

# AGENDA

**7 am**

## CHECK-IN & NETWORKING BREAKFAST

**8 am**

## WELCOME & OPENING REMARKS

Main Ballroom

**Phillip Montgomery**, Director of Compensation Services & Safety, CBIA

**8:05 am**

## OSHA UPDATE

Main Ballroom

**Jeff Erskine**, Deputy Regional Administrator, Region 1, USDOL/OSHA

**Ken Tucker**, CONN-OSHA Director, Connecticut Department of Labor

**8:45 am**

## ADDICTION ISSUES: FITNESS FOR DUTY, MENTAL HEALTH, & RESPONSE

Main Ballroom

**Moderator: Marko Kaar**, Director of Safety Operations, Bartlett Brainard Eacott, Inc.

**Panelists: Robert Brody**, Attorney, Brody & Associates

**Eric Daigle**, Vice President of HR, Laz Parking

**Beth Dupont**, HR Director, O&G Industries

**Shelley Halligan**, Director of Clinical Services, Aware Recovery Care

**Tom Matthews**, Director, Advanced Behavioral Health

**Kyle Zimmer**, International Union of Operating Engineers, Local 478

**9:30 am**

## NETWORKING BREAK

**9:45 am**

## ADDICTION ISSUES: FITNESS FOR DUTY, MENTAL HEALTH, & RESPONSE (CONTINUED)

Main Ballroom

**10:30 am**

## NETWORKING BREAK

**10:45 am**

## BREAKOUT SESSIONS

### Core Safety Concepts

Essex Room

**Walt Tucker**, Safety Director, Paul Dinto Electrical Contractors

### NFPA 70E: The Tools Your In-House Electrician Needs to Comply

Highland Room

**Ken Mastrullo**, Owner, MES Consulting Services, Inc.

### Implementing a Silica Safety

### Program: A Case Study

Fife Room

**Denese Deeds**, Senior Consultant, Industrial Health and Safety Consultants

**Anne Bracker**, Occupational Hygienist, CONN-OSHA

### Preventing Falls, a Leading Cause of Death

Crowne Room

**Mike Ziskin**, President, Field Safety Corp.

**11:45 am**

## LUNCH & NETWORKING

**12:45 pm**

## BREAKOUT SESSIONS

### Prevention Through Design

Fife Room

**Mark Haskins**, Principal Consultant, Practical Safety Solutions

### Contractors & Temporary Workers: Your Company's Exposure

Essex Room

**Chip Darius**, President, Safety Priority Consultants, LLC

### Mobile Elevated Work Platforms: Ensuring Their Safe Use

Highland Room

**Brian Downham**, Product Safety Trainer, Skyjack

**1:45 pm**

## NETWORKING BREAK

**2 pm**

## BREAKOUT SESSIONS

### Fleet Safety: Keeping Unsafe Driving Habits to a Minimum

Highland Room

**Michael Ferry**, Director of Safety, O&G Industries

### Making the Workplace Safer with Technology

Fife Room

**Chris Mayne**, Project Manager, GZA GeoEnvironmental Inc.

### Using Lean Principles to Make Your Company Safer

Essex Room

**Matin Karbassioon**, Business Growth Consultant, CONNSTEP

**3 pm**

## STANDING UNITED: MOTIVATIONAL STRATEGIES FROM THE SAVANNAH

Main Ballroom

**Alden Davis**, Safe-ari

**3:30 pm**

## CLOSING REMARKS & RAFFLE

Main Ballroom

# SPEAKERS

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## ANNE BRACKER

Occupational Hygienist  
CONN-OSHA | @CTDOL

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Anne Bracker is an occupational hygienist with Connecticut OSHA's private sector consultation program. Bracker helps managers and workers identify and control workplace hazards and prevent work-related injuries, illnesses, and fatalities.

Before joining CONN-OSHA Bracker worked for the Division of Occupational and Environmental Medicine at the University of Connecticut Health Center in Farmington and Federal OSHA in Hartford.

