



AMERICAN SOCIETY OF SAFETY PROFESSIONALS

Region VI

Virtual ROC · APRIL 14, 2021

Regional Operating Conference

Attendance

Name	Title	Name	Title
Adele Abrams	ARVP, Government Affairs	Julian Mercer	Regional Vice President
Alexandria Conerly	President-elect, Greater Tidewater	Kimberly McDowell	Director, Membership & Communications
Andrew Geisert	President, NOVA	LaQuandra Bass	ARVP, Member & Chapter Affairs
April Dorsey	President, National Capital	Lindsay Bell	ARVP, Finance
Arielle Semmel	Senior Manager, Communications	Maribeth Anderson	Finance Committee Member
Ashelyn McConnell	President-elect, National Capital	Matthew Gruber	President-elect, Western Carolina
Avery Carter	President, Colonial Virginia	Matthew J Phillips	President-elect, Colonial Virginia
Brandy Bossle	President-elect, Piedmont	Matthew Wilcox	Area B Director (South)
Carlton Davis	President, Star Valley	Mike Luffman	President, Triad
Chris Hinson	ARVP, Secretary	Mike Wolf	ARVP, Practice Specialties & Standards
Corey Arledge	President, Piedmont	Molly McCall	President-elect, Low Country
Daniel Ashworth	Area A Director (North)	Ned Fitter	President-elect, Chesapeake
Elizabeth Barnette	ARVP, Professional Affairs	Nelson Dunston	President-elect, Triad
Gary Barger	Treasurer, Western Carolina	Ogaga Jonathan Tebehaevu	ARVP, Student Affairs
Geri Golonka	Membership Specialist	Pat Ragan	President, North Carolina
Heather Starr White	President, Tarheel	Paul Esposito	ARVP, Professional Development
James Woodward	Secretary, Chesapeake	Robert Heck	President, Low Country
Jennifer Miles	President, Greater Tidewater	Robin Barfield	President-elect, North Carolina
Jim Kane	President, Chesapeake	Stuart Bowman	President-elect, Star Valley
Joe Bedard Delmarva	President, Delmarva	Tracey Wallace	President-elect, South Carolina
John Michael Pierce	Secretary, South Carolina	Wyatt Bradbury	ARVP, Communications



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Wednesday April 14, 2021 8:45 AM – 12:15PM

- 8:45AM Virtual Coffee
- 9:00AM Meeting Call to Order Julian Mercer
- Opening Message
- The Man in the Arena – we are servant leaders – our job is helping others
 - Thank you from Julian – his final ROC as RVP
- 9:05AM Review of Fall 2020 ROC Minutes Chris Hinson
- Purpose of the ROC and Society Mission Statement
 - Regions are chartered by the Board of Directors for the purpose of assisting the Society in administering its affairs, including guiding and mentoring Chapters, and conducting such activities as will further its objectives. These Operating Procedures shall serve to guide the functions of the Regional Operating Committee (ROC) of all Regions of the American Society of Safety Professionals.
 - Motion to Approve Minutes by Chris Hinson
 - Second by Adele Abrams
 - Julian noted significance of our community – The ASSP chapters provide accessible opportunities for our members to become better safety professionals
 - Key Dates & Activities
 - Website updates
 - Chapter elections
 - 2020-2021 Financial Report – Due May 31
 - 2021-22 Annual Leadership Form – Due May 31
 - Leadership Transition Activities – June
 - Chapter Operations Management Tool – Due June 30
- 9:10AM End of Chapter Year Matt Wilcox
- Nominations & Elections
 - Confirm open 2021-22 leadership positions
 - Review chapter bylaws
 - Announce call for nominations
 - Publish slate of candidates
 - Hold elections
 - Follow succession plan
 - Support sections
 - Prepare for transition
 - Leverage ASSP Resources
 - [Leadership position descriptions](#)
 - [Leadership trainings](#)
 - [Nominations & elections tools](#)



