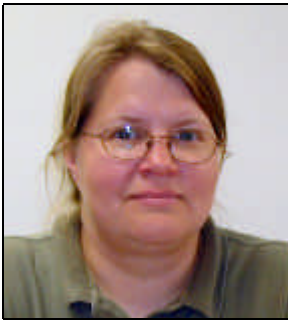


MIHS PRESIDENT'S MESSAGE

Lisa Quiggle, CAIH



I would like to congratulate and thank everyone who ran in our Board of Directors election. With everyone's busy schedule, it is difficult to find extra time to participate in a volunteer organization.

This was the first election in a few years that was contested, and I hope that the interest will continue in the future.

Congratulations are also due to Don Hart, who was elected Vice President of the AIHA. Don has been a member of MIHS since 1984 and served on the Board of Directors from 1986 to 1988. Don has been our regional AIHA representative, and you may have met him at our October Mini-Conference where he has provided us with AIHA updates.

Congratulations also to one of our Board members, Rich McLonis, who is the recipient of the 2004 Safety Professional of the Year award presented at the Michigan Safety Conference. Rich has been a MIHS Board member for a few years, and has been helpful in procuring speakers for our meetings and volunteering at our events. I would like to thank everyone who helped out at our booth at the Michigan Safety Conference. Quite a few members stopped by, and we were able to snare a few of our former members and encouraged them to reapply and participate in our events.

I have been elected to the Board of Directors of the ABIH as the CAIH representative, and attended my first meeting in October. We meet again in May at the AIHce meeting in Anaheim, where on Thursday morning, the ABIH forum will be held. If you have any questions that you would like the Board to address, and won't be able to attend, please let me know. I will provide an update of ABIH activities in a future newsletter, and at our conference.

One more thing, 2005 is the 30th anniversary of MIOSHA. As part of the 30th commemoration, August 20 - September 2, 2005 will be designated MIOSHA "Make a Difference Week" which will include various activities to encourage health and safety in the workplace. MIOSHA is particularly interested in targeting small businesses in high hazard industries. Mark October 5th on your calendar, it is the date of the Governor's Workplace Safety and Health Forum. The events are in the planning stages right now and we will keep you informed of the final program and activities on our web site www.mihsweb.org.

Sincerely,

Lisa Quiggle, CAIH
MIHS President

U of M Industrial Hygiene Student Association (UMIHSA) Wins AIHA Student Section of the Year Award!

April 28, 2005

Richard P. Garrison, PhD, CIH
1645 Northbrook Dr
Ann Arbor, MI 48103

Dear Dr. Garrison:

Congratulations! The University of Michigan Industrial Hygiene Student Association has been selected as the recipient of the AIHA Student Local Section of the Year Award.

On behalf of the Award Selection Committee, I would like to tell you how impressed we were with the section's programs and accomplishments during the recent academic year. Please convey to the students that they can be very proud of their contribution to the industrial hygiene field.

The University of Michigan Industrial Hygiene Student Association will be recognized at the AIHce in Anaheim, California on Tuesday, May 24, at the Local Sections Council Annual Meeting. The section will be presented with an award plaque and a check for \$1000. The meeting will be held at the Anaheim Convention Center in Room CC211. The award will be presented at approximately 2:45pm (the time may change, please check with me closer to AIHce.) I hope that you and many of the students will be present to accept the recognition they so richly deserve.

Again, congratulations on winning the Student Local Section of the Year Award!

Sincerely,

Jennifer Boyer
Local Sections Relations Manager

cc: Tom Grumbles, CIH, AIHA President
Steven Davis, CAE, AIHA Executive Director
Jeff Burton, CIH, PE, LSC Chair
Dianne Grote-Adams, CIH, CSP, LSC Vice-Chair

AIHce 2005 - Alumni Receptions

The WSU OEH Alumni Reception will be held on Tuesday, May 24, 2005 from 5-6 p.m. in the Malibu Room at the Anaheim Hilton Hotel.

The University of Michigan Alumni Social Hour, will be held on Tuesday, May 24, 2005, from 4:30 p.m.- 6:00 p.m. in the Pacific Ballroom C at the Anaheim Hilton Hotel.

