



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS
South Texas Chapter

South Texas Chapter

Monday, January 20, 2025

Meeting will begin at 11:30am

January Meeting

Chapter Meeting Agenda

- Welcome, Sign-In
- 11:30am Introductions
- 11:40am Chapter Business
- 12:00pm Presentation
- Questions
- 1:00pm Meeting Survey & CEU's



Attendee Introductions



Attendee Introductions

- Name
- Title/Position
- Company/Organization



Hello
my name is



MLK DAY

★ MARTIN LUTHER KING DAY ★

THE **TIME** IS ALWAYS **RIGHT**
TO DO WHAT IS **RIGHT**

ASSP Strategic Plan



Chapter Reports



Damon Shodrock, CSP
Treasurer



Chapter Financial Report

ASSP STX
Financial
Status as of
01/04/2025



Checking Account Balance:
\$15,298.45



Merrill Edge (Cash & Mutual Funds):
\$26,999.46



PayPal
\$0.00



TOTAL
\$42,297.91

ASSP Member-Get-A-Member Program

The more of your friends who join as full members, the more you get rewarded:

	REFER 2	REFER 4	REFER 6
FREE On-Demand Webinar	X	X	X
FREE 1-Year Membership Extension		X	X
FREE \$50 Amazon Gift Card			X

To qualify, each potential new Member needs to use your name as their sponsor on their ASSP Membership Application.

Grand Prize Drawing**:

For every new paid member you sponsor from January to December, you will receive an entry in our grand prize drawing for a trip to ASSP's annual professional development conference.

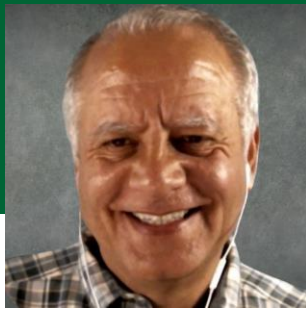
This reward includes:

- Full conference registration
- 3 nights hotel accommodations at an ASSP conference hotel
- \$250 AMEX card to use for expenses

See [Member-Get-A-Member Offer](#) for more info

**Grand prize not to exceed \$2,000 US. Group memberships excluded.

Government Affairs



Hank Austin, CSP
Government Affairs Chair



OSHA Updates Recordkeeping Directive: What You Need to Know Jan 17, 2025

OSHA has issued an updated directive on recordkeeping policies and procedures, reflecting the agency's efforts to modernize the guidance governing workplace injury and illness reporting.

The new directive, Part 1904 Recordkeeping Policies and Procedures (CPL 02-00-172), took effect Jan. 13, 2025.

The update replaces the 2004 directive (CPL 02-00-135) and introduces enhanced enforcement guidance under OSHA's injury and illness recordkeeping regulation (29 CFR Part 1904). The agency says that aligning its policies with modern practices and regulatory requirements will improve clarity and bring greater consistency to the reporting of workplace incidents.

Key highlights of the update:

- Updates guidance to help OSHA compliance officers assess workplace injury and illness records.
- Incorporates advancements in workplace safety standards and reporting technology.
- Reflects nearly two decades of developments in safety and health regulations.

Historian



Jim Rainwater, CSP
Chapter Historian



South Texas Chapter History

Established 10-05-1947

January 20, 2025

-
- In 1994 the chapter held a prior Chapter President Reunion with 31 attendees and their spouses.
 - Also in 1994, past president, David Koch, recommended the South Texas Chapter SPY award be renamed the John F. Imle Safety Professional of the Year after the primary organizer of our chapter. The Resolution was agreed to by those in attendance.
 - In 1997 we went online with the introduction of our own Web Site allowing more local safety professionals to find an outlet for assistance and participation.
-

Job Board & Career Center



Steven Dvorak, MS, ASP, CSHO, SHEP
Jobs Chair



ASSP Jobs Board / Career Center Resources

Chapter Jobs Board

Don't miss out on the perfect OSH job opportunity!

Our Jobs Board is a free service provided by the ASSP South Texas Chapter and is offered to all local safety and health professionals.

If you're hiring, you may post your job opportunity on our jobs board.

For more information on our Jobs Board:
<https://southtexas.assp.org/jobs>

ASSP Career Center

The Career Center includes a new career resources website from ASSP. It includes training modules on topics such as resumes, cover letters, job boards, and interviewing.

The Networking Partners Program is designed to pair job seekers with individuals that can help them network and search for job leads. Get started today!

For more information on the Career Center:
<https://www.assp.org/resources/career-center>

Recently Posted Jobs

(as of 1/11/2025)

Experience & Education Required



Safety Manager

Catamount Constructors
San Antonio, TX (On-site)



Area EHS Manager - Self Perform Operations

Turner Construction Company
San Antonio, TX (On-site)



TICS - Safety Manager-OGC-Kiewit 1

TIC - The Industrial Company
San Antonio, TX (On-site)



SAFETY ENGINEER - SR. SAFETY ENGINEER - SR.

SAFETY SCIENTIST - Safety and Industrial

Hygiene

Southwest Research Institute
San Antonio, TX

Remote Positions



Director - Safety

Black Box
United States (Remote)

Entry Level Positions



Site Safety Manager

Lemartec Corporation, a MasTec company
San Antonio, TX (On-site)

Scholarships and Grants



Sean Ray, CSP
Vice President





ASSP Foundation Scholarships and Grants

ASSP Foundation Grants

- **Professional Education Grants (PEG)** are available for individuals within the occupational safety and health field (either students or professionals) who need financial support for certification expenses, conference attendance, webinar attendance, workshop attendance, and similar professional development support.
- **PEG Applications are accepted year-round, with awards made on a rolling basis, based on availability.**

ASSP Foundation Scholarships

- **Academic Scholarships** are available for students within the occupational safety and health field, preparing for their careers or looking to supplement their careers with additional college coursework.
- **Scholarship Applications will be accepted October 2024 – February 2025.**





<https://foundation.assp.org/>

Home

My Account

FAQ

Safety as a Career

Free Training

Past Recipients

Login to Complete an
Application or to Access
Judging Panel

Email Address *

Password *

☐ remember
me

[lost password?](#)

Login

This site is a separate login
from your ASSP account.

Apply Today!

Program	Status	Deadline	Action
2025 ASSP Foundation Academic Scholarship Program	Now Open	2/15/2025 11:59 PM	Start Application
ASSP Foundation Family Scholarship	Now Open	12/31/2025 11:59 PM	Start Application
ASSP Foundation Career Development Grant Program	Now Open	12/31/2025 11:59 PM	Start Application

Current Timezone: Central Time (US & Canada)

ASSP Foundation Academic Scholarship Program: Due February 15, 2025

- Academic scholarships are available for students within the occupational safety and health field, preparing for their careers or looking to supplement their careers with additional college coursework.
- Applications for ASSP Foundation academic scholarships will be accepted October 15, 2024 through February 15, 2025.
- Programs of study must be either directly related to the occupational safety and health field or will be utilized to support the occupational safety and health field. This can include a variety of degrees. If your degree is not directly related to occupational safety and health, you will be asked to clarify how you will be using your degree to support the field of occupational safety and health.
- Academic scholarships are announced by late May 2025.
- [Looking for the listing for the 2024 scholarship awardees?](#)
- [Find out more about the program by visiting the frequently asked questions page.](#)
- Having trouble logging in? You may need to create a new account here. This site is a separate login from your ASSP account.*

ASSP Foundation Career Development Grant Program: Open Year-Round

- Career development grants are available for individuals within the occupational safety and health field (either students or professionals) who need financial support for certification expenses, conference attendance, webinar attendance, workshop attendance, and similar professional development support.
- College courses are not covered by the career development grant program; applicants must use the scholarship application if requesting support for college courses (this includes college degree programs, college certificate programs and general college courses).
- Applications for ASSP Foundation career development grants are accepted year-round, with awards made on a rolling basis, based on availability.
- [Find out more about the program by visiting the frequently asked questions page.](#)
- Having trouble logging in? You may need to create a new account here. This site is a separate login from your ASSP account.*

ASSP Foundation Family Scholarship Program: Open Year-Round

- The ASSP Foundation Family Scholarship Fund is available to children and spouses of individuals who lost their lives in a workplace incident.
- [Find out more about the ASSP Foundation Family Scholarship program here.](#)
- Having trouble logging in? You may need to create a new account here. This site is a separate login from your ASSP account.*

Questions?

