



2012 ASSE Symposium - Speaker Overviews & Bios

Wednesday March 28, 2012

RaboBank Convention Center - Bakersfield, CA

Lunch / Keynote Speaker
12:00 PM - 1:45 PM

Moving the Sticky - Understanding the Nature of Complacency **Gabriel Acosta-Mikulasek** **Falls Church, Virginia**

In the five years I have worked in the Oil and Gas Industry, of which more than three and a half years have been and continue to be with Chevron's San Joaquin Valley Drilling & Completions division, I have had the opportunity to observe and study the working culture and performance practices of the drilling and work-over crews and their supervisors.

Among the main concerns frequently discussed is complacency. This human behavior can be a significant challenge in any professional field, but is of particular concern in an environment where safety is paramount. To better understand and address complacency, I have studied the origins of this human behavior, and how our biological and cultural selves influence our complacent tendencies.

From my research and reflections, I have designed and held conversations on the phenomena of complacency with crew members and supervisors at varying levels and across several teams. My constant goal is to make the material accessible and relevant.

Since launching these conversations, I have observed a deeper understanding of complacency and a corresponding increase in diligence to self-monitor one's own complacency. As a result, crews and supervisors report having safer behaviors for themselves and those around them, which is making a direct contribution to a central tenet at Chevron: work safe.

In this keynote, I offer my reflections on complacency so that you might deepen your awareness and understanding of this phenomenon, and see what impact your insights may have on your own safety behaviors.



Gabriel Acosta-Mikulasek
Consultant and Executive Advisor
Aculasek Consulting
Equilibria Services Ltd

Gabriel is principal of Aculasek LLC, a firm focused on optimizing managerial effectiveness, team performance and organizational transformation. Drawing on more than twenty-five years of experience, Gabriel's professional specializations include executive coaching and advising; management, leadership and teamwork education; professional and organizational development; and strategic business development.

Fluent in English and Spanish, Gabriel has coached, advised and trained more than 5000 individuals in North America, South and Central America, and East Africa. He has worked with private and governmental organizations including small businesses, both for-profit and non-profit; Fortune 100 companies such as Apple, Palm, and Chevron; and the U.S. Department of State in Washington, DC and U.S. Embassies in Tanzania, Chile, El Salvador and Panama. In addition, he is a founding member of the Matriztic School of Santiago, Chile, which studies the origin of human living in cultural biology and the generation and conservation of well-being.

Gabriel's background includes eight years at Apple, Inc. as an Instructional Designer and Senior Director of the Newton Support Engineering organization. He also worked five years at Palm, Inc. as a Senior Director leading the Platform Alliances group. In addition, Gabriel volunteered for nine years as the Director of the Santa Clara Youth-at-Risk Foundation Mentoring Program in San Jose, California, training and coaching over 500 mentors working with inner city youth committed to creating a better life for themselves.



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Breakout Session #1A, 9:00 AM - 10:00 AM

Effective Safety Training: Tips for Engaging the Adult Learner **Richard Pollock** **Minneapolis, MN**

Effective safety management systems depend on individuals who are well trained, skillful and motivated. Successful safety training requires us to engage and involve our adult workers. The process of educating and then influencing behavior can be tricky; especially with experienced adults as they filter and reframe everything they see and hear. This session will provide excellent insight into adult education issues and provide real-world tips for improving your safety training results.



Richard A. Pollock, CSP

President and Senior Consultant
CLMI Safety Training

Mr. Pollock is a graduate of the University of Wisconsin - Whitewater, degreed in Safety Education and Management, and is a Certified Safety Professional. Professional awards include the American Society of Safety Engineers Charles Culbertson Service Award and the President's Awards, the 1990 ASSE Northwest Chapter "Safety Professional of the Year" and the 1991 Distinguished Alumni Award from UW – Whitewater.

Over the past 37 years, Mr. Pollock has held high level safety and health management positions with Fortune 500 businesses involved in commercial insurance, heavy machinery manufacturing, consumer good production and packaging, petroleum refining, and biomedical products manufacturing.

In 1984, Mr. Pollock founded CLMI Safety Training. Through CLMI, he has established himself as an authority and speaker on a variety of risk management, safety, transportation, and OSHA related topics. In 1994 he designed the highly popular training and safety management series, BLUEPRINTS for Safety®. He is either the author or executive producer of more than 500 safety and health adult education programs.

In 1991 Mr. Pollock began to serve on the ASSE Professional Development Conference Planning Committee, and was chairperson for a three-year term. He was elected as the ASSE Vice President for Professional Development in 2005. Since then Mr. Pollock has served on the Board of Directors, was the Chair of the 100th Anniversary Planning Task Force, was elected Senior Vice President, and currently is the Society President Elect.



