

THE 54TH ANNUAL NEW HAMPSHIRE SAFETY & HEALTH CONFERENCE



**MAY 13 & 14, 2025 ~ MANCHESTER, NH
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THE 54TH ANNUAL NEW HAMPSHIRE SAFETY & HEALTH CONFERENCE

SAFETY: TODAY, TOMORROW, AND BEYOND

May 13 & 14, 2025

DoubleTree by Hilton Manchester Downtown

Manchester, NH

The New Hampshire Safety & Health Conference will feature motivating keynote speakers, breakout sessions on timely safety topics, a large vendor hall with the latest in safety products and services, unlimited networking opportunities, and CEUs.



We'd love to interact with you on social media! Tag us when sharing your conference photos, and don't forget to follow NSC-NEC on LinkedIn and Facebook. Search for *National Safety Council - New England Chapter* and give us a "like"!

Use the following session track icons to help you navigate the conference:



Compliance



Safety Leadership



Health/Wellness/Ergo



Transportation

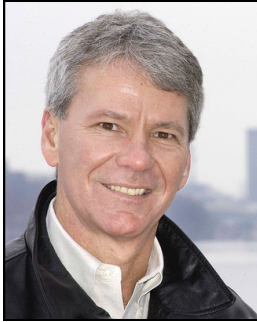


The Future of Safety

TUESDAY - May 13, 2025

7:00 AM REGISTRATION OPENS

8:00 AM OPENING KEYNOTE SPEAKER



THREADS OF PROGRESS: THE LEGACY OF MANCHESTER'S INDUSTRIAL ROOTS AND WORKPLACE SAFETY

John Clayton - Author

Manchester, NH, was once at the heart of the Industrial Revolution, with the Amoskeag Manufacturing Company shaping the city's identity as a global leader in textile production. But what was it like to work in the massive Millyard during that era? Join local historian, author, and former Union Leader columnist John Clayton as he takes us on a journey to the past to reflect on the resilience, ingenuity, and challenges faced by the workers who built Manchester's industrial legacy. Discover how early forms of occupational safety emerged in the mills as we honor the spirit of innovation and perseverance that continues to shape New Hampshire's workforce today.

9:00 AM BREAK

9:30 AM BREAKOUT SESSIONS



OSHA'S LONG ESTABLISHED POWERED INDUSTRIAL TRUCK STANDARD

David Berard - Owner - DB Services

If you are familiar with the mechanics of operating a lift truck then this is the session for you. Mr. Berard will go over updates and OSHA requirements and discuss recommended safety practices.



BEHAVIOR REINFORCEMENT: CATCH THEM DOING SOMETHING RIGHT

Steve Fuller - President/Founder - Positive Safety Coaching

As safety professionals, we are often conditioned to look out for what could go wrong, so we can help avoid mishaps. It can become very easy to forget to lookout for what is going well...

This session will explore ways to approach reinforcing positive safety behaviors, while maintaining safety expectations. Attendees are encouraged to share their own experiences in creative ways of reinforcing behavior.

Attendees will learn about 1) Types of Reinforcement, 2) Alignment of Reinforcement, and 3) A review of "The Fundamentals" of safety.

TUESDAY - May 13, 2025

9:30 AM BREAKOUT SESSIONS - CONTINUED



IT'S OKAY TO NOT BE OKAY: LET'S BREAK THE STIGMA OF WORKPLACE MENTAL HEALTH

Jennifer L. Landon, M.Ed. - Founder, Educator, Speaker - YGM Consulting

Everyone you meet is battling something you know nothing about. When we ignore, dismiss, or poke fun at these struggles, we put employees at greater risk of absenteeism, accidents and injuries, and even suicide.

During this session, we will:

- Understand the difference between mental health challenges and mental illness.
- Gain insight into the prevalence of workplace grief, mental illness, and suicide.
- Debunk common myths surrounding mental health and suicide.
- Learn how to identify warning signs and explore available resources for support.

Creating a psychologically safe and healthy work environment is not just an opportunity to attract and retain talent - it's the right thing to do.

Note: This session is not a mental health first aid or suicide prevention training. Instead, the intention is to raise awareness, promote sensitivity, and increase comfort in discussing these difficult, yet essential topics.



OSHA UPDATE

Joseph LaRose - Area Director - US DOL/OSHA

Review Region 1 OSHA's new initiatives and programs.