Bracker received her bachelor's from Yale University and her MPH from the University of California at Berkeley. She has been certified in the Comprehensive Practice of Industrial Hygiene since 1991.

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## ROBERT BRODY

Attorney | Brody & Associates  
@brodyassociates

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In 1997, Robert Brody founded Brody and Associates, a labor, employment, and benefits law firm which represents management. Before founding Brody and Associates, Brody was a managing partner for Jackson Lewis, one of the largest management labor and employment law firms in the United States.

Brody has been in private practice for more than 35 years and has represented businesses across the United States. He works in all industries and with companies that are leaders in their own industry, as well as with developing companies. As a counselor, he aggressively solves client personnel issues using common sense and 30 years of experience. As new laws emerge, Brody and Associates uses courage and experience to anticipate what these laws mean and what steps are needed to maintain compliance. Every month Brody and Associates share these insights among clients and friends with its monthly legal updates. When counsel isn't enough,

Brody has represented clients across the country before civil rights agencies, wage and hour tribunals, states attorneys general offices, many state departments of labor, and of course state and federal courts.

Brody was born in New York, New York. He graduated magna cum laude with honors in economics from Kenyon College in Ohio in 1979. In 1982, he graduated from Vanderbilt University School of Law. He is licensed to practice law in Connecticut, New York, Michigan, Illinois, and the Mashantucket Pequot Tribe, as well as admitted to nine United States District and Circuit Courts of Appeal.

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## ERIC DAIGLE

Director of Human Resources,  
National Field Operations | LAZ  
Parking | @LAZParking

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Eric Daigle is the national director of human resources for LAZ Parking, the second largest parking company in the U.S. He leads the implementation of people and culture initiatives for more than 11,000 employees in 28 states. Along with his team of more than 30 people, Daigle executes the company's HR strategy with a focus on maintaining the company's people-first mindset. Daigle's 20-plus years of HR experience in a variety of industries makes him a tremendous asset to the LAZ Parking leadership team.

His unique approach to talent acquisition and human capital management creates the right balance between people and results. His innovative solutions help the company attract and retain the best talent, as well as mitigate risk and stay compliant. Prior to joining the LAZ Parking family, Daigle worked in senior-level human resources leadership roles with Edible Arrangements, International and Dolce Hotels and Resorts.

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## CHIP DARIUS

Founder and President | Safety  
Priority Consultants, LLC  
@SafetyPriority

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Chip Darius is founder and president of Safety Priority Consultants, LLC, established in 2000. In 19 years the company has provided training and consulting to over 750 client organizations in occupational safety and health, OSHA compliance, risk management, and safety management systems. He is an experienced expert witness in safety-related legal matters. Darius has also served as safety advisor for the CBIA.

Darius has been an instructor for the OSHA Training Institute Region 1 Education Center for 17 years, teaching courses for safety professionals and OSHA officials in safety management systems, accident/incident investigation, general industry

and construction safety and health standards, outreach train-the-trainer courses, and other topics.

Darius holds multiple safety and health certifications and certificates. He earned bachelor's and master's degrees from the University of Connecticut, and has served as adjunct faculty to UConn, Keene State College, and Fitchburg State University.

He is author of three guidebooks, and designer of more than 200 specialized courses in safety and trainer development. He is an active member and has served several terms on the executive board of the American Society of Safety Professionals, Connecticut Valley chapter. Darius has presented on-site training, conference presentations, keynotes, and seminar programs in numerous states, Canadian provinces, and foreign countries. He is active on several committees for the American National Standards Institute.

Darius has been a certified emergency medical technician for 39 years. He and his wife Marla, a registered nurse, have five children.

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## ALDEN DAVIS

Principal | MyValueTree

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Known by colleagues and friends as the corporate plumber, Alden Davis is a specialist in regenerating institutions. He has more than 30 years of global expertise in industry, and he designs, orchestrates and leads large-scale institutional change.

The focus of his work is financially-based change processes, business turnarounds, collaborative labor-management change, and leadership development.

