





April 16, 17, 23, & 24, 2026



**OSHA 30-Hour
General Industry**

8:00 a.m. – 4:30 p.m.

@ SCNWO

Instructor: Ray Struffolino





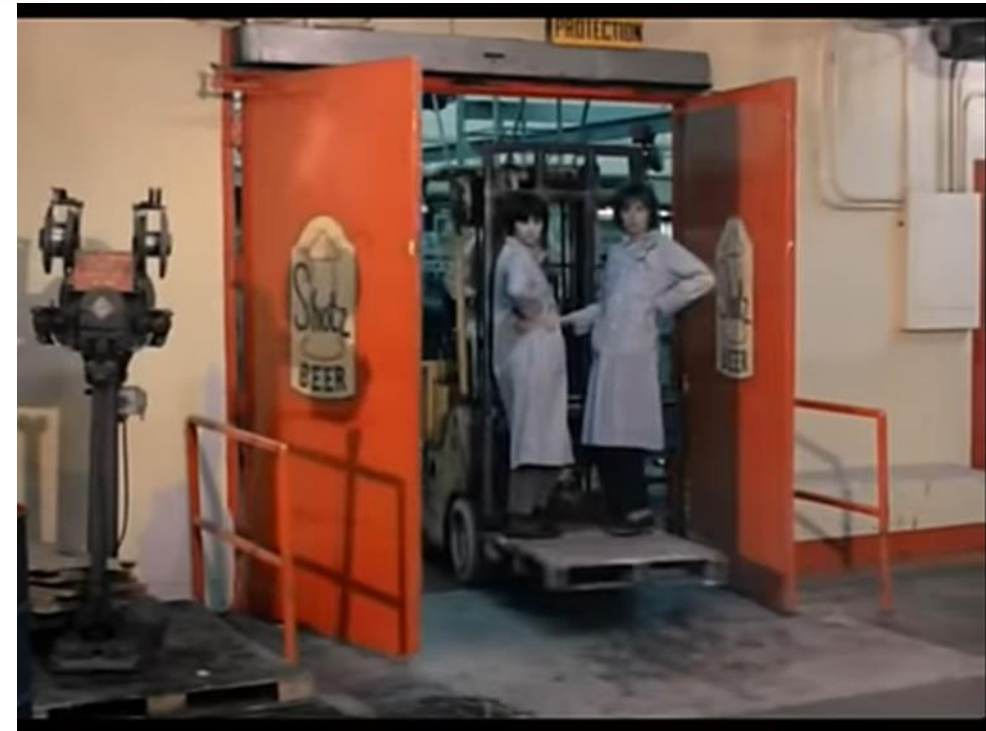
April 22, 2026

Forklift Train-The-Trainer

9:00 a.m. – 3:00 p.m.

@ SCNWO

Instructor: Bob Momany





April 27 - May 1, 2026

**Certified Occupational Safety
Specialist**

8:00 a.m. – 4:30 p.m.

**@ Allen County Job and
Family Service**



Instructor: Bob Momany



April 28, 2026

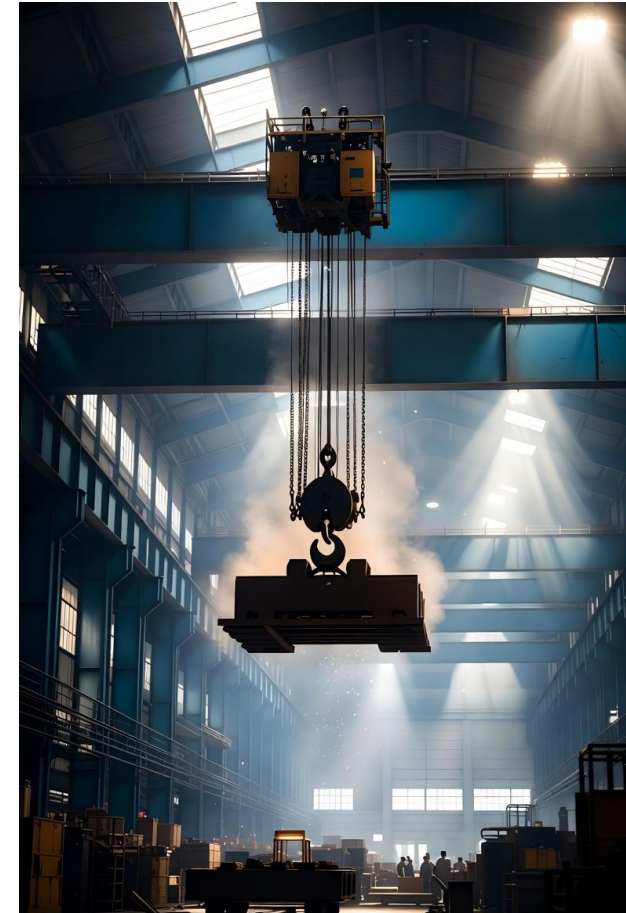
Monthly Safety Meeting

Crane Safety

8:00 a.m. – 9:15 a.m.

Webinar

Presenter: Ray Struffolino





April 29, 2026

Workplace Violence & Bullying

**8:00 a.m. – Noon
@ SCNWO**

**Presenter: Michaela MacRitchie
Cardinal Compliance Consultants**

Workplace Violence and Bullying





May 5, 2026

**Aerial / Scissor Lift
Train-The-Trainer
9:00 a.m. – Noon
@ SCNWO**

Instructor: Robert Momany





May 6, 2026

First Aid / CPR

First Aid – 9:00 a.m.

