LIQUID RECYCLING
used oil | parts cleaning | anti-freeze | filters & absorbents | wastewater | chemicals

SAFETY ISSUE

2020 Winter Meeting and EH&S Forum Preview
February 25 – February 27, 2020 | Dallas, Texas
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Digging Up the Past: Pollution Risk in Site Redevelopment ...........12
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Fleet Security: Considerations For Keeping Your Fleet Safe ..........26
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PARKER’S POINT by Scott D. Parker, NORA Executive Director

Safety Is Not A Corporate Secret

When a company joins NORA, they confirm their commitment to the seven NORA Guiding Principles.

The first principle is: “We make health, safety and environmental considerations a top priority in our planning for all existing and new facilities, processes, products and services.”

I strongly encourage all NORA members to send a representative to 7th Annual NORA Environmental Health and Safety (EH&S) Forum. It will be held on February 25, 2020 in Dallas, Texas.

The fee to attend the EH&S Forum is only $159/person. That includes a continental breakfast, breaks, lunch, reception, meeting book and speakers. Because this program so closely aligns with NORA’s mission, we have intentionally kept the fee below the actual cost to produce the event.

Matt Gartner, AXA XL, who helped create the NORA EH&S Forum, often says “safety is not a corporate secret.” This forum will attract over 70 attendees including risk managers, fleet managers, EH&S professionals as well as owners.

This is the only EH&S event specifically tailored for the liquid recycling industry. Information and initial topics may be found on pages 16-17.

All NORA members who attend will receive valuable information, ideas and best practices to bring back to their companies.

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WELCOME TO NORA’S NEWEST MEMBERS

Know someone who should be a NORA member? Contact Britannne Gasser at marketing@noranews.org or 703-753-4277 and if they join you get a $100 Amazon Gift Card.

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Kenosha, Wisconsin
262-287-7656

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Gulfport, Florida
603-315-7877

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Hazleton, Pennsylvania
570-929-1793

LeBeouf Towing
Houma, Louisiana
(985) 594-6691

Progressive Rail, Inc
Lakeville, Minnesota
618-910-8273

PT
Enid, Oklahoma
580-237-4033

Tindol Energy Group LLC
Cleburne, Texas
817-556-0933

Ygriega Environmental Services LLC
Edinburg, Texas
956-381-6969

INDUSTRY CALENDAR

2020

NORA Winter Meeting and Environmental Health & Safety Forum
February 25-27, 2020
Adolphus Hotel
Dallas, Texas

TCEQ Environmental Trade Fair and Conference
Texas Commission on Environmental Quality
Austin, Texas
May 12-13, 2020

NORA Mid-Year Meeting
June 17-19, 2020
InterContinental Chicago Magnificent Mile
Chicago, Illinois

NORA Annual Conference & Trade Show
November 11-14, 2020
Westin La Paloma
Tucson, Arizona

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Industry News

Bowden Environmental Permit Secured
NORA member, Gen III Oil Corp. announced they have secured approval (No. 421401-00-00) from Alberta Environment and Parks ("AEP") for the construction, operation and reclamation of the Bowden ReGen chemical manufacturing plant and waste management facility. The permit is effective November 26, 2019.

The initial application was made to AEP for an Environmental and Enhancement Act Industrial Approval for the Bowden Facility in July 2018, followed by a successful public notification period in June 2019.

Senior management is grateful to both the AEP team overseeing Gen III's application and for the support of its consultants, including Tetra Tech and Stantec Environmental, without which this would not have become a reality.

Origin International Inc Commences Baltimore Recycling Plant Project
NORA member, Origin International Inc is proceeding with the next phase of development for the United States East Coast's largest and only water bounded used oil recycling plant.

Origin's planned construction project in its Baltimore terminal will provide the United States East Coast with its largest and only water bounded used oil recycling plant, regenerating close to one million barrels per annum of used and contaminated liquid hydrocarbons that it can receive by truck, rail, vessel or barge. The new plant will create an estimated 200 jobs during peak construction and 20 new full-time jobs at the site, with recruitment focused on residents in the Baltimore area.

PegEx Document Builder Transforms How Hazardous Waste Industry Creates, Prints, & Manages Documents
NORA member, PegEx®, Inc., announced a significant addition to its waste management cloud-software platform that forms a seamless bridge from clients' current paper-based world to the digital world.

Instead of using static paper-based forms, the Document Builder generates digital versions of the documents waste management companies use every day – Hazardous Waste Labels, Regulatory Forms, Shipping Forms, Manifests, Bills of Lading, Service Agreements, etc. Since much of the information needed to complete these forms exists in the PegEx Platform as part of the electronic record, these documents can be quickly generated without having to re-enter the same information.

The Document Builder is an effective tool for any waste management business looking to streamline operations and increase productivity by taking advantage of the latest digital technology.

Valicor Environmental Services Opens Houston Facility Expands Valicor’s Centralized Wastewater Treatment services in Texas
NORA member, Valicor Environmental Services, one of North America's largest providers of non-hazardous wastewater treatment services, has expanded its network of wastewater processing facilities through the opening of its Houston location.

The Houston facility represents Valicor's third centralized wastewater treatment ("CWT") facility in Texas, complementing its existing CWT plants in Robstown (Corpus Christi) and Hutchins (Dallas). The Houston facility is ISO 14001 certified and equipped to handle oily water, leachate, and oil collection.
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Assessing Hazards in the Workplace

By Chip Duffie, President and Founder of EHS Momentum, LLC

“An investment in knowledge pays the best interest”
~ BENJAMIN FRANKLIN

Low

High

Middle

RISK
Balancing environmental, health and safety (EHS) compliance with trying to maximize productivity and revenue generation is a constant challenge for NORA members. Companies of all size struggle with how to operate within ever-changing regulations while staying in business in a hyper competitive market. Many companies fail to integrate consistent EHS practices into their operations and as a result, often find themselves scrambling to comply with an agency request, customer RFP or even a plaintiff’s demand. Unfortunately, many companies fail to set reasonable expectations for new employees and do not explain the risks employees may face on the job. A simple, yet extremely effective, practice that many companies utilize to educate employees is a Job Hazard Assessment.