Davis is a contributor on Connecticut's WTIC Newstalk radio, a frequent conference speaker and workshop leader, and has presented to numerous organizations including MIT, Boston University, the University of Puerto Rico, Goal QPC, IAM Placid Harbor, EO and the Business Council to the UN. Alden has degrees in business and engineering from Arizona State University and holds two patents.

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## DENESE DEEDS

Co-Founder | Industrial Health & Safety Consultants, Inc.

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Denese Deeds is co-founder of Industrial Health & Safety Consultants, Inc., where she is the director of chemical regulatory services. In that function she prepares MSDS, labels, and other hazard communication documents; files international chemical registrations, and assists companies with overall chemical regulatory compliance. She has 38 years in the field and is a recognized expert. Prior to founding IH&SC she worked as an industrial hygienist for General Electric and Westinghouse.

Deeds has a chemistry degree from Stetson University in DeLand, Florida. She has lectured at the junior college level and has taught short courses on safety, industrial hygiene, hazard communication including U.S. and international SDS and chemical labeling; and the transportation of hazardous materials/dangerous goods. She is certified in the Comprehensive Practice of Industrial Hygiene by the American Board of Industrial Hygiene.

Deeds is a fellow of the American Industrial Hygiene Association and a member of the American Academy of Industrial Hygiene and the Society for Chemical Hazard Communication. She serves on the stewardship and sustainability committee. Deeds is a past-president of the Society for

Chemical Hazard Communication and serves on the SCHC outreach and communication committee. She is a registered SDS and label author. Deeds was awarded the Alice Hamilton Award by AIHA in 2014 and the Lifetime Achievement Award by SCHC in 2016.

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## BRIAN DOWNHAM

Product Safety Trainer & IPAF Senior Instructor | Skyjack Inc. @SkyjackInc

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Brian Downham has worked in the mining, petro chemical, construction and production areas, both onshore and offshore operations, since the early 1970s.

Downham started training in the early 1980's in northern Western Australia where he worked through the day in the petrochemical industry as a general service operator and spent his after hours teaching crane slinging and rigging at a local TAFE college. Downham has worked overseas in Papua New Guinea as an instructor on mobile and overhead cranes, rigging, forklifts, and other equipment, ran his own business in Australia for a number of years alongside WorkSafe as an industrial trainer and WorkSafe assessor for cranes, rigging, EWPs, forklifts and some earthmoving equipment before

moving to Canada and continuing his training career in both Canada and the U.S.

Training is his passion. He believes that helping people use and operate machinery safely saves lives.

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## BETH DUPONT

**Human Resources Director & EEO Officer | O&G Industries, Inc. | @ogindustries**

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Beth Dupont is human resources director and EEO officer for O&G Industries, Inc., one of the region's leading providers of construction services and products. Based in Torrington and in business since 1923, O&G employs over 1,000 skilled employees.

Dupont joined O&G in 2018 after serving almost five years as chief of staff at Club Quarters Hotels/Masterworks Development Corporation based in Stamford and NYC. Her previous positions included serving as director, organizational services for the Connecticut Hospital Association.

Dupont has served on the boards of directors for a number of organizations, including LifeChoice Donor Services and Wallingford Hawks Youth Hockey, and most recently is serving on the Northwest Regional Workforce Investment Board and the Department of Corrections Industry Advisory Board.

Dupont earned her bachelor's degree in communications from the University of Connecticut and her master's degree in labor relations from the University of New Haven.

She has two sons and lives in Cheshire with her husband Dan and her dog Bruin.

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## JEFFREY ERSKINE

**Deputy Regional Administrator OSHA, Region I | @OSHA\_DOL**

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Jeff Erskine started with OSHA in 2001, in the Springfield, Massachusetts area office, as a compliance safety and health officer. In his first few months on the job, he participated in the World Trade Center disaster. Erskine progressed from a CSHO to assistant area director in the Methuen area office, later being promoted to area director in Andover. He worked in the Boston Regional Office as the federal agency program officer, assistant regional administrator for enforcement, whistle blower, cooperative and state programs, and administrative programs. In addition, Erskine worked in the national office in the capacity of director of construction for nation. He remains active on several national work groups, alliances and partnerships.

