THE MICHIGAN ASSOCIATION OF TIMBERMEN
SELF-INSURERS' FUND

SAFETY LOG

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MATSIF EXCEEDS $70 MILLION IN REFUNDS TO DATE

The MATSIF Board of Trustees authorized a refund request totaling $800,000 with surplus comprised from the following fund years. The refund was approved by the Workers' Compensation Agency, Group Self-Insurance Division, and checks were mailed to qualifying members on May 4th. This refund puts MATSIF refunds over the $70,000,000 mark since the Fund's inception. I misspoke at the annual convention when I stated it put us over the $80,000,000 mark. I apologize for this error, but whether its $70 or $80 million, you all should be proud of this achievement.

Surplus from 2016-2017	$200,000
Surplus from 2015-2016	100,000
Surplus from 2014-2015	100,000
Surplus from 2013-2014	50,000
Surplus from 2012-2013	50,000
Surplus from 2009-2010	100,000
Surplus from 2007-2008	100,000
Surplus from 2006-2007	100,000
TOTAL REFUND	**$800,000**

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2018 Annual Convention

By: Richard Stringer

It was a pleasure to see this year's convention at Boyne Mountain so well attended. Boyne did an outstanding job of catering our convention this year. The recreation events were open including the water park and a couple of ski slopes as well. The food and service were very good for such a large crowd. There were in the neighborhood of 350 registered attendees and among these were younger members who had not attended in the past. The future rests with this younger generation. Boyne Mountain has a lot of events for families and no doubt that had something to do with the attendance, but I would like to think that some of these folks will be taking an interest in the management of the Fund. On that note, I would like to recognize Andrew Jaroche, son of Luke and Lynelle Jaroche of Maples Hardwoods in Hessel for stepping up to the plate to fill the vacant spot on our Board of Trustees. This is a vital position for the overall management of MATSIF.

MATSIF hosted two seminars this year and both dealt with employees, of course, since that is the business we are in. The first was concerned with detecting drug and alcohol use and influence on the job. The second was put on by Michigan Works and dealt with finding and training new employees and the services offered by that agency. As we have all known for a long time, there is a severe shortage of qualified people available to fill the jobs available. This is in all vocational trades including machine operators. Even finding someone who can tell the different tree species is difficult. With the demand for forest products as it is today, and adding the new Arauco mill in Grayling, this crisis will continue to grow. The costly equipment used in the logging and sawmilling industry demands intelligent, hardworking men and women to operate. With no "pool" to draw from, training new employees requires even more emphasis than ever. We know from past experience that the most successful businesses have been able to retain good employees. It has been said that you can never pay a good employee enough but a poor employee will never be worth what he is paid. I like to say that employees are the most valuable asset a company has.

We had twenty safety awards earned by our members this year and many were on hand for this presentation. It is a pleasure and an honor to recognize these members at the convention. The success of MATSIF rests with lower workers' compensation cost; that is our purpose. So to recognize those members who work claims free for several years is to recognize the importance of their efforts for our success. We congratulate each of them.

One last note, Barb Bennett announced that I will be retiring this fall. I have been in this position now for seventeen years and have enjoyed working with many great people. I know many are wondering and asking about what will happen to our zones and the best I can say right now is that there has not yet been a decision on that, but we will try to make the transition as smooth as possible. My target date for retirement is October.

HEALTH CARE SAVINGS

As a result of the review processes, the following savings have been realized on medical bills for MATSIF member claims through the first quarter of the calendar year:

Total Charges	Reduction	Review Work Cost	Net Savings	% of Savings	Return on Investment	
$800,024	$448,391	$11,203	$437,188	55%	40.02/1.00	***1st Quarter***
$800,024	$448,391	$11,203	$437,188	55%	40.02/1.00	***Total***

MIOSHA's Latest Citation is Worthy of All Parties Being Informed

By: Rich Newill

A prominent wood industry member just received a citation from MIOSHA for the following rule as found in Part 14. CONVEYORS. This has not been cited previously in my experience, and is generally considered fulfilled when employees grease the line putting them in positions of close proximity to all moving parts.

R408.11411 Employers' and employees' general responsibilities.

(2) An employer *shall establish an inspection program* to maintain conveyor components in a condition which does not constitute a hazard to the employee.

The issue of defense against this citation comes from the fact that the rule could be interpreted to **imply** a Written program be developed. I find it unclear this is required however, since other Standards, such as the Sawmill standard, Part 52. SAWMILLS, states in R 408.15223 Power control.: (4) A *written* lockout procedure shall be established by an employer and used by an employee. A power source of any equipment to be repaired, serviced or set up shall be locked out by each employee while doing work. Any residual pressure shall be relieved prior to and during work.