10:30 AM BREAK / VENDOR HALL OPENS

11:00 AM BREAKOUT SESSIONS



DOES YOUR LOTO PROGRAM MEASURE UP?

Peter Noddin CSP OHST - Safety and Health Manager - Monadnock Paper Mills Inc.

We all understand the basic concepts of lockout/tagout, or control of hazardous energy. Even so, employees continue to be injured or killed in machinery or electrical accidents due to human factors failures in selection or application of hazardous energy controls. In this program, we will take a thorough look at lockout/tagout and its relationship with machine guarding, work practices and management systems for preventing machinery or equipment accidents. We will review critical requirements of the OSHA Standards and recommendations of ANSI Z244.1 that, when followed correctly, will prevent these accidents. Common myths about lockout/tagout and mistakes often made when writing and implementing hazardous energy programs will be discussed so that you can look at your own program and determine if it "measures up".

TUESDAY - May 13, 2025

11:00 AM BREAKOUT SESSIONS - CONTINUED



WORKPLACE ERGONOMICS - STRAIN AND SPRAIN INJURY PREVENTION

Josh Emerson, WCP - Loss Control Consultant II - MEMIC

Rose Wess, CSP, CHST, WCP - Safety Management Consultant - MEMIC

This interactive & hands on ergonomics discussion will transform how you approach workplace safety and comfort. Through hands-on activities and real-world scenarios, you'll learn how to:

- Understand the principles of workplace ergonomics. Learn how using proper principles directly translate into preventing sprain and strain injuries, keeping your team healthy and happy.
- Identify ergonomic red flags in your workspace. From awkward workstation layouts to repetitive tasks, you'll learn to spot potential problems before they lead to discomfort.
- Have open and productive conversations with your workers about proper body mechanics and healthy workstation habits. Learn how to address concerns effectively and create a culture of shared responsibility for well-being.

Gain the confidence and knowledge to lift safely and efficiently, preventing back strain and unnecessary injuries



WHAT'S CRASHING FLEET SAFETY PROGRAMS

Tim McCarty, CSP, ARM, ALCM - Clark Insurance

Managing a fleet safety program isn't easy or as straightforward as some would like to believe it is - there is a lot to it. We will explore some of the more common pitfalls in the creation and execution of a fleet safety program that almost certainly doom it to, if not failure, then not achieving the desired result. Understanding what doesn't really work well can lead our efforts toward a program that is more effective throughout the company and, most importantly, the drivers on the roadway.

- Understanding the major areas of fleet safety program weakness
- Reviewing how some actions increase the risk of collisions on our roadway
- Understanding actions we can take to overcome the program weaknesses

TUESDAY - May 13, 2025

11:00 AM BREAKOUT SESSIONS - CONTINUED



CAREERS IN EHS - PANEL DISCUSSION

Whether you're considering a career in EHS, looking to advance in the field, or seeking insights into the diverse opportunities available, this interactive panel discussion and Q&A session will provide valuable perspectives from industry experts. Learn about career paths in safety, health, and environmental management, along with education opportunities and professional designations that can help you grow in the field. Our panelists will share their experiences, discuss industry challenges, and highlight the evolving role of EHS professionals in today's workplaces.

Session Objectives:

- Gain insight into various career paths within the EHS field.
- Learn about education opportunities, certifications, and professional designations that can enhance your career.
- Understand industry trends, challenges, and opportunities for growth.
- Hear real-world experiences and career advice from seasoned EHS professionals.
- Participate in an open Q&A session to get your career-related questions answered.

12:00 PM LUNCH, NETWORKING, AND VENDOR TIME

1:00 PM PRESENTATION: *NSC MEMBER BENEFITS AND HOW TO MAKE THE MOST OF THEM*

1:30 PM BREAKOUT SESSIONS



MANAGING AN OSHA INSPECTION

James F. Laboe - Attorney - Orr & Reno, P.A.

This presentation will teach you how to successfully manage an OSHA inspection thereby reducing your exposure to OSHA citations as well as downstream liability (e.g. third party lawsuits, criminal exposure, repeat citations, undermine competitive bidding process, etc.). The presentation will contain real-world examples from actual OSHA inspections.



HOW SAFETY LEADERSHIP REDUCES COST & IMPROVES PROFITABILITY

Rich Sarnie, CSP, P.E., ARM, CCPSC, MBA - Senior Safety Executive - United Alliance Services, Corp.

