**Why is safety training for employees important?**

By Eric Tofte, Director of Training, Evergreen Safety Council

Routine work can dull alertness and a relaxed attitude can replace the caution that existed when the job was new and interesting. In many jobs the same route is traveled daily over the same roads or the same tasks are repeated with little conscious thought. Without some periodic reawakening to the ever-present hazards, lethargy deepens and the odds of an accident occurring can increase.

Workers may not always recognize the importance of safety training or think of it as unnecessary because they’ve “been doing it for years.” But an important benefit of periodic safety training is the reminder that a danger can exist and that no one is immune to accidents. Therefore, it is important for workers to understand the purpose of the training session, why it will be useful to them, and what can result from not following safety rules and procedures.

It is essential for the work force to understand the company’s management commitment to and appreciation for the overall contribution to the company’s success. The safety training adopted within the company empowers the employees with directed handling and the application of specific procedures required for various materials that may be in use and procedures to be followed. They are also taught the technique and importance of operating the machinery and various tasks safely. Safety training provides them with the capability of ensuring optimization of time on hand to upgrade the organizational productivity. Safety training is very adaptable and helps the employees to effectively choose the right protective clothing and equipment to safeguard themselves against any hazardous material or task at hand.

What are the employees taught in safety training? They are shown the proper methods to avoid accidents and the correct practice, especially when handling equipment or chemicals. In work that is part of the construction industry, the employees are taught safe use of construction equipment such as ladders, scaffolding and powered industrial trucks. They are also instructed on how to avoid hazards of the construction site. Most importantly, they develop an ability to determine what could hurt them on a job site and how to get hazards corrected.

How does the company benefit? In the case of industries that employ extensive use of various machinery and complex gadgets, injuries in the work place cost the company millions of dollars in medical costs. The company also has to look into lost wages and the resultant production losses. By implementing safety training and refresher courses each year, many injuries can be prevented with the understanding of how these accidents occur. Safety training helps employees to give safety its due importance and shift beyond common sense in the application of preventive techniques.

The importance of safety training cannot be ignored. It helps in the whole endeavor of the management to improve the work place with effective job analysis and application of hazard reduction techniques.

In closing, we would like to say that Evergreen Safety Council can help you out with your safety training. Yes, we can come in and provide the training, but we believe it is more important for companies to become self sufficient when it comes to safety. For that reason we have developed two safety certifications to train and educate safety professionals so they can bring the safety back with them. Of the two programs our Health and Safety Technician course gives the participant a real understanding of the safety rules that most commonly affect today’s industries. Topics such as lockout/tagout, confined space, fall protection, PPE and other are covered in this 15 day course. We understand that in tight budget times safety training is one of the first things to go, but in reality, it is one of the most cost effective things you can do, especially if you have trained safety professionals on your staff. Call us today, we can help.
Modern farm tractors provide most of the muscle power needed for today’s agricultural enterprises. Tractors are more common on farms than any other piece of equipment and are used to carry mounted and semi-mounted implements, to transport equipment and materials, to pull tillage equipment and wagons and as remote power sources for other equipment.

Unfortunately, every year, tractor accidents result in serious disabling injuries and tragic loss of life. Losses due to property damage, medical bills, time off work, reduced productivity and insurance costs are considerable. The major causes of injury and death to tractor operators are rollovers, falls and contact with tractor attachments.

Rollovers or overturns are involved in about half of the fatal tractor accidents and are responsible for many disabling injuries and much property damage. With the use of protective frames and crush resistant cabs with seat belts, the number of serious and fatal injuries from such accidents should decrease. Rollovers are generally due to driving too fast for conditions; striking surface hazards such as rocks, stumps and holes; running into ditches; hitching high for extra traction; driving on steep slopes; and operating front-end loaders improperly. Tractor upsets also occur when handling large round hay bales and other heavy loads with front-end loaders.

There are numerous human factors involved in fatal tractor-related accidents. Certain factors like poor judgment, poor attitude, insufficient knowledge or training, fatigue, haste, stress, depression, intoxication, or showing off can cause a fatal tractor overturn accident.

