30th Annual CIHC Professional Development Seminar



Advancing public policy to improve the health and safety of workers and the community.



December 6-8, 2021 Renaissance Long Beach Hotel 11 East Ocean Boulevard Long Beach, California

2021 CIHC PDS Program Overview

Monday, December 6, 2021

TIME	ACTIVITY	LOCATION
7:00-8:00 a.m.	Registration and Continental Breakfast	Prefunction between Bixby 1 & 2 /
8:00 a.m.	Morning Session "Regulatory Updates for OEHS—New Frontiers"	Farrell's Lounge Bixby 1, 2, & 5
9:45 a.m.	Exhibits	Farrell's Lounge
10:30 a.m.	Morning Session "Regulatory Updates for OEHS—New Frontiers" (continued)	Bixby 1, 2, & 5
Noon-1:30 p.m.	KEYNOTE LUNCHEON – Dr. John Howard, MD, MPH, JD, LLM, Director, NIOSH	Bixby 1, 2, & 5
1:30 p.m.	Afternoon Session "Perspectives of Water Management Team Members on Managing Waterborne Pathogens in Healthcare"	Bixby 1, 2, & 5
3:05 p.m.	Exhibits	Farrell's Lounge
3:25 p.m.	Afternoon Session "Perspectives of Water Management" (continued)	Bixby 1, 2, & 5
5:15 p.m.	Conference Day One Ends	
5:30-7:00 p.m.	Evening Social	Rooftop Pool Deck, 3 rd Floor (in case of rain: Farrell's Lounge)
	Tuesday, December 7, 2021	
7:00-8:00 a.m.	Registration and Continental Breakfast	Prefunction between Bixby 1 & 2 /
8:00 a.m.	Morning Session "A Seat at the Table: CIHs as Part of the Team"	Farrell's Lounge Bixby 1, 2, & 5
9:50 a.m.	Exhibits	Farrell's Lounge
10:20 a.m.	Morning Session "A Seat at the Table: CIHs as Part of the Team" (continued)	Bixby 1, 2, & 5
Noon-1:30 p.m.	Lunch on your own	
1:30 p.m.	Afternoon Session "Ventilation System Assessment Strategies during COVID-19"	Bixby 1, 2, & 5
2:30 p.m.	Exhibits	Farrell's Lounge
3:00 p.m.	Afternoon Session "Case Studies for IH Ethics"	Bixby 1, 2, & 5
5:00 p.m.	Conference Day Two Ends	
	Wednesday, December 8, 2021	
7:00-8:00 a.m.	Registration and Continental Breakfast	Prefunction between Bixby 1 & 2 /
8:00 a.m.	Morning Session "Perspectives on Workplace Impacts of Opioids"	Farrell's Lounge Bixby 1, 2, & 5
9:25 a.m.	Exhibits	Farrell's Lounge
10:10 a.m.	Morning Session "Perspectives on Workplace Impacts of Opioids" (continued)	Bixby 1, 2, & 5
Noon-1:10 p.m.	Lunch on your own	
1:10 p.m.	Afternoon Session "Case Studies"	Bixby 1, 2, & 5
2:45 p.m.	Break	
3:00 p.m.	Afternoon Session "Case Studies" (continued)	Bixby 1, 2, & 5
4:00 p.m.	Closing Remarks	Bixby 1, 2, & 5
4:15 p.m.	Conference Ends	

Note: For the detailed speaker agenda, please see the program for each day.

2021 CIHC PDS Event Floor Plan

The main meeting area will be in Bixby 1, 2, & 5. The registration and sign-in table will be in the Prefunction area between Bixby 1 & 2.

Main exhibitors, along with food and drink, will be in the Farrell's Lounge. Overflow exhibitors will be in Bixby 3 & 4, along with tables for guests to sit down.

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PDS Welcome from the CIHC President

November 28, 2021

Dear Colleagues:

On behalf of the California Industrial Hygiene Council Board, welcome to our 30th annual Professional Development Seminar (PDS). As you will see from our outstanding line up of speakers and their presentation titles, the role of the industrial hygienist is truly evolving and expanding! We appreciate that attending in person is not possible for some of us, so we are excited to present the 3-day event, for the first time ever, as a virtual experience via Zoom in addition to the in-person option!

I particularly look forward to welcoming you in person this year as we resume some semblance of normalcy with this year's event!! I certainly welcome those who will join us via the Zoom virtual option, but we all know it's just not the same! These two years have taken their toll in so many ways, and we have each had a very personal experience as to the impact of the pandemic restrictions. I appreciate everyone who was able to participate with CIHC in our webinar offerings during late 2020 and early 2021.