Erskine is known as an outside of the box thinker who administers a fair and balanced approach to safety and health to further OSHA's cause.

He is a graduate of the school of management from the University of Massachusetts Amherst earning a bachelor's of science degree.

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## MICHAEL FERRY

**Chief Safety Officer | O&G Industries, Inc. | @ogindustries**

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Michael Ferry leads the safety program and department for O&G's diverse divisions of business including commercial construction, heavy civil, materials, as well as the company fleet of 500-plus DOT and non-DOT vehicles. He began his career in 2005 working in the Boston commercial construction market predominately managing safety on high-rise work and joined the O&G Industries team in 2015 in his current role.

Ferry holds a bachelor's degree in occupational safety and health from Keene State College. Outside of his professional life, he serves as president of Habitat for Humanity Greater Waterbury board of directors.

O&G is Connecticut's largest privately-held construction company, one of the country's top 400 Contractors and a top 100 green building contractor. Founded in 1923, O&G is a fourth generation family-owned company that provides construction services and products to clients throughout Connecticut and beyond.

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## SHELLEY HALLIGAN

**Director of Clinical Services | Aware Recovery Care @AwareRecovery**

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Dr. Shelley Halligan is a board certified psychiatric mental health nurse practitioner and the corporate clinical director for Aware Recovery Care.

Halligan specializes in the field of addiction medicine and has been a spokesperson in the field for over 10 years, offering training to medical students, registered nurses, communities, and families. She prides herself on working with impaired nurses and physicians, encouraging and advocating for safe integration back into practice once recovery has been obtained.

Halligan has a master's degree in nutrition, allowing her a unique approach to care by focusing on the whole body, integrating medication, nutrition, meditation, exercise, and spirituality into her practice. She holds a doctor of nursing practice from Drexel University and is a member of the American Society of Addiction Medicine.

As a person in long-term recovery she has an abiding commitment to individualized, emphatic, non-judgmental, and comprehensive care.

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## MARK HASKINS

**Founder & Owner | Practical Safety Solutions, LLC**

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Mark Haskins is a founder and the owner of Practical Safety Solutions, LLC.

During his 34 years of experience in safety and health, Haskins has held safety positions with pharmaceutical and chemical companies as well as safety positions in consulting and on major projects for an international construction company. He provides safety services to clients concentrating on assessments; program development and implementation; incident analysis and training, as well as technical services including electrical safety, lockout tagout, machine guarding, hazardous materials, industrial hygiene, and confined space entry.

Haskins previously held an adjunct faculty appointment in occupational safety and health at the University of New Haven. He is an instructor for the OSHA Training Institute and Education Center at Keene State College, and an adjunct faculty member. Haskins is an authorized OSHA outreach trainer in general industry and construction. He is a certified safety professional in comprehensive practice and holds a master's degree in occupational safety and health management, a graduate certificate in industrial hygiene, and a bachelor's degree in biology.

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## MATIN KARBASSIOON

**Business Growth Consultant | CONNSTEP | @CONNSTEP**

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Matin Karbassioon provides consulting, training, facilitation, and mentoring to manufacturers, health-care institutions, and government agencies in pursuit of enterprise-wide excellence. He is also a program leader for the CONNSTEP continuous improvement champion certification program.

Skilled in applying best business practices and leadership principles to increase productivity, quality, and throughput, Karbassioon has developed a number of training programs in continuous improvement and problem solving techniques. Throughout his 30-year career, Karbassioon has held key positions in engineering and operations and has successfully led global enterprise-wide Lean initiatives at a variety of manufacturing companies.

Karbassioon earned his bachelor of science in industrial engineering at the University of New Haven.