The fact that the word "written" is used in that rule could be constructed to mean it is satisfactory to simply have and follow a maintenance routine to accomplish compliance with the rule stated in Part 14. CONVEYORS since no mention of "written" is made. Could this constitute a defense for the citation? I don't know, as I am not a lawyer. I am however a reasonably experienced safety person and I am of the opinion that performing regular maintenance does fulfill the rule. My position is supported further by the fact that this approach is and has been almost the exclusive method of all wood industry business for all time up to now without known problems or injury resulting.

I recommend we all strive to meet the new interpretation MIOSHA seems to be putting forward, but I say this as I grit my teeth and recognize it is easier to meet the complaint than it will be to fight it. Your position may differ from mine on the principal of the matter, but to be realistic, we will likely never win the argument against government bureaucracy inclined to pile on new interpretations when compliance-failure cannot be found within old ones. Interpretation of Standards remains a problem in many situations, and no solution for that is likely to be found as long as humans are making the determinations.

WELCOME MATSIF NEW MEMBERS

Bill Kirschner Jr. Trucking & Forest Products., *Powers*
Buchanan Pallet Products, LLC., *Buchanan*
Kalamazoo Pallet, LLC, *Kalamazoo & Holland*
C & A Arborists, Inc., *New Buffalo*
Allwood Building Components, *Richmond*
Midwest Tractor & Equipment Co., Inc. *Buckley*
American Arbor, LLC., *Three Rivers*
Quality Tree Service of Michigan, LLC., *Fremont*
Collins Brothers Sawmill, Inc., *L'Anse*
Outback Forestry LLC., *Bailey*

Annual Convention Seminars

By: Barb Bennett

MATSIF put together two very interesting seminars at this year's convention. Thursday's session was a two -hour seminar on Reasonable Suspicion, which is a required DOT training. Dan Litzner, safety specialist with the Michigan Center for Truck Safety, did an excellent job in presenting information to a packed room on how to recognize the signs and symptoms of drug and alcohol abuse. Dan did this presentation free of charge and also presented each attendee with a hard copy of the session for their records. If you have need of this type of training, I would highly recommend contacting Dan for his assistance.

Our second seminar was conducted Friday morning and was put on by Dave Droste and Sean Connors from Michigan Works. Again, the room was filled to capacity and the audience participated in a lively discussion regarding the need for trained, quality employees. Everyone in the room was aware of the difficulty in finding and retaining good employees; it almost seems like an impossibility. However, Dave and Sean outlined programs available to both employers and employees that can help put the two in touch with one another. They offer a multitude of services that can be checked out by visiting: michiganworks.com.

Time

By: Brian LeBouef

There is something we never have enough of and continues to tick by, time. For most companies time is a valuable commodity. There never seems to be enough time to accomplish each day's tasks. The issue with this is we tend to push off items that seem to not be of high importance. Some of these tasks may not be the most immediate concern of the day, but are just as important to the overall safety of the company. I am talking about employee training and MIOSHA compliance.

Training is most important when a new employee is hired. Too often I see where a new hire is given a quick explanation of how to complete the task but the proper technique is not demonstrated or explained. Proper employee orientation should take a half to a full work day.

Of course, the operation of the company will dictate the proper training. A new employee on a logging site will have much different training than an employee at a pallet producer. However, there are many items that are the same for any position or company.

- Proper use of PPE
- Proper body technique when performing specific tasks
- Location of fire extinguishers
- What to do if an injury occurs
- Orientation of the work area
- Goals of their specific position and of the company
- Familiarize with company policy and employee manual
- Job shadowing the position with an experienced employee

When spending the time to train an employee, management has to look at the time used or spent as an investment in the company. Keeping employees safe and giving them a good understanding of their goals will benefit the company and employee. The training will make the employee feel like a member of a team and not like a person just filling a position.

Another area that gets pushed to the end of the list is safety compliance. The spring time is slower for some of our members. This is a great time to review policies and MIOSHA compliance tasks. SDS manuals should be reviewed to see if new chemicals are being used. Review operator permits to make sure they are up-to-date and employees are properly trained on the equipment they operate. Look at fire extinguishers; make sure the monthly checks are being accomplished and schedule the annual inspections from a licensed contractor. Check first aid kits and supplies to make sure they haven't been used or out-of-date.

Making a review of policies and safety concerns at the same time annually will relieve the pressure to accomplish these reviews at busier times of the year. If you need assistance with new employee training, MATSIF provides a checklist with the "Think Safety" manual each year. Loss Control Representatives are also available to answer questions or assist with MIOSHA compliance concerns.

NEW DVDS AVAILABLE IN SPANISH

In an effort to assist our members with Spanish speaking employees, MATSIF recently purchased DVDs for some of the required annual trainings. These DVDs include training on: Bloodborne Pathogens, Lockout/ Tagout, Forklift Safety, Confined Space, and Right to Know. All of these are available by calling the MATSIF office. Our goal is to have them all available on our new webpage that is currently under construction.