Email foundation@assp.org.

Upcoming Events & Activities



Upcoming Chapter Meetings

Meeting Date	Topic & Speaker	Location
July 15, 2024	Fall Protection—Chase Howden	Project Cowork
August 19, 2024	Electrical Safety—Stephen Hester	Project Cowork
September 16, 2024	Suicide Prevention—Eileen Chapman	Project Cowork
October 21, 2024	OSHA Updates—Victor Ramon	Project Cowork
November 18, 2024	Workplace First Aid—Virginia Siegel	Project Cowork
December 19, 2024	Christmas Party	TBD
January	Industrial Ergonomics – Susan Taah	Project Cowork
February		
March	LOTO Awareness – Russell Sims	Project Cowork
April	Heart Health – Cynthia Alvarez Cagle	Project Cowork
May	Office Ergonomics – Hank Austin	Project Cowork
June		



Upcoming Events and Activities

Local Community	Region III
February 12, 2025 – Fast Eddie’s Billiards (Wed) Valentine Social	Society Elections (Virtual) March 1-31, 2025
Chapter	Society
	Safety FOCUS (In-Person) February 3-7, 2025 Las Vegas, NV ASSP Leadership Conference (In-Person) July 21, 2025 Orlando, FL Safety 2025 – Orlando (In-Person & Virtual) July 22-24, 2025 Orlando, FL

Please visit our Chapter’s Events Calendar for more information on these events and activities.

Stay Connected



Rachel Palmeri, GSP
Communications Chair



Stay Connected

South Texas Chapter

- Website: southtexas.assp.org
- LinkedIn: <https://www.linkedin.com/groups/8672187/>
- Facebook: <https://www.facebook.com/ASSPSouthTexas>

ASSP Region III

- Website: www.region3.ASSP.org/
- LinkedIn: <https://www.linkedin.com/in/region-iii-assp-647657250>
- Facebook: www.facebook/ASSPRegion3/

ASSP

- Website: www.ASSP.org
- LinkedIn: www.linkedin.com/company/57968
- Facebook: www.facebook/ASSPSafety/

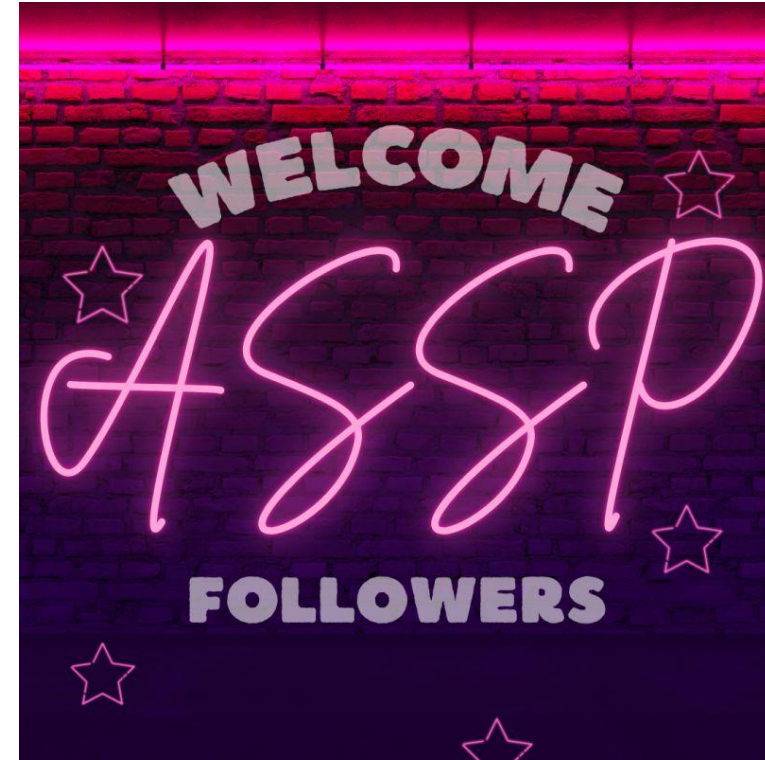




367 Members



LinkedIn Administrators





Welcome New Members

- ❖ Mark Green, CHST
- ❖ Jerrod Tomassi, CSP
- ❖ Gerado Hernandez, CSHM
- ❖ Sam Robles
- ❖ Raul Maldonado, STS
- ❖ Aboubakar Guira
- ❖ Armando Almaraz, CHST
- ❖ William Garza, Safety Technician

Valentines Day
Social Event
February 12, 2025



SAVE
THE
DATE!!!



The poster features a background image of a pool table with various colored billiard balls. At the top, the words "Valentines Day" are written in a pink, cursive script. Below this, the title "BILLARDS SOCIAL EVENT" is displayed in large, white, distressed block letters. The event details are presented in two pink rectangular boxes. The first box contains the date "12 FEBRUARY", the time "6:00PM - 10:00PM", and the location "502 Embassy Oaks #133 San Antonio, TX 78216". The second box contains the venue name "FAST EDDIE'S" and the city "SAN ANTONIO". At the bottom left, there are four heart-shaped callouts: a purple one saying "FREE ENTRY!", a pink one saying "YUMMY FOOD", a pink one saying "SOUTH TEXAS", and a light blue one saying "ASSP". At the bottom right, there is a cluster of numbered billiard balls in various colors.

Valentines Day

BILLARDS SOCIAL EVENT

12
FEBRUARY

6:00PM - 10:00PM
502 Embassy Oaks #133
San Antonio, TX
78216

FAST EDDIE'S
SAN ANTONIO

FREE ENTRY!
YUMMY FOOD
SOUTH TEXAS
ASSP

RSVP

www.southtexas.assp.org



Today's Presentation





INJURY PREVENTION, CONTINUOUS IMPROVEMENT

INDUSTRIAL ERGONOMICS AS A METHOD
TO DEVELOPING BEST PRACTICES

SUSAN TAAH MENG, LAT, ATC

 **DATE: JANUARY 20, 2025**

 **TIME: 11:30AM-1PM**

 **LOCATION: PROJECT COWORK
10127 MOROCCO ST.
SAN ANTONIO, TX 78216**

LUNCH PROVIDED BY



The background of the slide is a silhouette of a construction site. A large crane is positioned on the left, its arm extending diagonally across the upper half of the frame. Below the crane, there are several tall, rectangular structures under construction, surrounded by complex scaffolding. The sky is a gradient of orange and yellow, suggesting a sunset or sunrise. The overall scene is industrial and dynamic.

