA

John Pavao, Montana Department of Administration

Navigating the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and various other laws, regulations, policies, and procedures can seem complex and confusing. This presentation will examine key concepts of the FMLA, common challenges, and employer best practices. Attending both the FMLA and ADA presentations will offer participants a greater understanding of where the FMLA leave begins and ends, how FMLA and ADA differ, how they often overlap, and how to administer each piece of legislation to remain compliant and balance the needs of both the employee and employer.

## **Introduction to Industrial Hygiene**

Drew Sheehy, Montana Safety and Health Consultation Program

Intro to Industrial Hygiene: an entry level hour on the fundamentals of industrial hygiene and the fundamentals of Anticipating, Recognizing, Evaluating, and Controlling workplace health hazards.

## **Safety Observations and Behavior Based Safety**

Theresa Stack, Montana Safety and Health Consultation Program

Behavior-Based Safety is a component of Human Performance—and Human Error. Human error is often provoked by conflicting management and leadership practices, weaknesses in the organization, processes, culture, and the behaviors of the individuals in the organization. Understanding human error helps one recognize complexities and limitations to performance. Behavior Based Safety (BBS), is a process that informs management and employees of the overall safety of the workplace through safety observations and other leadership responsibilities. BBS is intended to focus workers' attention on their own and their peers' daily safety behavior. The goal of the BBS program is to improve the employee safety of the organization.

In this course you will use an observational safety process to gather information for implementing task-oriented improvements.

Course Learning Objectives:

1. Understand the benefits of a behavior-based safety program using Safety Observations through an interactive in class activity.
2. Understand how culture, experience, and attitude affect safe behavior.

## **OSHA 10 General Industry**

Montana Consultation Program

\*Participants must attend both sessions in order to earn their OSHA 10-Hour card.

The OSHA 10 class helps develop the critical skill of Hazard Awareness - an analysis of cause & effects of the most common injuries happening on any job site. Benefits include increased productivity, fewer worker injuries, greater employee engagement. Topics include OSHA overview; employer responsibilities; employee rights; slips & falls; machine guarding; material handling; hazardous chemicals; ladders; electrical; effective safety management; ergonomics.

## **OSHA 10 Construction**

Montana Public Sector Safety Compliance

\*Participants must attend both sessions in order to earn their OSHA 10-Hour card.

This training is designed to educate every construction worker on the recognition and avoidance of the top four hazards in your work environment. Topics include fall protection, personal protective equipment, health hazards, and more. It also includes an introduction to OSHA's construction industry standards and requirements of the more frequently referenced and cited standards. Students receive an OSHA 10- hour card upon completion.

## **Workers' Compensation Claims Practices**

Mike Bartow, Compliance Specialist, Workers' Compensation Compliance Bureau

This class provides an overview of Montana's workers' compensation system, including the history and purpose of workers' compensation, coverage requirements, rights and responsibilities of the employer and injured worker, benefits structure, and dispute resolution process.

### **Stay at Work, Return to Work**

Cindy Zimmerman, Uninsurer Employers Fund Claims Adjuster, Employment Standards Division

A primary objective of the workers' compensation system is to restore the injured worker to productive employment as soon as possible after an injury. An effective return-to-work program is a key component for a business looking to contain costs associated with workers' compensation claims. Surprisingly, a large percentage of employers do not implement return-to-work programs within their workplace. This course will explore the factors influencing return to work, and the challenges employers may face with creating effective return-to work programs.

### **Talk Saves Lives: Suicide Prevention in the Workplace Setting**

Tracy Rassley, American Foundation for Suicide Prevention

A standardized education program that provides participants with a clear understanding of this leading cause of death, including the most up-to-date research on suicide prevention, and what they can do in their communities to save lives. This Program is designed to be delivered in workplace settings, to organizational leadership, managers/supervisors, and employees.