Each operator should be physically and mentally fit when operating a tractor. An operator who is sleepy, tired or not feeling well may not be able to react in time to avoid an accident. Your tractor does what you make it do. Before even considering starting the tractor, ask yourself the following questions:

- Are you in good health?
- Are you free from the effects of drugs and alcohol?
- Are you wearing hearing protection?
- Are your clothes snug-fitting?
- Are you wearing safety glasses?
- Is any long hair tucked under a hat?
- If you answered NO to any question, DO NOT OPERATE THE TRACTOR!

There is a lot more to tractor and farm safety. Along with these issues there are all the regulations that go along with safety and they can be confusing and time consuming to understand and implement. Evergreen Safety Council can help your farm operations be DOSH compliant in safety. Just give us a call and see what we can do for you.
How To Brake-Release-Steer

By Ross Bentley

One second. That just may be the difference between having a crash or avoiding it.

A study conducted a few years ago in Europe showed that if a driver had just one second more time to react, 80% of all collisions could be avoided. One second - that’s not much time.

So, what can you do to give yourself that all important one second? Use your vision. The farther ahead you look the more time your mind has to react. Think about this the next time you drive. However far ahead you look now, try looking at least one second farther ahead.

But, now that your mind has reacted, you still have to react physically. The easiest way to avoid most collisions is with the steering. Unfortunately, most drivers slam on the brakes so hard that they lock-up the brakes and skid into whatever they are trying to avoid.

Then, just BRAKE - RELEASE - STEER.

What is “BRAKE - RELEASE - STEER”? Well, first recall that if you lock-up the brakes and begin to skid (in a vehicle without Anti-lock Braking System, or ABS), you have lost directional control of your vehicle. In other words, if you lock-up the brakes, you can turn the steering wheel all you want, it won’t make the vehicle turn. When the front tires are skidding, no matter how much you turn the steering wheel, it will have no effect. The vehicle will keep going in the direction it was heading.

So, if you should ever find yourself in the situation where you have locked up the brakes and you are skidding towards something you want to avoid, think of the word “RELEASE”. Most people in this situation tend to lock their vision on what ever it is they are going to hit - they stare at it. As soon as you say the word “RELEASE”, release your vision and look where you want to go - away from the object you think you may crash in to. Then release some pressure off the brakes - slightly ease up on the pedal, but don’t take your foot right off - and steer where you want to go.

Many collisions could be avoided if drivers would only “BRAKE - RELEASE - STEER”. Please think about this for awhile. If you can program those three words into your head, I guarantee it will improve your chances of avoiding any crash.

And remember, one second is not much time. But it can make a huge impact (no pun intended) on your potential to avoid a collision. Do everything possible to give yourself that extra second.

© Ross Bentley

SAFETY GALLERY

Congratulations to Dorothy Hilburn of Eugene Sand & Gravel who graduated from the Safety & Health Specialist series on Dec. 13, 2010. She received certificate #0572.

Congratulations to Billie Sue Riggs of Whatcom County Public Works who graduated from the Safety & Health Specialist series on Dec. 13, 2010. She received certificate #0573.
Brion Beaver started his career in 1993 with PGT (Pacific Gas Transmission) in Wallula, WA when he entered into a three year apprentice program to become a gas turbine mechanic for large diameter natural gas Transmission Company. During the first 15 years Brion spent in that field, he worked on various safety projects, participated on safety committees, championed new programs, and mentored employees on the job. Brion was awarded Safety Employee of the Year 2003 due to his work in safety.

In 2004, Brion moved into a compliance role for TransCanada, which consisted of responsibilities that included compliance, Operator Qualification, Public Awareness, Damage Prevention, employee training and monitoring, and audit process work under CFR 192.

According to Brion, on April 1, 2010 he ended up in his dream job. He was hired on with Cascade Natural Gas as the Safety Manager. This position is responsible for safety program oversight and development, L&I program oversight, training development and implementation, CDL program monitoring, and Operator Qualifications oversight.