Back in 1990, CIHC was born when a group of industrial hygienists met in Sacramento to talk about the state of the profession, and to learn about the legislative process and how to influence it. They affixed buttons to their clothes with the phrase "What is an industrial hygienist?" and spent the day walking the Capitol corridors educating legislators and their staff about the profession. The results of these initial efforts ultimately led to Certified Industrial Hygienist (CIH) title protection, definition of industrial hygiene in the Business and Professions code, and additional regulatory and legislative recognition of the important role industrial hygienists play in the anticipation, recognition, evaluation, and control of hazards in the workplace and for public health.

However, our work is never done. As new laws and regulations are proposed and as new legislators come and go, it is important for industrial hygienists to continue to be active in the process and to ensure our contributions continue to be recognized. The need to educate legislators and their staff about "What is an industrial hygienist?" is no less important today than it was three decades ago! I'll provide a summary of our work for 2021 in this year's CIHC update.

The CIHC Board represents you. The Board is regularly in need of technical advisors. The Board consults with technical advisors to gather information and details on specific issues that will assist the Board in commenting on proposed legislative bills and draft regulations. Technical advisors could also represent CIHC on Cal/OSHA Advisory Committees. *What area of expertise is your professional passion?* Contact your local CIHC Board member or me (530-622-7196) to let us know. All of our contact information is located on the CIHC website, https://cihconline.com

It takes the hard work of many to plan and present the PDS. Thank you to our Conference Committee, speakers, exhibitors and sponsors for their incredible efforts and support! Without each and every one, this event is not possible! When you have the opportunity, please thank them as well. I look forward to this opportunity to see you and catch up. Thank you for your participation!

Sincerely,

Jamela Murcell

Pamela Murcell, MS, CIH President, California Industrial Hygiene Council

Overview of CIHC

Purpose

- ✓ Establish a legislative presence in the State Capitol through professional representation
- ✓ Keep the industrial hygiene professional intact by opposing any further erosion or limitation of practice by legislation or regulation
- ✓ Seek recognition in statutes defining, recognizing, and protecting the profession of industrial hygiene
- ✓ Provide sound scientific and technological input to the legislative and regulatory process

Tracking Legislation & Regulations

 ✓ CIHC Directors, representing the five local California sections of the American Industrial Hygiene Association (AIHA), volunteer their time to track proposed legislation and regulatory developments

Activities

- Review and monitor legislation (in 2021, the CIHC Board screened several hundred bills and actively monitored and/or took a position on 41 bills which potentially impacted the industrial hygiene profession)
- ✓ Sponsor legislation
- ✓ Review and comment on proposed regulations through participation in Cal/OSHA Advisory Committees
- ✓ Sponsor annual CIHC 3-day Professional Development Seminar and 1-day Sacramento Summit
- ✓ Coordinate with AIHA National Government Affairs

Major Accomplishments

- ✓ Defined Industrial Hygienist in State Law (H&S Code 117672)
- ✓ Initiated and Sponsored the Industrial Hygienist Definition and Registration Act (B&P Code Sections 20700-20705)
- ✓ Negotiated to reduce the number of days for lead training course for CIHs to three days
- ✓ Negotiated the exemption for Trauma Scene Waste Management Practitioner requirement
- ✓ Monitored rewrite of the Professional Engineers Act
- ✓ Sponsored laboratory accreditation legislation
- ✓ Sponsored successful legislation to allow a CIH or other qualified professional to provide lead poisoning prevention services
- ✓ Garnered strategic legislative amendments to the Toxic Mold Protection Act of 2001 assuring the participation of IH's in developing standards to identify, evaluate, and abate mold
- Provided comments on a wide range of proposed regulations: heat illness prevention, lead in construction and general industry, ergonomics (housekeeping in hotel and hospitality facilities), injury and illness prevention, permissible exposure limits, surgical plume, protection from wildfire smoke
- ✓ Active and ongoing participation with Cal/OSHA as an invited stakeholder for the COVID-19 regulatory process

Annual CIHC Professional Development Seminar

- ✓ Provides a statewide forum to discuss issues of concern to the industrial hygiene profession
- ✓ Provides educational opportunities for industrial hygienists and allied professionals
- ✓ Strengthens ties and establishes alliances among the OEHS professionals
- Provides an opportunity to consult, network, & collaborate among industrial hygienists and other professionals
- ✓ Raises funds to support the CIHC organization's legislative and regulatory advocacy activities

CIHC Board Roster

Northern CA Section Directors

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Orange County

Welcome from the Event Co-Chairs

Welcome to the 30th Annual CIHC Professional Development Seminar!