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Breakout Session #1B, 9:00 AM - 10:00 AM

HR Panel: What Challenges are Expected by the H/R Professional for the next 5 years. Laurie Beaton, Jerry Pearson and Holly Culhane



Laurie Beaton has been a Human Resources Specialist with Aera Energy, LLC since 2007. Her main duties are providing client support on employee issues and labor relations as well as overseeing the Company's disability program. Prior to this experience, she worked as a Human Resources Representative at State Farm Insurance for 10 years and at The Capital Group in Brea, California for 2 years. She received a Bachelor's Degree in Psychology from UC Irvine and graduated Magna Cum Laude. Laurie has also completed the Human Resources Management Certificate Program at UC Irvine and is SPHR certified. Laurie has served as Diversity Director and Membership Director with the Kern County Society for Human Resource Management.



Jerry Pearson is a partner with the Law Offices of Young Wooldridge where he heads the firm's labor and employment practice. He received his bachelor's degree in history from California State University Fresno and his Juris Doctorate from San Joaquin College of Law, also in Fresno.

Jerry specializes in representing management in labor and employment issues and making sure his clients stay in compliance with the State and Federal labor laws. He has successfully defended Kern County employers in wage and hour matters, as well as cases alleging harassment, discrimination, wrongful termination and other labor-related issues before the California State Superior Court, the California Court of Appeals, the California Labor Commissioner and the Department of Fair Employment and Housing.



Holly Culhane, SPHR-CA, PI, identified the need for human resource and organizational assistance for small- and medium-sized businesses and formed P•A•S Associates in 1987. This firm combines specialists in the human resources-related field to provide an unsurpassed Human Resource Center.

Ms. Culhane is a member of the Rotary Club of Bakersfield, is a past Chair of the Board of Directors of the Greater Bakersfield Chamber of Commerce, and International Christian Ministries and currently serves as Vice Chair of the National Board of Trustees for Youth For Christ/USA, and as a member of the Board of Directors of Evangelical Christian Credit Union.



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Breakout Session #1C, 9:00 AM - 10:00 AM

Workers' Comp Reform: Successes, Failures and the Next Wave **Joel Sherman**

2004 saw one of the most significant workers' compensation reforms in history. Now, eight years later, the system is once again in flux. Costs are rising. Litigation is rampant. Insurance rates will soon be going through the roof. This presentation will discuss the successes and failures of the 2004 reform, and also provide an overview of issues that will likely be on the table during the 2012 legislative session



Joel Sherman is the Director of Safety, Workers' Compensation and Regulatory Compliance for Grimmway Farms, a large vegetable grower/packer/shipper based in Kern County, California. Mr. Sherman oversees three departments responsible for the safety and workers' compensation issues for more than 7,500 employees and contract laborers.

A graduate of California State University Bakersfield, Joel has more than thirty years experience in the safety and workers' compensation field. He has served in a variety of capacities including claims adjuster, loss control consultant, policy services representative, and as the workers' compensation liaison for a large industrial medicine practice. A certified self-insurance administrator, Joel presently teaches Introduction to Workers' Compensation at CSUB, and was also certified by the state as a continuing education provider for Qualified Medical Evaluators. He was the Chairman of the board of directors of the California Coalition on Workers' Compensation (CCWC) for 2009 and 2010 and was recently elected to the board of directors of the California Self-Insurance Association (CSIA). He was actively involved in the comp reforms of 2004 and continues to participate in legislative reform of the system. In December of 2010, Governor Schwarzenegger appointed him to the Fraud Assessment Commission. Joel was also recently invited to participate in the Agricultural Sector of the NIOSH National Occupational Research Agenda.



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Breakout Session #1D, 9:00 AM - 10:00 AM

AB 2774 OSHA Serious Citation Criteria **William Krycia** **Sacramento, California**

An overview of the Changes to the Serious Citation Criteria resulting from the passage of Assembly Bill 2774. This presentation will review the new criteria and procedures Cal/OSHA Enforcement utilizes to address serious hazards; and will also address the more common serious citations issued in most industries.