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## MARKO KAAR

**Director of Safety Operations  
Bartlett Brainard Eacott**

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Marko Kaar is responsible for safety program implementation and oversight for Bartlett Brainard Eacott, a general contractor/construction manager with self-perform labor and carpentry operations. Key focus areas include pre-task planning, coordination and communication with project managers, superintendents, subcontractors, and employees to mitigate risk and control exposures, with special emphasis on identifying risk prior to work. He is responsible for safety recordkeeping, training, and claims management.

Kaar has been working in the construction industry since 1983, and focused on construction safety as a career since 1989. He has worked with and for contractors large and small, around the country—consulting, training, motivating, and driving the message of life, health, and safety as core values of any organization. His varied background and field experience give him a unique outlook on the concepts of safety culture, risk management, and employee engagement.

Equally at home in the field or in the boardroom, he continually presses for change and improvement in our fast-paced industry.

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## KEN MASTRULLO

**Owner | MES Consulting Services, Inc.**

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Ken Mastrullo is the president of MES Consulting Services, Inc. His firm provides consultation services in electrical safety, training, compliance issues, and electrical accident investigation.

Mastrullo's career has included working in several disciplines in the electrical field. He worked for electrical contractors for 17 years as a journeyman, foreman and project manager.

He worked for 11 years as a senior facilities engineer for Bayer Corporation.

Mastrullo was a senior electrical specialist at the NFPA. He served as a secretary for NFPA 70E and was a staff liaison for the National Electrical Code and NFPA 70B. He was the safety editor for the NEC Digest. He was also the lead author of the Electrical Safety Program Book, and co-author of the 2004 edition of NFPA 70E Handbook for Electrical Safety in the Workplace, published by the NFPA.

He served as the electrical technical expert for Region 1 of OSHA for seven years. His responsibilities included providing electrical expertise and technical support for OSHA's compliance and outreach efforts.



Mastrullo is a licensed master electrician in Massachusetts, an OSHA certified outreach trainer for general industry, and a NFPA Certified Electrical Safety Compliance Professional.

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## CHRISTOPHER MAYNE

**Environmental, Health, & Safety Project Manager | GZA GeoEnvironmental, Inc.**

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Christopher Mayne is an environmental, health, and safety project manager for GZA GeoEnvironmental, Inc., a leading geotechnical and EHS consulting firm in Glastonbury.

Mayne has over 20 years of experience in the EHS/compliance field, bringing a unique combination of environmental and safety expertise. Working with clients in diverse industries, he conducts risk assessments and process audits for worker health and exposure control methods. He also conducts employee training on varied EHS topics. Additionally, Mayne's experience includes source water management for reservoirs and lakes.

Mayne received a bachelor's degree in biology from Creighton University and a master's degree in applied ecology and conservation biology from Frostburg State University.

He is a certified lake manager and an authorized occupational safety

and health outreach trainer for the construction trades. Mayne is a board member of the Connecticut Federation of Lakes, is a member of the North American Lake Management Society, and is on CBIA's Safety Advisory Board. He frequently speaks on EHS topics at business and technical conferences.

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## PHILLIP MONTGOMERY

**Director of Compensation Services and Safety | CBIA @HRHotline**

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Phillip Montgomery is director of compensation services and safety at CBIA. His responsibilities include providing assistance to CBIA members on compensation and benefit issues and working with members to design and conduct employee opinion surveys and other custom surveys.

Prior to joining CBIA, Montgomery spent 10 years in human resources positions in manufacturing and other settings where his responsibilities spanned recruitment, salary administration, and employee relations.

Montgomery is a graduate of Dartmouth College. He is a certified compensation professional and certified benefits professional.

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## KENNETH TUCKER

**Director | CONN-OSHA @CTDOL**

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Ken Tucker was appointed as the director for the Connecticut Labor Department's Division of Occupational Safety and Health in 2012. He has been employed by the Connecticut labor department since 1986, beginning his career as an occupational hygienist primarily working as a health compliance officer in the public sector.

In 2004 Tucker was promoted to the position of an occupational health and safety manager. He coordinated efforts in both the public sector, scheduling enforcement and consultation activities, and in the private sector, being responsible for the on-site consultation program. He also managed the safety and health achievement recognition program for eight years.