MIHS Best Student Awards Night - March 7, 2005

By Laura Randall, CIH, MIHS Board

The MIHS Student Night meeting was held on March 7, 2005 at the Italian Epicure in Novi, Michigan. Over 30 people attended this event. One of MIHS's objectives is to support a Best Student Award annually for students enrolled in local university industrial hygiene programs. A faculty member from each respective university recognized the following students at the dinner meeting (in alphabetical order):

- Carolyn Davis, Oakland University
- Mark Nelson, Wayne State
- Darrah Sleeth, University of Michigan

MIHS presented each award recipient with a \$100 gift certificate to Barnes and Noble. Students were selected from their respective universities for this recognition. Please join MIHS in congratulating these students!

Cindy Ostrowski, an MIHS member and a recently elected AIHA Board Member, informed students of the benefits students receive when becoming a member of AIHA



WSU Best Student.
Lisa Quiggle, MIHS President, Roger Wabeke, WSU, and Mark Nelson, WSU Best Student.



MIHS Student Night Attendees



Lisa Quiggle, MIHS President, Charles McGlothlin, OU, and Carolyn Davis OU Best Student.



Lisa Quiggle, MIHS President, Ted Zellers, UM, and Darrah Sleeth UM Best Student.



Cindy Ostrowski, MIHS Member and AIHA Board Member.

Comprehensive Industrial Hygiene Review Course - A Success!

by Nancy McClellan, CIH, MIHS Member and Past-President



I thought I would send you and the Board an update on the Comprehensive Industrial Hygiene Review course that MIHS shares with U of M and AIHA.

We had another very successful run of the course April 4-8, 2005 in Ann Arbor. The course was once again filled to capacity. This should ensure a steady and large revenue source for the MIHS for years to come. It is rumored that this course is the number one rated course in the country with growing numbers of participants, while other courses offered in other areas are being cancelled due to lack of attendees. The directors are confident that the combination of efforts on behalf of AIHA, UofM and MIHS are what create the recipe for success. We, the directors (including Ted Zellers, PhD at Uof M; Randy Rabourn, MS, from Uof M; and Bert Schiller, CIH from MIHS; and Nancy McClellan, M.S., CIH, CHMM from MIHS) are very happy with all the support and assistance that AIHA provides in marketing the course, scheduling the location, and registering the participants. I hope all the revenue keeps MIHS strong, and at the forefront of IH endeavors in Michigan.

The next Comprehensive Industrial Hygiene Review Course is scheduled for Sept 19-23, 2005, in Ann Arbor, Michigan.

It is a four and one-half day course that provides an intensive, high-level review of a wide range of industrial hygiene topics. This program is offered twice annually in Ann Arbor and has gained the reputation of being one of the premier programs for people needing to broaden or refresh their industrial hygiene knowledge base or to focus their efforts on professional certification. Attendees benefit from interaction with more than a dozen experts covering the industrial hygiene topics.

This program is co-sponsored by AIHA and MIHS, and registration is handled through the AIHA.

For more information call 703-849-8888, and go to the following AIHA web page:

- 1) www.aiha.org
- 2) click on "Meetings & Education"
- 3) click on "Continuing Education"
- 4) scroll down to Sept 19-23, 2005
- 5) click on "Comprehensive IH Review Course"

This course is also shown on the MIHS Event Calendar. To view it, please go to:

- 1) www.MIHSweb.org
- 2) click on "Event Calendar", on the left-hand sidebar link
- 3) go to September 2005



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What's In The Synergist?

by Andy Crause, CIH, MIHS Board



An article in the February 2005 Synergist entitled "Considering PPE Costs, a Case Study" by Ryan Stewart, an IH at Canadian Fertilizers Ltd., brings up some good points to consider about use of personal protective equipment (PPE). Cost cutting measures in 2004 called for a 5% reduction in cost for PPE for this particular facility. Regarding PPE use, a

couple of key points that came to light were 1) there was a lack of employee education on proper PPE selection and use (employees were using the wrong gloves and lots of them, etc.), and 2) PPE was seen by many as a low-cost item. The solutions included 1) refresher education on use of PPE, 2) use of a new type of safety glasses with replaceable lenses (it turns out that glasses were being thrown away, frame and all, when the lenses became scratched), and 3) elimination of 2 types of gloves that were redundant. They achieved a savings of over 8% without compromising the issue of PPE with just a few tweaks here and there.