### **Mental Health and Self-Care**

Tracy Rassley, American Foundation for Suicide Prevention

This presentation will provide information on how to support yourself or someone who is struggling with mental health issues. We will look at some self-care strategies, focus on protecting our mental health, practical self-care tips, and helpful resources.

### **CPR**

Jim Burrows, Montana Public Sector Safety Compliance

This class focuses on recognizing a medical emergency, making the decision to help, identifying hazards, ensuring personal safety, and activating the EMS system. Additional topics include initial assessment, establishing and maintaining an open airway, rescue breathing, chest compressions, treating for shock, control of bleeding, use and operations of automatic external defibrillators, and related first aid.

### **Lockout Tagout**

Billy Chilton, Montana Safety and Health Consultation Program

This training course will review the requirements of the Lockout/Tagout regulation under OSHA 29 CFR 1910.147. This program will also cover the various types of active and stored energy sources and the controls necessary for employee protection. The various categories of tasks and activities requiring energy isolation will be reviewed including typical lockout procedures, equipment and devices used as well as an understanding of employee lockout and verification responsibilities.

### **Fall Prevention and Fall Protection**

OSHA Training Institute Education Center, Construction Education Foundation

This four-hour course will cover fall arrest systems, fall protection equipment, fall prevention requirements and materials; OSH Act of 1970; Fall Protection plans; Consensus standards and summaries; Fall hazard analysis, fatalities, and litigation decisions; Pre and Post knowledge inventories and exercises.

### **Talk Saves Lives: Corrections Settings**

Tracy Rassley, American Foundation for Suicide Prevention

Talk Saves Lives is AFSP's standardized education program that provides participants with a clear understanding of this leading cause of death, including the most up-to-date research on suicide prevention, and what they can do in their communities to save lives. This program provides insight for staff and inmates at corrections facilities.

### **Introduction to Supporting Someone at Risk**

Tracy Rassley, American Foundation for Suicide Prevention

This presentation provides information and resources on how to support someone in your life with lived experience. This program is appropriate for supporters of those with lived experience but also appropriate for those that are interested in learning more about those with lived experience and how you can support them.

### **OSHA 7105 – Evacuation and Emergency Planning**

OSHA Training Institute Education Center, Construction Education Foundation

This course covers OSHA requirements for emergency action and fire protection plans. Course topics include purpose and requirements of emergency action and fire prevention plans, elements of emergency evacuation plans, and features of design and maintenance of emergency exit routes. Students will participate in workshops pertaining to the development of emergency action plans. Upon course completion students will have the ability to list the elements of an emergency action plan and emergency evacuation floor plans, recognize violations of OSHA exit route requirements, determine whether their organization requires an emergency action plan, and develop and implement workplace emergency action and fire protection plans.

### **Workplace Violence**

Drew Sheehy, Montana Safety and Health Consultation Program

A compliance-based practical guide to workplace violence prevention with an emphasis on employer interventions and real-world examples from late-night establishments and healthcare settings.

### **Montana Human Rights Overview**

Chad Day, Montana Human Rights Bureau

Learn about steps you can take to keep your employees and patrons safe from sex discrimination. We will also review how to best respond if you do receive a report of sex discrimination or harassment to best protect your organization.

### **Internal Safety Audits**

Shawn McLain, Montana Safety and Health Consultation Program

This session is intended to provide knowledge of internal safety audits, according to the Montana Safety Culture Act and OSHA 1910 General Industry Standards. It will also provide guidance on how to plan and conduct a safety audit, common hazards found and corrective actions.

### **Electrical Hazards/Awareness**

Matthew Schonsberg, Montana Safety and Health Consultation Program

This presentation will provide basic level awareness training regarding electrical hazards in the workplace. Course objectives include defining and understand what electricity is and the hazards associated with it. Describe hazard protection measures as well as identifying electrical hazards in the workplace.

### **Powered Industrial Trucks**

Michael Anderson, Montana Public Sector Safety Compliance

The class will provide detail into OSHA 1926 general requirements for a variety of tools found in the workplace (Hand, power, Abrasive, Woodworking, etc.) Along with general requirements of tools the class will provide details on hazard awareness, guarding, and precautions for the safe use of hand & power tools.