Industrial Ergonomics as a Method to Developing Best Practices

Susan Taah MEng, GSP LAT, ATC
ASSP South Texas Chapter Meeting January 2025

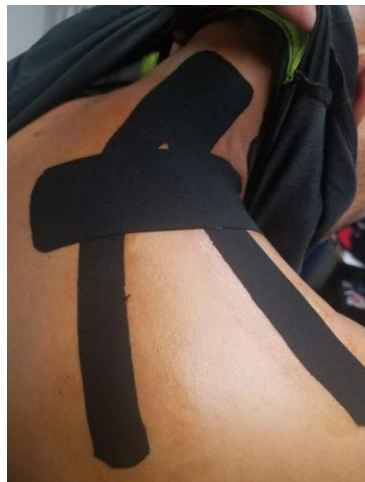


Susan Taah
MEng, GSP, LAT, ATC

Texas Regional Mgr - ATS
President – Industrial Athletic
Trainers' Society



GORY PICTURE WARNING





Navigation

**Introduction to
Best Practices**

**Workgroup
Culture**

Rodbuster 101

**Solution
Identification**

**Biomechanics vs
Ergonomics**

Field Trials

Data Collection

**Implementation
Considerations**

Introduction to Best Practices

“A procedure that has been shown by research and experience to produce optimal results and that is established or proposed as a standard suitable for widespread adoption.”

- National Institute of Standards and Technology (NIST)

Quality

- Meets Spec
- Few Errors or Flaws

Cost

- Labor
- Materials
- Tools

Safety

- Property Damage
- Injuries
- Liability

Introduction to Best Practices

Initiation

Elimination
Substitution

Planning

Elimination
Substitution
Engineering
Controls

Execution

Engineering
Controls
Administrative
Controls
PPE

Monitoring Controlling

Administrative
Controls
PPE

Rework

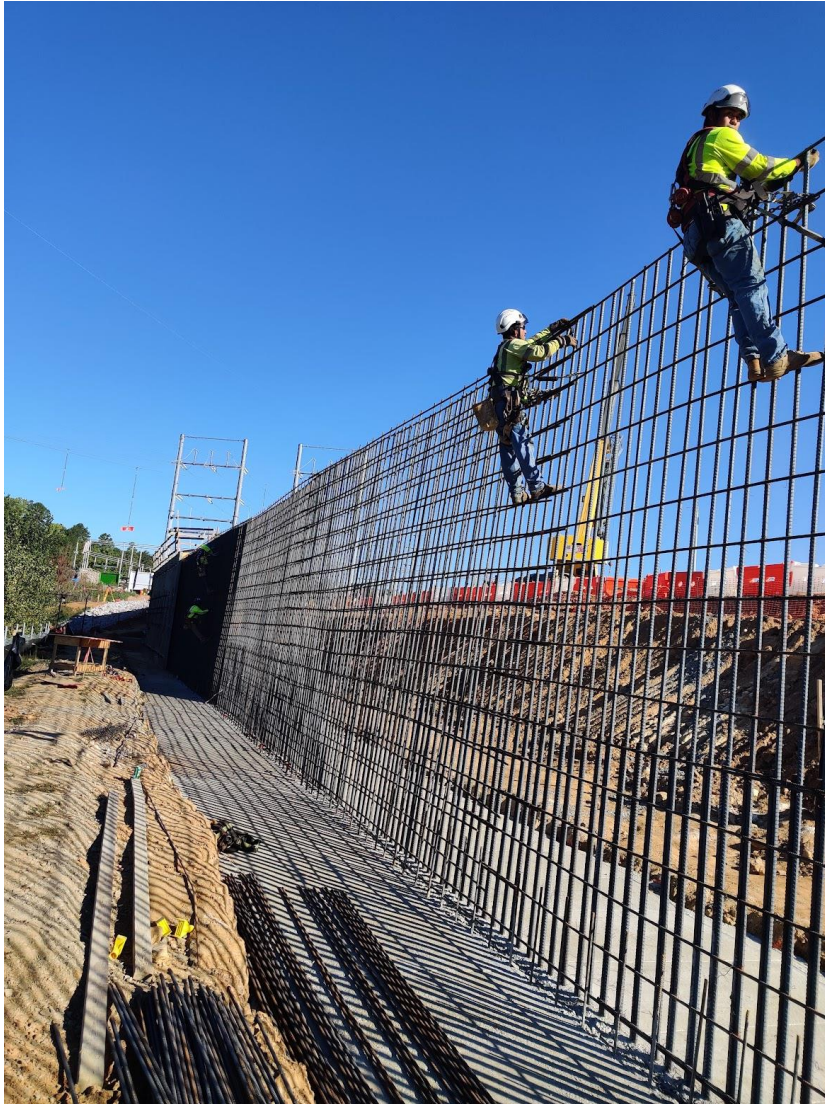
Rodbuster 101



Rodbusting/Rebar Work

A trade that specializes in constructing structures of reinforced steel to support concrete formations on construction sites. The work is highly physically demanding, deadline oriented, and rest and recovery time is often insufficient.