He is busier now than ever before, with positive change and great leadership being Cascades’ focus point for success in the years to come.

The opportunity to come to work for a company going through lots of change gave Brion a path to expand his passion to make a difference. Cascade is a company rich with great talents and experience that go deep within its ranks. The workers are committed to learning, growing, and changing with the opportunities ahead. Cascade is a company that’s been operating in 14 separate communities in both Washington and Oregon with more than 250 employees.

The recent move from the Seattle area, where the company headquarters has resided close to 60 years, to Kennewick, WA opens a new chapter in the book of a changing gas distribution company.

The move from Seattle to the Tri Cities area allows the general office to be more centrally located to its districts and all its customers. It’s also created additional opportunities from: the rollout of new safety programs, changes in the culture, and business development opportunities.

Brion is married to his wife Danette and they have three children Bradley 14, and Kayden and Kylie both 12. He grew up in Kennewick and spent four years in the Army and two years in college. He and his family enjoy horses, camping, schools sports, and 4H.

When asked what he felt was his greatest safety accomplishment, Brion responded, “I was humbled with the opportunity to bring fresh ideas to Cascade.” The implementation of new safety programs, the transition of Cascades Operator Qualification program, updating safety procedures, and the introduction to a computer based MSDS tracking system was just the beginning.

When asked about stumbling blocks to safety and how Brion has gotten around these, he replied, “Coming from the field, I’m hoping that I bring a sense of real life to the role and it shows in my common sense approach to real life issues. I’m working hard to make safety personal to each and every employee, thinking of safety from the families prospective, not just from the company’s point of view.”

Brion added that Cascade is looking to extend safety to the home through a safety 24/7 concept, supporting the use of safety equipment at home, safety glasses, gloves, ear plugs, CPR training, respirator use, and more. Employees know they’re more likely to get hurt at home than work. If we can bring safety to the home life, as well as work, we are building a culture that takes it to a new level of buy in.

Brion noted that organizations need to recognize that safety takes time, in a fast pace world; it’s easy to skip steps, take chances and put yourself at risk. “It’s interesting when I talk to employees, if you ask the question ‘who wants to take risks or get hurt’ the answer is always no, but the employee, through his/her conscience efforts to do the right thing, will put themselves at risk to accomplish the job. It’s human nature to want to do the right thing and get the job done. Accomplishment for a committed safety professional, in my eyes, is when employees begin to recognize that procedures, process, and programs are intended to provide the tools for all to be safer.”

Brion commented that he often sees resistance when rolling out new programs, because people are resistant to change for many different reasons. Gaining the confidence and respect of his peers is the measure of true success for the safety professional. Buy in, belief in process, and the true understanding that companies care about employees is another measure of its success in changing a company’s culture.

In discussing employee buy in, Brion said that buy in, by those most affected in the workplace, and is critical to the success of any program. He said, “I have an attitude to be compassionate and caring to those around me, and it’s genuine. If you’re not Continued on page 7
Improve Response to Major Incidents with Better Preparedness and Training - Part 1 of 3

By Mike Resimius, corrective action specialist and Certified Apollo RCA instructor, and John Stiller, director of industrial services for Apollo Associated Services

When a major safety event takes place at one of your company’s facilities, what do you do? How do you manage the immediate issues – avoid more danger, handle employee fear, manage circling news trucks or helicopters, and the like?

We often hear stories of engineers, supervisors and safety folks attacking the scene like a herd of elephants in a china shop. Others recount that one safety professional is sent out to do everything, which can feel like herding cats – including cats that don’t accept the safety professional’s authority.

Site managers and their staffs often are hesitant to call in someone from corporate because they like to maintain control of their own site and would rather handle the situation privately -- without judgment or imposition of corporate culture and opinion.

In short, it can be total chaos without a thorough plan and adequate preparation.

The heat of the moment is not the best time to decide what needs to be done and who’s going to assume each role. In some cases, organizations have thought about that ahead of time, so they create and document protocols and procedures. But is that enough to enable people to be totally prepared? Many organizations don’t know until the major incident happens.