This presentation will detail how safety leadership will drive costs down, profitability up and improve compliance. The speaker will give straight forward tips & strategies that leadership can use in their day-to-day management of the business to improve their company's ability to compete and give them a remarkable edge over their competitors in the marketplace.

TUESDAY - May 13, 2025

1:30 PM BREAKOUT SESSIONS - CONTINUED



EMPLOYEE HEALTH, WELLNESS AND RESILIENCY: A MAINTENANCE APPROACH TO ORGANIZATIONAL SUCCESS

Jason Mills - LCPC, EMT-P - The Resilient Responder

The purpose of this course is to challenge traditional mindsets as they relate to health, wellness, and resiliency. Many wellness or fitness programs focus only on physical wellness or limited aspects of mental health. They are often reactive in nature and utilize a standardized program for all members.

Utilizing a fleet maintenance approach provides organizations with a descriptive analogy that illustrates the need for customized programs for their employees. Programs need to go beyond physical fitness and begin to explore all areas of wellness and resiliency such as spiritual, social and financial, as these areas of health often have a substantial impact on the overall health and performance of the firefighter.

Data from within the fire service and outside of the fire service in private sector business has repeatedly shown that proactive wellness programs provide a substantial benefit to the department or organization in the form of return on investment (ROI). Most departments in the U.S. however lack a comprehensive health, wellness, or resiliency program.

This program will explore the benefits of comprehensive employee wellness and resiliency programs on organizational finances, work related injury and illness, recruitment and retention and organizational moral.



FEDERAL MOTOR CARRIERS UPDATE

Session information coming soon!

2:30 PM BREAK / VENDOR TIME

3:00 PM BREAKOUT SESSIONS



THE IMPORTANCE OF INTERNAL HEALTH AND SAFETY AUDITING AND STRATEGIES FOR IMPLEMENTATION

Session information coming soon!

TUESDAY - May 13, 2025

3:00 PM BREAKOUT SESSIONS - CONTINUED



FORGING THE FUTURE: REGENERATIVE MANUFACTURING AND THE NEXT INDUSTRIAL REVOLUTION

Jared Matthews - ARMI BioFabUSA

Regenerative medicine and advanced manufacturing are transforming healthcare, and it's happening right here in the Manchester Millyard. This session will explore how breakthroughs in regenerative manufacturing are revolutionizing recovery for the severely injured and chronically ill. By leveraging cutting-edge biotechnology and scalable production processes, regenerative medicine offers new hope for restoring function, reducing disability, and helping individuals return to wellness. Attendees will gain insight into the disruptive technologies taking place in the Millyard and how these advancements will shape the future of healthcare, community well-being, and our workplaces.

Join us!

New Hampshire Conference Networking Event

**Tuesday, May 13, 2025 ~ 4:30-6:30 PM
Manchester Historic Association Millyard Museum**

Sponsored by:



**AMERICAN SOCIETY OF
SAFETY PROFESSIONALS**

Granite State Chapter



Scan for more info



nscnec.org/nh-networking-event

WEDNESDAY - May 14, 2025

7:00 AM REGISTRATION OPENS

8:00 AM OPENING KEYNOTE SPEAKER

FUTURE TRENDS IN SAFETY / CEOS WHO GET IT

Bob Coates - Eversource

Session information coming soon!

9:00 AM BREAK / VENDOR TIME

9:30 AM BREAKOUT SESSIONS



ELECTRICAL HAZARD AWARENESS FOR THE TRANSMISSION & DISTRIBUTION SYSTEMS

Andrew Ouellette - Lead Safety Advisor - Eversource Energy

This program will provide the attendee with a general overview of the Electrical Transmission & Distribution systems and the related hazards to contractors working nearby and to the general public. Basic system equipment operation summaries and construction types will be provided to help the attendee better understand how the system works and how to avoid any potential hazards.



MOTIVATING EMPLOYEES THROUGH SAFETY INCENTIVES AND RECOGNITIONS

Sponsored by:
SANBORN  HEAD

Otto W. Rusch III, CIH, CSP - Director of Healthy & Safety - Sanborn Head & Associates, Inc.

This breakout session is designed to offer proven techniques and examples of safety incentives used in various industries.

By the end of this session, participants are expected to take away useful tools, ideas, and examples they can mimic or jump off of for their own safety incentive program.