Rodbuster 101



Introduction to
Best Practices

Biomechanics
vs Ergonomics

Data Collection

Workgroup
Culture

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Rodbuster 101

General

80.2% reported low-back symptoms

48.4% reported hand and wrist symptoms

Baltimore-Area Study

52.2% low-back symptoms

47.8% hand and wrist symptoms

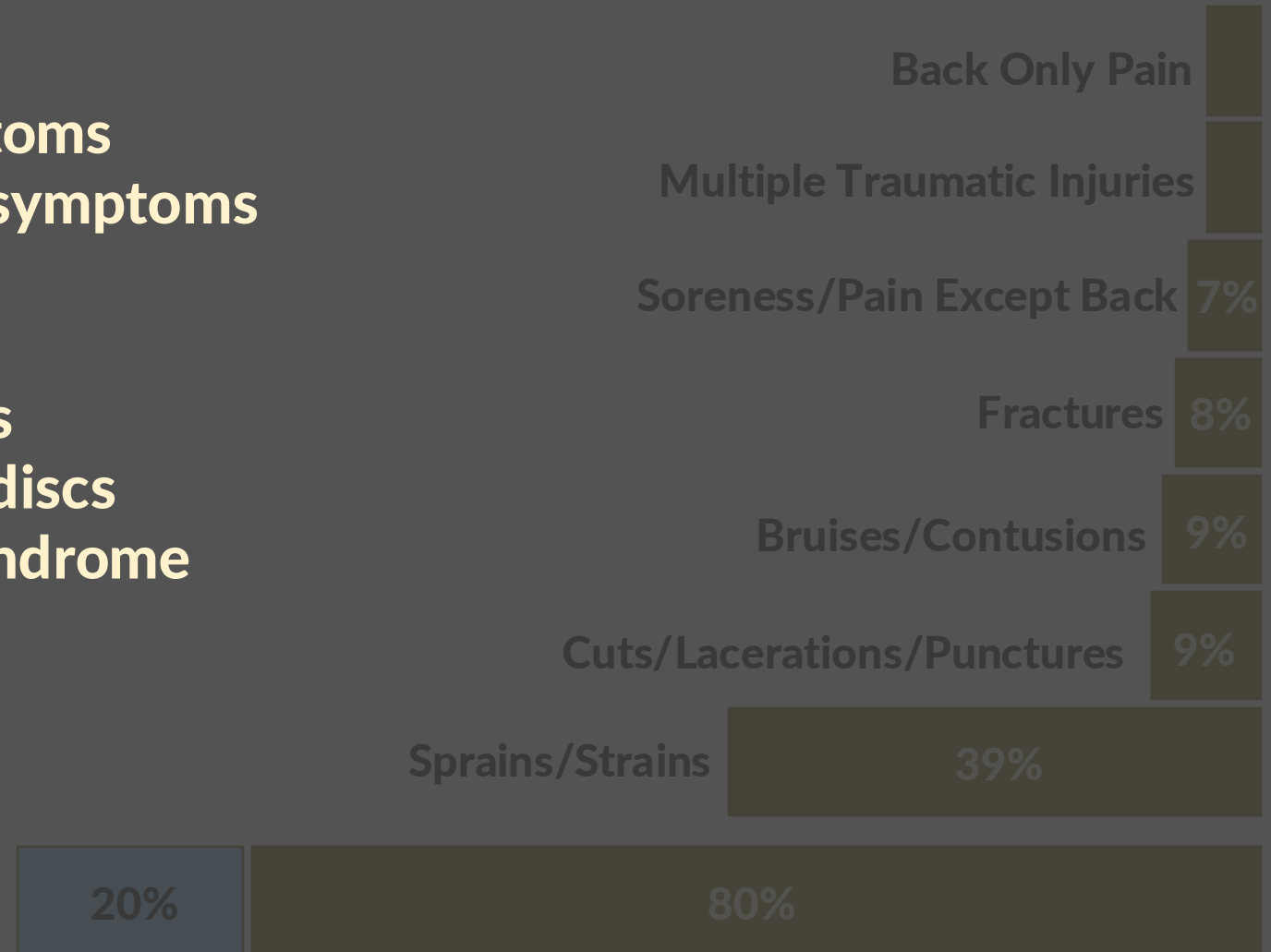
14% diagnosed ruptured spinal discs

16% diagnosed carpal tunnel syndrome

Workgroup

100% low-back symptoms

75% hand and wrist symptoms



Biomechanics vs Ergonomics

Biomechanics: the study of how muscles, bones, tendons, and ligaments work together to produce movement

Ergonomics: the study of how well people interact with workplaces, products and systems.

**Understand
the interaction.
Adjust
the interaction.**

Preventing

- Preventing musculoskeletal disorders (MSDs)
- Sprains/Strains
- Fractures
- Ruptured discs

Improving

- Improving Quality of Life
- Arthritis
- Chronic Syndromes (Carpal Tunnel, Tennis Elbow)

Working

- Working More Efficiently
- Work faster
- Accomplish more

Retaining

- Retaining Workforce
- Less turnover
- Easier to incorporate new hires

Data Collection

BRIEF™ Survey – BASELINE RISK IDENTIFICATION OF ERGONOMIC FACTORS

Version 3.0

Step 1

Complete Job Information

Job Name: _____ Site: _____ Station: _____
Date: _____ Dept: _____ Shift: _____ Product: _____

Step 2

Identify Risks

2a. Mark Posture and Force boxes when risk factors are observed.

2b. For body parts with Posture or Force marked, mark Duration and/or Frequency box(es) when limits are exceeded.

	Hands and Wrists		Elbows		Shoulders		Neck		Back		Legs
Posture	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Force	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Duration	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Frequency	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐
Score											
Risk Rating	H M L	H M L	H M L	H M L	H M L	H M L	H M L	H M L	H M L	H M L	H M L

Step 3

Determine Risk Rating

In the Score box, write the number of risk factor categories (0-4) checked for each body part. Using the table at right, circle the corresponding Risk Rating for each body part.

Score	Risk Rating
3 or 4	High (H)
2	Medium (M)
0 or 1	Low (L)

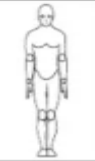
Step 4

Identify Physical Stressors

Mark physical stressors observed:

- ☐ Vibration (V)
- ☐ Low Temperatures (L)
- ☐ Soft Tissue Compression (S)
- ☐ Impact Stress (I)
- ☐ Glove Issues (G)

Use the corresponding letters to show location of stressors.



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VelocityEHS

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Introduction to
Best Practices

