

SPEAKER BIOS

CAROLE W. BRIGGS

Attorney | **Perlstein, Sandler & McCracken LLC**



Carole Briggs is a graduate of the University of Minnesota, The George Washington National Law Center (JD 1985), and New York University (LLM, taxation, 1986). She has practiced law in Connecticut since 1986 and joined the firm in 2007.

Briggs has more than 25 years of experience representing private sector and governmental entities in real estate and commercial transactions, business and finance, construction, OSHA, municipal law, and dispute resolution. She has been a frequent speaker and author on construction as well as health and safety related-topics.

Briggs is a member of the Connecticut Bar Association in the Construction, Real Estate and Commercial Law sections, and the American Bar Association in the Business, Construction, Real Property, and Probate and Insurance Law sections.

She is also a member of the state of Connecticut Architectural Licensing Board.

PAMELA K. ELKOW

Partner | **Carmody Torrance Sandak & Hennessey LLP** | @pamelaelkow



Pam Elkow has 25 years experience representing clients in remediating or redeveloping brownfields; purchasing or selling businesses or real estate

with significant environmental liabilities or challenges; obtaining permits; providing environmental, health, and safety compliance counseling; and responding to governmental enforcement.

Elkrow's approach to clients and their issues is pragmatic and business-oriented. With respect to property redevelopment, she understands that every client has a different risk profile and each property has a different intended use, and any remedial strategy must fit those criteria, while being cost-effective and protective of human health and the environment.

Many of Elkrow's clients are manufacturers or other large institutions, such as universities, with ongoing environmental health and safety issues associated with their business operations. She advises them on day-to-day compliance and permitting issues, works with them to compile or review health and safety manuals, and defends them against enforcement actions resulting from allegations of violations of environmental or occupational health and safety regulations.

Elkrow is the chair of the American Bar Association's Environmental Transactions and Brownfields Committee in the Energy, Environment and Resources section. She is a frequent lecturer and writer on environmental issues for audiences such as developers, environmental consultants, and other lawyers. Elkrow is also on the board of directors and executive committee of the Business Council of Fairfield County.

DAVID GALT

Senior Legal Editor | **BLR—Business & Legal Resources** | @BLR_EHS



Dave Galt is a senior legal editor at BLR—Business & Legal Resources in Old Saybrook, and has been with the company since 2001. Galt develops and edits content for the *Safety.BLR.com* online portal and other regulatory compliance and training products to help businesses comply with OSHA and state safety and health rules.

Galt also speaks regularly at national and regional conferences about the business value of EHS. Before joining BLR, he spent 15 years in the environmental field as a lobbyist, policy analyst, and community organizer. His specialty is translating regulatory and technical information into easily understood formats for business operations and training purposes.

Galt serves on the National Environmental, Safety and Health Training Association, or NESHTA, board of directors. He earned his master's degree in environmental management from the Yale School of Forestry and Environmental Studies in 1997.

DAVID M. GIOIELLO, JR.

Co-Founder, Senior Consultant | **Industrial Health & Safety Consultants**



Dave Gioiello is both a certified industrial hygienist and certified safety professional. He is a fellow of the American Industrial Hygiene Association and served as treasurer for this international professional organization.

Gioiello is a health, safety and environmental professional with more than 45 years of progressive responsibility. He has hands-on experience in dealing with state and federal

agencies; local and national unions, and top management, including boards of directors. He was an adjunct professor at the University of New Haven and has taught health hazards in construction for the OSHA Training Institute at Keene State.

Gioiello has worked for major corporations such as General Electric and spent several years with NASA. For the last 32 years he has worked as senior consultant and director of field operations for the consulting company that he co-founded in 1980.

As a consultant, Gioiello has worked with companies as small as two employees and ones that have facilities worldwide. His focus has been not only on evaluating and helping to mitigate health hazards in the workplace, but also to help his clients develop long-term programs that anticipate hazards and put in place programs that will control hazards before they become an issue.

Gioiello holds a bachelor's from the University of Detroit and a master's degree from Wayne State University School of Medicine.

MARK B. HASKINS

Principal Consultant | **Practical Safety Solutions, LLC**



Mark Haskins is a founder and the owner of Practical Safety Solutions, LLC. During his 34 years of experience in safety and health, Haskins has held

safety positions with pharmaceutical and chemical companies as well as safety positions in consulting and on major projects for an international construction company. He provides safety services to clients concentrating on assessments; program development and implementation; incident analysis and training, as well as technical services including electrical safety, lockout tagout, machine guarding, hazardous materials,

industrial hygiene, and confined space entry.

Haskins previously held an adjunct faculty appointment in occupational safety and health at the University of New Haven. He is an instructor for the OSHA Training Institute and Education Center at Keene State College, and an adjunct faculty member. Haskins is an authorized OSHA outreach trainer in general industry and construction. He is a certified safety professional in comprehensive practice and holds a master's degree in occupational safety and health management, a graduate certificate in industrial hygiene, and a bachelor's degree in biology.