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- Reach out to “high potential” members to pull them into chapter leadership
- Connect with Chapter Services for assistance with e-Ballots
- Do not forget your Financial Reports – upload within COMT by May 31, 2021
 - Note: the fiscal year end date is March 31, 2021
- The COMT Serves 3 functions
 - Planning
 - Feedback & Reporting
 - Chapter Recognition
- The COMT underwent a significant overhaul for 2020-2021 chapter year
- Divided into 4 sections
 - Reporting Requirements
 - Operational Activities
 - Member Value Requirements
 - Additional Member Value Activities
- Recognition Levels
 - Bronze 6000 – 6999
 - Silver 7000 – 7999
 - Gold 8000 – 8999
 - Platinum 9000+
- Chapter charter requirements worth 6000 points
- Strong impact on ability to meet chapter charter requirements worth 1890 points
- Support ability to meet chapter charter requirements worth 2120 points
- Take advantage of succession planning resources (it is an ongoing practice)
 - [Volunteer Management Resources](#)
 - Chapter leaders are encouraged to explore regional leadership opportunities – It is important to develop skills while also growing your own
- Featured Tools for Chapter Membership Engagement
 - [Chapter Activities](#)
 - [Membership Recruitment & Retention Tools](#)
 - [Volunteer Management Resources](#)
- Share Your Successes – chapter highlights, tips & resources
 - Submit to chapterservices@assp.org
 - Member engagement is very important

9:25AM

Return to Chapter Face to Face

Daniel Ashworth

- Society Recommendation: *While each chapter must exercise its own judgement, we continue to strongly counsel all chapters to align with the Society’s approach and put off any in-person meetings of members or leadership teams until ASSP resumes face-to-face education events.*



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- ASSP has been the pinnacle of the safety profession for more than 100 years
- Our responsibility as safety professionals also includes slowing the spread of COVID-19 > we will slowly resume Face to Face (F2F) meetings with a mix of virtual meetings
- Additional Things to Consider
 - Is an in person meeting necessary?
 - What are the current local, state, and federal guidelines?
 - How will chapter finances be impacted?
 - What is ASSP doing?
- As chapter leaders we have the responsibility to be “good stewards” of chapter funding. Think about how these items effect your chapter.
 - Do not prematurely return to F2F meetings
- Before proceeding with F2F Events thing about:
 - Venue Considers
 - Pre-event attendee communications
 - On-site during your event
- Additional Resources
 - [CDC - Considerations for Events and Gatherings](#)
 - [WHO - Mass Gatherings and COVID-19](#)
 - [ASSP COVID-19 Resources Page](#)
 - [ASSP COVID-19 Webinar Page](#)
 - [Chapter & Section Leaders Group on online ASSP Community](#)

9:40AM

State of the Region

Maribeth Anderson

- Managing the Society
 - April – June & July – September
 - Safety 2021 (hybrid)
 - Membership renewal
 - Integrated campaign performance
 - Adjusting programing
 - 2022 Planning
 - Multi-year modeling
- Society did a phenomenal job transitioning Safety 2020 to a Virtual Conference in just a little over 6 weeks – Thank you to Kim & Arielle (on call)
- Society Strategic Priorities (Our 4 Pillars)
 - Membership Community
 - Standards
 - Education
 - Value of the Profession
- We will remain committed to our priorities, but our current circumstances require us to re-evaluate and realign how we execute these

Working together for a safer, stronger future. | www.assp.org



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- ASSP Financial Update
 - Expect a \$2.3 M operating loss for fiscal year
 - Impact of SafetyFOCUS and reduced expenses
 - Approved for a Payroll Protection Program Loan
 - No drawdown from line of credit or reserves
 - Reserves remain strong @ \$9.5 M
 - Continue to work on insurance claim
 - Anticipate a payout
 - First ever headcount reduction within society
- Planning for Future Program Years
 - FY22 Budget (April 1, 2021 – March 31, 2022)
 - Limited capacity to impact the outcomes of this fiscal year.
 - Lessons learned position us for stronger forecasting & budgeting.
 - Anticipate a slower recovery in terms of revenue. This impacts our financial outlook for FY22 and early FY23.
 - Expect a loss in FY22 – FY23 is remains unclear.
- Professional Development
 - Quick response to trends enabled us to reposition SafetyFOCUS topic-based events as a member benefit and increase our value proposition.
 - SafetyFOCUS - \$672K in revenue, 600 attendees, 70% first-time
 - A comprehensive education calendar centered on key topics and product packaging will guide offerings in 2021.
- Safety 2021
 - Going forward conferences will likely remain a hybrid, offering both in-person and online/digital to provide a broader access to educational content
 - Sessions and other experiences (i.e. networking) are being reimaged to offer the safest event possible
 - Registration to open late spring
- Membership
 - Membership has been declining since March 2020, with a 10% overall loss.
 - Q1 of 2021 numbers suggest stabilization and slight growth.
 - Members who indicated the pandemic was a factor in their decision not to renew.
 - Financial constraints are the leading reason
 - Expect to return to ASSP, likely within the next 6 months
 - Topline Growth
 - Realign current products and services and grow corporate products and services
- Product Alignment