Rodbuster 101

Biomechanics
vs Ergonomics

Workgroup
Culture

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Field Trials

Implementation
Considerations

Data Collection



Hand & Wrist

- Overuse/Repetition
- Power Grip
- Chronic Injuries

Ulnar Deviation

Flexed $\geq 45^\circ$

Radial Deviation

Extended $\geq 45^\circ$

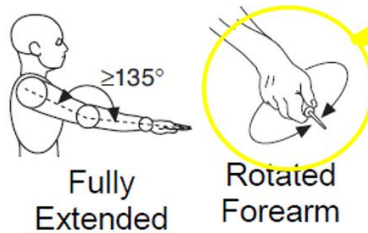
RISK RATING

Medium

Data Collection

Elbow

- Full Extension
- Forearm Rotation
- Excessive Loads

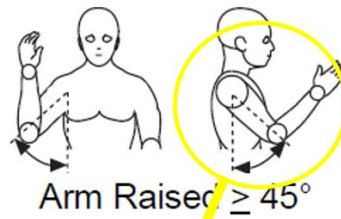


RISK RATING

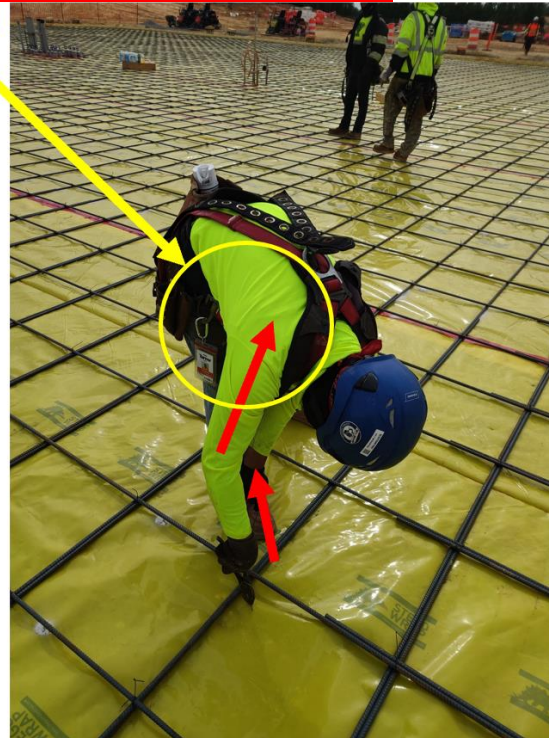
High

Data Collection

Shoulder



- Sustained Postures
- Soft Tissue Compression
- Excessive Loads