CPR – 1:00 p.m.

@ SCNWO



Instructor: Stephanie Cuellar



May 7, 2026

Cargo / Load Securement

9:00 a.m. – 3:30 p.m.

@ SCNWO

**Instructor: Blue Arc
Training & Consulting**





May 12, 2026

**Compliance Luncheon
Motorcycle Awareness & Safety
Noon – 1:30 p.m.
@ SCNWO**

**Presenter: Vickey Johnson, COSS
Napoleon Harley Davidson**





May 13, 2026

**35th NW Ohio
Safety & Health Day**

**8:00 a.m. – 3:00 p.m.
@ Owens Community College**

**Keynote: Mary Archer &
Rena Harrington**

**United Support and Memorial for
Workplace Fatalities**

www.safetyandhealthday.com





THANK YOU TO OUR SPONSORS!



FREE ADMISSION		FREE ADMISSION		FREE ADMISSION		FREE ADMISSION	
ROOM	AUDITORIUM						
TIME							
7:30 am-8:00 am	REGISTRATION AND EXHIBITOR BOOTHS		FOOD TRUCK: GRIT & GRACE		REGISTRATION AND EXHIBITOR BOOTHS		
8:00 am-9:00 am	Outside the Box Thinking In Claims Management Carl Habekost, Zachary Pena, & Ken Finley	The Role of an Industrial Hygienist Dan Marklewicz	DOT Compliance for the Non-CDL Driver Jay Muratore Healthworks Safety	Asbestos Safety and Awareness Rob Gulsinger City of Toledo Department Environmental Svc.	Occupational Health Services Overview: Driving Healthier Workplaces Mercy Health Occupational Health Services		
9:00 am-9:15 am	BREAK AND EXHIBITOR BOOTHS		FOOD TRUCK: GRIT & GRACE				
9:15 am-10:15 am	Labor/Union and Management Relations Regarding Workplace Safety Jim Yates Eastman and Smith	Embedding Environmental Compliance Into Your Business Dave Rice Rubicon EHS	OSHA PPE Assessments & General Industry PPE Howie Eberts SCR Safety	NFPA 70B Update Jeff Hutchins Cardinal Compliance Consultants	OSHA's Scaffolding Standards In Construction and General Industry Dan Steffen Asst. Area Director Toledo OSHA Office		
10:15 am-10:30 am	BREAK AND EXHIBITOR BOOTHS		FOOD TRUCK: GRIT & GRACE				
10:30 am-11:45 am	"We Lost Our Person" KEYNOTE SPEAKER Mary Archer & Rena Harrington United Support and Memorial for Workplace Fatalities						
11:45 am-12:45 pm	LUNCH AND EXHIBITOR BOOTHS		FOOD TRUCKS: DEET'S BBQ * THE SAUCY SLAMWICH * SABROSA TACO				
12:45 pm- 1:45 pm	An In Depth Summary of OSHA's Lockout/Tagout Standard Matt Marcinko OSHA Enforcement Programs Chicago Region	Drug Free Workplace & Marijuana In the Workplace Update Brooke Krell Fastest Lab Toledo	PPE Back to Basics Total Safety	Data Center Safety, Issues and What to Expect Onsite Richard Barcum Cardinal Compliance Consultants	Leading with Safety Jim Mangas Revolutionary Safety		
1:45 pm – 2:00 pm	BREAK AND EXHIBITOR BOOTHS		FOOD TRUCK: GRIT & GRACE				
2:00 pm – 3:00 pm	What to Expect From OSHA This Summer Todd Jensen Area Director Toledo OSHA Office						
FREE ADMISSION		FREE ADMISSION		FREE ADMISSION		FREE ADMISSION	



Presented by:
Robert Momany, COSS, COSM
Executive Director
Safety Council of Northwest Ohio
April 14, 2026

Safety Program Participation

Employee Engagement Best Practices

Learning Objectives

Difference between Engaged and Disengaged Employees

How Employee Engagement Impacts Safety

Tips to Improve Employee Engagement

Measuring & Rewarding Successes

The Disengaged Employee

Someone who usually doesn't enjoy their work, and as a result, does the bare minimum, doesn't put in extra effort, and is highly unlikely to be a company evangelist.

In studies conducted by Queens School of Business and the Gallup Organization, **disengaged** workers have **37 percent** higher absenteeism, **49 percent** more accidents and **60 percent** more errors and defects.

The Engaged Employee

“An "engaged employee" is one who is **fully involved** in, and **enthusiastic** about their work, and thus will act in a way that furthers their organization's interests ”