How do you set up a system so that everyone really knows what response will look like, and what their roles/responsibilities will be? Plant personnel are responding with a goal to recover from the incident, so someone else needs to be prepared to respond with a mission to find the causes and solutions.

By designating, training and preparing employees ahead of time, and continuously practicing and refreshing training, organizations are most well-equipped to effectively respond to safety events...and help prevent them from recurring in the future.

The best practices for assembling the team will be covered in this article. The next article will cover training and the third will cover gathering evidence.

Assembling the team

It works well to assemble an investigation team and a root cause analysis team that will perform separate functions, but collaborate and integrate. The investigation team should be comprised of people with specific training and experience conducting investigations. Depending on the size of the organization and the geography of its sites, investigators may reside on site, or travel from a corporate site to the scene (as long as they can get there in just a few hours).

It is also important to think carefully about how many people should be involved in the investigation team. When you consider the volume of activity that must take place in a short amount of time – especially because it is essential to preserve and capture evidence while it is fresh – it is important to make sure that there are enough people assigned to immediate response. Responsibilities should be divided based on skill sets, as well as investigation training and experience. This can make the difference between success and failure by a variety of measures.

The investigation team focuses on collecting evidence, then turns the findings over to a root cause analysis team to review and analyze. The root cause analysis team would ideally include people with subject-matter expertise that relates to the incident, so they are able to effectively analyze the evidence. After the initial analysis, the RCA team may have questions or requests for additional information, which can be funneled back to the investigation team for collection. The investigation team can be right-sized to the need – larger in the immediate aftermath, then smaller as time passes, but still on-the-ready to handle follow-up needs.

When an incident involves personnel or equipment from a contractor, there are special considerations that must be taken into account and prepared for ahead of time. This is a precaution that many companies don’t take, and it usually comes back to bite them. Your contractor should be aware of your process, and you should communicate ahead of time about how they will integrate into the process in the event of a major incident.

A version of this article was published in the March 2010 issue of Professional Safety.

Root Cause Analysis (RCA) offered by Apollo Associated Services, LLC

Delivers results on day-to-day problems encountered in front line operations while also providing senior leaders with an effective tool for making systemic improvements in organizational performance.

Root Cause Analysis for Practitioners
February 15-16, 2011
$895 ESC member / $1,095 non-member

RCA Super User
February 17, 2011
$495 ESC member / $595 non-member

For more information or to register for a class visit our website at www.esc.org
Fun with Forklifts

Have you ever thought of participating in the Forklift Rodeo? Start practicing today!

Throughout the Northwest, forklifts are in daily use to move the products both produced and products received here. Performing the safe handling of literally millions of dollars of material and goods is all in a day’s work for a forklift operator. In three similar competitions, held around the State, companies send their best operators to compete to be one of the best-of-the-best, to eventually compete in the final rodeo feature event at the annual Governor’s Industrial Safety & Health conference. The competition is designed to demonstrate the driving skills of the operators, through five tasks designed to gauge their ability to place a load with precision, maneuver the machine in very close quarters all while being timed, and having your every move watched by the judges.

The scoring is a combination of the actual time consumed to negotiate the course and complete the five tasks, plus any points given for striking a cone or pylon, imprecise placement of the various loads or violation of the common safety rules for forklift operators.

The goal is earn the lowest score possible. By the way: making a basket on task #5, results in a reduction of the total score, “erasing” points earned on the previous tasks.

Task #1 is to negotiate a tight, 90 degree turn and pick a 4ft cube-shaped container from one side of a rack, and then place it on the other side of the rack. There are only a couple of inches of clearance above and below the box, and placement must be centered over a tape stripe on the rack bars.

Task #2 is used to demonstrate the close-quarters driving of the machine through a serpentine path between a circular array of pylons. This task makes use of the amazing maneuverability of the typical rear-steering warehouse forklift.