As a consultant, I see a lot of different operations, from large-scale, big corporations to mom-and-pop shops with a few dozen employees, but there is usually a common practice regarding PPE usage. Waste! I see people grab 4 pairs of gloves, when they only need one (then misplace the other 3 pairs). Grab a fistful of earplugs and drop half of them between the shop door and the workstation. I guess I have never given much thought to the cost of a pair of earplugs or gloves, and I guess that was one of the points of the article. The people tasked with cutting the costs were worried about the perception that employee safety would be compromised at the expense of saving a few bucks, but once they started looking into it, saving 5% was a snap. Everybody had all of the PPE they needed, and with a little adjustment regarding accountability and a little refresher training on proper use, the company saved over 8% on PPE. For all of you plant hygienists who may be asked to do your part to identify cost-savings, looking at PPE usage may be something to consider.

[edited AK 12/01/04]

[edited LJ 12/1/04]

(This article was reprinted with permission from *The Synergist*.)

Considering PPE Costs

A Case Study

By Ryan Stewart

Canadian Fertilizers Ltd. is a world-scale facility producing two major nitrogen fertilizer products-anhydrous ammonia and granular urea. It has 162 direct employees and 30 contract maintenance employees.

In the current tough financial climate of the fertilizer business, all controllable expenditures must be scrutinized and reduced if possible. Personal protective equipment is no exception. Consequently, in early 2004, a team was assembled to review PPE costs and determine where improvements could be made. The team consisted of a representative from each major department, including purchasing, safety, production and maintenance.

It was recognized that elimination of hazards is the true way to reduce PPE usage. However, it was agreed by the team that unless a specific hazard was identified that could be eliminated, this would be outside the team's scope. The team also decided that merely purchasing the cheapest PPE available would create more problems than it solved because the employees would be less likely to utilize it.

CFL has a goal of zero injuries and incidents, formalized into a program called "Zero Today." Zero Today is a site-specific program to achieve zero injuries and incidents. The idea behind Zero Today is for employees to work safely this minute, this hour, this day-which will translate into long-term achievements. This concept helps deal with the employee perception that going for a whole year without an incident or injury is too ambitious of a goal. The Zero Today program has helped CFL with its current achievement of more than 800,000 continuous safe work-hours. The team was bound by the Zero Today program goals to ensure it did not achieve cost savings at the risk of injuring employees.

The team's mission statement was to "standardize PPE inventory, purchasing and usage, which will reduce the costs of providing PPE by 5 percent without jeopardizing worker safety and maintaining our trend of injury reduction." The 5 percent goal was selected based on what the team speculated would be the minimum amount saved.

Root Causes

Upon investigation, it was determined that a large percentage of CFL's 2003 PPE costs were:

Gloves	35 percent
Disposable coveralls	15 percent
Safety glasses	14 percent
Gas mask canisters	11 percent

Using the Juran® Quality Improvement process (see www.juran.com for more information), the team discovered that the root causes of unnecessary PPE costs were:

1. Lack of employee education on proper PPE selection leading to incorrect and excessive usage.
2. No accountability or supervision for PPE usage by employees.
3. PPE usage and selection had not been thoroughly reviewed prior to team creation.
4. PPE is seen as a low-cost item and a cost of doing business. Thus, it tends to be a low priority for cost control efforts.

Remedies

Based on its research, the team recommended the following remedies to management in its final written report. All were accepted and have been implemented, except for one that is still under discussion (noted below):

- The safety department created a catalog of all PPE available on site (with pictures) detailing the site-specific hazards that the PPE was appropriate for. The catalog details all of the on-site chemicals and which chemical resistant glove should be used

for protection. The catalog contains similar details regarding respirator cartridges and canisters and which chemicals they protect against. Each PPE item also has the cost of the item on the page, to ensure the employee is aware of how much PPE costs. The catalog is available at the warehouse issue window and on the company's internal intranet site.

- The team recommended implementation of classroom-style training for all employees on the proper usage of PPE on a three-year rotating basis. CFL currently ensures competency based on written testing (performance-based training), and the team believes that classroom training provides a better forum to educate employees on proper usage. This recommendation is still being considered by upper management.
- The safety department created a fit-testing card for outside contractors, which must be presented if they require a company respirator. This ensures that they get the respirator that they were fit-tested on and also ensures that the respirator is returned before the contractor leaves the site.
- Safety glasses were being thrown out because the tinting on the glasses scratched very easily. Employees were not aware that the lens could be replaced rather than throwing out the entire pair of glasses. The tinted lens was replaced with a style that integrated the tint within the lens rather than on the surface and is more scratch resistant. Training will address the lens replacement issue.
- The safety department created a PPE feedback form for employees to utilize if they have problems with certain PPE items and/or wish to suggest different items. These forms are reviewed by the safety department.
- The purchasing department formalized a competitive bidding process for our PPE purchasing with various vendors in the area.
- A glove survey was conducted by the safety department, and two glove styles were eliminated due to redundancy. A new style of glove was also added to address a chemical hazard that was not previously addressed, which improved our chemical hazard program.
- The safety department is more closely involved with requests for new PPE items to ensure redundant items are not put into inventory.