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- ASSP aligned over 400+ education, standards, and technical publication to the following areas. The goal is to strengthen ASSP's market position by uniquely combined IP and aligning to the customer journey.
- Leaders and members at various levels have been engaged to serve on our Governance Task Force that will help inform and communicate governance enhancements.
- Our governance evolution will aim to:
 - Consider diverse perspectives and support an inclusive environment
 - Be forward thinking to support needs of future members
 - Be fiscally responsible
 - Continue to support member engagement
 - Consider the overall effects to the organization and our members
- Diversity, Equity and Inclusion
 - DEI Task Force Outcome:
 - Guide recommended strategies and action plan, focusing on issues within this framework:
 - Society Culture
 - Organizational policies and practices
 - Business operations
- Questions?
 - Adele Abrams – You talked about a 10% reduction in membership, is that pretty much the level across all practice specialties?
 - Response: Do not have that information, defer to Kim or Arielle
 - Kim – Society is doing analysis of demographics on who we have lost
 - Professional membership has stabilized, but general membership and student membership have declined
 - Regional perspective When Julian took over as RVP we were at 3100, as his time comes to an end we are at just over 3200

10:10AM
Finance

State of the Region

ARVP Updates
Lindsay Bell

- Treasurer's Report
 - Revenue Total = \$52,771.21
 - Expenses Total = \$9,704.72
 - Cash Balance = \$43,066.49
- 2020 Profits:
- 2020 PDC = \$35,477.89
- Region VI Webinar Series = \$781.03
- TTT – VOSH Emergency Temporary Standard for COVID-19 = \$5,254.13



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Communications

Wyatt Bradbury

- (Purpose x Platform x Setup) + (Content x Engagement) = Successful Virtual Engagement
- Hybrid, hybrid, hybrid > Start thinking about how you can have in person meetings AND capitalize off virtual audience
- If you need assistance understanding the web hosting package, Society has excellent materials and resources

Member & Chapter Affairs

LaQuandra Bass

- Leverage Member-Get-A-Member
- 2021 Region VI Safety Professional of the Year
 - Committee made up of former Regional SPY recipients
 - Great slate of candidates submitted for evaluation – A very tight judging
 - WINNER: John “Jack” Sullivan of the Colonial Virginia Chapter

Student Affairs

Ogaga Tebehaevu

- Why OSH Students benefit from ASSP membership
 - Afford student membership
 - Discounts on resume-building education and experiences
 - Reduced pricing on annual conference and expo
 - Free and reduced rates on webinars
 - Free practice specialty & common interest groups virtual memberships
 - A free year of membership directly after graduation
- COVID-19 has created unprecedented challenges in academia
 - There is campus-to-campus variations
 - Low student engagement
 - Student membership is down
- New for 2021 is the [Student Section Support Tool \(3ST\)](#)
- Adjustments implemented for [Outstanding Student Section of the Year Award](#)
- We need to continue to Support our Student members
 - Connect with students
 - Recruit student members
 - Recognize student members
 - Support the ASSP Foundation
- Questions:
 - Mike Wolf - Chesapeake would love to support a student chapter, but do not have one in their area. Do you have any guidance on how we can support one?
 - Ogaga to talk offline.
 - Wyatt Question - Is there going to be a request to support student scholarship for next year?



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- Ogaga Answer: probably not, first time there will not be a student contest at PDC (austerity), Student participation is down, students are taking classes online, engagement is just not there this year
- Julian Answer: Not an ask for the region, but still an ask to support the students at the chapter level

Practice Specialties & Standards

Mike Wolf

- ASSP practice specialty communities provide a dedicated focus on technical insight across a wide range of safety disciplines.
- [4 Common Interest Groups \(CIGs\)](#)
 - Blacks in Safety Excellence (BISE)
 - Women in Safety Excellence (WISE)
 - Hispanic Safety Professionals
 - Emerging Professionals in Occupational Safety & Health
- COVID has broadened the scope of people that can “work online”, lots of free opportunities to take part in
- Get Involved and Help Us Lead the Way!
 - [Council on Practice and Standards \(COPS\)](#)
 - Looking for members
 - Encourage members to visit [Leadership Connection](#) page
- Council on Practices and Standards Announces Spring AC Meetings
 - ASSP to conduct cross-functional advisory committee meetings in early to mid-May
 - Meetings will enable leaders to engage and learn with each other outside of their respective advisory committee
 - Additional details to follow – Contact your staff liaison with questions
- Register for the Board Connection Series
 - Join your elected leaders at 11 a.m. CT on Tuesday, April 20 for a 30 minute gathering
 - “The Heart of ASSP” Celebrating Our Volunteers.” Share a story about how a volunteer has impacted your life.