A Job Hazard Assessment (JHA) is a systematic evaluation done for each job type that explains tasks, risks and expectations of employees. Many safety professionals use a more detailed, but similar tool called a Job Hazard Analysis. Additionally, companies may require a Job Safety Analysis which prescribes specific steps to follow to do a certain high-risk job like trenching or electrical work, for example. OSHA requires an employer to ‘assess the hazards of the workplace,’ but many companies do not know how to put this broad mandate into practice. For companies that have not done any formal job hazard evaluations, a JHA is a great tool, and a best practice, that will help get your team operations-ready from day one. This process will also help you ensure consistent practices and personal protection equipment across all your locations.

By establishing a practice of educating employees on the risks associated with their job, a company can significantly improve its chances to avoid problems before they happen. A JHA should be done for each job type and when employees do more than one job, those employees should be provided with each applicable JHA. The JHA process is a great way to get valuable feedback from employees and allow them to become engaged in the process. A trained employee who understands the risks and hazards of the job is critical to long-term safety success, and no one wants to send someone to a customer site that does not appreciate the risks they may face.

**How to develop a Job Hazard Assessment**

1. **Document Tasks** – Every company wants to ensure that its employees are trained to the job safely, but many companies fail to properly onboard new employees, letting them learn on the job. It takes some effort, but a clear description of what each job type will actually do, is very powerful and often times is eye opening for management. Employees can provide feedback during the development process and companies can use this tool to also set clear expectations, including housekeeping, incident reporting, customer site behavior and PPE requirements.

2. **Identify Risks** – Identifying the various risks facing employees can be tricky, but it is a very important exercise that will help employees understand their job. Many company’s breakdown the risks into categories like biological (ex. heat, wildlife), chemical (ex. solvents, used oil) and physical (ex. driving, working at heights). The
goal is capture, at a minimum, the most common risk, and identify how those risks are mitigated.

3. **Personal Protective Equipment** – The JHA should reflect the required personal protective equipment each job type will need. This list can be generated by performing a PPE assessment. Once completed, this will ensure that all employees use approved PPE, across all your sites. This consistency will improve your EHS performance and may create a cost savings by improving your purchasing power.

Companies that make JHAs integral to the management of their EHS programs significantly reduce their risk. Without an educated workforce, a company will always be reactionary and can never fully achieve EHS excellence. By leveraging a JHA and PPE assessment into their EHS program, any size company can drive value directly to the bottom line.

Chip Duffie is the President and Founder of EHS Momentum, LLC, a full service EHS consulting and software firm that focuses on empowering small and mid-sized business to implement EHS management systems. Prior to founding EHS Momentum, Chip was Sr. Counsel in the Dallas, TX office of Clark Hill Strasburger where he was a member of the Environmental and Regulatory Team. Chip also served as Chief Compliance Officer for Safety-Kleen and then as SVP, Compliance for Clean Harbors.

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- Pollution coverage, tailored to customer needs
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matthew.gartner@axaxl.com

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Digging Up the Past
Pollution Risk in Site Redevelopment

By Dan Moser, Associate, Risk Consulting and Gregg Shields, Vice President, Risk Consulting, AXA XL
What is site redevelopment? Basically, it’s a type of construction project that converts an unused or underperforming property into something profitable. Typical projects range from recreational use properties such as a former golf course to properties with a history of heavy industrial use. Future use may be of a similar nature, such as apartments being redeveloped into high-rise residential. They could be something totally different, like redeveloping a vacant industrial property into mixed-use retail and residential.

Before breaking ground on such a project, stakeholders must recognize that there are a number of critical environmental risk factors that can impact success and profitability. Let’s take a look at some of them.

Location, Location, Location
At first blush, it might seem that a manufacturing site and a fallow orchard might have nothing in common with one another. The fact is both could have historical contaminants that could complicate their redevelopment. The challenge is this: many redevelopment projects involve distressed or vacant properties that may have been home to commercial, industrial or agricultural activities and/or structures, all of which could have left behind unwelcome souvenirs of their previous existence. Worse still, possible contaminants could be lurking below an adjacent property causing environmental concerns at your redevelopment site without someone stepping up to assume responsibility.

What you don’t know can hurt you
If you fail to identify and understand environmental risks during site redevelopment, you could wind up facing unexpected costs, construction delays, legal fees, remediation expenses, or even injury to site workers. And because of the complicated nature of contamination, cleanup, liability and other factors, expenses can quickly escalate for buyers, sellers, and developers. You could end up being forced to abandon a project altogether.

Getting to know what’s below
Knowing the historic use of the property in question goes a long way to understanding the potential risks. Dry cleaning, electroplating and vapor degreasing sites, for example, have a long and well-established history of leaving behind some nasty substances – even beneath a concrete foundation. Completing a Phase I Environmental Site Assessment (ESA) and subsequent subsurface investigation(s) is a key step in identifying and defining environmental conditions.

Depending on the outcome of the Phase I ESA, additional study may be required, including subsurface sampling. It’s important to have a well-qualified firm perform the needed sampling and analysis. For example, imagine your redevelopment site is an old gas station. Not only should samples be tested to confirm the presence of gasoline, but depending on the years it operated, professionals should know when to recommend whether additives such as lead and methyl tert-butyl ether (MTBE) should also be tested. Consultants can also help interpret results and recommend next steps.