William J. Krycia, MPH, CIH
Regional Manager, Cal/OSHA

- Currently the Statewide Coordinator for the Heat Illness Prevention campaign and Agricultural Safety and Health
- Chairperson of the Division's Field Sanitation and Agricultural Health and Safety Task Force.
- External Advisory Board Chairperson for the Western Center for Agricultural Health and Safety located at the University of California, Davis. WCAHS is a NIOSH funded regional center conducting research and outreach on agricultural occupational safety and health.
- Enforcement activity and special projects include heat related illness, blood borne pathogens, tuberculosis, hantavirus, Severe Acute Respiratory Syndrome (SARS), avian influenza, Methicillin-Resistant Staphylococcus Aureus (MRSA); zoonotic diseases, indoor air quality, and the 2009 novel influenza A (H1N1).
- Career spans over 31 years with the Department of Industrial Relations - Division of Occupational Safety and Health.
- Obtained a Masters degree in Public Health from the University of Michigan, Ann Arbor.
- Certified Industrial Hygienist with the American Board of Industrial Hygiene.



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Breakout Session #1E, 9:00 AM - 10:00 AM

CSI – Expert Tips to Refine Your Accident Investigation Skills **Greg Laskowski**

This presentation will overview what a criminalist/CSI is and does. Included will be a short CSI: video trailer about 5 minutes in length. The presentation will present the process of crime scene investigation (much of it gleaned from the FBI Crime Scene Investigators Handbook) and how it relates to accident investigations.



Gregory E. Laskowski is a Supervising Criminalist with the Kern County District Attorney Forensic Science Division in Bakersfield, California where he supervises the Physical Evidence Section formerly known as Major Crimes Unit. He has over thirty-five years experience as a forensic scientist with the Kern County Sheriff's Department and the Kern County District Attorney's Office. His university degrees include a BS degree in Biochemistry from the University of Southern California and a MPA degree from California State University Bakersfield.

In addition, Gregory has lectured on forensic science techniques and case histories in the former Soviet Union, the FBI Academy in Quantico Virginia, and for various professional societies and associations in addition to a number of civic organizations. He has published papers in Journal of Forensic Sciences, The Journal of Identification, The CAC News, and the Association of Firearm and Tool Mark Examiners Journal. His memberships in professional associations include: Fellow of the Criminalistics section of the American Academy of Forensic Sciences; Distinguished Member of the Association of Firearms and Toolmark Examiners; Member of the International Association for Identification, where he serves on the Standing Committee Chairman for Forensic Laboratory Analysis as well as a member the Firearms and Toolmarks subcommittee; Member of the California Association of Criminalists; and Member of the California Association Of Crime Lab Directors, where he serves on the Sexual Assault Evidence Kit Standardization Committee. He is also a certified inspector for the Forensic Science Education Program Evaluation Commission also known as FEPAC.



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Breakout Session #1F, 9:00 AM - 10:00 AM

Professional Development Opportunities **Mark Ruder**

Left to chance career progress will occur, but to what end? Professional development is an activity that takes personal participation through planned actions. Mark will outline the four areas that he feels need to be actively developed to become a well rounded, successful safety professional.



MARK L. RUDER, CSP

Mark Ruder is Safety and Compliance Manager at T & T Truck and Crane Service. He holds an MBA from National University, and a B.S. in Fire Protection and Safety Engineering Technology from Oklahoma State University. Mark is a board Certified Safety Professional in multi-disciplines and a certified Teacher in the State of California. He has been a member of the American Society of Safety Engineers for the past 29 years. Mark was awarded Safety Professional of the year in 1988 by the Southern Nevada Chapter and again in 2008 by the Bakersfield Chapter of ASSE. Mark currently serves as the Professional Development Chairperson for the Bakersfield Chapter.



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Breakout Session #1G, 9:00 AM - 10:00 AM

Fleet Safety **Dan Aguirre**

Operators of commercial motor vehicles are often unaware of, or confused by, the myriad of regulations their company is required to comply with. This presentation on behalf of CEIP (Commercial Industry Education Program), a cooperative effort between the California Highway Patrol (CHP) and the Federal Motor Carrier Safety Administration (FMCSA), provides an opportunity to understand the regulations that apply to drivers and owners engaged in commercial motor vehicles operations. The presentation will include new and proposed regulations, as well as current answers to questions about hazardous materials transportation requirements, hours-of-service, controlled substance and alcohol testing requirements, size and weight requirements and issues, and enhanced rules of the road/driver safety tips.



Danny Aguirre

Officer, California Highway Patrol, since February 1994.

Danny has worked in Los Angeles, Bakersfield, Fresno, Visalia, and Porterville. Danny grew up in the Midwest and is married with two children.



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Breakout Session #2A, 10:30 AM - 11:30 AM

Using Humor in Safety

Tim Page

Phoenix, Arizona

WARNING: Attending this session may cause belly-aches, teary eyes and sore sides!

Have your safety and health presentations become drab and dreary? Do your employees attend safety sessions with a kick in their step? Spruce them up with a little humor!

