Stebick Appointed Interim Director as Bengel Retires

This month, in the usual ‘Director’s Column’, we would like to congratulate Bob Bengel for his June 2016 retirement on behalf of the NWIRC Board of Directors and Staff. As the President/CEO of the Northwest Industrial Resource Center (NWIRC) for the past four years, Bob was instrumental in leading the mission of enhancing competitiveness and growth of small and medium-sized manufacturers in thirteen counties of Northwest PA. His career also included 25 years with Ford Motor Company and Deloitte & Touche LLP in Detroit, Michigan. NWIRC Board Chairman, Dan Ignasiak of SEPCO, announced that Kim Stebick will serve as Interim NWIRC Director during the search for a new President. Stebick is NWIRC’s Chief Financial Officer.

Jamestown Coating Technologies: Eye on the Prize with Risk Management

Jamestown Coating Technologies knows first-hand the importance of safety after experiencing a devastating fire over 65 years ago. Since then, safety of employees and the community became an even greater concern.

They produce environmentally friendly industrial paint and coatings designed for unique applications. The company chemists work closely with customers to develop coatings with unique challenges or regulatory requirements. Some of the coatings are protective and decorative, like Urethane and UV-curable coatings for cosmetic packaging containers or epoxy coatings for aluminum cookware. Others are functional, like heat seal coatings and print primers for flexible aluminum or plastic. The company can produce batches in any quantity, large or small, filling any container type from 1-ounce touch-up vials to 4,000 gallon tankers.

Due to the nature of the industry, they work with a variety of high-risk chemicals. Therefore, it is imperative they prevent risks for their employees at both the Jamestown, PA (Mercer County) and Girard (Erie County) plants, as well as provide a safe environment for employees and the community at large. Implementing a strong risk management program was a key element for ensuring employee safety, but they also had their eye on reducing the cost of being charged the highest multiplier for their insurance.

This 130-year old company has longevity and success due to their constant evolution over the years,

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Eye on the Prize with Risk Management

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from name changes to advancing technology, as well as their desire to improve their safety initiatives. Northwest Industrial Resource Center (NWIRC) Strategic Business Advisor, Susan Hileman, suggested that Jamestown Coatings could benefit from a risk management consulting firm to help them formalize a plan to improve safety and reduce costs. She connected them with Sturgeon Consulting to conduct a baseline assessment and develop a master safety plan that included: 1) customized training and testing of facility employees, 2) identifying conditions for regulatory compliance and claim prevention, and 3) assisting with certification of business safety committee and management accountability programs. Sturgeon also provided research and negotiations to lower their company’s multiplier based on losses and operations.

“NWIRC has played an integral part in helping us meet our business objectives,” said Michael P. Walton, CEO of Jamestown Coatings. “Our emphasis has always been ‘safety first’, however, the assistance from Sturgeon Consulting provided our plants and employees additional direction with the Master Safety Plan. We are assured of meeting all compliances while simultaneously lowering our costs. It’s been a great program,” he said. As a result of their newest risk management initiatives, Jamestown Coatings has improved the overall environmental safety for their employees and also anticipates $10,000 in cost savings and removing $50,000 in unnecessary investments.

Jamestown Coatings was founded in 1885. They currently have 57 employees and are ISO Certified.

New OSHA Injury Reporting & Retaliation Regulations

by Todd Sturgeon, Sturgeon Consulting

The new OSHA regulations covering injury reporting go into effect January 1, 2017. The updated rules will require manufacturers with 20 or more employees to annually submit recordable injury data. The data will be available for public viewing and download on the OSHA website. Employers with 250 or more employees will be required by 2018 to submit the details of each recordable injury.

One of the key purposes of the standard will be targeted business OSHA enforcement. This is evident in the literature provided on the OSHA website. “Electronic submission of establishment-specific injury and illness data will enable OSHA to use its enforcement and compliance assistance resources more efficiently. Analysis of the data will improve OSHA’s ability to identify, target, and remove safety and health hazards, thereby preventing workplace injuries, illnesses, and deaths.”

Many employers already complete annual occupational injury and illness surveys, so these new requirements will be similar to what they already experience. Employers who have never participated in these surveys need to make sure they are properly completing their OSHA 300 logs. We often see over reporting of first aid incidents that should not be on the 300 log.

The over-looked portion of the new regulation concerns the section on employee rights for reporting injuries and illnesses free from retaliation. The standard will allow OSHA to cite employers for retaliation if programs are in place that deter or discourage incident reporting. If you read the website Frequently Asked Questions section, you will find some interesting interpretations provided by OSHA. Pay special attention to the post-accident drug test language. The rule “prohibits employers from using drug testing, or the threat of drug testing, as a form of retaliation against employees who report injuries or illnesses. If an employer conducts drug testing to comply with the requirements of a state or federal law or regulation, the employer’s motive would not be retaliatory and this rule would not prohibit such testing.”