It is our pleasure to co-chair the 30th Annual California Industrial Hygiene Council's Professional Development Seminar (PDS) in Long Beach, and to welcome all of our colleagues in the environmental, health, and safety community. We hope you will enjoy this opportunity to meet and connect with your friends and colleagues from California and elsewhere to discuss the ever-changing landscape of our profession and learn about best practices, while fulfilling your personal goals for attending this year's event. Hopefully, you will also be able to make new friends and connections during this three-day PDS.

We know that the success of the PDS ultimately depends on the many people who have worked with us in planning and organizing both the technical program and supporting social arrangements. In particular, we would like to thank the Session Arrangers for their diligence and well-placed suggestions on organizing the technical program; the PDS Committee for their hard work on planning and organizing the many logistical details, and our Sponsors who help us keep the "price of admission" reasonable for all participants.

Accessing presentations and program materials will be electronic this year via the <u>CIHC event website</u> in the **"Program Materials"** tab. You will need user name **conf2021** and password **LB*2021** to access the information.

We are including free WiFi for this year's PDS. The WiFi Network is **Renaissance_CONF** and the access code is **Sensidyne**. While we are making it easy to **responsibly** surf the web, PLEASE give our presenters your undivided attention during their presentations.

If you are collecting hours or points for your CIH, CSP, or other professional certifications, be sure to check the **PDS Attendance Documentation** page later in this program.

Please feel free to connect with us, any of the CIHC Board members, or the committee volunteers if you have any questions about the program. As always, we value your input and use our attendees' comments for future improvements. Please take a few minutes to complete PDS evaluations. We're staying with the paperless on-line evaluations this year (PLEASE COMPLETE THEM). The evaluations allow us to gather important feedback from our attendees so that we can provide the best PDS possible. You can access the evaluation surveys via the <u>CIHC event</u> <u>website</u> in the **"2021 PDS Event Evaluation"** tab. There are also reminders and QR codes throughout the program.

We hope you enjoy this educational opportunity designed especially for you! Thank you for attending as we celebrate 30 terrific years of support for the California IH Community!



Gloria Chan Conference Co-Chair San Diego Local AIHA Section

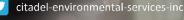


Joel Cohen Conference Co-Chair Northern California Local AIHA Section



Richard Hirsh Conference Co-Chair Northern California Local AIHA Section





- in citadelenvironmentalservices
 - Scott Brehmer, MPH, CSP, CIH Principal, Industrial Hygiene and Safety sbrehmer@citadelehs.com

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30th Annual CIHC PDS Committee

The CIHC Board would like to express its sincere appreciation to those who have donated their time and skill to making this professional development seminar a success. While the following list does not reflect all the resources tapped to make things work, it does reflect those who did much of the heavy lifting early on. Our many thanks to all!

Committee Member	Role
Joel Cohen, Northern California Section	Conference Co-Chair – Program
Richard Hirsh, Northern California Section	Conference Co-Chair – Exhibitors & Sponsors
Gloria Chan, San Diego Section	Conference Co-Chair – Hotel & Logistics
Gloria Chan, San Diego Section Grace Rinck, Southern California Section Karen Shockley, San Diego Section	On-Site Registration
Gloria Chan, San Diego Section	Online Registration
Roxanne Fynboh, Sacramento Valley Section	Communications
An Internet Store	Website Support
Richard Hirsh, Northern California Section	Exhibitors/Sponsors
Laurel Davis, Northern California Section Gloria Chan, San Diego Section Pam Murcell, Sacramento Valley Section	Conference Program Materials
Gloria Chan, San Diego Section	Conference Social Event
Pam Murcell, Sacramento Valley Section	REHS Contact Hours
Gloria Chan, CIHC Treasurer	CIHC Donation to AIHF on behalf of Speakers
Chris Laszcz-Davis, Northern California Section	Session Arranger
Megan Canright, San Diego Section	Session Arranger
Jaime Steedman-Lyde, Southern California Section	Session Arranger
Richard Hirsh, Northern California Section	Session Arranger
Michael A. Polkabla, Northern California Section	Session Arranger
Joel Cohen, Northern California Section	Session Arranger

PDS In-Person Attendee Information

Thank you for joining us in celebration of 30 years of excellence by attending the CIHC 30th Annual Professional Development Seminar!

COVID-19 Policy

- Proof of COVID-19 vaccination must be presented on-site at the registrant check-in table. The <u>CIHC COVID-19</u>
 <u>Policy</u> outlines acceptable forms of proof and provides detail on meeting room ventilation information.
- Face masks must be worn at all times when indoors, except when actively eating and drinking.