Tucker has served in the field of occupational safety and health since 1974. He enlisted in the United States Air Force that same year and served two enlistments. While in the military he was responsible for the safety and health of base military personnel.

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## WALTER TUCKER

**Director of Safety | Dinto Electrical Contractors**

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Walt Tucker is a certified safety professional and construction health and safety technician with 40 years' experience in occupational safety and health in both construction and general industry. At Paul Dinto Electrical Contractors, Inc., he is responsible for safety and health as well as workers' compensation, general liability, and auto insurance. He is a professional member and treasurer of Connecticut Valley Chapter, American Society of Safety Professionals, and, in 2010, Safety Professional of the Year for ASSP's Nutmeg Chapter. In 2011, he was the first recipient of the Connecticut Associated General Contractors' Construction Safety Professional of the Year award.

He has worked in the specialty chemicals and non-ferrous metals industries, and has been a consultant and expert witness.

Tucker has an AS in occupational safety and health from Housatonic Community College and a bachelor's in personnel management from the University of New Haven. He also has a healthcare construction certificate from the American Society for Healthcare Engineering. He is an OSHA outreach trainer in construction and a Connecticut-certified Fire Services Instructor II.

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## KYLE ZIMMER

**Director of Health & Safety/  
Instructor | IUOE Local 478**

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Kyle Zimmer works for IUOE Local 478 as the director of health and safety. He started his

career as the health and safety instructor for the operating engineers training school in Meriden, where he would routinely provide safety and health training for nearly 4,000 members. Zimmer is the labor liaison for emergency response and the in-house liaison for the union's employee assistance program. He is a certified OSHA HAZWOPER trainer and is qualified to train OSHA safety and health related topics.

As an instructor for the IUOE National Training Fund in West Virginia, he co-instructs training courses for professional development for more than 400 active instructors. In 2011, Zimmer earned the title of director of health and safety/instructor, and now develops curriculum, trains apprentices and journeyman in skills development and safety and health in the workplace. Zimmer has conducted more than 270 classes and trained close to 5,000 members in the following classes: HAZWOPER, OSHA construction industry outreach, disaster site work, confined space awareness, rigging and signaling trainer, and trench awareness.

Zimmer managed several large disasters with Connecticut Task Force

1, including the Kleen Energy Power Plant explosion and several devastating hurricanes that hit the coast.

Zimmer sits on the Connecticut Emergency Response Commission. He has been the eminence of Local 478's Members Assistance Program, a peer-to-peer program, which helps assist union members and their families through lifestyle issues.

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## MICHAEL ZISKIN

**Founder & President | Field  
Safety Corporation  
@FieldSafetyCorp**

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Michael Ziskin is founder, co-owner, and president of Field Safety Corporation, a Connecticut-based consulting firm specializing in risk management, business continuity planning, industrial hygiene, safety and hazardous materials management since 1983. Previous to starting FSC, he was the corporate health and safety director for an international engineering firm with 28 offices in the U.S. and 14 globally. He is a culture change agent, educator, author, scientist, management consultant, expert witness and an employer.

Ziskin has been assisting clients in their approach to worker protection and business resiliency for over thirty years. He is the general industry course chair for the OSHA Training Institute and Education Center New

England, Keene State College; and a master trainer for OSHA's General Industry, Construction Industry, Maritime and Disaster Site Worker Outreach programs. He holds certifications in hazard control management and hazardous materials management, business continuity and is a fellow of the Institute of Hazardous Materials Management.

Ziskin has been appointed to the American Industrial Hygiene Association, NIOSH, NFPA and ASTM committees involved with occupational health and safety issues and personal protection. He is also a member of the American Society of Safety Engineers, American Institute of Chemical Engineers, Disaster Recovery Institute International, National Safety Council, Associated General Contractors, and Associated Builders and Contractors. Since 1991, Ziskin has been an adjunct faculty member at the University of New Haven and a member of the Fairfield County Hazardous Incident Response Team.