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OSHA Injury Reporting (Continued from page 2)
Does this mean that only a DOT mandated post-accident drug test is now legal? This language leaves more unanswered questions than it addresses. You may also want to review any injury prevention incentive plans you have in place - “employers must not create incentive programs that deter or discourage an employee from reporting an injury or illness. Incentive programs should encourage safe work practices and promote worker participation in safety-related activities.”

Make sure your business is preparing for the new requirements. It is important to review your injury reporting, recording, control, drug testing, and prevention programs. You want to also make sure that your posted OSHA “It’s the Law” worker rights document is dated April 2015 or later. An updated version can be downloaded at (http://www.osha.gov/Publications/poster.html.)

This is a regulation change that appears to be relatively benign on the surface, but will have a much greater impact than most people realize.

Todd Sturgeon has experience controlling injuries and expenses for organizations such as Chamberlain Manufacturing and Anchor Hocking Glass, and later transitioned to the insurance industry. He is the founder of Sturgeon Consulting. Contact him with questions at (724) 662-1615.

Special Note: NWIRC will offer OSHA Compliance & Injury Prevention training this Fall. More details at the www.nwirc.org 'Training and Events' tab.

WEDnetPA Applications Available
Applications are now available for 2016-17 Workforce & Economic Development Network (WEDnetPA) funding. The application process runs from June 1-July 31, 2016, however applications can be accepted throughout the grant cycle (July 1, 2016-June 30, 2017) as long as funds are available.

Information about eligibility is available at www.wednetpa.com and eligible companies can apply online. At this website, you can also find the WEDnet Partner and contact information for your specific area.

NWIRC currently has numerous courses scheduled for the 2016/2017 training season that qualify for funding as Essential Skills training and you can also check www.nwirc.org throughout the year for new offerings.

New Event Coordinator Joins NWIRC
Molly Reichard joined NWIRC as Events Coordinator, replacing Beverly Joyce who retired at the end of June. Reichard is responsible for planning all logistics of the NWIRC’s training programs and other special events geared for manufacturers in 13 counties of Northwest PA. She previously served as Constituent Events Manager for the Alzheimer’s Association, Income Development Representative for the American Cancer Society, and as Account Representative at State Farm Insurance. Reichard has an Associate Degree in Business Science from Penn State University.

If you have training needs, please contact Molly at (814) 898-6888 or mreichard@nwirc.org.

Become a Lean Champion
Complete all 4 courses for certification or take Intro courses individually*

Sept 7, 2016: Principles of Lean Manufacturing*
Sept 14, 2016: Value Stream Mapping*
Sept 21, 2016: 5S/Key Performance Indicators
Sept 28, 2016: Setup Reduction/Kaizen/Kanban

Cross Creek Resort, Titusville PA

Manufacturers completing 4-session certification may be eligible for a Make It In America Grant (up to $1063 per individual towards the training costs). See website for details.

www.nwirc.org
(814) 898-6888
YOUR STRATEGIC BUSINESS ADVISORS

If you have questions, or would like to speak with someone from NWIRC about services, please contact your Strategic Business Advisor:

**Tom Weible**  
814.590.5202  
Cameron, Clarion, Clearfield, Elk Jefferson, McKean & Potter Counties

**Susan Hileman**  
814.572.2077  
Crawford, Forest, Mercer & Venango Counties

**Ed Barthelmess**  
814. 923.3084  
Erie & Warren Counties

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**UPCOMING EVENTS**

**Lean Champion Certification**  
* Sept 7, 14, 21, 28  
Location: Titusville  
Hands-on training and individual assignments specific to your manufacturing business. The program is presented once a week for 4 weeks. The first two weeks (Principles of Lean and Value Stream Mapping) can be taken as stand-alone courses.  
*Eligible for Make It In America Grant.

**HR Forum: Transferring Training into Results**  
* Sept 15, 22 & 29  
Locations: Erie, Clarion, Warren  
Training is a significant investment for organizations. This program will focus on how to make learning pay off in the workplace after the classroom sessions are over. Content includes: measuring ROI of training, what type of training is best for your situation and environment, what leaders can do once the training is complete, and more.

**Measurement System Analysis (MSA)**  
* Sept 13  
Location: St Marys  
MSA is a tool that can be used with any quality system. The course will review components of measurement systems, types of measurement error, how to design and run a variable gage R&R, and interpret the output. Participants will learn how to use this information to improve their measurement system.

**OSHA Compliance and Injury Prevention**  
* Sept 8, 27, & Oct 13  
Locations: Dubois, Erie, Franklin  
Prepares organizations to deal with regulatory compliance, injury prevention, and business liability. Course includes the new Silica standard, Electrical Hazard Awareness, Medical Record Access, and revised Record Keeping & Injury Reporting standard that will impact all manufacturers with 20 or more employees.