Additional information about hotel and local COVID-19 policies are available on the <u>Renaissance Long Beach</u> <u>Hotel website</u> and at the <u>City of Long Beach</u>. Scan the QR code to review the current public health order.

Registration and Sign-In

The registration and sign-in table will be available at 7:00 a.m. each day in the Prefunction area between Bixby 1 & 2 on the 2nd floor. Copies of the daily schedule will be available at the registration table. Attendance documentation for inperson and virtual attendees is on the next page. An exhibitor raffle card will be available at the sign-in table. Please visit all of our exhibitors and complete the raffle card for a chance to win a \$200 Amazon gift card.

Program and Program Materials

The PDS sessions will start at 8:00 a.m. in Bixby 1, 2, & 5, and includes lunch on Monday with our keynote speaker, Dr. John Howard.

Professional Development Seminar program information, including presentation files, are available on the CIHC website at: <u>https://www.cihconline.com/events</u>. Click on the "Program Materials" tab and log in with:

Username: conf2021 Password: LB*2021

WiFi Access (available in the conference room)

WiFi Network: Renaissance_CONF Passcode: Sensidyne



Parking

Day parking is available at the hotel garage for a special CIHC PDS rate of \$10/day. Overnight attendees have a discounted rate of \$15/night.

Social Event

Please join us for a social networking event at the Renaissance Long Beach Hotel on the 3rd floor Rooftop Pool Deck on Monday evening from 5:30-7:00 pm, immediately following the day's sessions. Appetizers will be provided by CIHC and drink tickets will be given at the door by the event sponsors. If there is rain, the event will be held in the Farrell's Lounge area on the 2nd floor.



PDS Attendance Documentation

Continuing Education Certification Points

Attendance at the Professional Development Seminar is eligible for continuing education certification points with ABIH and BCSP. REHS continuing education hours have been received through the sponsorship of the UCLA-LOSH program.

In-Person Attendees

To receive credit for attendance, please sign in at the registration table when you pick up your badge to confirm the days of attendance and your contact information for your event certificate. If you are collecting hours for the <u>REHS</u> professional certification, be sure to <u>sign in</u> at the registration table <u>each day</u> so that your attendance certificate reflects all days attended.

Virtual Attendees

To receive credit for attendance, please attend using your personalized Zoom links, which were emailed to virtual attendees prior to the event.

Attendance Certificates

Personalized certificates will be emailed following the conference to each attendee by December 31, 2021. Contact Gloria Chan at <u>gchan@auroraih.com</u> if you don't receive your attendance certificate.



SCAN ME





2021 CIHC 30th ANNUAL PROFESSIONAL DEVELOPMENT SEMINAR

Monday, December 6, 2021

Morning Session Theme – "Regulatory Updates for OEHS—New Frontiers"

7:00-8:00 a.m.	Registration and Continental Breakfast
8:00 a.m.	Welcome — Joel Cohen, MPH, CIH, FAIHA, Conference Co-Chair, CIHC Board Vice-President, The Cohen Group
8:05 a.m.	CIHC Update — Pamela Murcell, MS, CIH, CIHC Board President, KWA Safety & HazMat Consultants, Inc.
8:15 a.m.	Session Chair Welcome and Introductions — Chris Laszcz-Davis, MS, CIH, COH, FAIHA, AIC Fellow; former President, CIHC; President, The Environmental Quality Organization, LLC
8:20 a.m.	Federal and State Legislative Crystal Ball: Preparing Employers for 2022— <i>Rachel Conn, Esq., Nixon Peabody LLP</i> ~ <i>presenting virtually</i> ~
9:00 a.m.	National AIHA Update — Larry Sloan, CAE, Chief Executive Officer, American Industrial Hygiene Association (AIHA) ~ presenting virtually ~
9:45 a.m.	Exhibitor Spotlight: Health Science Associates and EMSL/LA Testing Exhibits in Farrell's Lounge
10:15 a.m.	COVID-19 – the Cal/OSHA Response—Kathy Derham, Regional Manager, Cal/OSHA Region 3, Santa Ana Regional Office presenting virtually ~
11:00 a.m.	Update From CDPH Occupational Health Branch: COVID-19 Response and Beyond Barbara Materna, PhD, CIH, Chief, Occupational Health Branch, CA Dept. of Public Health
Noon-1:30 p.m.	Exhibitor Spotlight: CIH Services, SGS Galson, and SafeTraces KEYNOTE LUNCHEON "Coronanormal Workplace Safety and Health" – John Howard, MD, MPH, JD, LLM, Director, NIOSH
	Afternoon Session Theme – "Perspectives of Water Management Team Members on Managing Waterborne Pathogens in Healthcare"
1:30 p.m.	Session Chair Welcome and Introductions — Megan Canright, MPH, CIH, CIHC Board, Forensic Analytical Consulting Services
1:35 p.m.	Perspectives of Facilities, Licensing, and Accreditation – Gary Sparks, Principal, Red-E Services ~ presenting virtually ~
2:05 p.m.	Perspectives of Hospital Administration – Fred Just, Senior Consultant, BSI Group ~ presenting virtually ~
2:35 p.m.	Perspectives from Infection Prevention – Martha Bognot, MSN, SCR, AGACNP-BC, Infection Preventionist, San Joaquin General Hospital ~ presenting virtually ~
3:05 p.m.	Exhibitor Spotlight: Larson Davis and Industrial Scientific Exhibits in Farrell's Lounge
3:25 p.m.	Perspectives from Legal – Susan Smith, Principal, Beveridge & Diamond ~ presenting virtually ~
3:55 p.m.	Panel Discussion and Q&A – Moderated by: John Martinelli & Megan Canright, <i>Forensic Analytical Consulting</i> Services
5:15 p.m.	Exhibitor Spotlight: SKC West and Forensic Analytical Consulting Services Conference Day One Ends
5:30-7:00 p.m.	Evening Social – Renaissance Long Beach Hotel, Rooftop Pool Deck, 3rd Floor (in case of rain: Farrell's Lounge)