### **Slips, Trips and Falls Prevention**

Ryan Ashby, Montana Public Sector Safety Compliance

Slips, trips, and falls are one of the leading causes of accidents, both in and out of the workplace. As a result, they are a significant problem both to the public and the workplace. This class will cover practical methods to reduce slips and falls.

### **Montana Safety Culture Act Requirements**

Alex Monteverde, Montana Public Sector Safety Compliance

The Safety Culture Act enacted by the 1993 Montana State Legislature encourages workers and employers to come together to create and implement a workplace safety philosophy. The act intends to raise workplace safety to a preeminent position in the minds of all Montana's workers and employers. This class will cover requirements of the Montana Safety Culture Act.

### **Recovery Friendly Initiative**

Shannan Sproull, RFW Montana & Leah Fitch-Brody, Missoula Public Health

The Recovery Friendly Workplace (RFW) initiative: Promotes health, safety, and wellness for Montana workplaces and employees; Empowers workplaces to provide support for employees in recovery and those impacted by substance use disorders; and Challenges and reduces stigma. RFW helps to increase employee health and morale, workplace safety and productivity – while decreasing absenteeism, turnover, and healthcare costs. RFWs impact the bottom line through resources and support to foster a supportive work environment that encourages the success of all employees.

## **Building Your Safety Program**

Wendy Forgey, Montana State Fund

Whether you're just starting out or you have been in business for 50 years, having an established safety program is an important part of managing risk at your business. But where do you start? Sure, you could buy one of those pre-made programs, but how do they know what type of work you do and what your risks actually are? As a business owner, you understand your business better than anyone. Come learn how to build a safety program that meets your needs.

## **Recordkeeping**

Jim Messer, OSHA

This session will highlight OSHA's recordkeeping and reporting requirements. This will include when to record and report work-related injuries and illnesses and how to complete the required forms.

## **Risk Assessments: The Underused Tool that's Free!**

Kellie Trudgen, Montana State Fund

Today's OSH professionals understand that compliance alone cannot produce an injury-free workplace. There have even been studies that have shown that compliance alone does not prevent injuries. As professionals, we strive to reduce risk to as low as reasonably achievable. When we think about work injuries and how to avoid them, we usually take into consideration lessons learned from past experiences. Identifying, assessing, mitigating, managing, and communicating workplace risk is how organizations achieve success.

What I consider to be a risk may not be perceived as the risk by someone else. In some situations, we expect the worker to know how to handle specific problems or outcomes in a certain way. This skill set has a label of "common sense." There is no such thing as common sense that is already programmed into a person's ability to problem-solve. Our ability to handle certain situations is shaped by what we have learned from our reactions and outcomes to previous exposure.

So, how do we prevent injuries? Better yet, how do we get control over the way the work is conducted? We gain control when we conduct a pre-work risk assessment. The best way to conduct a risk assessment is by gathering the workers who are responsible for performing the work and having them conduct the assessment. The workers have the best real-time information as to what could go wrong when they are conducting the tasks.

## **Confined Spaces**

Michael Anderson, Montana Public Sector Safety Compliance

Understanding of what a Confined Space is, what hazards make up a Confined Space, and how to mitigate the hazards. Including information on Permit Required Confined Spaces and Confined Space Rescue.

## **The Importance of New Hire Safety**

Taunia Cherry, Montana State Fund

Did you know that claims from newly hired employees within the first year of employment account for a disproportionate amount of total claims. An average of 41.37 percent of claims in the three years (2021-2023) have come from first year employees. Hiring new employees requires a substantial commitment of time, and resources with the goal of keeping employees safe from harm. New employees can be particularly vulnerable to job-

related injuries, and during this course we will discuss and review the most effective policies, procedures and training imperative to protecting new employees from injuries on the job.