Tim will present to you in a light hearted way, how rushing, frustration, fatigue and complacency lead to potentially injury causing errors. Through the utilization of humor and video clips, you will receive information on how to keep not only yourself safe at work, but at home and on the road as well, and how four simple techniques will keep your family safer.



Tim Page
Safestart

With over 12 years of Occupational Health, Safety and Environmental Management experience coupled with a Humanitarian Service Medal from the United States Marine Corps, Tim is dedicated to on and off the job injury prevention and environmental conservation. He is a Desert Storm/Desert Shield veteran, earned combat action, good conduct awards and an Honorable Discharge. His industry accomplishments include certification as an OSHA instructor, Asbestos Inspector/Management Planner, Hazwoper Instructor, California Specialized Training Institute Instructor and California Fire Marshal Instructor. Tim's training sessions are energetic, entertaining and informative. Participants will benefit from his passion for training and his unique ability to immediately put his audience at ease through humor and personal life experiences. Tim has worked with many clients including Hunt Construction, Meadow Valley Contractors, Ace Asphalt, University Mechanical, McGloughin Engineering to name a few. Tim is a professional member of the ASSE, NSC, AIHA and past chair of the South West Safety Congress. He is a published author of articles featured in industry magazines including Coatings Pro Magazine, Professional Safety Magazine, The Journal of Environmental Management and the California Water Environment Association Flowline.



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Breakout Session #2B, 10:30 AM - 11:30 AM

Keeping It Real: The Importance of Being Honest When Dealing With HR Issues **Robin Paggi**

Have you ever told an employee that he is being laid off when you're really firing him for poor performance? Or, gave higher marks on a performance evaluation than was warranted because you didn't want to hurt an employee's feelings? Being less than honest doesn't do the employee any favors and employers often find themselves being punished for being nice. In this workshop, participants will be provided with numerous examples of why honesty is the best policy when dealing with HR issues and helpful tips on how to keep it real.



Robin Paggi brings years of experience as a human resource practitioner to her role as a consultant with KDG Human Resource Solutions, which allows her to provide clients with advice and training based upon her real-world experiences. Robin's area of expertise is in training, and she creates and delivers workshops on topics such as harassment, communication, teambuilding, and supervisory skills.

Education:

Master's degree in Human Resource Development, California State University, Bakersfield

Master's degree in Communication Studies, California State University, Sacramento

Bachelor's degree in Communications, California State University, Bakersfield

Certifications:

Senior Professional in Human Resources with a state-specific certification in CA (SPHR-CA)

Certified Professional in Learning and Performance (CPLP)

Certified Professional Coach (CPC)



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Breakout Session #2C, 10:30 AM - 11:30 AM

Drug & Alcohol Testing Update Gary Zvirblis

Gary Zvirblis of Zee Consulting will conduct a seminar on ensuring that your workplace drug and alcohol testing program is effective. This seminar is for any manager or HR professional who has responsibility for implementing or testing a drug and alcohol policy or program.



Gary "ZEE" Zvirblis
Contraband Control Specialists, Inc.

- Sergeant (retired) with the Kern County Sheriff's Department with 25 years experience
- Founder/creator of the K.C. Sheriff's Department Drug Education Program for Industry
- Twenty-Five years experience in Drug Enforcement, Education/Training & Demand Reduction
- State of California Certified Instructor (POST and STC) for Under the Influence of Controlled Substances, Clandestine Drug Manufacturing and Drug Enforcement
- Court Tested and Accepted Expert in State and Federal Courts:

Gary has performed more than 1200 examinations and evaluations that resulted in arrests and convictions for Under the Influence of Controlled Substances.

Instructor in the field of drug enforcement and use for:
Federal Executive Board of L.A. - Office of the President
California Department of Justice
U.S. Department of Forestry
California Crime Prevention Task Force
Numerous other Law Enforcement Agencies
University of Southern California
U.S. Department of the Navy

Published over 41 handbooks and/or papers in the field of Drugs in the Workplace, Drug Enforcement/Investigations, Students and Drug Abuse, Drugs and Our Schools and Under the Influence of Controlled Substances.

Owner of **ZEE Consulting & Associates**, founded in 1983, a Professional Company which is recognized as a leading authority on the topic of "Drugs in the Workplace" in the United States today.

President/owner of **Contraband Control Specialists, Inc.** (founded in 1996) a private investigation firm specializing in employee substance abuse misconduct in the workplace.

ZEE Consulting & Associates has successfully trained over 9,800 persons to be able to determine "reasonable suspicion" for employee drug testing. This has resulted in the reduction of illegal drug use in the workplace and has survived judicial review.