Urban fill presents a unique set of challenges as it may contain bits of metal, hydrocarbons, construction debris, coal or wood ash. Even specific contaminants like asbestos or polychlorinated biphenyls (PCBs) can be present.
Can you dig it? Maybe you shouldn’t.
Most redevelopment projects will require some excavation or grading. What happens to the resulting disturbed soil? If it is destined to be used at the site, that’s one thing. But what if the soil must be transported elsewhere? Depending on where the soil is headed, it may require additional analysis before it can be disposed of or put to new use. Complicating matters in metropolitan areas is something known as urban fill, a mixture of soils and man-made materials often used to bring a site to grade. Urban fill presents a unique set of challenges as it may contain bits of metal, hydrocarbons, construction debris, coal or wood ash. Even specific contaminants like asbestos or polychlorinated biphenyls (PCBs) can be present.

Going with the flow
Contaminated groundwater is even more challenging to deal with than soil. Redevelopment excavation may require dewatering to facilitate construction. Similar to contaminated soil, groundwater that will be disposed off-site will likely require additional testing. Depending on the nature of the contamination and the geology of the area, pollutants in groundwater could also spread well beyond the redevelopment site. And groundwater removal or treatment is tricky. And costly. Because it presents such high potential risk to both humans and the environment, proper permits and specific treatment processes must be followed. Depending on the severity, groundwater contamination could result in restrictions on the intended use.

Something in the air
Volatile organic compounds (VOCs), which include benzene, formaldehyde and toluene, give off harmful vapors. These substances can be particularly harmful to humans, some of which are suspected of causing cancer. Soil, soil vapor, and groundwater contaminated with VOCs will often need additional assessment and controls to ensure indoor air quality is not impacted. Post-construction sampling and testing may even be needed to obtain occupancy permits or even needed post-occupancy to ensure mitigation systems are working correctly.

The human factor
Redevelopment sites will be heavily populated with site workers, contractors, consultants, regulatory representatives and others. Not only must people entering the site understand the risks, precautions must be taken to protect them from exposure to onsite contaminants. There is also the additional risk of exposure for people on adjacent or nearby properties.

Avoiding deep trouble
While the above-mentioned risks should be carefully examined, they don’t have to put an end to a redevelopment project. However, effective risk management practices are essential to deal with the complexities of pollution liability in all redevelopment projects.

Risk control
It's important to define responsibilities for environmental conditions early in the redevelopment process. Purchase and sale agreements (PSAs) are a way for historic owners, current owners, purchasers and neighboring property owners to proactively negotiate responsibility for environmental conditions before a property is even sold. Pollution liability insurance is also a commonly used risk transfer tool in real estate transactions.

Site owners should always ensure contracts for consultants, contractors, and construction firms contain appropriate indemnification language. They must also include insurance requirements and owners should obtain proof of adequate professional, general liability, and pollution liability coverage.

Bottom line
Site redevelopment can be lucrative, while transforming underused and underperforming real estate into a productive and attractive revenue-generating asset. As you can see, however, there are many risks that must be evaluated and managed. That's where an experienced broker, insurer, consultant, and or legal counsel comes in. The risks for environmental and professional damage are so high and so complex, you need advice from people who understand those risks and how to deal with them.
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When a company joins the Association, they confirm their commitment to NORA’s Guiding Principles. The first guiding principle is: “We make health, safety, and environmental considerations a top priority in our planning for all existing and new facilities, processes, products, and services.”

The association will host its 7th annual NORA Environmental, Health & Safety (EH&S) Forum on Tuesday, February 25, 2020 in Dallas, Texas, prior to the start of the Winter Meeting. This forum is tailored for those whose roles within their companies significantly relate to EH&S issues. You may register for the EH&S Forum as a stand-alone event for just $159, or combine it with the NORA Winter Meeting Registration for $369. Register at www.noranews.org or using the form on page 19. See the following page for a preview of the topics that will be addressed at the event.

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Safety and Security for Fleets and Facilities
Presented by Will Funk, Safety Research Consultants, Inc.
An emerging trend with NORA members relates to fleet and site security. This session will provide considerations and tools for keeping your fleets and facilities safe. Members will explore best practices related to safety of their employees, both drivers and those working at facilities.

Workers’ Comp Claims: Best Practices for Members
Presented by Pete Bauer, AXA XL
Even with strong safety procedures in place, employees can still get hurt on the job. An industry expert will demystify the complex rules related to workers’ compensation claims. The session will offer tips for NORA members to explore best practices to facilitate claims and manage those costs in order to help protect your business and employees.

Safe Work Behavior Engagement
Presented by Eric Marsh, Heritage-Crystal Clean
Workplace safety is a concept that most people welcome. The promise of going home from work uninjured every night can be an excellent motivator. The challenge of safety is engaging individuals in the necessary behaviors to achieve this. This session will provide a descriptive overview of a highly effective safe behavior engagement strategy that can keep employees safety-focused throughout their workday.

Research Proven Technologies to Reduce Commercial Vehicle Crashes
Presented by Matt Camden, Virginia Tech Transportation Institute (VTTI)
Matt is a Senior Research Associate in the VTTI’s Center for Truck and Bus Safety, Behavioral Analysis and Applications group. He will share VTTI research with members on advanced vehicle safety systems, safety culture, driver distraction and fatigue, driver training, and driver impairment.

NORA EH&S Roundtable
Moderated by Matt Gartner, AXA XL
The forum will conclude with an open session that will generate practical ideas for NORA members to take back to their companies to improve their safety culture.
Over 150 industry leaders will attend the 2020 NORA Winter Meeting to be held Tuesday, February 25 – Thursday, February 27, 2020 at the Adolphus Hotel in Dallas, Texas.