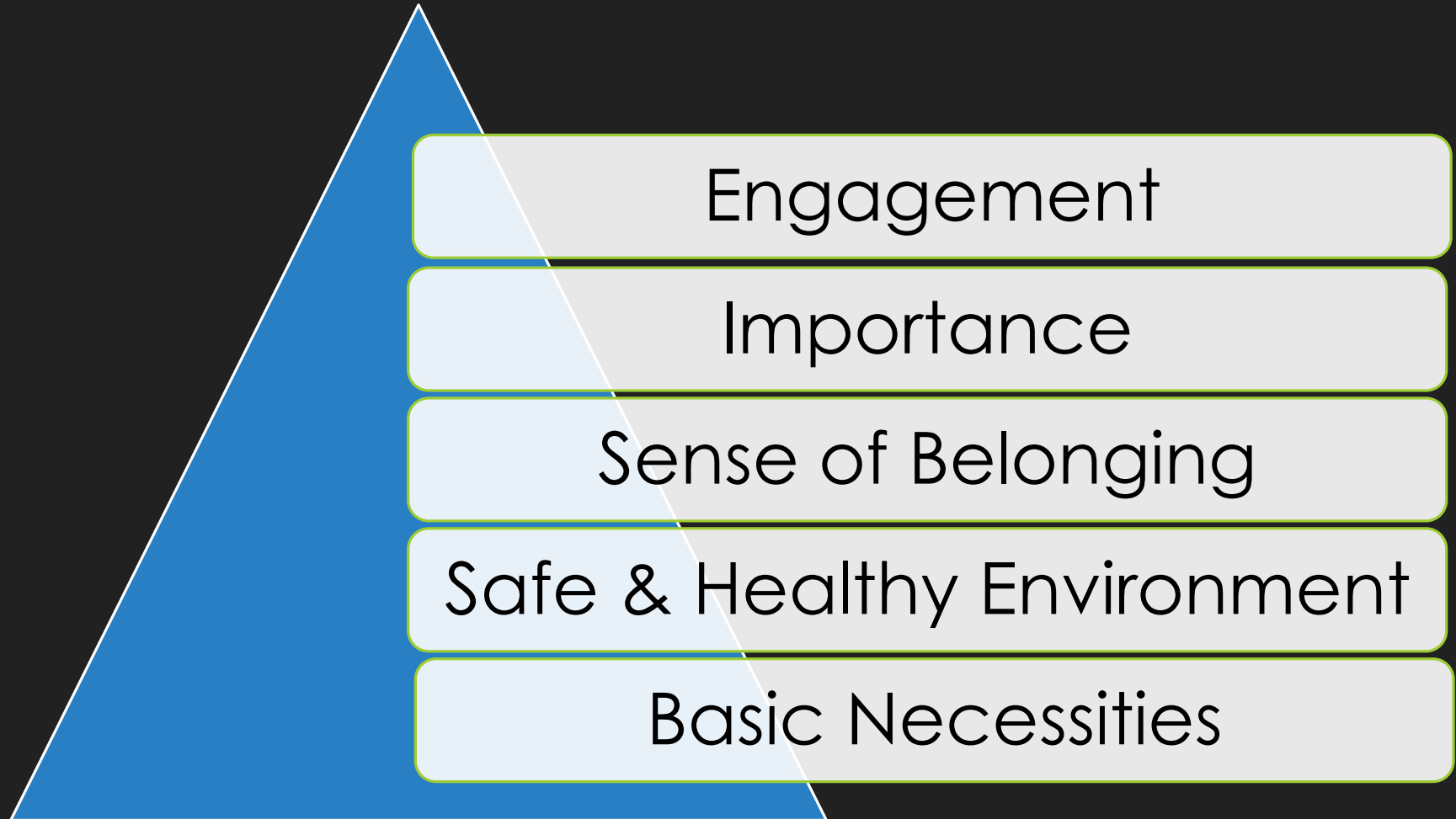
Did You Know

**Your employees have more than
60,000 thoughts per day.**

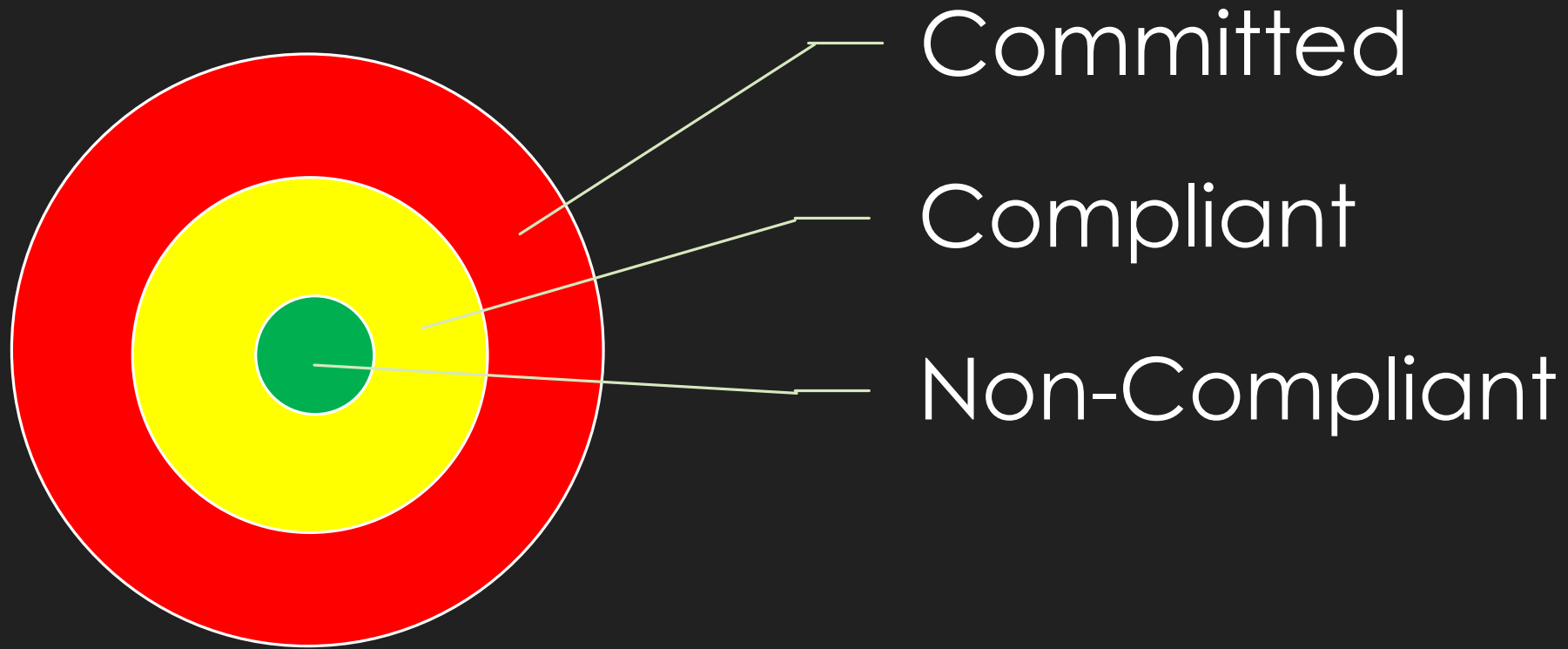
**Only 8 % of that brain power is
related to the task at hand.**