Shouldering
Rebar

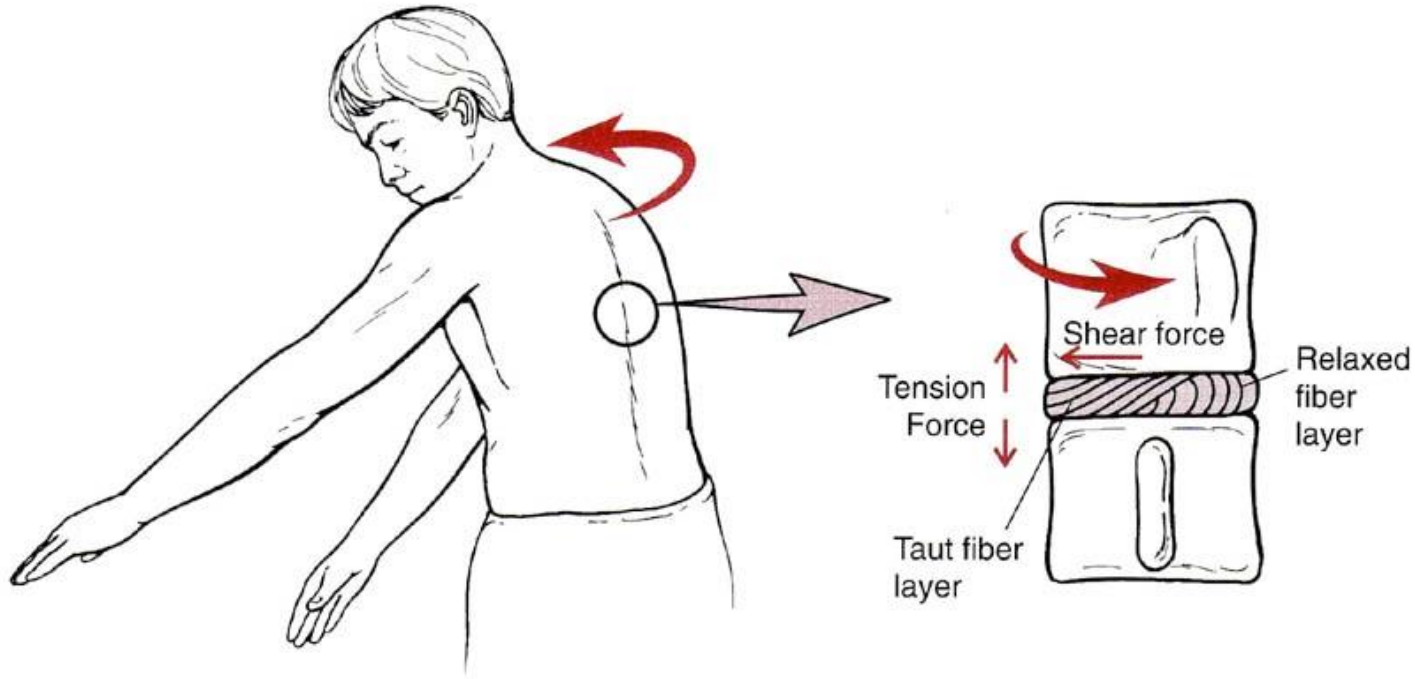
RISK RATING

High

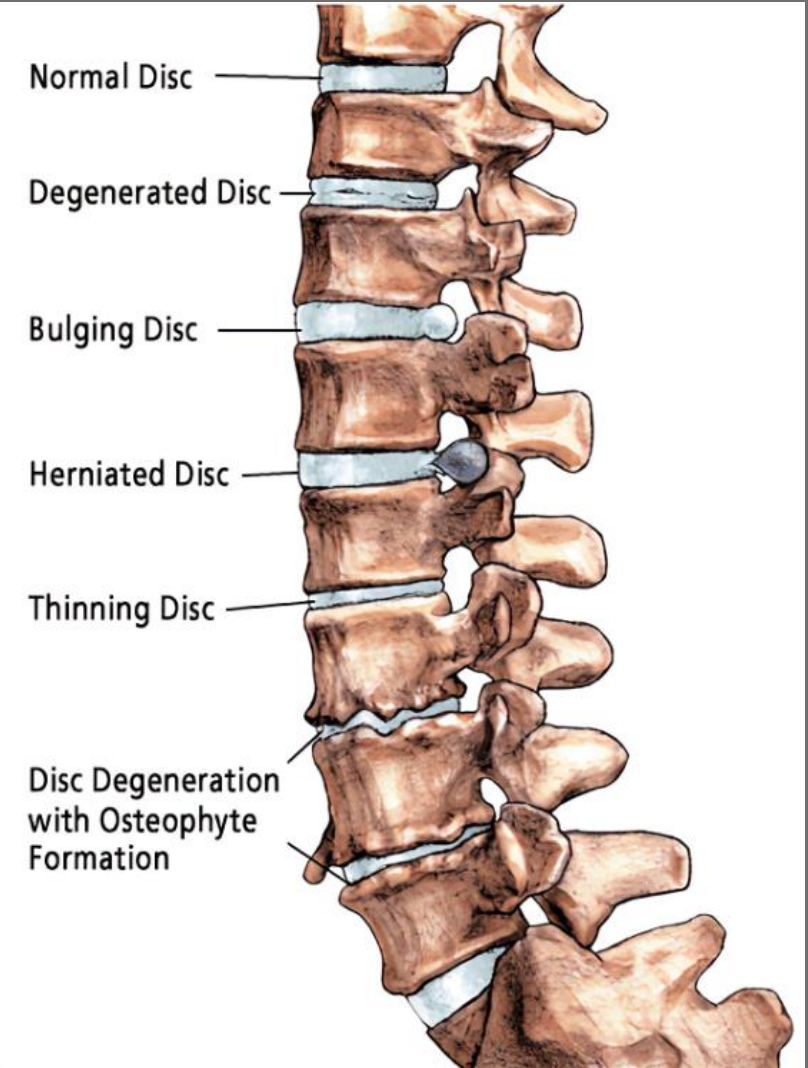
Data Collection

Neck & Back

- Repetitive/Overuse
- Excessive Force



Flexed
 $\geq 20^\circ$



Workgroup Culture

E&R Reinforcement
Family Owned
2 Years Established
No Injuries Ever

12 Barrilleros
Based out of Central VA
From Mexico & Guatemala
Avg Experience: 5.75 Years
Avg Age: 36.3 Years Old

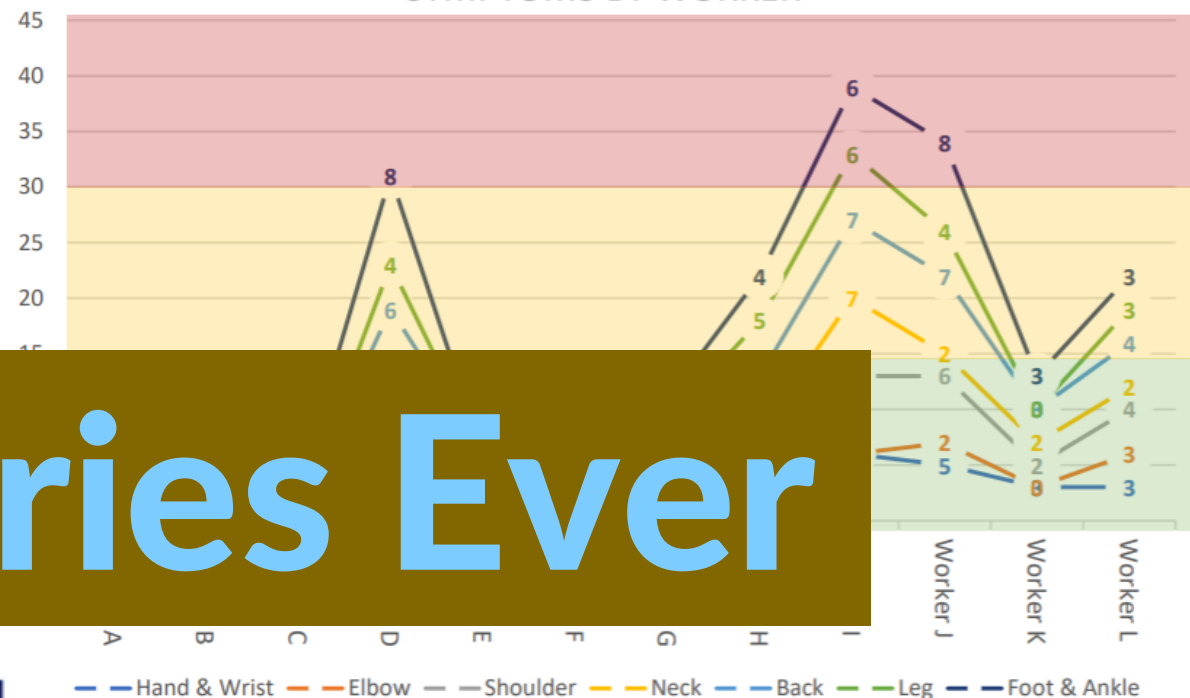


Workgroup Culture

E&R Reinforcement
Family Owned
2 Years Established
No Injuries Ever

No Injuries Ever

SYMPTOMS BY WORKER



Prevalence



Solution Identification

Elimination
Substitution
☆ Engineering
Controls
