

NEW MANUFACTURING ALLIANCE'S

SAFETY TASK FORCE

March 17, 2026 | 8:30 AM

Winona Foods or Teams

Minutes

ATTENDEES: Steve Andrastek-Axiom, Alex Auch-Lakeshore College, Rodney Biadasz-Nueske Applewood Smoked Meats, Cord Semotink-Sargento Foods, Brad Bahls-CMD Corp., Kayla Beardsley-Village Companies, Bob Bergstrom-LaForce, Jenny Brown-Services Plus, Corey Evenson-Eck Industries, Ann Franz-NEWMA, Nicole Fritz-Marion Body Works, Joan Girard-Vollrath Co., Stephanie Haines-Cherry Optical Lab, Nick Heyrman-Winona Foods, Izzy Iserloth-N.E.W. Plastics, Buckley Kain-Cruisers Yachts, Ken Kurtis-Fosber America, Stephanie Lee-USI Insurance Services, Ryan Lindeman-Crescent Electric, Alma Lopez-W.E. Hoban, Erica Malzahn-BayCare Orthopedics, Vicente Marchan-Horseshoe Beverage Co., Dane McDonald-ATI, Corey Mullard-Miller Electric, Holly Neville-Hatco Corp., Peter Nickel-Keynecta, Mike Parins-Keynecta, Stanley Rittner-BCI Burke, Christian Steier-ProSolutions, Aidan Stary-The Villate Companies, Tony Warpinski-ErgoFactor,

Topic 1: Marijuana and Drug Testing by ARCpoint Labs – Leslie Prince, Olivia Durocher and Renee Durocher

Marijuana:

- How it is used:
- Smoking - 1990s 5% THC, now 20%-35% is common
- Vaporizing - 70%-90% THC
- Dabbing - wax-like substance - 80% THC - most associated with ER visits
- Edibles - 10mg THC is in a 'serving'
- Dabs - espresso shots
- Traditional flower - brewed coffee

Short term effects:

- altered senses
- altered sense of time
- changes in mood
- Hallucinations
- impaired body movement
- difficulty with problem-solving

Long term effects:

- Physical effects - breathing, increased heart rates
- Mental effects - temp hallucinations and paranoia
- Life effects -lower life satisfaction, more relationship problems

John Hopkins Study - smoke vs vape

Both smoke & vape resulted in slower reaction times.

Divided attention accuracy tasks dropped 170% after smoking, 350-500% after vaping.

There are no regulations on CBD and THC products.

Individuals are trying to cheat urine tests by using UPass and Urine Luck.

Topic 2: Best Practice from Dane McDonald with ATI on their company's 1,500 days injury free.

ATI has gone 1,575+ days safe without a recordable injury. Dane shared his thoughts on his company's safety success:

Culture first, programs second

- Safety is driven by people, not paperwork
- Culture shows up when no one is watching
- Trust enables reporting and intervention

Responsible for safety?

- I am responsible for MY safety
- I am responsible for YOUR safety
- Ownership drives results

Psychological Safety Matters:

- Culture of fairness and respect
- No blame for reporting hazards
- Encourage engagement and trust

Accountability without blame:

- clear expectations
- Consistent follow-through
- Learning over punishment

Safety protocols in action

1. Safety walks - every shift, every week with a focus on behaviors and conditions. Conversations, not inspection.
2. See something, say something, do something, empower employees to intervene. Peer to peer connection.
3. 10/10/100 - 10 fingers, 10 toes, 100% of you goes home the same or better than arrived.
4. Observations across shifts - share learning openly and close the loop visibly.

What made the biggest difference:

1. Visible leadership commitment
2. Employee Ownership
3. Consistent safety walks
4. Open communication

Safety rewards - you don't want to have a program that then instills not reporting safety issues.

Topic 3: The How & Why tips on creating an effective safety training program presented by Keynecta

When creating a training program there are things you should consider:

- What is your plan
- Who is responsible
- Are you taking shortcuts
- Are you just checking the box or are you truly training.

Is your training making workplace safer = transition to a safety culture.

Safety Culture has 3 components

1. Robust safety compliance program.
2. People-focused training at all organizational levels.
3. Actionable data.

Why the Why - do employees understand the why and do you understand the why.

ROI of safety culture has shown by OSHA that for every \$1 spent there is a \$4-\$6 return on average.

Topic 5: Open Forum - tabled

Topic 6: Next meeting will be held on May 19 at 8:30 a.m. You are invited to the NEWMA Future of Work – Employee Retention Summit on April 14 at 8 a.m. – noon at Fox Valley Technical College’s DJ Bordini Center building. To register for this free event go to: <https://form.jotform.com/260487065830157>.

Our keynote is Kathy Miller. She is the author of *MORE Is Better: Leading Operations with Meaning, Optimism, and Relationships for Excellence* and co-author of *Steel Toes and Stiletos*. Kathy is Founder and CEO of MORE 4 Leaders, and she’s led multi-site global operations and enterprise transformations across automotive, aerospace, and diversified industrials, including executive roles at Vertiv, Rolls-Royce, and Parker Hannifin.

We will also have 3 breakout sessions including the following topics:

- **Engagement and retention through onboarding and continuous improvement initiatives**
- **Financial Wellness as a Retention Strategy: A Practical Approach for Manufacturing Employers**
- **Leading Through Conflict: Tools to Strengthen Teams and Retain Talent**
- **AI in Recruiting: Balancing Benefits and Risks**
- **Why Culture Wins: The Hidden Advantage in Manufacturing Description:**
- **Chaos to Clarity: How to Fix Your Front Line People Operations**
- **Removing Frustration: How Lean Reduces Daily Pain Points That Drive Employees Away**
- **Leading with Curiosity: How Questions Drive Performance**
- **4 Strategies to Increase Retention from the Leadership Team to the Shop Floor**
- **From Offer to Loyalty: Securing Commitment Before Day One**
- **Hearing the Ask Behind the Words**
- **Turn Your Managers into Retention Multipliers: A Practical Employee Value Growth System**