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Breakout Session #2D, 10:30 AM - 11:30 AM

Ethics: The Line for SH&E **James Boretti** **Visalia, CA**

Every day we are faced with making decisions that challenge our professional lives, the relationship we have with our organization and credibility as safety professionals. As our organizations move closer to transparency yet want to remain financially discrete, the conflict between ethical behavior and alignment with the interests of our employers can be challenging. How do we embrace this era of transparent information while serving our organization's needs, all while remaining true to our profession? In this seminar, you will explore these challenges through discussion, and takeaway ideals for acting in an ethical manner specific to safety professionals.



James Boretti, Certified Safety Professional **CEO / President, Boretti, Inc.**

With over 27 years of experience, James has an extensive background in the field of Safety & Health. James is currently President of Boretti, Inc., a professional SHE firm providing a broad range of technical and business safety solutions. He has successfully consulted with a wide range of clients and industries, including healthcare, manufacturing, television, construction and agricultural environments. His efforts have resulted in measurable improved operational efficiency and productivity, lowered insurance rates, reduced claims frequency, and OSHA compliance.

James is a Certified Safety Professional (CSP) and currently serves as a VP for the ROC 1. He is a Professional Member of the American Society of Safety Engineers (ASSE), Past-President of the Central Valley and Orange County Chapters, former member of the Council on Professional Affairs (CoPA) and the ASSE Finance & Compensation Committees, and current member of the ASSE Business of Safety Committee (BoSC).



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Breakout Session #2E, 10:30 AM - 11:30 AM

SCIENCE and FUNCTION; How to Prevent and Manage Workplace Injuries **Terry Lawson**

Recent research points to more accurate methods of functional testing to determine safe ability of applicants to perform their new job and injured workers to return to work post-injury. In addition, open and litigated cases can be more quickly closed with more just outcomes based on objective, scientifically determined abilities rather than ultra-conservative, protective or inflated limitations that contribute to increasingly large settlements and unwarranted disability weighing on employers and society in general.

Over the past twenty years over thirty studies have shown that the typical Functional Capacity Evaluation is not valid in evaluating a claimant's true ability to perform the physical demands of their job; primarily because a claimant's motivation to return to work has been shown to be a significant variant factor.

However, one landmark 2002 study and several additional recent studies show that there are scientific methods available to accurately measure claimant motivation, thus producing credible Functional Capacity Evaluations resulting in more accurate return to work, interactive process, and final case disposition.



Terry Lawson, PT, CAE, Integrated Injury Management Services, Inc.

Terry Lawson is a physical therapist licensed in California and Hawaii. He is also a certified ergonomist. Terry has over 25 years experience in a wide variety of practice settings including 23 years in private practice. For the past 20 years he has been working with a special emphasis in work injury prevention, treatment, and curbing workers' compensation fraud and abuse.

Terry has pioneered functional employment testing in the west coast and remains an independent western regional representative for one of the largest functional employment testing programs in the nation. He has performed over ten thousand functional employment tests and nearly one thousand functional capacity evaluations (FCE) in California and Hawaii. He also regularly contracts functional employment testing in the rest of the western states (AZ, NV, OR, WA, MT, UT) and has available locations nationwide through his network of healthcare associates.

Mr. Lawson, founder and president of Integrated Injury Management Services, Inc. has also assisted many employers with implementation of functional employment testing programming performing risk assessments, job categorization and analysis, ergonomic analysis, and functional test design. These employers include local, regional, and national public and private employers including over eighty California public school districts, city and county government agencies, third party administrators, joint powers authorities, airline, utility, transportation, waste, manufacturing, and healthcare companies. He has recently been contracted to provide injury prevention and management services for a services group of over four thousand employers in the western states.



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Breakout Session #2F, 10:30 AM - 11:30 AM

The Clean Air Act **Michael Geyer**

The Clean Air Act (CAA) is the comprehensive, one-size fits all, federal law that regulates air emissions from stationary and mobile sources. Among other things, this law authorized the U.S.-EPA to establish National Ambient Air Quality Standards (NAAQS) to protect public health and public welfare and to regulate emissions of hazardous air pollutants (HAPs). One of the goals of the CAA was to set and achieve NAAQS in every state by 1975 in order to address the public health and welfare risks posed by certain HAPs.

This presentation will describe the NAAQS, HAPs, “major” versus “area’ sources of priority pollutants as defined by the CAA, technology-based standards, what non-attainment means, and how the EPA defines maximum achievable control technologies - or MACT-standards.