☆ Administrative
Controls
☆ PPE



Solution Identification

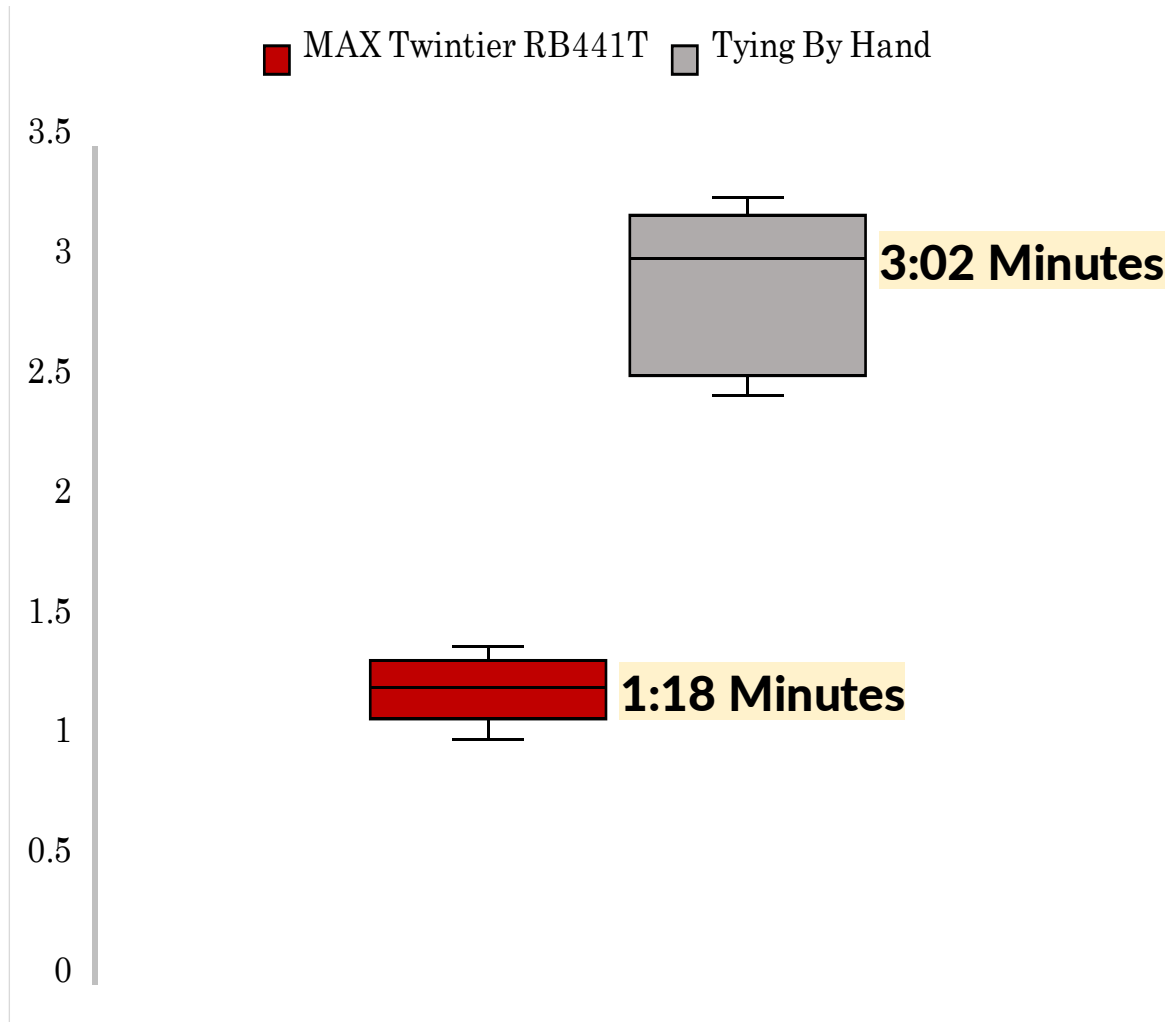


Field Trials



Field Trials

Time to 20 Ties in Minutes



Results

Cost

- Doubled production (ROI @ 7 weeks)
- 40% labor earnings

Quality

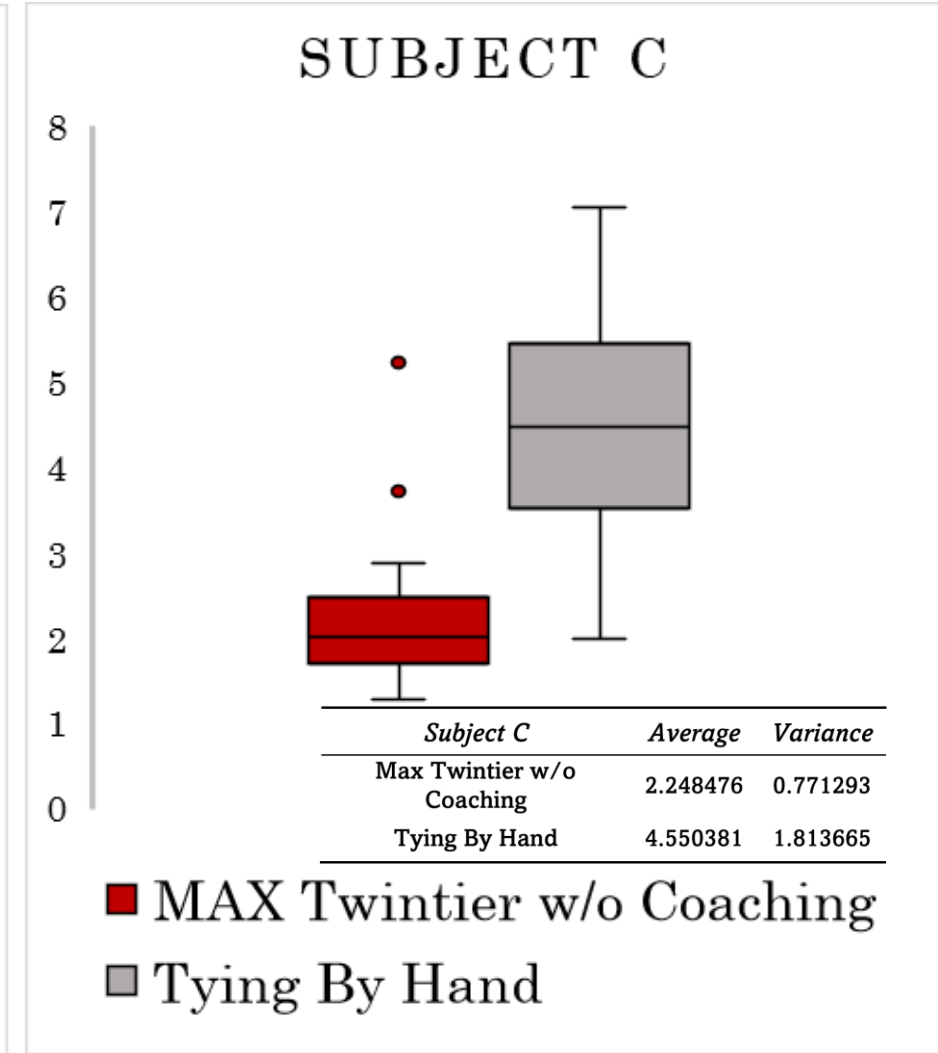
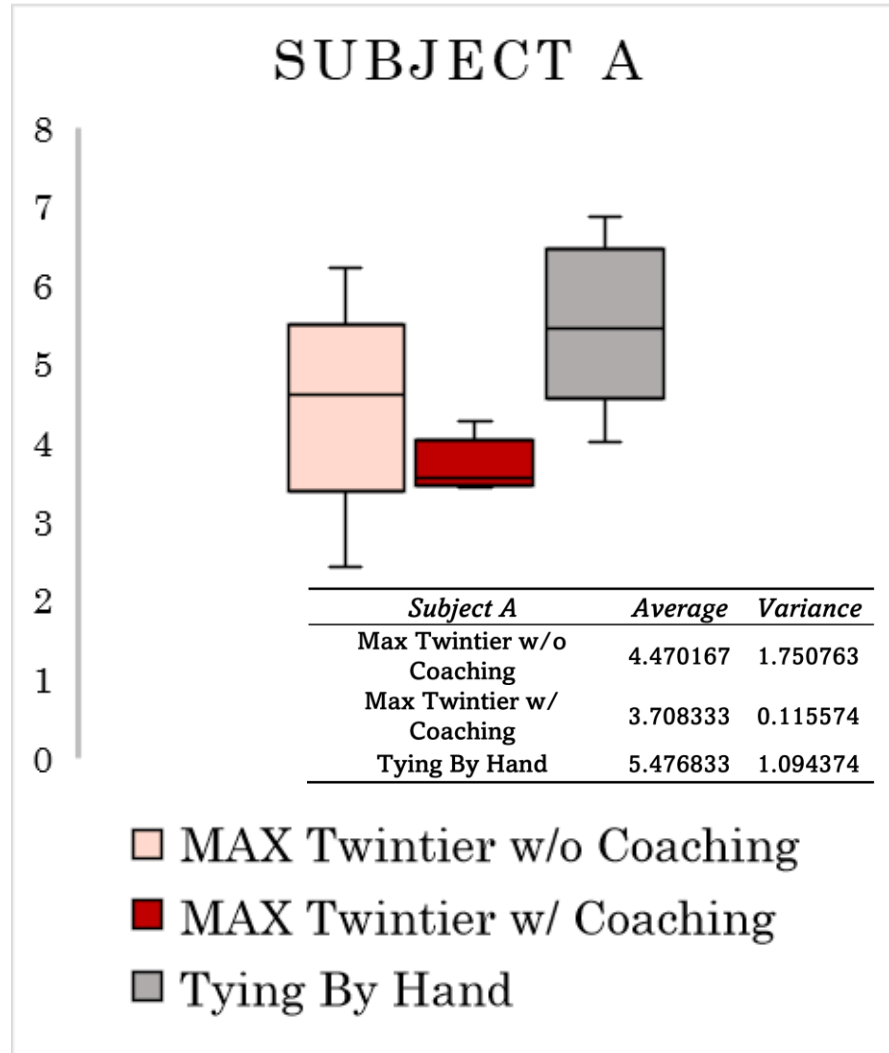
- Production Uniformity
- Consistency of Labor Performance

Safety

- 30% ergonomic risk reduction when tying rebar (more for highly skilled rodbusters)
- Decreased biomechanical load for thoracic & lumbar spine
- Minimal risk of lacerations or punctures from wire ends

Field Trials

Do Highly Skilled Rodbusters Benefit from Rebar Guns?