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Long Beach, California

December 6-8, 2021

<u>Federal and State Legislative Crystal</u> <u>Ball: Preparing Employers for 2022</u>



Rachel Conn, Esq.

Nixon Peabody LLP

Rachel Conn is a partner in Nixon Peabody's Labor & Employment group and a member of the firm's Occupational Safety & Health (OSHA) practice. Rachel's focus is on occupational safety and health compliance and litigation, including but not limited to, Cal/OSHA and Fed/OSHA matters. This involves developing state-of-the-art safety procedures and policies, training, conducting internal safety and health audits and investigations, recordkeeping and reporting compliance, and representing employers in OSHA investigations, inspections, citations, and hearings and in the rulemaking process. Rachel also specializes in workplace violence prevention and threat assessment.

Long Beach, California

December 6-8, 2021

National AIHA Update



Lawrence D. Sloan, MBA, FASAE, CAE

Chief Executive Officer American Industrial Hygiene Association (AIHA)

Larry Sloan stepped into the role of CEO at the American Industrial Hygiene Association (AIHA) in October 2016. Prior to this, he served as CEO for seven years at SOCMA, a trade association representing the interests of the US specialty chemical industry. Larry started his non-profit career at the Adhesive and Sealant Council, a trade association representing adhesive and sealant manufacturers, and was promoted to his first CEO role there in January 2005. He led this group for five years.

Larry began his career as a chemical engineer at Air Products and later worked for Nalco Chemical Company in marketing, manufacturing, and sales capacities.

Larry earned a BS degree in chemical engineering from the University of Pennsylvania, and later graduated from Northwestern University's Kellogg Graduate School of Management where he earned his MBA.

For more than 20 years Larry has been an active member of the American Society of Association Executives (ASAE). In 2006, he earned his Certified Association Executive (CAE) credential. This year, he was appointed a Fellow (FASAE). He currently serves in a leadership role on the ASAE Foundation's Research Committee. He has spoken at various non-profit community events over the years, hosted by ASAE, CESSE (Council of Engineering and Scientific Society Executives), and others.

Prior volunteer leadership roles include serving as board member and chair (in 2012) of the National Association of Manufacturers' Council of Manufacturing Associations; a board member of the Société de Chemie Industrielle; an executive committee member of the Science History Institute's Joseph Priestly Society; and a board member of the Chemical Educational Foundation.

Long Beach, California

December 6-8, 2021

COVID-19: The Cal/OSHA Response



Kathy Derham, MPH, CIH

Regional Manager, Santa Ana Regional Office (Region 3) Cal/OSHA

Kathy is currently a Regional Manager with Cal/OSHA in Southern CA. She oversees enforcement activities in San Diego, Orange, Imperial, San Bernardino, Riverside, and parts of LA County. Kathy has both a private sector and government industrial hygiene background and has worked in the semiconductor and pharmaceutical industries. She has a Master's Degree and is a Certified Industrial Hygienist.