CONFINED SPACE ENTRY (Spanish & English)

This training program was specifically produced to assist employers in complying with OSHA regulation for General Industry. Confined spaces are located at many different types of workplaces and it is important employees understand their dangers. Length: 20 Minutes

This program addresses the following:
- Contents of the OSHA Standard
- Definition of Confined Spaces
- Hazards of Confined Spaces
- Training for Entrants, Attendants & Supervisors
- Permit-Required Confined Spaces
- Emergency Rescue
- Personal Protective Equipment

CRANE SAFETY—HAND SIGNALS (Spanish)

In the general industry settings, the need to move large and heavy loads is necessary and vital. Cranes make it possible to lift, move, and lower loads and objects of all shapes and sizes. Often crane operators are unable to see the moving load or the surrounding area. Many times they need assistance. A signal person provides this assistance and in some situations is required. Through the use of signals, the signal person is able to help the crane operator move loads safely to the desired location. Length: 13 Minutes

This program addresses the following:
- Crane Operator
- When a signal person is required
- Responsibilities of Signal Person
- Hand Signals

LOCKOUT/TAGOUT CONTROL OF HAZARDOUS ENERGY (Spanish)

The unexpected release of energy is a major hazard during servicing or maintenance of machinery. This program provides training to help employees understand the importance of LOTO and how to properly apply the OSHA requirements. Length: 17 Minutes

This program addresses the following:
- OSHA's Standard on Lockout/Tagout
- Training Requirements
- Standards for Lockout/Tagout Devices
- Following Correct Procedures
- Special Circumstances

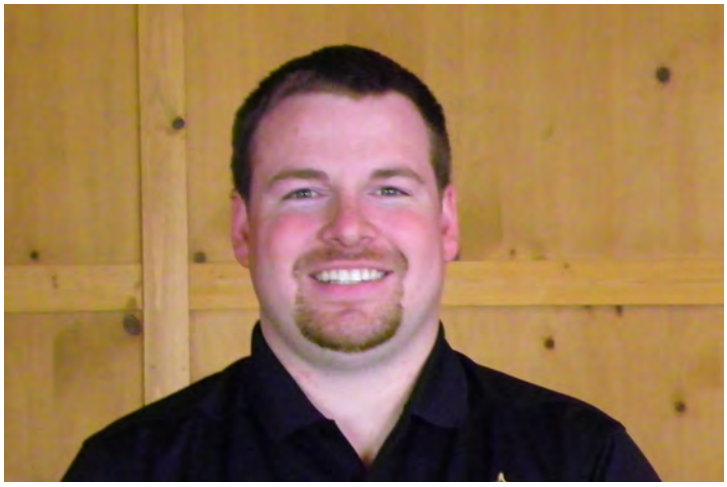
WORKPLACE BLOODBORNE PATHOGENS (Spanish)

Bloodborne diseases are a serious concern in the United States. Hepatitis B infects over 60,000 people annually and has over one million "carriers" in the U.S. The HIV virus, which usually leads to AIDS, currently infects over one million people. Because of the increasing problems with these diseases, in 1991 OSHA passed a "Bloodborne Pathogens" regulation addressing these issues. Length: 16 Minutes

This program addresses the major areas needed to comply with the OSHA Bloodborne Pathogens Standard including:
- Contents of the Standard
- Epidemiology and Symptoms of Bloodborne Diseases
- Modes by which Bloodborne Diseases are Transmitted
- The Exposure Control Plan
- Personal Protective Equipment
- Practices to Prevent Exposure
- Signs, Labels & Containers
- Emergency Procedures
- Follow-up Procedures

MATSIF BOARD OF TRUSTEES

The two sawmill/pallet positions on the MATSIF Board of Trustees for Luke Brogger and Almor Penegor expired this year. Due to Almor not having a sawmill any longer, he was not eligible to run for re-election. However, incumbent Luke Brogger of Quality Hardwoods, Sunfield, Michigan, ran for re-election along with new-comer Andrew Jaroche from Maple Hardwoods, Hessel, Michigan. With no other candidates, the slate of candidates was approved and a unanimous ballot was cast for Luke and Andrew. They will both serve a two year term. We appreciate having both of these fine men on the Board. Pictured below left to right is Luke Brogger and Andrew Jaroche.



FROM THE DESK OF RICK DESSELLIER

The annual MAT/MATSIF Spring Convention was a success judging by the attendance. This is a great time for gathering wood industry people from owners to employees, vendors and some of the best SFI training classes. Along with informative sessions relating to the industry, Boyne Mountain certainly offers something to spark anyone's interest. This is also a good time to meet some of our state representatives. They enjoy attending the convention, and this is a great opportunity to meet them or to voice a concern. Members also have the opportunity to exchange ideas with other company leaders in the woods products industry.