Achievements

The team achieved a savings of 8.5 percent in the first half of 2004, compared to the first half of 2003, and it is estimated that 11.5 percent will be saved overall in 2004. The first half of each year was used for comparison purposes to address the impact of plant turnarounds, which are typically held during the second half of the year. The turnarounds can vary in size and scope from year to year, making PPE usage comparisons very difficult.

It is expected that further savings will be achieved in the future after classroom training has been completed with employees. The immediate savings were achieved mainly by reduction of waste/misuse arising from employee awareness of the team, competitive bidding on PPE and changing certain PPE types to achieve savings (stocking different gloves, etc).

Lessons Learned and Outstanding Issues

As the team leader for this project, I found several issues especially difficult to address:

- Attaching a goal of 5 percent savings to the mission statement seemed to impair the team's efforts. Employees viewing the team's mission statement seemed to get the perception that "suddenly safety was costing 5 percent too much." Other employees felt that a team that was only aiming to save 5 percent would cost more in man-hours than it saved. However, the team lived by the axiom "that which gets measured, gets done."
- When you are looking for ways to save money on PPE, it is often a catch-22, because you don't want to create the atmosphere where an employee feels the PPE is not available to them. The team didn't want to create a suspicious atmosphere by starting a trade-in program where employees could only get new PPE when old PPE is turned in. The trade-in program would also not work because many PPE items get contaminated with chemicals, and it is better for them to be properly disposed of.
- The issue of whether gloves should be used in grease and oil seemed to be one of the hardest issues to address. Employees want precision and fine-touch abilities from a glove when working with oily and greasy parts, and the use of gloves will help protect the hands from nicks and small cuts. Oil-resistant gloves were determined to be too slippery to use; therefore, a foam-palmed glove is used. However, the foam absorbs the oil and grease and tends to be disposed of after one use. These gloves are quite expensive; the issue of finding a durable, cost-effective, oil-resistant glove that allows precision feel for the employee has yet to be resolved.
- The usage of disposable coveralls was contentious because many employees simply use them once and throw them out. The employees have a tendency to use them to protect their work coveralls from getting dirty. These disposable coveralls tend to rip quite easily and employees also cut holes in the sides to get access to their pockets. All of these factors led to high usage of this item. In future training it will be stressed that the disposable coveralls are for protecting employees from having their work clothing contaminated with a hazardous agent, not just to keep themselves clean.

Summary

While cost control is very important, safety is a core business value which cannot be compromised. The project demonstrated that benefits can be obtained without compromising core business values. CFL remains committed to continuous quality improvement in all aspects of its business, using the Juran process. CFL continues to supply quality PPE to its employees to ensure that they are properly protected and the goals of Zero Today are achieved.

Stewart, an MSc.(A), is an industrial hygienist for Canadian Fertilizers Ltd., Medicine Hat, Alberta, Canada. He can be reached at RStewart@canadian-fertilizers.com.

MIHS at the Michigan Safety Conference 2005

The Michigan Safety Conference (MSC) was held in the Lansing Center in Lansing, Michigan on April 19-20, 2005.



In an attempt to attract new members, MIHS had a booth at the MSC. Lisa Quiggle, MIHS President, coordinated and staffed the booth. Thank you to the following people for donating their time to staff the booth:

- April Harmer, MIHS Member
- Jennifer Lagerbohm, MIHS Member
- Rich McLonis, MIHS Board
- Sharkey Mingela, MIHS President-Elect
- Lisa Quiggle, MIHS President
- Pier-George Zanoni, MIHS Board



Rich McLonis, MIHS Board Member, received the 2005 Safety Professional of the Year Award. This award is given out annually by the Michigan Safety Conference. Congratulations, Rich!



Here are a few MIHS members attending the MSC. From left to right:

- Silvana Czarnomski
- Kim Kulpanowski
- Terry Fisk
- Dave Currier

2005-2006 Officers and Executive Boards

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