The Winter Meeting is an excellent opportunity for NORA members to network and discuss news and issues related to the liquid recycling industry. This event is highly interactive and fosters the development of business opportunities and industry knowledge. Special interest committees help members explore the opportunities and threats facing different sectors of the business. All are welcome to join any of the numerous committee meetings.

The NORA Winter Meeting is a forum for members to have a say in the policies and positions of the association. The tentative schedule is available on page 21.

Registration for the Winter Meeting is $240 and the EH&S Forum is $159 if you register before February 24th. To register for both is just $369. Registration is available at www.noranews.org or on page 19.

All NORA members are invited to sponsor this event and advertise in the Winter Meeting Book. You may purchase your sponsorship or advertising space by visiting www.noranews.org/2020WMInfo or seeing pages 19-20.
# 2020 NORA Winter Meeting & EH&S Forum Registration

## Contact Info

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## Registration

### EVENT

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<th>Type</th>
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<td>MEMBER</td>
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<tr>
<td>Winter Meeting Only</td>
<td>$240/person</td>
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Is this your first time attending a NORA event?  ☐ Yes  ☐ No

## Sponsorships

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<td>A/V Sponsor*</td>
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<td>Premier Sponsor w/ Full Page Color Ad</td>
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<td>Event Page Logo</td>
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## Event Book Advertising

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* These items are all offered via lottery. Email casey@noranews.org by January 10, 2020 to enter the lottery.

## Payment Options

Total Amount Due $ _____________  
☐ Check (payable to NORA)  ☐ American Express  ☐ Visa  ☐ MasterCard

Name on Card  
Signature

Card Number  
Exp. Date  
Security Code

Billing Street Number & Zip (if different than above)  
Email to send receipt (if different than above)

## Submit Your Registration

Credit Card Only: Fax 703-753-2445 or call 703-753-4277
Check or Credit Card:  Mail to 7250 Heritage Village Plaza, Suite 201  Gainesville, VA 20155
Questions:  Call 703-753-4277 or email casey@noranews.org

## Book Your Hotel Room Now

The Adolphus Hotel - Dallas, Texas  
Room Rate: $230/night  
Call 214-742-8200 and mention code “NORA” by February 4, 2020 to book at the discounted rate. Be aware that rooms may sell out early.
# 2020 Winter Meeting and EH&S Forum Sponsorships

<table>
<thead>
<tr>
<th>Sponsorship Type</th>
<th>Cost</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening Reception Sponsorship*</td>
<td>$2750</td>
<td>Exclusive sponsorship</td>
</tr>
<tr>
<td>Lanyard Sponsor*</td>
<td>$1400</td>
<td>Only one available. Your company logo will be printed on the lanyard handed to all attendees. Offered via lottery.</td>
</tr>
<tr>
<td>Key Card Sponsor*</td>
<td>$1400</td>
<td>Only one available. Your company logo and message will be printed on all room key cards given to attendees staying at the hotel. Offered via lottery.</td>
</tr>
<tr>
<td>Notebook Sponsor*</td>
<td>$1400</td>
<td>Only one available. Your logo will be on the notebook placed at each seat at the beginning of the Winter Meeting. Offered via lottery.</td>
</tr>
<tr>
<td>Audio/Visual Sponsor*</td>
<td>$800</td>
<td>Only one available. Your logo will be prominently displayed when the “splash screen” is displayed in the main meeting room on Wednesday, February 26. This also includes a full page black and white or half page color ad printed in the committee book. Offered via lottery.</td>
</tr>
<tr>
<td>Premier Sponsor with Full Page Color Ad</td>
<td>$900</td>
<td>Premier sponsors have the opportunity to use a 6’ table near the NORA registration desk to display company information and literature for the duration of the meetings on Wednesday, February 26, and are allowed up to 60 seconds to address the entire group at the beginning of the meeting on Wednesday. Your company logo will be printed on the front cover of the committee book, and on a large sign inside the meeting room. This also includes a full page black and white or half page color ad printed in the committee book. Please note that meeting space allows for materials to be displayed only on a 6’ table. Tables are assigned on a first-come first-served basis on the day of the event. Floor signs are not permitted.</td>
</tr>
<tr>
<td>Premier Sponsor</td>
<td>$750</td>
<td>Your company logo will be prominently displayed near a charging station near the NORA registration desk to supply power for mobile devices.</td>
</tr>
<tr>
<td>EH&amp;S Sponsor</td>
<td>$500</td>
<td>Your company logo will be displayed on signage inside the EH&amp;S Forum meeting room on Tuesday, February 25. Your company logo will appear on all the EH&amp;S Forum schedules in the EH&amp;S book. This also includes a half page black and white ad in the EH&amp;S printed materials.</td>
</tr>
<tr>
<td>Lunch Sponsor</td>
<td>$500</td>
<td>Your company logo will be prominently displayed during lunch on Wednesday, February 26. Your company logo will appear on all Winter Meeting agendas. Only six available.</td>
</tr>
<tr>
<td>Breakfast Sponsor</td>
<td>$250</td>
<td>Your company logo will be displayed during breakfast on Wednesday, February 26. Your company logo will appear on all Winter Meeting schedules.</td>
</tr>
<tr>
<td>Candy Bowl Sponsor*</td>
<td>$175</td>
<td>Your company logo will be displayed next to the candy bowl at registration on Tuesday, February 25 and on Wednesday, February 26.</td>
</tr>
<tr>
<td>Can Cooler Sponsor (Coozie Style)*</td>
<td>$700</td>
<td>Only one available. Your Company logo will be printed on the can coolers placed next to the bars at Happy Hour on Wednesday.</td>
</tr>
<tr>
<td>Happy Hour Sponsor</td>
<td>$625</td>
<td>Your company logo will be prominently displayed during happy hour on Wednesday, February 26. Your company logo will be printed on each drink ticket. Your company will receive extra drink tickets for the event. Your company logo will appear on all Winter Meeting agendas.</td>
</tr>
</tbody>
</table>

### Event Page Logo
- **Cost**: $600
- **Description**: Your logo on the event page on the NORA website.

### Charging Station Sponsor
- **Cost**: $550
- **Description**: Your company logo will be prominently displayed near a charging station near the NORA registration desk to supply power for mobile devices.