WOW!

Hierarchy of Needs for Employees



Levels of Employee Engagement in Safety



The Levels Defined

Non-Compliant

- “ I will not follow your safety and quality rules because I am convinced the only way to get high production is to take risks and shortcuts.”

Compliant

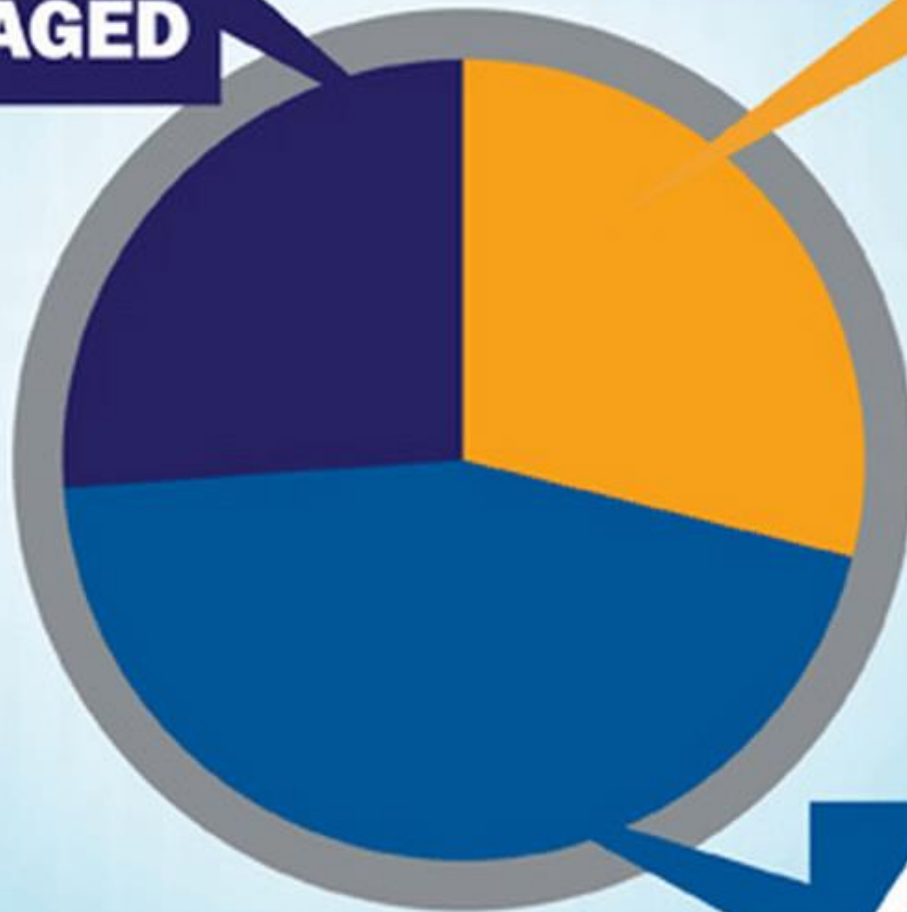
- “I will follow your safety and quality procedures as long as someone is standing there watching me. But when that person leaves, Ill take more risks.”

Committed

- “ I will follow the safety and quality procedures in the moment of choice when nobody is watching. This is who I am; **always.**”