Professional Development

Paul Esposito

- Agenda Overview
 - ASSP chapter communities provide accessible, F2F and virtual opportunities for ASSP members to become better safety professionals
 - PDC in Myrtle Beach - [Schedule](#)
 - PDC in Myrtle Beach for over 30 years - We are “on the hook” for doing the F2F
 - Fewer CEU’s for virtual and greater for the F2F
 - Two days VIRTUAL preconference seminars – Aug 23 & 24



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- Three days F2F – Aug 25-27
- Two-Day simultaneous VIRTUAL – Aug 25-26
- Exhibitors: F2F – Aug 25-26
- Need liaisons from each chapter
 - Do speaker introductions
 - Receive a \$200 discount on PDC
- Request for ROC attendees stay over for PDC
 - Receive a \$200 discount for PDC
- Exhibitors
 - We have space for 42 exhibitors
- COVID Protocols
 - Masks
 - 6' or 3' distancing
 - Temp checks
 - We will follow hotel protocols
 - Session registration will be first come first serve for space limitations

Professionals Affairs

Elizabeth Barnette

- Time yielded to Government Affairs Update

Government Affairs

Adele Abrams

- New Sherriff in town
 - Biden DOL Secretary: Boston Mayor Marty Walsh
 - Doug Parker (CalOSHA) nominated for OSHA Asst. Secretary
 - MSHA leadership undetermined
 - Priority on COVID-19 ETS
 - Increased use of criminal penalties
 - Likely to be rescission on recent policies issued by DOL that weaken enforcement generally and on COVID-19 in particular
 - Launch additional OSHA National Emphasis Programs
- OSHA GHS/HazCom Proposed Rule
 - OSHA to update HazCom to align with 7th revision of GHS system
 - Proposed modification falls into 4 categories
 - Maintain alignment with GHS
 - Address issues coming to light since implementation in 2012
 - Alignment with Canada and other US trading partners
 - Improve alignment with other US agencies
 - Comment deadline: April 19, 2021
 - Comments can be submitted to Docket OSHA-2019-0001 electronically through: <https://www.regulations.gov/>



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- HR 1180 – Accurate Workplace Injury/Illness records Restoration Act
- HR 1195 – Workplace Violence Prevention Act
- S. 184/HR 646 – Bipartisan legislation to require MSHA COVID-19 ETS
- HR 2193 – to direct OSHA to issue an occupational safety & health standard to protect workers from heat-related injuries and illnesses
- Protecting America’s Workers Act – OSHA reform
- Medical Cannabis Update
 - 36 States have legalized medical cannabis
 - 18 States have now legalized recreational MJ
 - Gallup poll showed 67% support to legalize marijuana in US

10:45AM

Chapter Updates

- Chesapeake Chapter – Jim Kane, President
- Colonial Virginia – Avery Carter, President
- Delmarva – Joseph Bedard, President
- Greater Tidewater – Jennifer Miles, President
- Low Country – Robert Heck, President
- National Capital – April Dorsey, President
- North Carolina, Pat Ragan, President
- Northern Virginia – Andrew Geisert, President
- Piedmont – Corey Arledge, President
- South Carolina – Wendy McCreary, President
- Star Valley – Carlton Davis, President
- Tarheel – Heather White, President
- Triad – Nelson Dunston, President-elect
- Western Carolina – Matt Gruber, President-elect
- Common themes
 - Staffing executive committee members for next chapter year
 - Not generating revenues, but have minimal spend due to COVID
 - All chapters are financially solvent
 - Some chapters are experiencing good engagement with virtual meetings, while others have seen lower attendance with virtual meetings
 - COVID has led to creative challenges in achieving points within the COMT
 - Challenging year for all
 - Fall PDC – August 25-27, 2021 All chapters will achieve at a minimum Bronze
 - High performing chapters expect to maintain Platinum status

11:55AM

Closing Comments

Julian Mercer

- Fall ROC – Tuesday, August 24, 2021
- Fall PDC – August 25-27, 2021



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12:00PM

Meeting Called to a Close

- Door Prize – All chapter officers entered into drawing for prize
 - Winner – Heather White of Tarheel Chapter, \$25 Amazon gift card