### EH&S Sponsor
- **Cost**: $500
- **Description**: Your company logo will be displayed on signage inside the EH&S Forum meeting room on Tuesday, February 25. Your company logo will appear on all the EH&S Forum schedules in the EH&S book. This also includes a half page black and white ad in the EH&S printed materials.

### Lunch Sponsor
- **Cost**: $500
- **Description**: Your company logo will be prominently displayed during lunch on Wednesday, February 26. Your company logo will appear on all Winter Meeting agendas. You may address the entire group before lunch for up to 60 seconds. Only six available.

### Breakfast Sponsor
- **Cost**: $250
- **Description**: Your company logo will be displayed during breakfast on Wednesday, February 26. Your company logo will appear on all Winter Meeting schedules.

### Candy Bowl Sponsor
- **Cost**: $175
- **Description**: Your company logo will be displayed next to the candy bowl at registration on Tuesday, February 25 and on Wednesday, February 26.

#### *These items are offered via lottery. Email casey@noranews.org by January 10, 2020 to enter the lottery.

### Committee Book Advertising

<table>
<thead>
<tr>
<th>Ad Type</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Back Cover Full Page Ad*</td>
<td>$1100</td>
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<tr>
<td>Inside Front Cover Full Page Color Ad*</td>
<td>$750</td>
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<tr>
<td>Inside Back Cover Full Page Color Ad*</td>
<td>$725</td>
</tr>
<tr>
<td>Full Page Color Ad</td>
<td>$575</td>
</tr>
<tr>
<td>Full Page B&amp;W Ad</td>
<td>$390</td>
</tr>
<tr>
<td>Half Page Color Ad</td>
<td>$390</td>
</tr>
<tr>
<td>1/3 Page Horizontal Color Ad</td>
<td>$315</td>
</tr>
<tr>
<td>Half Page B&amp;W Ad</td>
<td>$225</td>
</tr>
<tr>
<td>1/3 Page Horizontal B&amp;W</td>
<td>$200</td>
</tr>
<tr>
<td>1/4 Page Color Ad</td>
<td>$200</td>
</tr>
<tr>
<td>1/4 Page B&amp;W Ad</td>
<td>$175</td>
</tr>
<tr>
<td>Color Logo in Company Index</td>
<td>$150</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Time</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TUESDAY, FEBRUARY 25</strong></td>
<td></td>
</tr>
<tr>
<td>7:45 AM</td>
<td>Registration and Continental Breakfast</td>
</tr>
<tr>
<td>8:15 AM</td>
<td>- 10:30 AM EH&amp;S Sessions</td>
</tr>
<tr>
<td>10:30 AM</td>
<td>- 10:45 AM Break</td>
</tr>
<tr>
<td>10:45 AM</td>
<td>- 12:15 PM EH&amp;S Sessions</td>
</tr>
<tr>
<td>12:15 PM</td>
<td>- 12:45 PM Lunch</td>
</tr>
<tr>
<td>12:45 PM</td>
<td>- 4:00 PM EH&amp;S Sessions</td>
</tr>
<tr>
<td>6:00 PM</td>
<td>- 8:00 PM Reception</td>
</tr>
<tr>
<td><strong>NORA’S ENVIRONMENTAL HEALTH AND SAFETY FORUM</strong></td>
<td></td>
</tr>
<tr>
<td><strong>TUESDAY, FEBRUARY 25</strong></td>
<td></td>
</tr>
<tr>
<td>4:15 PM</td>
<td>Board of Directors Meeting</td>
</tr>
<tr>
<td>4:30 PM</td>
<td>- 7:00 PM Registration</td>
</tr>
<tr>
<td>5:30 PM</td>
<td>- 6:00 PM New Member &amp; Board Member Reception</td>
</tr>
<tr>
<td>6:00 PM</td>
<td>- 8:00 PM Reception</td>
</tr>
<tr>
<td><strong>WEDNESDAY, FEBRUARY 26</strong></td>
<td></td>
</tr>
<tr>
<td>8:00 AM</td>
<td>- 6:00 PM Registration/Check-In</td>
</tr>
<tr>
<td>8:00 AM</td>
<td>- 7:15 PM Display Tables Available for Premier Sponsors</td>
</tr>
<tr>
<td>8:00 AM</td>
<td>Continental Breakfast</td>
</tr>
<tr>
<td>8:00 AM</td>
<td>- 8:15 AM Committee Chair Meeting</td>
</tr>
<tr>
<td>8:30 AM</td>
<td>- 10:00 AM Welcome/Opening Presentation</td>
</tr>
<tr>
<td>10:00 AM</td>
<td>- 10:45 AM Break</td>
</tr>
<tr>
<td>10:45 AM</td>
<td>- 12:00 PM Wastewater Working Group</td>
</tr>
<tr>
<td>10:45 AM</td>
<td>- 12:00 PM Antifreeze Working Group</td>
</tr>
<tr>
<td>12:00 PM</td>
<td>- 1:30 PM LunchPresentation</td>
</tr>
<tr>
<td>1:30 PM</td>
<td>- 2:45 PM Re-Refined Lubricants Working Group</td>
</tr>
<tr>
<td></td>
<td>Distilled Fuels Working Group</td>
</tr>
<tr>
<td>1:30 PM</td>
<td>- 2:45 PM Conference Committee</td>
</tr>
<tr>
<td></td>
<td>Membership and Marketing Committee</td>
</tr>
<tr>
<td>2:45 PM</td>
<td>- 3:15 PM Break</td>
</tr>
<tr>
<td>3:15 PM</td>
<td>- 5:00 PM Guiding Principles Committee</td>
</tr>
<tr>
<td></td>
<td>Parts Cleaning Council</td>
</tr>
<tr>
<td></td>
<td>Used Oil Recycling Council (including the Filter Working Group)</td>
</tr>
<tr>
<td></td>
<td>Government Affairs Committee (including the Subcommittee on Research)</td>
</tr>
<tr>
<td>5:45 PM</td>
<td>- 7:15 PM NORA Happy Hour Reception</td>
</tr>
<tr>
<td><strong>THURSDAY, FEBRUARY 27</strong></td>
<td></td>
</tr>
<tr>
<td>8:00 AM</td>
<td>- 9:00 AM Past Presidents Committee</td>
</tr>
<tr>
<td>9:00 AM</td>
<td>- 12:30 PM Board of Directors Meeting</td>
</tr>
</tbody>
</table>
“It was a fluke occurrence”
“There was nothing I could have done differently”
“It was just bad luck”

