

NEW MANUFACTURING ALLIANCE'S
SAFETY TASK FORCE
July 21, 2026 | 8:30 AM
Microsoft Teams
Minutes

ATTENDEES: Derek Johnson, TTX; Josh Iserloth, N.E.W. Plastics Corp.; Ann Franz, NEW Manufacturing Alliance; Stanley Rittner, BCI Burke; Vicente Marchan, Horseshoe Beverage Company; Aidan Stary, The Village Companies; Buckley Kain, Cruisers Yachts; Erica Malzahn, BayCare clinic; Brad Bahls, CMD Corporation; Cord Semotink, Sargento; Dan Jansen, Precision Paper Converters; Steve Andrastek, Axium; Corey Mullard, Miller Electric Mfg LLC; Holly Neville, Hatco Corporation; Sarah Putbress, NEWMA; Corey Evenson, Eck Industries; Nick Heyrman, Winona Foods; Stephanie Reidy, Cherry Optical Lab; Aaron Olson, Samuel Pressure Vessel Group; Nicole Fritz, Marion Body Works; Jody Graetz & Alison Kostreva, Graetz Mfg., Inc.; Paul Chervenka, Packer Fastener; Dale Galoff, Belmark; Kayla Beardsley, Village Associates; Renée Durocher, ARCpoint Labs and Any Lab Test Now; Bob Bergstrom, Laforce; Jenny Brown, Services Plus

Topic 1: Injury Root Cause Analysis - The Do's & Don'ts" – Cord Semotink, Sargento

(Presentation sent to members with minutes)

Sargento's RCA process, which was developed to address a previous, ineffective system that lacked ownership and employee engagement.

Core Principles:

- **Systemic Focus:** Identify system failures (training, maintenance, procedures), not individual blame.
- **Plant Ownership:** Plant management must lead the process; safety personnel are a resource.
- **Employee Engagement:** The injured employee is a key participant, not an interrogatee.

Methodology:

- **Tools:** Combines Fishbone (Ishikawa) for broad cause identification and 5-Whys for deep-dive analysis.
- **Problem Statement:** A 5W+1H (When, Where, Who, What, How, Which) summary of the incident.
- **Root Cause vs. Contributing Factor:** A root cause, if fixed, would prevent recurrence. Contributing factors only reduce likelihood.

Case Study: Urinal Slip & Fall

- Incident: Employee slipped on a wet bathroom floor, resulting in an OSHA recordable injury.
- **RCA Findings:**
 - **Root Cause:** Urinal screen style caused excessive splash.
 - **Contributing Factors:** Worn shoe tread, poor lighting, inadequate floor texture/slope, and no formal cleaning schedule.
- **Corrective Actions:** Replaced urinal screens, investigated floor pitch and lighting, removed a paper towel dispenser, and created a shoe tread audit.
- **Results:**
 - Over 50 corrective actions completed.
 - **Injury Rate:** Overall rate down 3.2% since 2024.
 - **Severity:** Days Away From Work (DAFW) cases down over 25%.
 - **Morale:** Injured employees have thanked the team for the thorough, inclusive process.

Member Safety Challenges

- PPE & Power Tools (BayTek Entertainment)
 - **Context:** A glove policy implemented in 2025 reduced hand injuries by 71% (from 58 in 2023 to 15 in 2025).
 - **New Problem:** The policy caused new incidents where gloves snagged in power tools (e.g., Milwaukee drills).
 - **Discussion:**

- **Solution 1:** Source low-profile or tear-away gloves.
- **Solution 2:** Modify tools (e.g., magnetic screw holders) to reduce hand proximity to the drill bit.
- **Solution 3:** Form a safety committee to trial solutions with experienced employees.

Topic 2: Discussion on extreme heat

- **Problem:** Standard cooling vests (ice packs) are ineffective, melting and soaking employees. Compressed-air vests (Vortech) also failed, causing nausea and excessive sweat.
- **Solutions Shared:**
 - **Hydration:** Provide free drinks (Gatorade, squinchers), ice cream, and snacks (pickles, watermelon with salt).
 - **Engineering:** Use large commercial fans and portable AC units.
 - **Monitoring:** Implement a manual heat index check using the OSHA chart, with plans to automate alerts for leadership.
 - **New Product:** PVA cooling towels were recommended for their superior evaporative cooling properties.

It was determined to form a subcommittee that will work on creating a NEWMA Heat Safety Tool Kit. Ann requested members of the taskforce contact her if they would like to help with the tool kit. It is expected that there will be 3-4 meetings over the course of the next year to work on the project that will be released in May 2027.

- **Purpose:** Provide a template resource that can be customized depending on company's environment
- Potential items for tool kit:
 - Hydration recommendation
 - OSHA heat chart
 - Heat illness protection checklist
- Sub-committee to form and begin work over the next 9 months (3-4 meetings)
 - Volunteers: Andrea, Renee, Derek, Cord
 - Contact Ann to be part of the sub-committee
- **Date of completion:** Before next Summer

Topic 3: Open Forum

Problem: Sending employees to Crane Operator training with poor results.

Issues:

- Trouble with success rate
- Employee passes the course, then immediately resigns and utilizes training at a new job

Discussion:

- **Solution 1:** Switch to a longer, more comprehensive 3-week course.
 - **Drawback:** Higher investment
- **Solution 2:** Implement a repayment agreement for training costs if an employee leaves within a set period.
- **Will continue discussion in next meeting**

Topic 4: Next meeting will be held on August 18 at 8:30 a.m. (TEAMs Meeting)

Sept 15th meeting at Cherry Optical in Green Bay