ERGONOMIC RISK REDUCTION: HYPERTHERM'S DATA-DRIVEN APPROACH

Dave Kiser - EH&S Manager - Hypertherm Associates

Ergonomic hazards continue to be a primary source of injuries throughout the manufacturing industry. Hypertherm has long maintained an ergonomics program and on-site professional. However, to tackle this prevalent hazard, a new approach was needed. This session will focus on Hypertherm's transition to a new risk-assessment based system called ErgoFactor and how it has developed a strategic roadmap for ergonomic risk reduction within our manufacturing operations.

WEDNESDAY - May 14, 2025

9:30 AM BREAKOUT SESSIONS - CONTINUED



NFPA 70E & 70B BATTERY SAFETY FUNDAMENTALS

Kenneth Andrea - Owner - MES Consulting Group

NFPA 70E is a conscience document intended to assist electrical workers “in the field” in evaluating the level of electrical hazards and risks they may be exposed to. However, when 70E states it’s “permitted,” it means it’s an option or can be used, but it’s not mandatory. Understanding the “scope of the work” performed is critical to applying 70E “BEST PRACTICE” measures.

10:30 AM BREAK / VENDOR TIME

11:00 AM BREAKOUT SESSIONS



WHY ELECTRICIANS ARE STILL BEING INJURED BY ARC FLASHES: THE FOUR HORSEMEN OF ARC FLASH INJURIES

Derek Sang - Senior Technical Training Manager - Bulwark FR

Despite advancements in safety protocols and Personal Protective Equipment (PPE), electricians continue to suffer life-altering injuries from arc flash incidents. This session delves into the “Four Horsemen” of arc flash injuries - **Irresponsibility, Defiance, Neglect, and Complacency** - to uncover why these preventable incidents persist.

1. **Irresponsibility:** Many injuries occur because electricians are not issued the appropriate PPE, often due to insufficient planning, budget constraints, or mismanagement of resources.
2. **Defiance:** Even when PPE is provided, workers may choose not to wear it, citing discomfort, time constraints, or underestimating the risks involved.
3. **Neglect:** Improper use of PPE - such as wearing it incorrectly or neglecting to follow layering and fit requirements - undermines its effectiveness and leaves workers exposed.
4. **Complacency:** The assumption that equipment is de-energized without proper verification is a leading cause of arc flash injuries, exposing workers to catastrophic risks.

This session will provide actionable insights into addressing these challenges and building a culture of safety and accountability. Attendees will gain strategies to ensure PPE accessibility, foster compliance, train for proper PPE usage, and implement robust verification procedures for de-energized equipment.

Key Takeaways:

1. **Ensuring PPE Availability:** Develop strategies to guarantee electricians have the right PPE readily accessible to avoid gaps in protection.
2. **Overcoming Non-Compliance:** Learn methods to address resistance and foster a workplace culture where PPE use is consistent and non-negotiable.
3. **Maximizing PPE Effectiveness:** Identify common misuse patterns and implement training to ensure proper PPE wear and layering techniques.

Equip your team with the knowledge and tools to combat the Four Horsemen and drastically reduce the risk of arc flash injuries in your workplace.

The presentation, “The Four Horsemen of Arc Flash Injuries,” will focus on delivering clear, practical information grounded in real-world examples. It will include several videos demonstrating the dangers of arc flash incidents, followed by a discussion of real news stories and events that highlight key issues such as improper PPE use and incorrect assumptions about de-energized equipment. Using these examples, the session will outline common causes of injuries and provide straightforward strategies to address them, giving attendees practical tools to improve safety practices in their workplaces. Including a review of the recent OSHA Guidance on Arc Flash Safety.

WEDNESDAY - May 14, 2025

11:00 AM BREAKOUT SESSIONS - CONTINUED



TROOP G - COMMERCIAL VEHICLE ENFORCEMENT: INDUSTRY OUTREACH

Seth Turner - New Hampshire State Police

Join us for an informative session led by Trooper Seth Turner from the New Hampshire State Police Troop G, specializing in commercial vehicle enforcement. This presentation will provide an overview of Troop G's mission to ensure the safety and compliance of commercial motor vehicles on our roadways. Attendees will gain insights into the enforcement efforts, current trends in commercial vehicle safety, and the importance of industry outreach.