Have you ever used any of these excuses after an accident? Have you ever heard an employee use any of these excuses after an accident?

These types of responses restrict us from being able to learn from negative outcomes. Typically, a negative outcome like an injury, vehicle accident, or environmental release could have been prevented if someone had made a safer decision or engaged in a safer behavior. The driving force behind Behavior-Based Safety (BBS) is that we are in control of our behaviors. The more we practice proactive safe behaviors, the safer we will become and the fewer negative outcomes we will experience.

The challenge for any organization is showing employees how they can practice safe behaviors and engage in those behaviors daily. Start simple by promoting 3 basic, but critical behaviors to help employees stay safe in and outside of the workplace:

**Be Confident in Your Judgement** – Most people have the instinct to look at a situation and identify the potential hazards. That said, how many times have you recognized a hazard and not responded proactively leading to a “I knew I shouldn’t have done that” type of response after an accident occurs? Having confidence in your judgement means you can identify the hazard AND take the necessary steps to eliminate it. Do not say to yourself “I’m new here and I don’t want to rock the boat”, “Someone else will take care of it”, or “Everyone else does it… what’s the big deal?” For example:

- The door to your facility is damaged. The lower corner of the door panel has peeled away and the corner is sharp and extends out towards people’s legs as they use the door. Employees have used the door for months without saying anything.

An employee that is confident in their judgment will report this issue to their management as a hazard. They will continue to follow-up with their manager until the hazard has been eliminated. They will not use excuses like “It hasn’t hurt anyone yet” or “It must not be that big of a deal” because they are confident in their ability to identify hazards.

**Be Mindful of Your Current Task** – Many things can distract from the task at hand. Interruptions, outside influences, personal issues etc. can make you lose focus. Staying mindful means staying present both physically AND mentally. It requires you to stay focused on the task you are engaged in at that moment. When you lose focus, you put yourself and the others around you at risk. A common example of this is texting or using your phone while driving, but here is another:
• You are engaged in a work task and a co-worker starts talking to you about weekend plans. You do not want to be rude, so you engage in the conversation while still trying to complete the work task.

“Multi-tasking” can be a positive work attribute as it can enable you to get more work done in a shorter amount of time. Unfortunately, too many tasks can force you to lose focus. This reduces your ability to identify safety hazards BEFORE they cause an incident. Employees that are mindful of their work tasks stay focused so they can identify hazards and apply the proper safe work procedures until the task is complete.

Stay Humble – Learning new procedures, strategies, techniques, etc. requires humility. Employees may become overconfident in their technique and close the door on safe behaviors. They may think, “I’ve been doing it this way for 5 years without an issue, why change now?” Staying humble and open to new information will help you stay safe and learn from things like incident investigations, technological advances, and feedback from new employees/managers with a fresh take on a process. For example:

• An employee suffers a back injury when trying to manually lift a heavy load. Prior to the incident a co-worker asked if the employee needed assistance, but the employee indicated they have been lifting materials like that for years and no assistance was needed.

The humble employee will accept assistance because they know that it will make the task easier. They will understand that in time their physical capabilities may change so they will need to approach work differently. They will be open to new technologies, strategies and safety-focused concepts because they understand the strategies are aimed at making their job easier and safer.

Safe work environments don’t just happen, they are created by our proactive behaviors. It takes daily effort and focus. Promoting these 3 critical characteristics communicates to employees how they can engage in proactive safety in the workplace and demonstrates to every employee that your organization is committed to their safety.