Task #3 demonstrates the operator’s skills to precisely place a pallet, by un-stacking and then restacking a short pyramid of three pallets, within the confines of a two-inch margin provided by tape markings on the floor surface.

Task #4 requires precision steering through a series of pylons, while carrying a load with a width that is only slightly narrower than the placement of the pylons. Careful placement of the load (a section of pipe) must be completed with stripe marks on the pipe lining up with the similar stripes on the “pipe rack” after negotiation of the pylon corridor, in both reverse and forward directions.

Task #5 demonstrates the operator’s ability for smooth machine control and depth perception. A pallet is fitted with a short section of plastic pipe, on which a regulation basketball is balanced. The operator must pick this load, back up, move both to the side and forward, raise the load, and then using the mast tilt of the machine “make a basket”.

Forklift Corner
Provided by Bottom Line Loss Control

Forklift Instructor Certification
This course meets or exceeds OSHA training requirements [29 CFR 1910-178]. Participants must have experience in forklift operation to qualify.

Course Fee:
$1095 Deluxe Instructor package
Add Aerial Lift Instructor training for $400

Forklift Operator Training
Any person who operates a powered industrial truck must have documentation of training and evaluation. This course exceeds OSHA and DOSH requirements.

Course fee: $100 for classroom, plus:
New operators: $100 per machine
Experienced: $35 per machine

Examples: sit-down (counter balance), stand-up (narrow aisle), order picker, tugger or any style electric pallet jack.

Both courses are offered monthly. Please see the Events Calendar or visit www.esc.org for training package descriptions and additional pricing information.
Another life saved because two individuals were trained in First Aid/CPR!

Continued from page 1

Soon after he began compressions, another lifeguard, Danielle Van der Baan arrived with a mask to do mouth to mouth resuscitation. She and Talor worked as a tight team, counting together. Danielle kept checking for a pulse and finally got a good blow into Mikey’s lungs. Water came spilling out and his eyes opened. They rolled him on his side as the water drained from his lungs. Talor told the mother to get in the pool and talk to Mikey since he was hardly conscious. Within a few seconds the paramedics arrived and gave Mikey oxygen.

Mikey was taken to Seattle Children’s hospital and released the next day with no complications. One of the doctors noted that the CPR did not injure Mikey and complimented the work of the two lifeguards.

This second chance was provided through two young students (one a veteran) who are working as lifeguards while going to Bellevue College. They were trained in First Aid / CPR by the local fire department. Because of their actions, these two young lifeguards have been submitted for the Governor’s Life Saving Award.

Be prepared – get trained!

People In Safety - Brion Beaver

Continued from page 4

people can see right through it! I’m working to develop new traditions, foster a different approach to change, and working to bring a culture of safe work practices to a new level, keeping Cascade Natural Gas compliant to all local, state, and federal requirements.”

Brion added, “Many times it’s easy to measure the bad things through predetermined goals and measures. What’s important is to focus in on all the great things & good decisions people make every day that keep themselves and co workers out of harm’s way in the work place and at home. People (workers) are doing things right every day and much of it can go unnoticed! Recognizing the right behaviors is another step in moving an organization to a new level. “I guess real success is measured every day when a person goes home safe from the place they call work.”

Evergreen would like to thank Brion and all the other safety professionals for the work they do keeping all of us safe.

Customized On-Site Safety and Health Training

Call Stephanie at 800-521-0778

Evergreen Safety Council Calendar of Events

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*Counts toward Safety and Health Specialist Certification

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Upcoming Conferences

A chance to meet ESC Safety Trainers and Management

ESC’s Annual General Membership Meeting
January 25, 2011 – Seattle, WA

Client & Member Appreciation Luncheon
March 1, 2011 – Tri-Cities, WA

Ag Safety Day
March 2, 2011 – Kennewick, WA

Client & Member Appreciation Luncheon
March 3, 2011 – Moses Lake, WA

Oregon Governor’s Occ. Safety & Health Conference
March 7-10, 2011 – Portland, OR

For information call 1-800-521-0778