26% ARE **ACTIVELY
DISENGAGED**

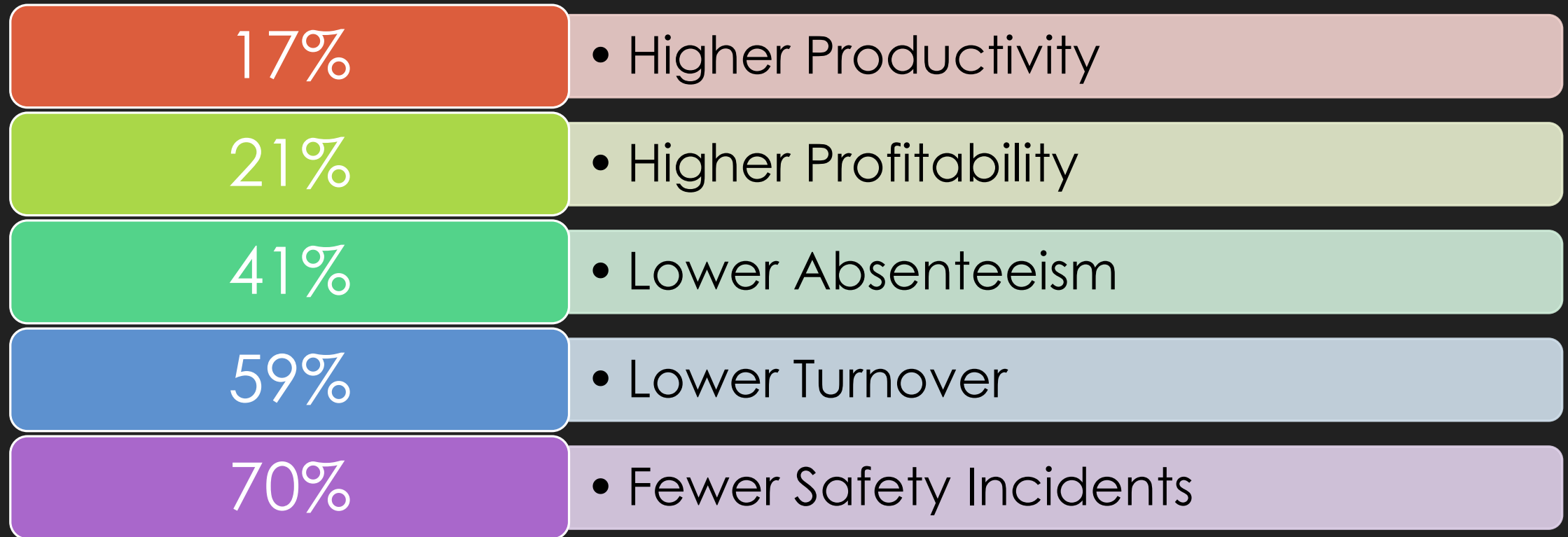
29% OF THE
WORKFORCE IS
ENGAGED



45% ARE
**NOT
ENGAGED**

This chart represents the
breakdown of employee
engagement across the US.

When Workers Are Engaged





How

The Path to a High Participation Safety Culture

Five Steps to Building A High Level of Safety Participation

- CEO Commitment
- Designating a Safety Superstar
 - Employee Buy-In
 - Safety Reflex
 - Safety Velocity

The Path to a High Participation Safety Culture

CEO Commitment

- Believe
- Genuine
- Two Catalysts for Change
 - Emotional
 - Economic

Catalyst for Change Defined

Emotional

Happened at their job site

Affected a loved one (friend or family)

Take it personally



We Can and We Will Do Better, Starting Today!

Catalyst for Change Defined

Economic



Poor Safety Hurts Bottom Line

Strong Safety Generates More Work

Choosing Safety Leads to Profitability

CEO Commitment

100%

The Path to a **High Participation Safety Culture**

The Rise of the Safety Leader

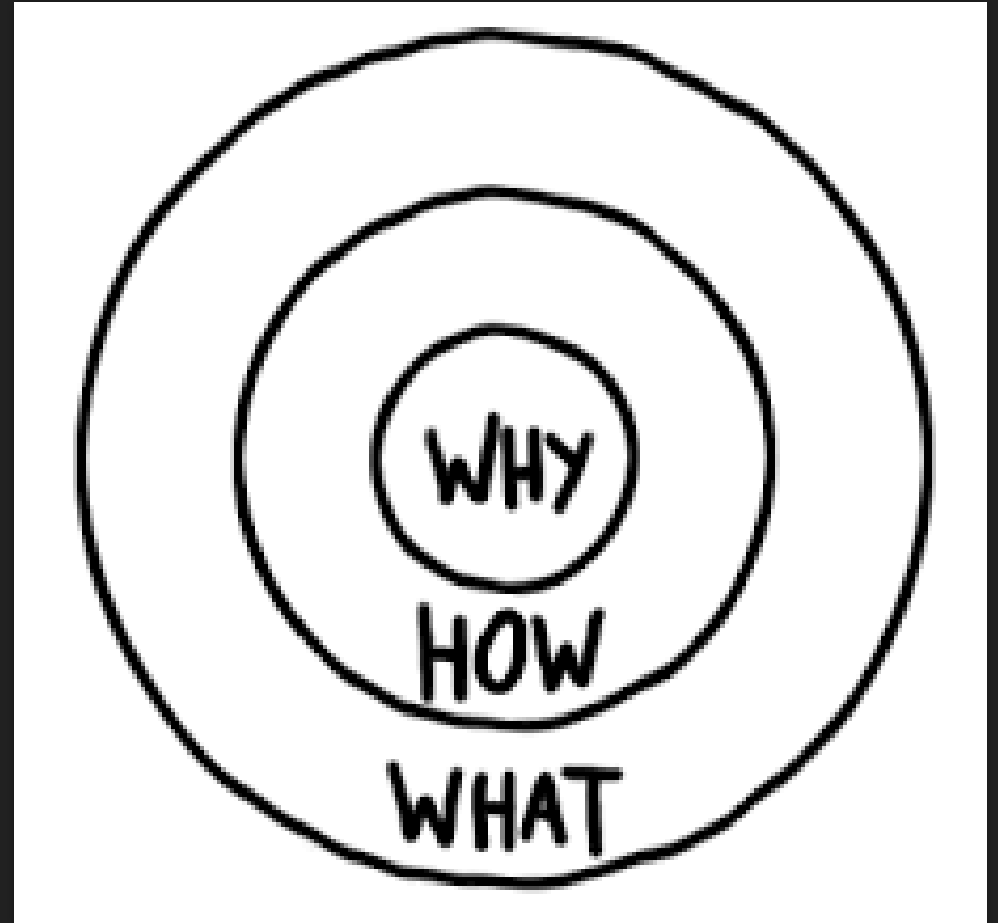
- Appointed by CEO
- Set the Tone for Safety Culture