I personally would like to see more of Zone 1 members attend. I realize it is a long drive from the western end of the U.P. to attend but I believe encouragement from fellow members will bring in more attendance. This is what the forest products need to keep a strong industry. I would like to thank all the attendees and the individuals who organized the convention. It was a job well done!

The spring breakup should be over soon with road restrictions coming off. Hopefully, everyone received all mandatory trainings and the equipment is repaired. It's time for the employers to get their employees focused on going back to work. This may require a pre start-up meeting by having the employees come in to work on equipment or check out start-up sites. If there are new employees, this may be a great time to introduce them to their coworkers. Spend some time training the new hire even if they have prior wood industry experience. This is your chance to train them to your chosen requirements along with your company policies and procedures. The first few days can be the toughest to get back into a routine and to stay focused on your job. Let's have a safe and successful summer.

THINK SAFETY 2018
SECOND CHANCE $100 WINNERS

1st QUARTER

Bryce Wallis	**Beacom Enterprises, Inc.**	**Paul Boxer**	**Harborfront Interiors, Inc.**
Billy Elsholz	**Bisballe Forest Products, Inc.**	**Dale Brey**	**Heidtman Logging, Inc.**
Brian Blake	**Blake Forest Products, Inc.**	**David S Kantola**	**Mark Honkala Logging, Inc.**
Mark Fuhrman	**Catalano Forest Products, Inc.**	**Donald Riqueros**	**Housler Sawmill, Inc.**
Loren Wiemeri	**Corullo Forest Products Corp.**	**Brian Knopf**	**Knopf & Sons For. Prod., Inc.**
Albert Zehe	**Davis Exc. and Logging, LLC.**	**Keith Stifl**	**LaFleur Forest Products, LLC.**
Keith Fournier	**Dean's Timber, LLC.**	**Jake Dillon**	**Lake Ann Hardwoods, Inc.**
Aric Pitchford	**Devereaux Sawmill, Inc.**	**Brent Taylor**	**Maple Rapids Lbr. Mill, Inc.**
Daron Durocher	**Durocher Logging, LLC.**	**John Renfro**	**Michigan Lbr & Wood Fiber**
Anthony Reinhard	**Elder's Forest Products, Inc.**	**Dean Linden**	**Michigan Pallet, Inc.**
Jared Gusler	**Fairview Woodyard, LLC.**	**Shawn Beck**	**Shawn Muma Logging, Inc.**
Tracey Thompson	**D T Fowler Mfg. Company, Inc.**	**Ward Mackey**	**Superior Cntry Wd Truss, Inc.**
Randy Peterson	**Gudwer Forest Products, Inc.**	**Collin Wright**	**Park Sawmill, LLC.**
Mark Willobee	**Handrich Trucking, Inc.**	**Leo Kantola**	**Howard Wood For. Prod., LLC.**

2nd QUARTER

Tom Kuzminski	**Allwood Building Components**	**Nathan Torsch**	**Nathan Hubbard Tbr Trans, LLC.**
Len Kent	**Brindley Lbr and Pallet Co., Inc.**	**Michael Inman**	**Inman Forest Products, Inc.**
Ken Piasini	**J Carey Logging, Inc.**	**Cheryl Lakosky**	**Joseph S Lakosky LLC**
Oscar Garcia	**Central Michigan Hdwds. Inc**	**Larry Kamyszek**	**LaLonde Forest Products LLC**
Kayla Englund	**Component Solutions, LLC.**	**Keith McNamara**	**Clarence McNamara Jr Logging**
Dan Wiemeri	**Corullo Forest Products Corp**	**Chris Padella**	**Shawn Muma Logging, Inc.**
David Osterhout Jr.	**Davis Exc. and Logging, LLC.**	**Amos Papist**	**Newberry Wood Enterprises**
Bruce Mitchell	**Demarois Logging, Inc.**	**Brian Garber**	**Quality Cut Wd. Specialties, Inc.**
Jose Garcia Ramierl	**Devereaux Sawmill, Inc.**	**Ed Kruger**	**Quality Hardwoods, Inc.**
Cody Troyer	**Fairview Woodyard, LLC.**	**Jason Harris**	**Paris North Hdwd. Lbr. Co., Inc.**
Mariano Vega	**Faulkner Fabricators, Inc.**	**Dan Grzyrowski**	**Rothig Forest Products, Inc.**
Cedric Bell	**Grigg Box Company, Inc.**	**Nathan Kobasic**	**St John Forest Products, Inc.**
Les Sutton	**Harborfront Interiors, Inc.**	**Charles McVicar**	**Stephan Wood Products, Inc.**
Dustin Beauchamp	**Holli Forest Products, Inc.**	**Chris Tebo**	**Bill Tebo IV Trucking, LLC.**