Long Beach, California

December 6-8, 2021

<u>Update From CDPH Occupational</u> <u>Health Branch: COVID-19 Response</u> <u>and Beyond</u>



Barbara Materna, PhD, CIH

Chief, Occupational Health Branch California Department of Public Health

Barbara Materna, Ph.D., CIH is the Chief of the Occupational Health Branch, in the California Department of Public Health, a position she has held for the last 19 years. Dr. Materna is a Certified Industrial Hygienist whose career in occupational health has primarily been in state and local government public health programs. Some of the worker health topics she has studied include perchloroethylene in dry cleaning, exposures to wildland firefighters, occupational lead poisoning, lung disease in flavor manufacturing workers, Valley fever, and aerosol transmissible diseases, most recently COVID-19. She has a Ph.D. in Environmental Health Sciences from the University of California at Berkeley.



CALIFORNIA INDUSTRIAL HYGIENE COUNCIL 30th ANNUAL PDS

Thank you for our Gold Exhibitors for Sponsoring the Luncheon









Long Beach, California

December 6-8, 2021

<u>Coronanormal Workplace</u> <u>Safety and Health</u>



John Howard, MD, MPH, JD, LLM

Director National Institute of Occupational Safety and Health (NIOSH)

John Howard is the Director of the National Institute for Occupational Safety and Health, and the Administrator of the World Trade Center (WTC) Health Program in the U.S. Department of Health and Human Services.

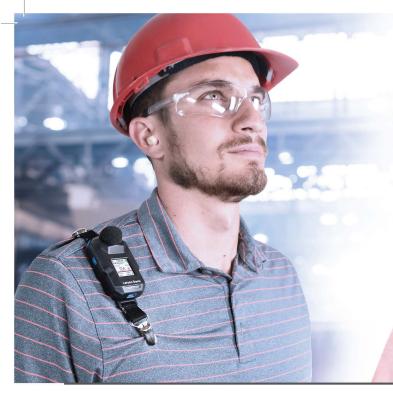
Dr. Howard was first appointed NIOSH Director in 2002 during the George W. Bush Administration and served in that position until 2008.

In 2009, Dr. Howard worked as a consultant with the US-Afghanistan Health Initiative. In September of 2009, Dr. Howard was again appointed NIOSH Director, and was reappointed for a third six-year term in 2015.

Prior to his appointments as NIOSH Director and WTC Health Program Administrator, Dr. Howard served as Chief of the Division of Occupational Safety and Health in the State of California's Labor and Workforce Development Agency from 1991 through 2002.

Dr. Howard earned a Doctor of Medicine from Loyola University of Chicago; a Master of Public Health from the Harvard University School of Public Health; a Doctor of Law from the University of California at Los Angeles; and a Master of Law in Administrative Law and Economic Regulation, and a Master of Business Administration in Healthcare Management, both degrees from The George Washington University in Washington, D.C.

Dr. Howard is board-certified in internal medicine and occupational medicine. He is admitted to the practice of medicine and law in the State of California and in the District of Columbia, and he is a member U.S. Supreme Court bar. He has written numerous articles on occupational health, policy and law.



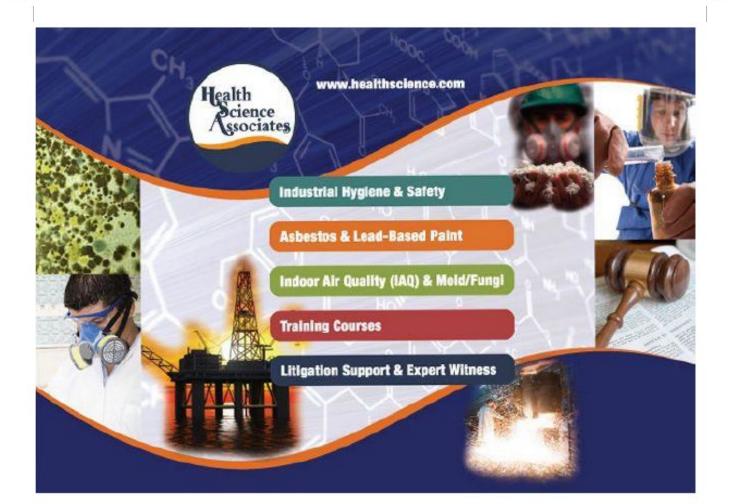
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Long Beach, California

December 6-8, 2021

Perspectives of Facilities, Licensing, and Accreditation



Gary Sparks Principal

Red-E Services

Gary Sparks has over forty years in building design, development, construction, engineering, maintenance and support services, with thirty-two of them in healthcare regulatory compliance and operations, support services, facilities and construction management. Using a systems approach to compliance, resource management, program and process development, and developing high performance support teams through servant leadership, Gary provides healthcare facilities support services consulting with expertise in regulatory compliance, operations, and capital projects management.