Learning Objectives:

- Understand the mission and objectives of Troop G in relation to commercial vehicle enforcement.
- Identify key trends and challenges in the commercial vehicle industry affecting safety and compliance.
- Learn about the inspection process, including what to expect during roadside inspections and at inspection checkpoints.
- Explore the importance of collaboration between law enforcement and motor carriers for enhancing roadway safety.
- Discuss common compliance issues and best practices for motor carriers to ensure adherence to regulations.
- Engage in a Q&A session regarding enforcement practices and safety measures.



WHEN IS A FIRE NOT JUST A FIRE - HAZARDS OF LITHIUM BATTERIES

Scott D. Herzog - Practice Leader, EH&S - HETI

Lithium-ion batteries have revolutionized the consumer electronics and automotive industries. These batteries have a high power density and charge quickly however they pose special risks both to the user and to emergency responders. The learning outcomes of this talk are to

- understand the mechanisms of lithium ion battery fires that burn intensely at high temperature
- understand that battery fires continue to ignite and spread until all fuel is consumed (thermal runaway)
- a majority of fires occur indoors during unsupervised charging, mismatch of equipment or overcharging
- there is continuing effort to develop standards and controls to minimize impact of lithium-ion battery fires.

WEDNESDAY - May 14, 2025

11:00 AM BREAKOUT SESSIONS - CONTINUED



“WAREHOUSING AND STORAGE NEP” ARE YOU READY?

Stephen Gauthier - Owner - Gauthier Safety Consultant

Warehouse training is crucial because it helps to improve employee performance, boost safety, increase productivity, reduce errors, ensure compliance with regulations, and prepare workers for new technologies, ultimately leading to a more efficient and cost-effective warehouse operation by creating a skilled workforce capable of handling the demands of the job such as Racking LARC documents, Racking, FAS, PIT, Material Handling and Conveyors.

A “Warehouse and Storage NEP” refers to the Occupational Safety and Health Administration’s (OSHA) “National Emphasis Program” specifically focused on the warehousing and distribution industry, aiming to significantly increase safety inspections and enforcement actions at warehouses to reduce workplace hazards and injuries within the sector; essentially, it’s a targeted initiative to improve safety practices in warehouses through more rigorous inspections and enforcement actions.

12:00 PM LUNCH, NETWORKING, AND VENDOR TIME

1:00 PM REMARKS FROM MEGAN PLAZA - *THE IMPORTANCE OF ACTIVE SHOOTER TRAINING*

1:05 PM CLOSING SESSION



CIVILIAN RESPONSE TO ACTIVE SHOOTER EVENTS (CRASE)

Gerard Ditolla - *New Hampshire State Police*

Law enforcement officers and agencies are frequently requested by schools, businesses, and community members for direction and presentations on what they should do if confronted with an active shooter event. The Civilian Response to Active Shooter Events (CRASE) course, designed and built on the Avoid Deny Defend strategy provides guidance and a proven plan for surviving an active shooter event.

Learning Objectives:

- Understand the historical context and prevalence of active shooter events in various settings.
- Identify the roles and responsibilities of law enforcement and professional guardians during an active shooter incident.
- Explore the Avoid Deny Defend strategy and its application in real-life scenarios.
- Evaluate different civilian response options and their effectiveness in active shooter situations.
- Recognize medical issues that may arise during and after an active shooter event and how to address them.
- Develop a personal action plan for responding to an active shooter event in various environments.

Attendees at this training will receive a certificate of completion



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Thank you to the volunteers of the New Hampshire Conference Committee whose hard work and dedication made this event possible.

2025 NEW HAMPSHIRE CONFERENCE COMMITTEE

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Joseph LaRose Sr.

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Bob Reynolds

Safety Manager - *Amoskeag Beverages*

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Thank You

REGISTERING FOR THE NEW HAMPSHIRE SAFETY & HEALTH CONFERENCE

3 EASY WAYS TO REGISTER...

1. **Register online:** Visit www.nscnec.org/nh-conference
2. **Register by email:** Send your completed registration form to: conferences@nscnec.org
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NSC-NEC, ATTN: Conferences, 2 Whitney Rd, Suite 11, Concord, NH 03301

EARLY BIRD REGISTRATION DISCOUNT

NSC-NEC is pleased to offer a discounted registration price available if we receive your *PAID* registration on or before **March 28, 2025**. When completing the registration form, if you are unsure of all of the employees' names who will be attending but still want to take advantage of the early bird discount, simply indicate how many slots you would like us to hold for your company. We must have the names of the attendees no later than **May 2, 2025**.