TIMOTHY S. IRVING

**Assistant Regional Administrator/
Cooperative and State Programs | U.S.
Dept. of Labor/OSHA**

Tim Irving is the assistant regional administrator in the OSHA Boston Region I Office working with the Cooperative and State Programs team.

As the ARA/CSP, Irving oversees the implementation of OSHA's cooperative programs such as Safety and Health Achievement Recognition and the Voluntary Protection Programs; coordinates the agency's compliance assistance and outreach activities with its alliances, partnerships and consultation services; and coordinates the agency's relations with the three state plan states in the jurisdiction.

Irving was also presented the 2015 US Department of Labor Region I Rico Barrasso Excellence in Public Service Award for his volunteer efforts within his community and organizing a 13-event series for runners called Race Around Waltham.

Previously, Irving worked as a compliance assistance specialist and a compliance safety

and health officer on the construction strategic team in the Boston South Area Office.

Irving holds both journeyman and master electrician licenses. He has a degree in management from the University of Massachusetts, is a certified safety professional, and has earned professional designations in risk management and construction safety.

MILTON JACOBS

**Holistic Safety Speaker | Safety Solution
Consultants, Inc.**



Milt Jacobs is the president of Safety Solution Consultants, Inc., an accident prevention and risk management consulting firm located in East Granby.

Jacobs is a board certified safety professional and has a master's degree in public health. Over the past 22 years, his holistic methods and concepts have been used in the construction, government, service, and manufacturing industries to reduce injuries and control risk. Jacobs specializes in providing high-impact educational seminars and holistic safety talks that are not only thought-provoking, but also assist with changing mindsets.

His holistic safety concepts are chronicled in his 2013 employee guide, *Milt's 5 Step Guide to S.A.F.E.R. Safety*.

ROBERT W. KOWALSKI

**Area Director, Bridgeport Office | U.S.
Dept. of Labor/OSHA**



Bob Kowalski was appointed as the area director of the Bridgeport Area Office in October 2001. He began his career with OSHA in March 1990 as a compliance officer in the agency's Hartford Area Office. He moved to the Bridgeport

office in July 1991 and rose from compliance officer (July 1991-March 1997) to compliance program manager (March 1997-October 1999) to assistant area director and strategic team leader (October 1999 to October 2001).

Prior to joining OSHA, Kowalski served 10 years with the Connecticut Army National Guard in a variety of positions, including supply officer (1980-1981), training officer (1981-1982), and adjutant (1982-1985) at guard facilities in Waterbury, Manchester, and New Haven. From 1985 to 1990 he was the guard's ground safety officer, managing the safety and health program for the command and overseeing the safety and health compliance of full-time guard personnel and traditional guardsman at Connecticut Army National Guard facilities and at various training sites. In June 1992 he retired from the U.S. Army Reserves with the rank of Major, Infantry, after 22 years of military service. He is a graduate of the U.S. Army Command and General Staff College.

PHILLIP E. MONTGOMERY

**Director of Compensation Services | CBIA
@CBIAPhil**



Phillip Montgomery is director of compensation services at CBIA. His responsibilities include providing assistance to CBIA members on compensation and benefit issues and working with members to design and conduct employee opinion surveys and other custom surveys.

Prior to joining CBIA, Montgomery spent 10 years in human resources positions in manufacturing and other settings where his responsibilities spanned recruitment, salary administration, and employee relations.

Montgomery is a graduate of Dartmouth College. He is a certified compensation professional and certified benefits professional.

JOHN L. NICKERSON

**Owner, Principal and Founder | JLN
Associates, LLC and Top Rung Inspection
& Testing**



John Nickerson is the owner and founder of JLN Associates, LLC, and Top Rung Inspection & Testing. JLN Associates provides safety, fire protection and emergency preparedness/response services to industrial and municipal clients throughout the United States. Top Rung Inspection & Testing provides fire pump, aerial, ground ladder, and hose inspection and testing services to fire departments throughout the eastern United States.

His more than 30 years of experience in the industrial safety and fire protection fields has included public emergency services and management of nuclear facility and nuclear decommissioning project safety.

Nickerson is experienced in industrial safety and fire protection programs, fire department management, hazard evaluation, life safety compliance, fire protection systems evaluation, acceptance testing, code compliance, and confined space rescue.

He has planned and implemented a variety of response drills to meet municipal preparedness needs, nuclear fire protection program requirements, and other government regulations

Nickerson is an adjunct instructor at Three Rivers Community College. He received a bachelor's degree from the University of New Haven in fire science. He is a certified utility safety administrator and a technical committee member for NFPA 1081 – Standard for Industrial Fire Brigade Member Professional Qualifications.