The CAA has profound effects on Kern County. This presentation will pontificate how the CAA could and is affecting Kern County. The CAA will affect ranchers and farmers, the petroleum, construction, and transportation industries here, as well as all residents living and working in Kern County. For example, in Western-Kern County, owners of registered automobiles will pay in vehicle fees an apportionment, payable to the San Joaquin Valley Air Pollution Control District, as part of a fine levied by the U.S.-EPA for living in a non-attainment zone...non-attainment of the CAA’s NAAQS. This presentation will discuss this effect, and others, on Kern County’s businesses and residents herein.



Michael Geyer – Environmental/Safety

Mr. Geyer has 25-years of professional experience in environmental engineering preceded by more than 10-years of construction work. His current work includes: mitigating environmental hazards at high-risk construction sites, controlling workplace hazards, performing property condition assessments, performing safety audits, and assessing both indoor and outdoor air quality. Mr. Geyer has two undergraduate degrees, Engineering and Geology with additional coursework in biological sciences. He has several professional licenses, including: Professional Civil Engineer (PE), Board-certified safety professional (CSP), Board-certified industrial hygienist (CIH), and Registered Environmental Assessor (REA). He is also a California-licensed General Engineering Contractor with hazardous classifications. Mr. Geyer is trained in 40-hr HAZWOPR, Confined-Space Entry, OSHA Competent Person, and Explosives Safety. Mr. Geyer is currently the managing principal of KERNTEC Industries, Inc. and volunteers as a Chair of the Kern County Solid Waste Management Advisory Committee.



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Breakout Session #2G, 10:30 AM - 11:30 AM

Identity Theft - Don't think It can't happen to you **Sandy Morris**

With modern technology, the latest in cameras, laser printers, iPhones, you name it...How can you protect yourself from the fastest growing crime worldwide? Come and learn how just some easy steps can help you lesson your chances of becoming a victim, and if it should happen, what to do next. It is a workable nightmare, DONT PANIC!



SANDY MORRIS
BAKERSFIELD POLICE DEPARTMENT

Sandy Morris is a Community Relations Specialist with the Bakersfield Police Department and is currently assigned to the Crime Prevention Unit. She has been with the City for over 24 years. She has been a 911 dispatcher for both Police and Fire, and a Police Service Technician. Sandy is a Certified Advanced Crime Prevention Specialist, and teaches Personal Safety, Senior Safety and Elder Abuse, Violence in the Workplace, Identity Theft and Neighborhood Watch. She was the Administrator for the Girls Social Development Program at the Police

Activities League over ten years.

Sandy has received awards for Crime Prevention and Elder Abuse Prevention. She has been awarded numerous Humanitarian awards from the community and State. In December 2007, Sandy organized a new program "Bakersfield's Christmas for Seniors." The program has won several Beautiful Bakersfield awards and community accolades.

In March 2011 Sandy was awarded the Citizenship Award for ASSE, Association of Safety Engineers for her safety training in the community.



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Breakout Session #3A, 2:15 PM - 3:15 PM

RCA Methodology - Quantification for Root Cause Models **Bobby Jones** **Longview, Texas**

This session will inform the group on how to understand any organizational process in terms of conditions and actions in order to apply a simple form of Boolean Logic. We will discuss how the quantification capability can support decision making for recommendations.



Bobby Jones is an international consultant providing training, consulting and leading serious event investigations using the BEHAVIOR JUSTIFICATION problem solving root cause analysis process.

His program has been used for over twenty years by government and industry leaders to understand and successfully control processes causing quality, earnings and other business related problems. Environmental, Health and Safety are also important business issues frequently addressed using Behavior Justification.

Understanding specific processes through using the Behavior Justification program provides information for preventing future problems including potential disasters.

In 1990, he formed Bobby Jones and Associates to provide training and consulting in the proprietary technology (BEHAVIOR JUSTIFICATION), a critical thinking skill for business problem solving and accident prevention. For over 20 years he has consulted with organizations world-wide solving serious problems and instructed thousands of individuals in the practical skill of solving problems using BEHAVIOR JUSTIFICATION.

Bobby Jones has conducted more than one thousand seminars on the subject of Root Cause Analysis.



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Breakout Session #3B, 2:15 PM - 3:15 PM

THE ON-LINE BOTTOM LINE: Social Media at Work is No LOLing Matter **Katy C. Raytis**

California employers are quickly discovering a virtual nightmare in the virtual world. From texting to tweeting, employers have little guidance on how to handle the myriad of social-media employment issues, including off-duty conduct, “textual” harassment, discipline, and privacy. In addition, recent court decisions have highlighted how technology can create liability under wage and hour statutes, anti-discrimination laws, and the NLRA. This seminar will discuss the latest developments in the law with respect to social media issues and will outline practical tips employers can take to help themselves and their businesses from a lawsuit. Come see for yourself why social media really is no LOL’ing matter.