GROUP REGISTRATION DISCOUNT

For every 5 people registered, the 6th attends for **FREE!**

SCAN HERE
TO REGISTER



HOTEL ACCOMMODATIONS

NSC-NEC has reserved discounted rooms. Visit nscnec.org/nh-conf-hotels for more information and to book online.

- DoubleTree by Hilton Manchester Downtown - 700 Elm Street, Manchester, NH - (603) 625-1000
Conference rates from \$154/night plus tax - Rate expires **4/21/25** - Ask for "Safety Council Block in May 2025"

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Early Bird paid on or before March 28, 2025

1 Day	(Tues or Wed)	\$200
2 Days	(Both Tues & Wed)	\$300

Paid after March 28, 2025

1 Day	(Tues or Wed)	\$230
2 Days	(Both Tues & Wed)	\$350

NON-MEMBER RATES

Early Bird paid on or before March 28, 2025

1 Day	(Tues or Wed)	\$230
2 Days	(Both Tues & Wed)	\$350

Paid after March 28, 2025

1 Day	(Tues or Wed)	\$255
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Questions? Contact NSC-NEC at
conferences@nscnec.org 1-800-396-2047

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If you need to cancel your conference registration, you must do so prior to **April 15, 2025** and you will receive a 100% refund. No refunds will be issued after **April 15, 2025** due to marketing and administrative costs incurred. If you need to cancel, we must have it in writing, emailed to conferences@nscnec.org



2025 NH Safety & Health Conference Registration Form

Company Name:
Address:
Contact Person:
Email:
Phone:

SEE PREVIOUS PAGE FOR CONFERENCE PRICING STRUCTURE

Please complete the following information:

	Attendee Name	Attendee Email	Tues. or Wed. Only	Both Days	Amount
1.					
2.					
3.					
4.					
5.					
6.*					\$0 (6/5)

For every 5 people registered, the 6th attends for FREE!
**The 6th attendee's registration must be of equal or lesser value than the other registered attendees.*

Total to be Charged:

Card No.:	
Expiration Date:	Security Code:
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1

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2

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3

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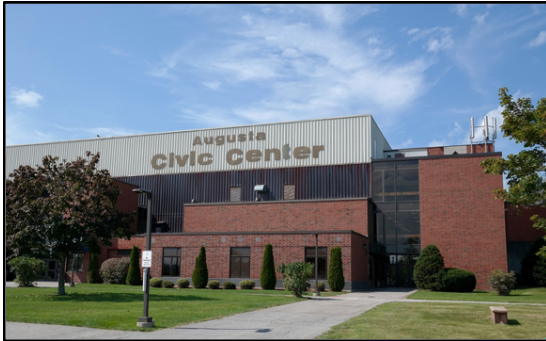
Number of Employees	One Year	Two Years	Three Years
1-49	\$499	\$898	\$1,272
50-100	\$549	\$988	\$1,400
101-500	\$849	\$1,528	\$2,165
501-1,000	\$1,399	\$2,518	\$3,567
1,001-5,000	\$2,899	\$5,218	\$7,392
5,001-10,000	\$7,999	\$14,399	\$20,397
10,001-20,000	\$15,999	\$28,799	N/A
Over 20,000	\$24,999	\$44,998	N/A

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Save the Dates!

Learn more about our other upcoming
Safety & Health Conferences at:
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The 98th Annual
Maine Safety & Health Conference

October 14-16, 2025
Augusta Civic Center
Augusta, ME



2025 NSC Safety Congress & Expo
Denver, Colorado

Professional Development Seminars: September 12-14 and 17-18
Congress & Expo: September 15-17

Check back soon for the 2026 dates:

Greater Massachusetts Safety & Health Conference

New Hampshire Safety & Health Conference

Join us for the 2025 New Hampshire Safety & Health Conference!

May 13 & 14, 2025
DoubleTree by Hilton Manchester Downtown
Manchester, NH

This long-running conference will help you navigate the future of safety and wellness. Featuring motivating keynote speakers, a wide variety of breakout sessions on timely safety & health topics, a large vendor hall with the latest in safety products and services, unlimited networking opportunities, and available CEUs!

Breakout Sessions

Addressing Timely Safety and Wellness Topics

Session Tracks to Include:

- Compliance
- Safety Leadership
- Health/Wellness/Ergo
- Transportation
- The Future of Safety

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