



West Central Florida Safety Alliance

Monthly Meeting Notes

September 20, 2013

Our thanks to the Tampa Area Safety Council
For hosting this presentation and our business meeting.
And out thanks to Joan Spencer for sponsoring the luncheon!

IN ATTENDANCE:

Russ Amend	Herb Hawes	Luke Vaughn, Director
Justin Ellingburg	David Johnson	Patty Fernandez
Troy Everhardt	Gary Killion	Neville Walters
Chad Franciscus	Rachel Layman	
Jeff Haag	Joan Spencer	

PRESENTATION: “Whistle Blower Protection for OSHA, EPA, DOT”, by Gloria Colon, Investigator, OSHA Tampa office. Gloria provided the group with a general discussion regarding the protection of “whistle blowers” such as employees. The Whistle Blower (WS) program provides for employee protection for 22 separate laws such as with OSHA, DOT, EPA, Consumer Products, Railroad, Affordable Care Act and other which can be found at www.whistleblower.gov.

Basically employees are protected for filing complaints and the employer or company cannot retaliate. The investigator gathers information from both sides, weighs the facts and the investigator or negotiator is there to resolve disputes. Complaints must be filed in a timely manner (30 days). Some protected activities by employees include: contacting the media, by-passing the chain of command, work refusal for unsafe conditions/practices. Companies or employers who have knowledge of the employee’s complaint cannot retaliate such as: discharge, demote, reprimand, harass, layoff, fail to hire, fail to promote, reduce pay, reduce hours, deny benefits or require job transfer or action can be taken against the company such as back pay, reinstatement, consequential damages, compensatory damages and even punitive damages.

BUSINESS MEETING:

1. Future Meetings:
 - a. Oct 18th – 9 to 12 (no business meeting) TASC, Tampa – EEOC rules and regulations with Elaine McArthur
 - b. Nov 15th – 10 to 12 – Safety Products, Lakeland – Fit Testing and PFT Justin Ellingburg, Kathy
 - c. Dec 13th – Lunch celebration at Macaroni Grill, Brandon
2. Luke Vaughan spoke about our first workshop to be held on January 15, 2014 from 9 to 3 called “SAFETY NOW” which will be at the hospitality room at Bernie Little Distributors in Eaton Park, FL.

- a. The workshop will be based on safety culture and behavior based safety and will be presented for owners, managers and supervisors.
 - b. We need to get our chair people together SOON to discuss all of the planning.
 - c. Safety Products will chip in money for lunch as will Lanier Upshaw and we probably need another to help with a light sandwich lunch.
 - d. We would also like to get in touch with Evergreen as their company could possibly provide a presentation as a sample company.
3. Ideas for some upcoming meetings for 2014 include:
- a. Hearing Conservation,
 - b. Human Trafficking,
 - c. Wildlife Safety with Florida Fish & Wildlife.
 - d. Rachel Layman with National Safety & Training Solutions volunteered Robert Layman to provide us with a presentation on a safety topic of choice.

NEXT MEETING: October 18th at 9:00AM – “EEOC Rules and Regulations” by Elaine McArthur. There will be no WCFA meeting this day.