The Safety Leaders Objective

Align the safety program
with a purpose

Don't focus on what you
do, but why you do it

This Creates your Culture!



The Introduction of a Safety Culture

Values

Attitudes

Beliefs

Norms

Priorities

The Introduction of a Safety Culture

○ Negative –
Wait for it, BAM!³

○ Positive –
Winning!

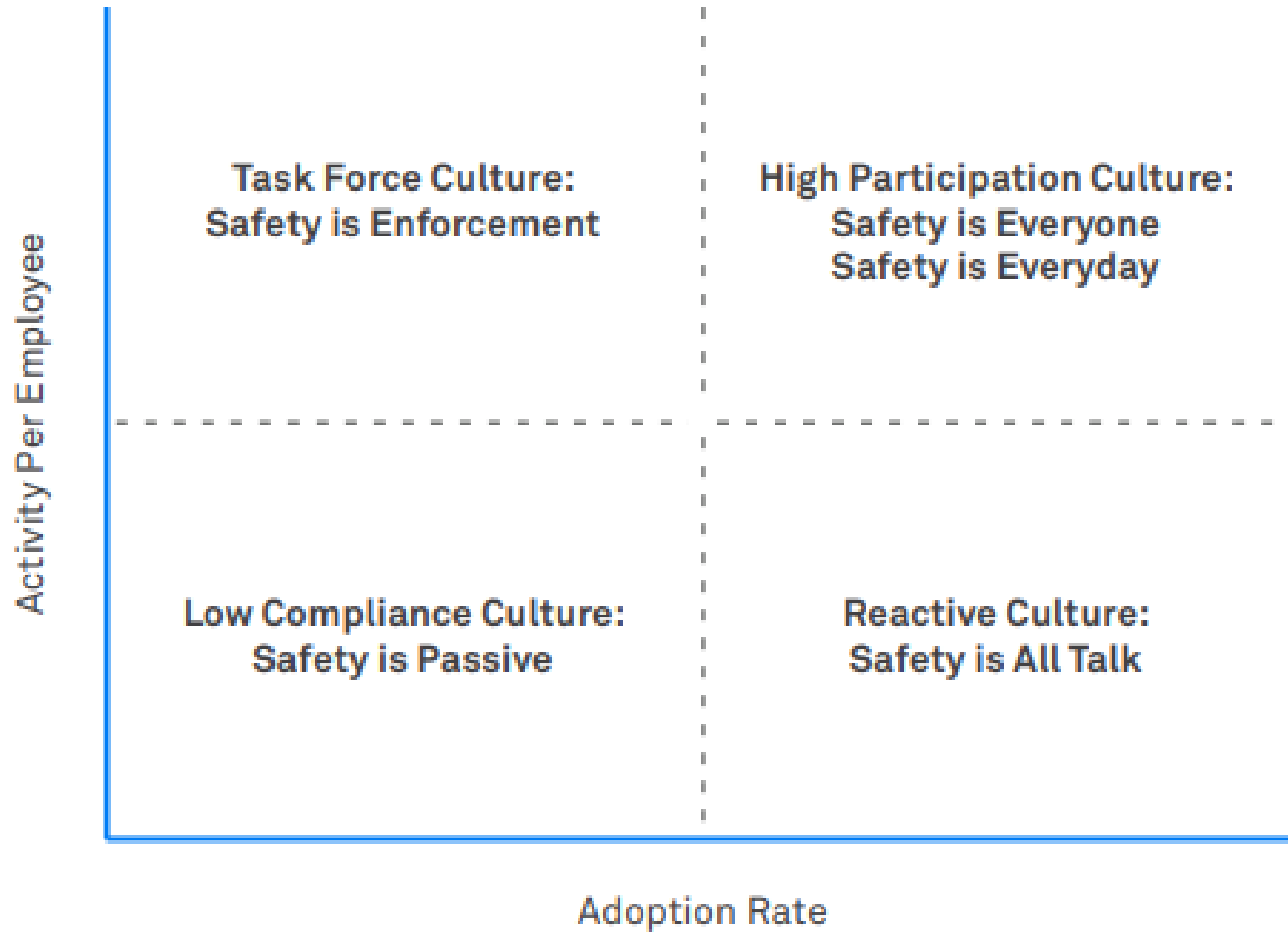


The Introduction of a Safety Culture

Types of Safety Cultures

- Low Compliance Culture
- Reactive Culture
- Task Force Culture
- High Participation Culture