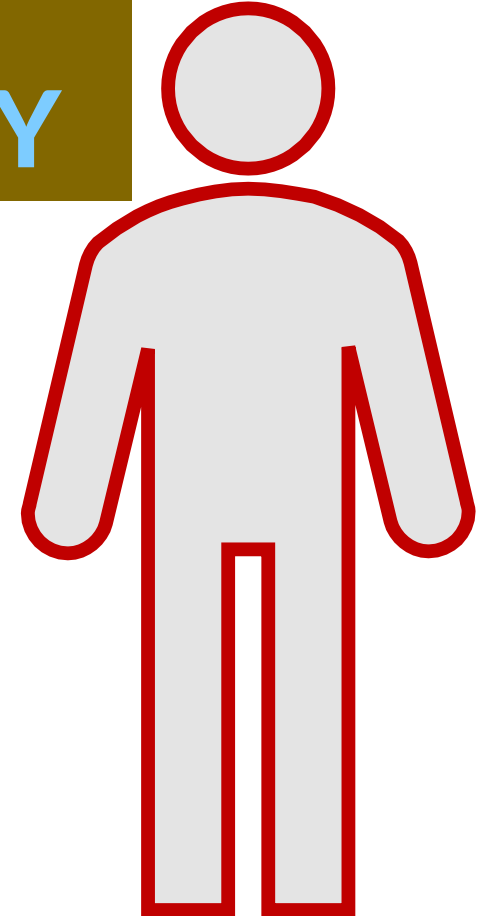
Implementation Considerations



INJURY



**NOT
INJURY**

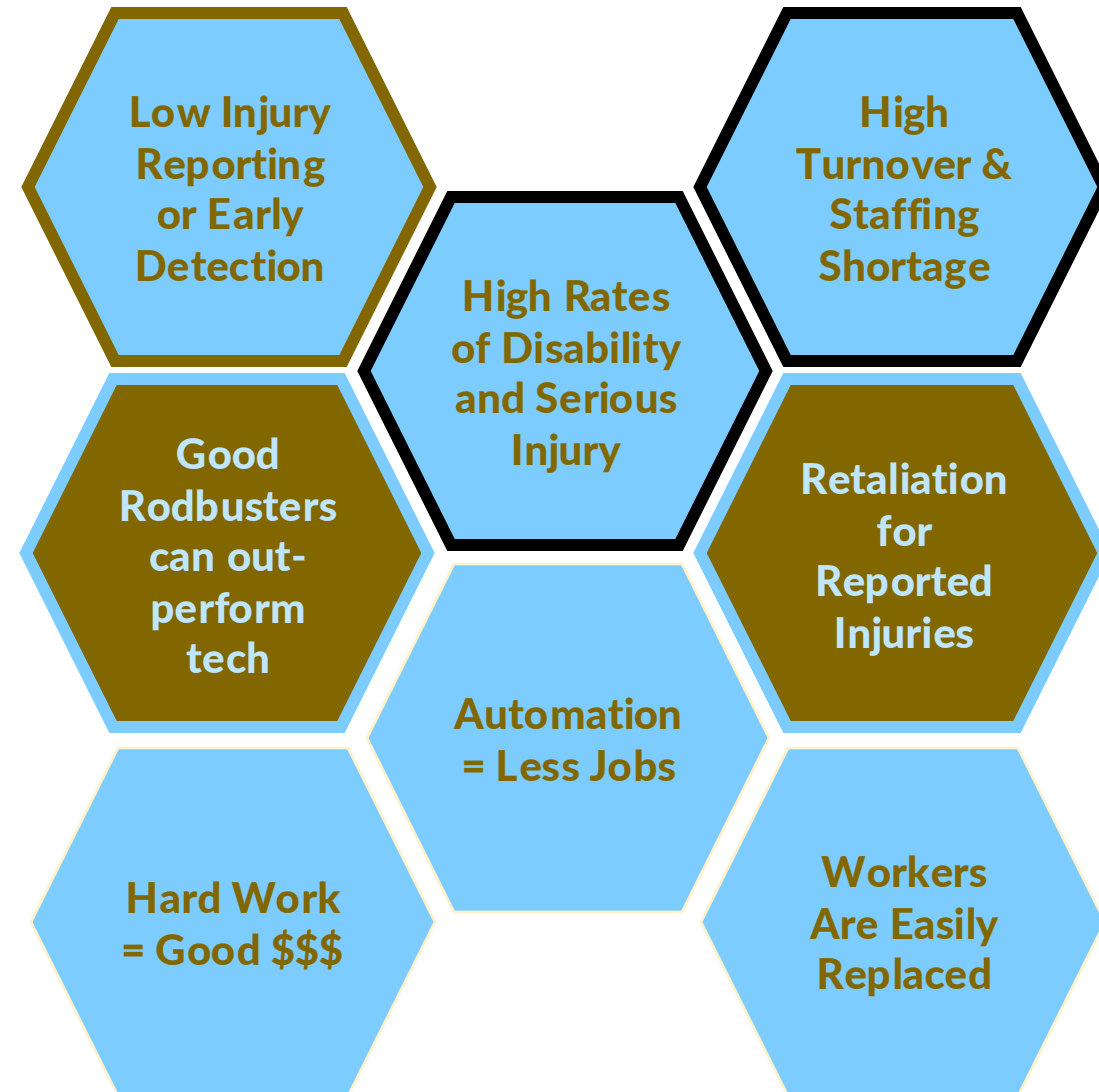


Implementation Considerations

Cultural Issues in PtD

Despite clear artifacts that the current methods are not working, the deeply held assumptions of rodbusters are anchored in job uncertainty and financial motivation. This results in espoused beliefs that reinforce the idea that things are the best they can be.

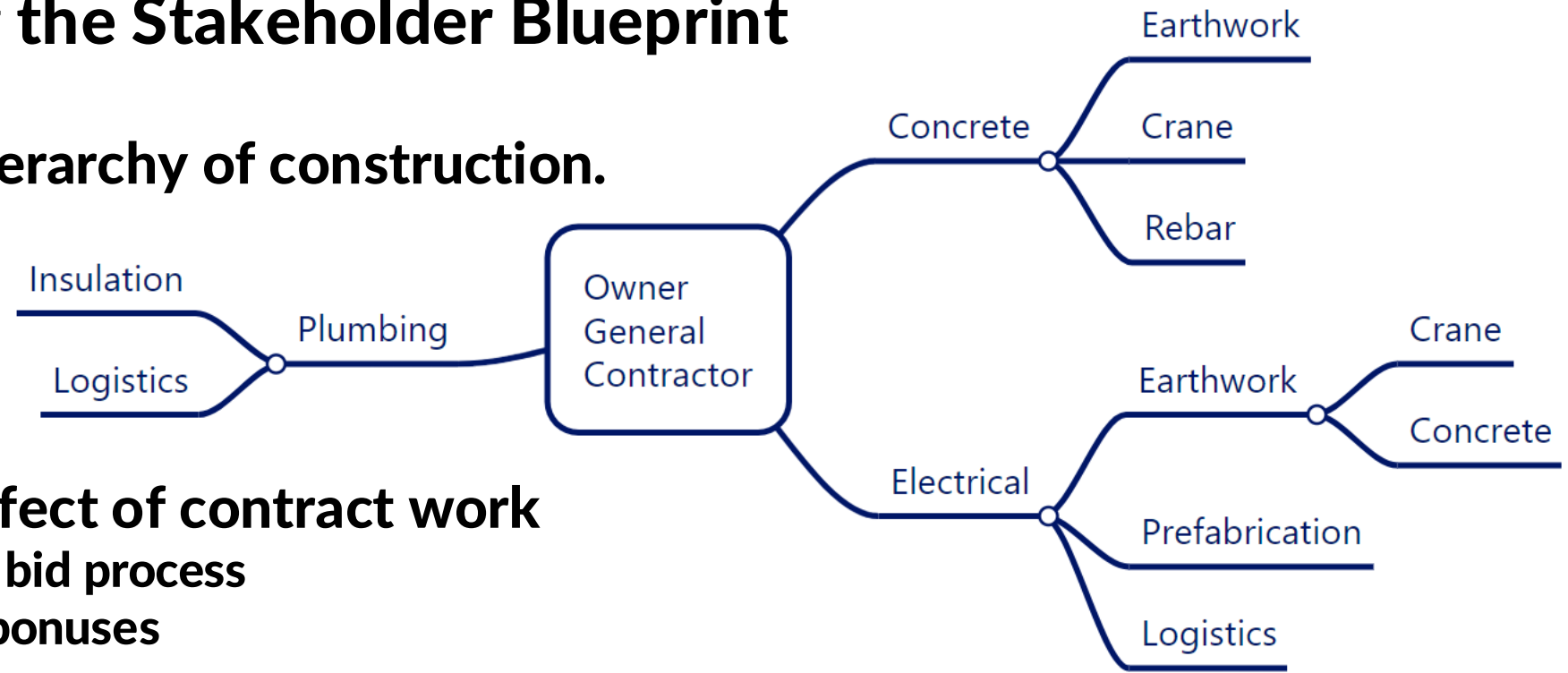
Introduce solutions with respect to the work they do already, earn their approval



Implementation Considerations

Navigating the Stakeholder Blueprint

Understand the hierarchy of construction.



Understand the affect of contract work

- Myopic lens of the bid process
- Production based bonuses

Understand how culture affects jobsite safety performance

- Who are the envelop pushers/early adopters?

- Understand the affected population as well as possible
- Complete a risk analysis
- Implement solutions as early in the design process as possible
- Document best practices accurately
- Solve for culture
- Navigate Stakeholders



Resources

- Albers, J. & Hudock, S. D. (November, 2009). Reducing work-related musculoskeletal disorders among rodbusters. Workplace Solutions DHHS (NIOSH) Publication No. 2010-103. PDF
- BEST™ - BRIEF™ Exposure Scoring Technique (2002). Humantech, Inc. www.humantech.com
- BRIEF™ Survey – Baseline Risk Identification of Ergonomic Factors (2002). Humantech, Inc. www.humantech.com
- Century Concrete. (August 10, 2021). Rebar Reinforcing Installation JHA 821A. PDF
- Dhoot, M. (2017) Musculoskeletal injuries rebar work: CM 598 A https://cm.be.uw.edu/wp-content/uploads/sites/6/2017/08/2017_CM598_Musculoskeletal-Injuries-for-Rebar-Workers.pdf
- Prevention through Design Program (2023). NIOSH Program Portfolio. www.cdc.gov/niosh
- Taah, S. (2022). *Control Structure for General Contractor Completing Design-Build Data Center for Tech Company*. University of Alabama at Birmingham ASEM 615.
- Taah, S. (2022). Ergo Survey.
- Taah, S. (2022). *Individual project: Changing communication*. University of Alabama at Birmingham ASEM 615.
- Taah, S. (2023). Rodbuster ergonomic hazard study project: Turner Construction Company. Athletic Training Solutions.
- Vessel, C. (2022). *Language Elements*. [pdf] University of Alabama at Birmingham ASEM 627.
- Vessel, C. (2022). *Semiotics*. [pdf] University of Alabama at Birmingham ASEM 627.

Any Questions?





AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

Injury Management

Virginia Siegel

CEUs for this Meeting



How to Claim CEUs



To claim CEUs sign in to: <https://www.assp.org/claim-ceus>
Validation Code:



Event ID **25C_ST40694**

Meeting Feedback Survey





Meeting Feedback Survey

- We want to hear from you!
- Please complete this brief survey...



Thank you for attending!