Gary has extensive experience in supporting healthcare facilities in compliance with Centers for Medicare & Medicaid Services (CMS), California Department of Health Licensing (CDPH), The Joint Commission (TJC) requirements including preparing for both "For-cause" and validation surveys, as well as Federal, State and Local Fire Marshal, Life Safety Code requirements. He has managed large scale operations and capital projects for hospitals, skilled nursing facilities, and acute psychiatric operations.

Gary has dedicated many volunteer hours to the healthcare engineering and facilities management community, and is President Emeritus of the California Society for Healthcare Engineering (CSHE).

Long Beach, California

December 6-8, 2021

<u>Perspectives of Hospital</u> <u>Administration</u>



Fred Just, MAS

Senior Consultant BSI Group

Fred Just is a Senior Consultant for BSI Consulting Services, which provides consulting services at a senior healthcare executive level, management level all the way through to the front-line staff's perspective for a variety of clients in the healthcare. He also consults in both the manufacturing and government sectors both nationally and internationally. Fred vast career includes overseeing hospital operations within a few health systems, most recently as a CEO for a veteran's facility in Northern California and prior to that as an Assistant Hospital Administrator at Kaiser Permanente in both Southern and Northern California. He has had direct oversight of operations for small, medium and large medical centers. Fred's areas of experience are within the following areas: Environmental Health and Safety, Emergency Management Plans, Threat Management/Active Shooter Programs, Fire Life Safety, Environment of Care, Water Management Plans, Energy Efficiency Plans, Supply Chain Product Utilization Reduction Plans, Indoor Air Quality, Work Place Safety and COVID-19 Prevention Programs.

Fred graduated from the University of California, San Diego (UCSD) with a master's degree in The Leadership of Healthcare Organizations. Prior to receiving his master's degree, he received a degree in Business Administration as well as Construction Management. He is also a graduate of the Senior Executive Program from the American College of Healthcare Executives. Additionally, Fred is a licensed General Contractor with the State of California. He is a member of the American College of Healthcare Executives, American Society for Healthcare Engineering, InfraGard, which is a partnership between the FBI, DHS, and members of private sector and Chairs the Safety Committee within the Industrial Environmental Coalition of Orange County.

Long Beach, California

December 6-8, 2021

Perspectives from Infection Prevention



Martha Bognot, MSN, SCR, AGACNP-BC

Infection Preventionist San Joaquin General Hospital

Martha Bognot is an Infection Preventionist with 17 years of experience in healthcare service industry providing direct nursing care, health promotion, and disease prevention. She has vast nursing experience in adult services with expertise in Critical Care, Surgical Quality, and Infection Prevention. Ms. Bognot serves as the lead Infection Preventionist and Safety Officer leading pandemic response at a San Joaquin County Community Hospital. She works closely with hospital leadership, public health, and antimicrobial stewardship teams. She has a wealth of experience in outbreak mitigation, patient advocacy, holistic healthcare, quality, and patient safety.

Ms. Bognot obtained her Bachelor of Science in Nursing from Samuel Merritt School of Nursing, and most recently attended Grand Canyon University and graduated Cum Laude with a Master of Science in Nursing as an Acute Care Geriatric Nurse Practitioner Board-Certified.

Ms. Bognot has worked as a bedside nurse in Kaiser Permanente Oakland and Kaiser Modesto, San Joaquin County General Hospital, and has also proudly served in the Air Force Reserves. Ms. Bognot is an Air Force Critical care nurse, she was cross trained at Camp Bullis, Joint Base San Antonio as an Infection Preventionist. Most recently deployed in 2019 to Al Udeid Air Base, Qatar at the U.S. Central Command (CENTCOM) in as a subject matter expert in Infection Prevention, Quality and Safety. During her military deployment she served as collaborator to the first Infection Control Joint Theater Policy bolstering Infection Control practices across countless U.S. Medical training facilities overseas.