Eric Marsh is the Health & Safety Manager of Heritage-Crystal Clean.  
eric.marsh@crystal-clean.com  
(847) 844-5212
OSHA’s Top 10 Violations for 2019

According to OSHA, some companies around the United States still are failing to address the same hazards that are leading to OSHA’s top 10 violations.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Violation</th>
<th>Citations</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.</td>
<td>Personal Protective and Lifesaving Equipment - Eye and Face Protection</td>
<td>1,411</td>
</tr>
<tr>
<td>9.</td>
<td>Machine Guarding</td>
<td>1,743</td>
</tr>
<tr>
<td>8.</td>
<td>Fall Protection - Training Requirements</td>
<td>1,773</td>
</tr>
<tr>
<td>7.</td>
<td>Powered Industrial Trucks</td>
<td>2,093</td>
</tr>
<tr>
<td>6.</td>
<td>Ladders</td>
<td>2,345</td>
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<tr>
<td>5.</td>
<td>Respiratory</td>
<td>2,450</td>
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<tr>
<td>4.</td>
<td>Lockout/Tagout</td>
<td>2,606</td>
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<tr>
<td>3.</td>
<td>Scaffolding</td>
<td>2,813</td>
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<tr>
<td>2.</td>
<td>Hazard Communication</td>
<td>3,671</td>
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<tr>
<td>1.</td>
<td>Fall Protection - General Requirements</td>
<td>6,010</td>
</tr>
</tbody>
</table>
The liquid recycling industry needs a solid insurance partner.

Our experts have been insuring risk in the liquid recycling industry before it was even considered an industry. From transportation and site pollution to product contamination and pollution, Ironshore can protect you from the full spectrum of risk. For more information go to ironshore.com.
There are many areas to manage with vehicle fleets. Routing, staffing, maintenance, costs, every one of these needs attention on a daily basis. One reason why fleet security can get pushed to the back of the list is because it is easy to perceive that its attention is not needed daily. In reality, just because you do not have a theft, act of vandalism or some other security issue each day does not mean the risk can be ignored.

Think of it this way. We don’t need to wear seatbelts… until we do. I could have driven the past several years without one and would have been fine. Yet every single time I’ve driven during that time it has been with a seatbelt on. There is still a need to consider fleet security even if you haven’t needed it. Yet. It begins by conducting an assessment of your current security standards along with a risk assessment. We work with many entities that haven’t had any significant issues, so they have few if any existing policies. Your company may have grown from a small operation to one that now is expanding to the point where your risk exposure has increased beyond current company procedures. Start fresh and honestly consider what are your most likely threats and serious ones as well. A homeless camp increasing in size near one of your yards could cause a problem with unwanted intrusions onto the property. Perhaps you have an account at a secure government facility which could make one of your vehicles a target to gain access to their grounds. Each company will have unique needs.

**Vehicles & Property**

There are two areas to initially focus on with fleet security, vehicles and property. There are other important security considerations overall such as workplace violence and active intruders, but these are topics of their own. It may seem overwhelming at first to consider all these factors so focus on one area at a time and start small.

Beginning with vehicles, consider the potential for theft. If you have GPS locators recovery can be much easier. But if someone under the influence of drugs decides to jump into one of your trucks and take it for a ride, your logo will be all over the six o’clock news as it is chased by a line of police cars! Not the type of free marketing companies want. What are your policies (and more importantly, are they enforced by supervisors) for drivers if they leave their vehicles?

We conducted a training session where we were discussing this issue and a driver advised that once he started his truck it could not be turned off during the entire day, including while he was stopped for lunch sitting in a restaurant. A supervisor jumped into the conversation and told the driver he should write this on his pre-trip form, to which the driver advised that he had been…for the past six months!

Key control is another issue. At a municipality where we trained, all of the heavy straight trucks were sitting in a yard immediately adjacent to a busy street with the keys kept in the ignition. It was a busy yard with many other users coming in and out. Nobody would likely have noticed if a vehicle was missing, possibly for days.

Security considerations need not be complicated or expensive. But some time and effort must be expended reviewing the status quo of policies and procedures and surveying the potential risk to the fleet vehicles. This must be done periodically as well as risk is subject to change based on many factors including modifications to routes, customer base, change in criminal activity in the area and other factors.
Policies & Practices

For the fleet yard or yards, again start with a review of current policies and practices. How are visitors controlled? What are the access points and how are they monitored? We have found that if a person walked into most sites wearing a high visibility vest, dressed reasonably well while holding a clipboard, rarely will this person be questioned by employees. I have personally found this to be true in yards ranging from commercial fleets to school bus facilities.

A supervisor shared (while he was working for someone else) staff saw a group of people dressed as described above walking around all of their vehicles in the yard for several days. Everyone thought that they were conducting some type of maintenance on the electrical systems in the trucks. When they came to work on Monday every radio system had been stolen from the fleet vehicles. They had entered the site to determine the most efficient method to steal the radios and then on the weekend, while nobody was at the site, they entered and took all the equipment.

As an instructor / consultant, we are on people’s property and in their yards all the time. I’m never upset when an employee stops and questions me, or escorts me to obtain a visitor pass (or better, requires that I’m escorted while on the property). Employees should know this is okay for them to do. That same location that had the trucks with keys in the open yard…the building where we taught classes was like Ft. Knox. I didn’t make it ten feet past the gate before someone sweeping the yard stopped me. Good for him!

Assess Site Security

Sites, yards and buildings, should be assessed to determine if there are any weaknesses. In this industry we know it is common to use satellite yards which may only be used to store vehicles overnight or when not in use. Consider remote cameras that can be accessed by phone to check the yard. Remote monitoring services are available as well. Security companies can be used but there is obviously a cost for these services. Lighting is one of the easiest and lowest cost measures; criminals hate being illuminated.

The easiest first step is to ensure perimeter fencing is in order and entrances can be (and are when appropriate) secured. The “weakest link” theory very much applies to this area. You can have a tall fence with razor wire at the top, but if the guy with the clipboard and vest can walk through the main gate unchallenged, it’s not going to be very helpful.

Site security has many benefits that extend beyond theft. A hardened site also helps in the reduction of issues with attractive nuisances. Unfortunately, with the increase of homeless populations around the country this is an emerging trend we are seeing. We do not want injuries or deaths to occur on our properties. Even simple vandalism instances can be reduced or eliminated.