MARTHA SANDERS, PH.D.

Associate Professor, Occupational Therapy and Ergonomist | Quinnipiac University | @QuinnipiacU



Marcy Sanders is an associate professor of occupational therapy at Quinnipiac University and a certified professional ergonomist. At Quinnipiac, she teaches ergonomics, research, environmental toxins, and administration courses and is chairperson of the ergonomics committee. As a consultant, she provides ergonomic evaluation, training, and health promotion in office and manufacturing environments.

Sanders is passionate about teaching employers and employees to identify ergonomic hazards so they can be proactive in preventing injuries. She has authored over 30 papers on ergonomics-related topics, the most recent relating to older workers. She is editor of a textbook entitled *Ergonomics and the Management of Musculoskeletal Disorders* and is a member of the American Occupational Therapy Association, Human Factors and Ergonomics Society, American Public Health Association, and Sigma Xi Scientific Research Society.

Sanders received her bachelor's degree in occupational therapy from Tufts University; a master's degree from the University of Southern California; a master's degree in occupational safety administration from the University of New Haven; and a doctorate in community and occupational health from Walden University in Minneapolis.

WARREN G. SIMPSON

Area Director, Hartford Office | U.S. Dept. of Labor/OSHA



Warren Simpson is the area director for the United States Department of Labor, Occupational Safety and Health Administration, in the Hartford, Connecticut, office. He is responsible for ensuring safety and health inspections/investigations are conducted in the workplace and promoting safety and health in Connecticut. Simpson has been employed by the US DOL/OSHA for nearly 20 years and was promoted to the area director position in Hartford in November 2012.

Simpson worked as an industrial hygienist in the Parsippany, N.J., and New York regional offices, where he was responsible for providing technical assistance to the region's area offices and the public. He was also the region's process safety management coordinator. He was an assistant area director in Avenel and Parsippany, where he supervised a staff of safety specialists, safety engineers, and industrial hygienists.

Simpson received a master's degree from Hunter College, N.Y., in environmental and occupational health science and a bachelor's degree from Montclair State College, N.J. He is certified in the comprehensive practice of industrial hygiene from the American Board of Industrial Hygiene and is a certified safety professional from the Board of Certified Safety Professionals.

MARK D. SOYCHER

Counsel, Human Resources Services
CBIA | @HRHotline



Mark Soycher has more than 30 years of experience guiding Connecticut employers and employees through the maze of laws and regulations

affecting their workplace and providing legal assistance with all workplace problems, from hiring and firing to determining the workplace strategies that will anticipate and avoid legal disputes.

As HR counsel at CBIA, the state's largest business organization, Soycher responds to thousands of personnel-related inquiries annually from member companies. He has conducted training sessions for thousands of Connecticut workers on a wide range of topics, including sexual harassment prevention; drug and alcohol abuse prevention; employment law for managers; workplace discrimination; and ADA and ethics compliance.

Previously Soycher was in private law practice for a dozen years, representing and counseling both employers and individuals in employment matters. Before that, he was general counsel and lobbyist for the Associated General Contractors of Connecticut, a construction industry trade association.

Soycher is a member of the Society for Human Resource Management, currently serving as director of legislative affairs on the SHRM-CT HR Council. He is a board member of the Connecticut Business Leadership Network, a group of Connecticut employers working to increase employment opportunities for people with disabilities.

Soycher has a bachelor's degree in psychology from Rutgers University, a master's degree in special education from William Paterson College, and a law degree from New York Law School. He is a member of the Connecticut bar association and serves on the executive committee of the association's Labor and Employment Law Section.

PETER T. SUSCA

Principal | OpX Safety | @opxsafety1



Pete Susca is the founder of OpX Safety and brings more than thirty years of environment, health & safety, management systems development/assessment, fatality prevention, process improvement, and executive business leadership experience to the firm.

Before founding OpX Safety, he spent 14 years in the EH&S consulting field as senior vice president at Loureiro Engineering Associates and vice president of health & safety operations for Allied Resources Corporation.

Prior to his entry into consulting, he served as director of EH&S for Otis Elevator's European Area; manager of Worldwide EH&S Assurance Programs for United Technologies Corporation, and senior EH&S engineer for Hamilton Standard. He also spent seven years teaching at the Connecticut and National Fire Academy and 20 years in the volunteer fire service, retiring in 2000 as a chief officer.

Susca holds a bachelor's degree in physics from Central Connecticut State University and a master's degree in management from Rensselaer Polytechnic Institute. His speaking experience includes ASSE NEA PDC 2010, 2012, 2013 (Keynote), 2014 & 2015, ORC, MAPI, Maine Safety Conference, and numerous corporate EH&S conferences (e.g., United Technologies Corporation, Barnes Group, U.S. Steel, ArcelorMittal, RGIS and Raytheon).