Katy C. Raytis, Esq.

Katy Raytis focuses her employment law practice on employer representation and counseling for matters related to harassment, discrimination, wage and hour, wrongful termination, and other compliance issues. She has extensive experience handling administrative claims and has actively participated in litigating a variety of employment-related law suits. Katy’s counseling practice includes policy development as well as practical advice on implementation, enforcement, and trouble shooting.

Education:

Bachelor of Arts, University of California at Berkeley, 1993
Juris Doctor, Order of the Coif, Boalt Hall School of Law,
University of California at Berkeley, 2001
American Jurisprudence Award: Torts, 1998
American Jurisprudence Award: Legal Profession/Ethics, 1999
American Jurisprudence Award: Advanced Criminal Law, 2000
American Jurisprudence Award: Race & American Law, 2001



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Breakout Session #3C, 2:15 PM - 3:15 PM

How Does Mickey Do It: Safety Leadership at Disney **Bob Howarth** **Anaheim, CA**

On July 17, 1955, Walt Disney opened Disneyland on 55 acres in Anaheim with the simple goal of creating a park in which “parents and children could have fun together.” Today, the operations of Walt Disney Parks and Resorts span three continents, with soon to be six resorts, 12 theme parks, more than 30,000 guest rooms and 90,000 Cast Members (employees) worldwide.

Yet, while much has changed since Disneyland welcomed its first Guest more than 50 years ago, there is one thing that remains the same, our ongoing commitment to safety. Indeed, we believe, just as we did in 1955, that the safety of those who work and play at our parks, resorts and experiences is our single most important responsibility. So how does Mickey do it?

This session will explore the “Keys to the Kingdom,” Safety Courtesy, Show and Efficiency, used by leaders and Cast Members, paying particular attention to the role safety plays in a theme park environment. This delicate balance ensures the magic of our legendary Disneyland Guest experience.



Bob Howarth, CSP

Manager, Safety Services Programs
Walt Disney Parks & Resorts at the
Disneyland Resort in Anaheim, CA.

Job responsibilities include safety, ergonomics, industrial hygiene and food safety for Cast Members as well as Guests visiting the Disney’s domestic Theme Parks, Hotels and retail, dining and entertainment venues.

Bob previously was Director of Safety with Nestlé USA where he managed safety and industrial hygiene for 10 Friskies PetCare Division factories and was part of a team managing safety and industrial hygiene for more than 40 factories and 10,000 employees across the US.

Bob is a manager with 25 years safety experience with many areas of expertise and interest, including behavior-based safety, accident investigation, and safety program management.

In 2004, Bob was recognized by the American Society of Safety Engineers when he was named the Safety Professional of the Year in the Hospitality Branch of the Management Practice Specialty. He was recognized by the Orange County Chapter of ASSE as their 2010/2011 Safety Professional of the Year.

Bob works often with ASSE, sharing best practices for safety professionals working in the hospitality industry, drawn from his own experience with the parks and hotels of the Disneyland® Resort.



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Breakout Session #3D, 2:15 PM - 3:15 PM

E-Colors: A Self and Team Awareness Tool to Augment Your Safety Culture

Gabriel Acosta-Mikulasek
Falls Church, Virginia

For the past six years, Chevron D&C Worldwide has teamed up with Equilibria Services Ltd to improve the safety, reliability and efficiency of Chevron operations around the world.

Using the simple yet powerful E-Colors Personal Diversity Indicator tool, Equilibria has worked with Chevron and their business partners to create self- and team- awareness of different communication and working styles, which has resulted in better collaboration, more effective teamwork, enhanced leadership and improved safety.

In this session, you will learn the particulars of this effective tool and have the opportunity to better understand your own working and communication style.

To gain more value from this session, we invite you to take the Personal Diversity Indicator quiz and bring your results to the session. You can find the PDI at our web page at <http://www.equilibria.com/> and click on the "Take the PDI" button.



Gabriel Acosta-Mikulasek
Consultant and Executive Advisor
Aculasek Consulting
Equilibria Services Ltd

Gabriel is principal of Aculasek LLC, a firm focused on optimizing managerial effectiveness, team performance and organizational transformation. Drawing on more than twenty-five years of experience, Gabriel's professional specializations include executive coaching and advising; management, leadership and teamwork education; professional and organizational development; and strategic business development.