Figure 2: Safety Culture Framework



Positive Safety Leaders are Change Agents

A **change agent** is someone that transforms and improves the way things are done in an organization, by **encouraging new behaviors** and new ways of thinking. If a company wants to continue to grow and succeed, **change is inevitable.**

The Safety Leader (Change Agent) Role

The EHS Leader “Change Agent” Role

Facilitates
Company-
Wide
Participation

Promotes
Proactive
Participation

Tracks
Quality &
Frequency of
Participation

Shares
Results with
Executives

The Path to a **High Participation Safety Culture**

Empowering The Safety Leader

- Included in Strategy Planning
- Change-Management Driver
- Strong Relationship with CEO

The Path to a High Participation Safety Culture



The Safety Leader (Super Star) Characteristics

- Don't Need to be a Safety Expert
- Good Communication Skills
- Leader
- Supervisor of New Programs/Concepts

The Path to a High Participation Safety Culture



The Path to a High Participation Safety Culture

Change
Agents Role is
to Create
**Employee
Buy-In:**

- Listen to Feedback
- Encourage Participation
- Share Information
- Foster Change
- Give Praise
- Other Tips

Getting Employee Buy-In

98% of safety professionals believe active participation in safety improves performance.

Listen to Feedback

Anonymous
Surveys

Index
Cards/Suggestion
Boxes

JSA Reports

Encourage Participation

Identifying & Tracking Participation

- Identify & Report Hazards
- Engage with Health & Safety Goals
- Suggest Improvements
- Follow Health & Safety Procedures
- Hold Regular & Effective Safety Meetings



Employee Participation (cont.)

Personify Safety

- Branding
- Symbol



Share Information

Don't Hide Financial
Benefits,
Embrace Them!



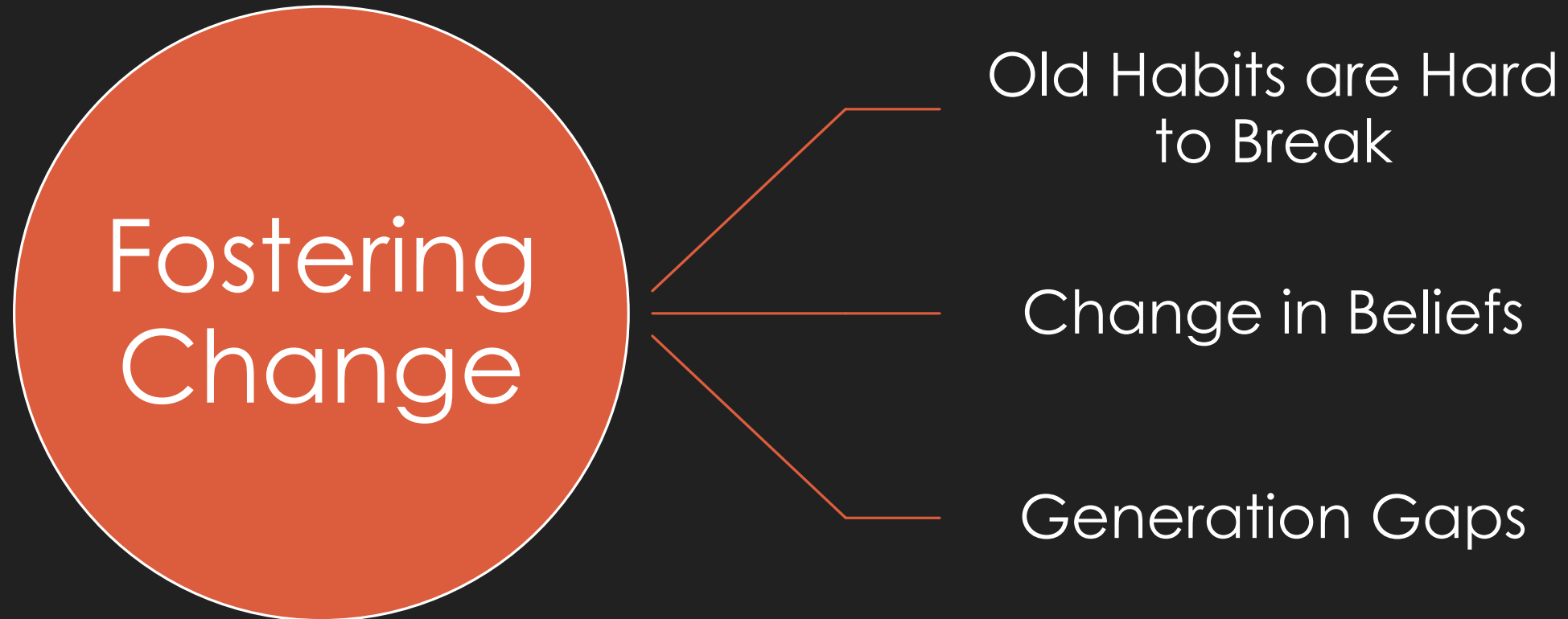
Share information (cont.)

Give your people
“inside” information

- Circle of Trust



Fostering Change



Give Praise



Go Out of Your Way to Recognize Good Efforts

Reward Safe Practices

Find the Positives, Even in Negative Situations

Other Tips

The logo for 'whatelse?' features the word 'whatelse?' in a lowercase, sans-serif font. The word 'whatelse?' is in black, with the word 'else?' highlighted in a vibrant green. To the right of the text is a thick, black, stylized graphic element that resembles a question mark or a large, bold letter 'C'.