Although fleet security issues may not tug on your shirt sleeve each day, the risk still remains. Start small by addressing the voice in the back of your head of something you have already identified as a potential issue. As it comes together you will sleep better, so you can address all the other daily issues.

William Funk
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20121 Chianti Court, Yorba Linda, CA 92886
(909) 816-8821 • wfunk@src-safe.com
Most people don’t think twice about making left turns, it’s a part of everyday driving. Now put yourself in the driver’s seat of a tractor-trailer, and that everyday left turn is anything but routine.

Every move you make in a tractor-trailer is fraught with the possibility of disaster. Everyday movements made quickly and without much thought in an automobile or pick-up truck become a project, demanding attention in multiple directions when executed from a 75-foot-long vehicle. Left turns are a great example.

Some examples of what can go wrong when making a left turn:
- Truck making a left turn was struck in the rear tandems by oncoming vehicle
- Insured vehicle and other vehicle both making a left turn sideswiped each other during the turn
- Truck attempting to make a fast left turn rolled over in the intersection
- Truck swung right to make a left hand turn and struck another vehicle passing in right lane

Examples of left turn claims are countless. So, let’s look at ways to keep you off this list.

**Time & space**

First and foremost, when making a left turn, make sure you have enough time and space to make the turn safely. Look ahead to confirm there is no opposing traffic approaching and if there is, stop and let it pass. If you ‘think you can make it’ you are better off stopping until you ‘know you can make it’.

If possible, try to plan routes that will allow you to make less dangerous left turns at controlled intersections with left turning arrows. Yes, you may have to go slightly out of the way for such intersections, but the risk versus reward is in your favor.
Mind your lane
The length of your vehicle – combined with where your trailer tandems are set – can create situations of trailer off-tracking. Anytime your vehicle off-tracks into another lane, you instantly become liable for anything or anyone who is struck. The key to making safe left turns is to execute the turn with all the street real estate you are entitled to, while staying out of other lanes.

Stay in your lane and don’t button-hook right when you’re turning left. No one – except perhaps another truck driver – expects you to suddenly swing right into another lane when you have your left blinker on. Pull straight ahead into the intersection and then hook back left to complete your turn. If it is too sharp of a left turn to make, then go around the block if necessary. Again, the extra time this takes will save you from the risk of a left turning accident.

Turning tips
Turning from a single lane street onto a single lane street is best accomplished by driving straight to the center (or even past the center) of the intersection, then hooking back into your lane. If your trailer does off track, you’ll be able to see it from your side and adjust if things get too tight. Normally that would be a car that has crossed the stop line.

Turning from a single lane onto a street with two lanes proceeding in your direction opens the chances for issues with vehicles turning behind you. The following vehicle driver’s assumption will be you’re taking the first lane, and they will zip around you on the right and into the right lane. Keep this in mind and hook back into that first lane after you pull into the intersection. If you recollect your CDL driving test, you were graded on turning into the first available lane.

When you have two lanes turning left into two lanes, your best shot at making this move without issues is to turn from the rightmost turn lane into the right-most lane. This eliminates someone passing you on the right, and you can concentrate on the left of your vehicle (your sight-side) to watch trailer tracking.
Speed and patience
Don't try to 'beat the light' in a tractor trailer and make the left turn on a yellow-turning-to-red light. Be calm, courteous, and patient.

Without getting deep into roll-over precautions, realize that when you are speeding up to make a left turn, all your momentum is going forward. When you make that left turn all your momentum is still going straight up the road.

If your tractor-trailer is top heavy, there is a good chance the laws of physics will take over and your tractor-trailer could soon be resting on its passenger side, in the middle of the intersection. You will be wishing you made a controlled stop for that traffic light as you are climbing out of your cab.

Expect the unexpected
Drivers need to be even more aware when making left turns in urban settings. In addition to other vehicles and driver’s actions, pedestrians and bicyclist can suddenly appear and attempt to navigate the street. They may be trying to take advantage of the same perceived breaks in oncoming traffic as you.

City records are full of incidents involving pedestrian and bicyclist injuries and deaths caused by cars and trucks making left turns. Even drivers focused on many of the best practices discussed above, can be caught by surprise by the unexpected actions of pedestrians and bicyclists.

Conclusion
Drivers executing left turns need to exercise a greater standard of care relative to other maneuvers that are less dangerous. Left turns are simply more complicated than right turns and require more mental and physical effort ("driver workload"). Left turns can require a wider radius, result in higher speeds, involve decreased visibility, and potentially involve encounters with pedestrians, bicyclists, and other vehicles. Being mindful of your speed, time, and space needs, while remaining patient, aware of third parties, and using sound left turn techniques will get you to your destination safe and sound.

ORG CHEM GROUP is a Major Leader in the recycling of used antifreeze in the United States. We work closely with collectors across the U.S. and Canada.

ORG CHEM GROUP purchases used antifreeze which allows collectors a safe, efficient way to properly manage their used antifreeze/glycol streams while at the same time providing them with a consistent revenue stream.

Our process extracts the Ethylene Glycol from used antifreeze, purifies it and blends it with proprietary additives to create new antifreeze that offers the benefits of lower cost and recycling.

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2019 Conference Wrap Up

The 2019 NORA Conference & Trade Show was held November 13-16, 2019 in Naples, Florida.

The event attracted over 300 industry leaders and featured 48 exhibitors. This created a great atmosphere for business development and networking. The conference featured a variety of educational sessions that was headlined by Mike Ditka, former Chicago Bear and NFL coach. The title of his address was: “ACE - Attitude, Character and Enthusiasm.” All speaker PowerPoints for the conference sessions are now available on-line in the members only section of the website. NORA would like to thank the sponsors of the conference for their support (please see pages 38-41).
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