Fluent in English and Spanish, Gabriel has coached, advised and trained more than 5000 individuals in North America, South and Central America, and East Africa. He has worked with private and governmental organizations including small businesses, both for-profit and non-profit; Fortune 100 companies such as Apple, Palm, and Chevron; and the U.S. Department of State in Washington, DC and U.S. Embassies in Tanzania, Chile, El Salvador and Panama. In addition, he is a founding member of the Matriztic School of Santiago, Chile, which studies the origin of human living in cultural biology and the generation and conservation of well-being.

Gabriel's background includes eight years at Apple, Inc. as an Instructional Designer and Senior Director of the Newton Support Engineering organization. He also worked five years at Palm, Inc. as a Senior Director leading the Platform Alliances group. In addition, Gabriel volunteered for nine years as the Director of the Santa Clara Youth-at-Risk Foundation Mentoring Program in San Jose, California, training and coaching over 500 mentors working with inner city youth committed to creating a better life for themselves.



2012 ASSE Symposium - Speaker Overviews & Bios

Wednesday March 28, 2012
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Breakout Session #3E, 2:15 PM - 3:15 PM

Workers' Comp Fraud Kern County District Attorney Office Michael Caves

This presentation will cover the following:

1. Components of a worker's compensation fraud case (that can be filed)
2. Trends in worker's compensation fraud
3. Why cases get rejected
4. The challenge of criminal cases
5. Criminal discovery in worker's comp cases
6. How recent changes in California law will affect worker's comp sentencing



Michael A. Caves
Deputy District Attorney
Kern County District Attorney's Office

Michael A. Caves is a prosecutor assigned to prosecute worker's compensation fraud cases in Kern County. He previously served in the gang unit and felony trials, among other units. Michael has a Juris Doctorate from University of San Francisco, a Masters in negotiation and conflict resolution from California State University Dominguez Hills, and a B.A. in communications from University of Maryland, University College. Prior to coming to the Kern County D.A.'s office over four years ago, Michael clerked at the U.S. Attorneys office, the Sacramento District Attorneys Office, and the San Francisco District Attorneys office, and completed a judicial externship with a federal magistrate. Before law school, Michael served on Active Duty in the U.S. Army for five years. Michael has authored numerous academic and scholarly publications, including a legal research article on prosecutorial discretion and ethics that was published in the Journal of Law and Social Challenges.



2012 ASSE Symposium - Speaker Overviews & Bios

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Breakout Session #3F, 2:15 PM - 3:15 PM

Railroad Safety & Operation Lifesaver Bob Alexander

Operation Lifesaver Railroad Safety. Helping the general public become aware of the dangers of driving around railroad crossing gates and trespassing on railroad property and to help end collisions, deaths and injuries at places where roadways cross train tracks, and on railroad rights-of-way.



Bob Alexander
Coordinator Field Safety Support
BNSF Railway

- Operation Lifesaver Level 1 Instructor since 1989
- Grade Crossing Collision Investigation Instructor since Dec, 1996
- Operation Lifesaver Level 2 Train the Trainer Instructor since 1998
- Grade Crossing Safety Coordinator since 1998
- Chairperson Central California Operation Lifesaver 1999-Present
- Rail Safety for Emergency Responders Instructor 2000-Present
- Chairperson Northern California Public Rail Safety Team 2005-Present
- Rail Safety for Emergency Responders Train the Trainer 2011



2012 ASSE Symposium - Speaker Overviews & Bios

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Breakout Session #3G, 2:15 PM - 3:15 PM

Fall Protection Kevin Mulhouse

Has your company provided your employees with the best fall protection available? What are my legal requirements and how do I evaluate my program? What new products are available and what new requirements do I have to comply with? This presentation will provide an overview of trends in the fall production industry, current dilemmas in the field and will clarify many misconceptions. Join us for an information filled session to learn about fall protection fundamentals including anchorage requirements, system inspections, proper care & use of equipment, fall hazard recognition, fall protection plans, lifelines and basic rescue considerations.



Kevin Mulhouse is the senior sales rep for Certex U.S.A. in Bakersfield, CA. He has over 30 years' experience in the oil field and wind industries in rigging and fall protection demonstrations. For the past 20 years Kevin has been a field consultant, specializing in sales as well as providing inspections and troubleshooting. Much like a concierge at a hotel, Kevin helps identify the issue and successfully offers solutions to meet that need. He recently assisted in the design of harnesses that are used in the production and drilling industries. His wealth of wisdom and experience is there to benefit the customer.

Kevin has been married to Jeannette for 28 years and they have one adult child Julian.