Other Tips



Make New Hires
Feel Welcome

Other Tips



Find the Passion

Other Tips

The “I’s” Have It

Integrity

Initiative

Individual Talents

Invaluable Diversity

Other Tips

- Provide On-Going Coaching & Training
- Keep Communication Open

Other Tips

- Take Turns Leading Meetings
- Employee “Hot Seat”



Other Tips

Emphasize Work/Life Balance

“Work-life balance is one of the most important things employers can do to help employees not only stay healthy and fit, but keep them engaged day by day. Provide a work from home scenario and flexible hours where employees with children or adults with hobbies are allowed the freedom to enjoy life to the fullest, but still get their work done.”

~Blake McCammon, Blogging4Jobs

Other Tips

- Encourage Volunteering
 - Inside
 - Outside

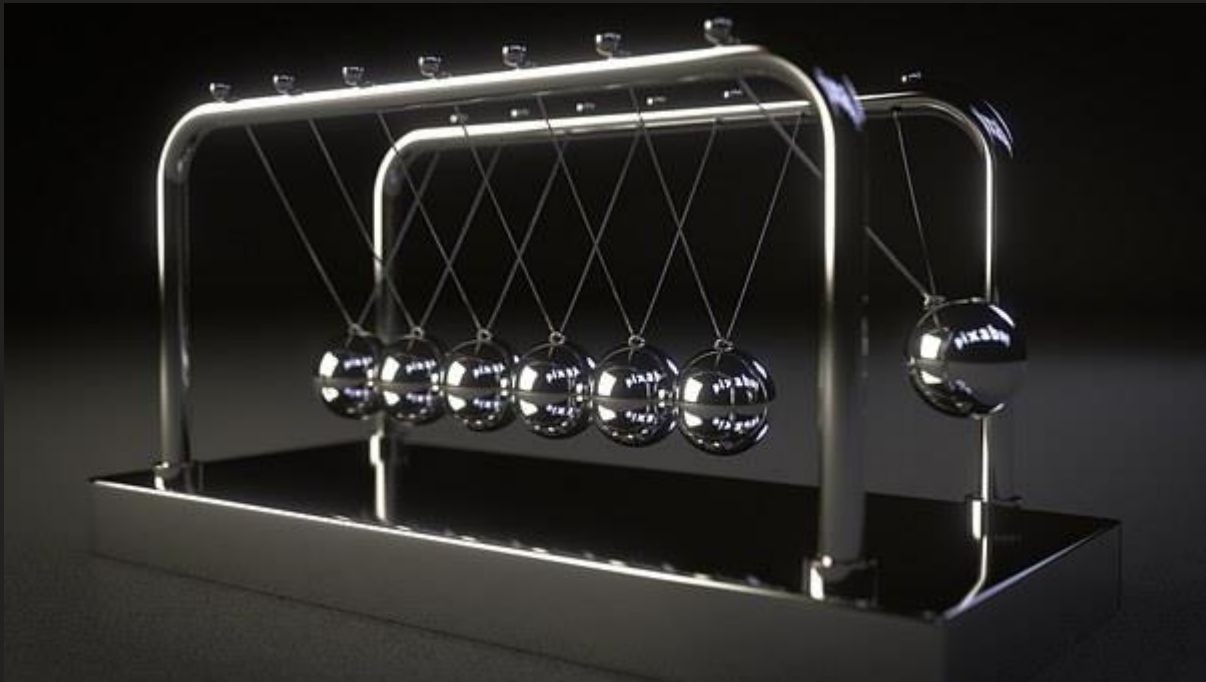


Other Tips

HAVE FUN!!!



The Path to a High Participation Safety Culture



Safety Reflex

- After Employee Buy-In
- Critical Time in Building Culture
- Hitting Roadblocks

The Path to a High Participation Safety Culture

Safety Velocity

- Empowering Employees
 - Identify Hazards
 - Communicate Hazards
- Encourage Additional Leaders to Emerge
- Continuous Monitoring & Engagement



An open notebook with lined pages is placed on a dark wooden table. A cup of coffee is visible in the upper right corner. A teal banner with a scalloped edge is overlaid on the notebook, containing the text "what gets measured gets done" in white lowercase letters.

what gets measured
gets done

The Path to a **High Participation Safety Culture**

Barriers to Participation in Safety

Lack of Management Participation

Lack of Involvement from Workers

Poor Communication

The Path to a High Participation Safety Culture



The Path to a High Participation Safety Culture

Safety is a Journey
not a Destination

**FOCUS ON THE
JOURNEY
NOT THE DESTINATION**

What's Next?

Established the Desired Culture

Obtained a Seat at the Table

How Do You Keep the Journey Going?



Keep the Motivation Alive

**PEOPLE OFTEN SAY THAT
MOTIVATION DOESN'T LAST.
WELL, NEITHER DOES
BATHING – THAT'S WHY WE
RECOMMEND IT DAILY.**

ZIG ZIGLAR

Safety Starts with You!



Your Demeanor Matters



Personal Praise Goes A Long Way



Make it Painless



Be a Change Agent

Key Elements of The Employee Voice ⁵

Set Clear Guidelines

Instill a Sense of Ownership

Invest in Future Growth

Involve Employees

Ongoing Training

Two-Way Communication

Recognize Employees

Listen to Feedback

THE END