Long Beach, California

December 6-8, 2021

Perspectives from Legal



Susan Smith

Principal Beveridge & Diamond

Susan Smith, an attorney with Beveridge & Diamond, maintains a national litigation practice focused on toxic tort and environmental law, primarily defending clients against claims arising from alleged exposures to chemicals, pathogens, and other potentially hazardous or toxic substances. In addition to her litigation practice, Susan counsels clients on environmental regulatory matters, advocates for companies before regulatory authorities and in investigations, and guides clients through incident response, remediation, and compliance, with a focus on minimizing the threat or impact of future enforcement actions and litigation. For more than ten years, Susan's practice has largely focused on representing clients facing public health investigations related to suspected Legionnaires' disease outbreaks and defending related personal injury and wrongful death lawsuits. She has extensive and wide-ranging experience working with the typical stakeholders including public health authorities, facility owners and operators, subject matter experts in fields such as industrial hygiene, epidemiology, water chemistry and microbiology, and a deep knowledge of the legal, regulatory, and operational issues that commonly arise.



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CIHC Evening Social

Join your fellow EHS colleagues for drinks and appetizers.



Rooftop Pool Deck, 3rd Floor Monday, December 6th 5:30 p.m. to 7:00 p.m.

Drink tickets will be provided at the door.

In case of rain, the event will be moved to Farrell's Lounge on the 2nd Floor.

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2021 CIHC 30th ANNUAL PROFESSIONAL DEVELOPMENT SEMINAR

Tuesday, December 7, 2021

Morning Session Theme – "A Seat at the Table: CIHs as Part of the Team"

7:00-8:00 a.m.	Registration and Continental Breakfast
8:00 a.m.	Session Chair Welcome and Introductions — Jaime Steedman-Lyde, CIH, CSP, CIHC Board Member; Principal Industrial Hygienist, Yorke Engineering, LLC
8:10 a.m.	Considering UV light exposures before product production – Jaime Steedman-Lyde, CIH, CSP, Principal Industrial Hygienist, Yorke Engineering, LLC
9:00 a.m.	VOC Capture and Control system evaluations – Kathy Norton, CIH, Principal Scientist, Arcadis
9:50 a.m.	Exhibitor Spotlight: REPSS and SCS Engineers Exhibits in Farrell's Lounge
10:20 a.m.	Combustible Dust - What You Need to Know About This Hot Topic – Scott Myers, CIH, CSP, CAC, Senior Consultant, BSI EHS Services and Solutions
11:10 a.m.	Would You Let a Lithium-Ion Battery Recycling Company Lease Your New Facility? – Scott Brehmer, CIH, CSP, Director Industrial Hygiene and Safety, Citadel EHS
Noon-1:30 p.m.	LUNCH ON YOUR OWN
Noon-1:30 p.m.	LUNCH ON YOUR OWN Afternoon Session Theme – "Ventilation System Assessment Strategies during COVID-19"
Noon-1:30 p.m. 1:30 p.m.	
	Afternoon Session Theme – "Ventilation System Assessment Strategies during COVID-19" Session Chairs Welcome and Introductions — Richard Hirsh, MPH, CIH, FAIHA, Senior Director, Environmental
1:30 p.m.	Afternoon Session Theme – "Ventilation System Assessment Strategies during COVID-19" Session Chairs Welcome and Introductions — Richard Hirsh, MPH, CIH, FAIHA, Senior Director, Environmental Health and Safety, Nektar Therapeutics
1:30 p.m. 1:35 p.m.	Afternoon Session Theme – "Ventilation System Assessment Strategies during COVID-19" Session Chairs Welcome and Introductions — Richard Hirsh, MPH, CIH, FAIHA, Senior Director, Environmental Health and Safety, Nektar Therapeutics Ventilation Assessment —Erik Malmstron, CEO, SafeTraces, Inc.
1:30 p.m. 1:35 p.m. 1:45 p.m.	Afternoon Session Theme – "Ventilation System Assessment Strategies during COVID-19" Session Chairs Welcome and Introductions — Richard Hirsh, MPH, CIH, FAIHA, Senior Director, Environmental Health and Safety, Nektar Therapeutics Ventilation Assessment — Erik Malmstron, CEO, SafeTraces, Inc. Ventilation Assessment – Jacob Persky, RHP Risk Management, Inc. Exhibitor Spotlight: Aeroqual and 3M

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Long Beach, California

December 6-8, 2021

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Jaime Steedman-Lyde, CIH, CSP, LEED AP

Principal Industrial Hygienist Yorke Engineering, LLC

Ms. Steedman-Lyde, Principal Industrial Hygienist at Yorke Engineering, has over 25 years of experience in the field of industrial hygiene. A Certified Industrial Hygienist (CIH), Ms. Steedman-Lyde has managed and performed projects in a wide variety of industry facilities, hospitals, universities, government agencies, and office environments, performing industrial hygiene exposure assessments, sampling, results interpretation, and exposure control development. Ms. Steedman-Lyde also has extensive experience with laboratory operations, having previously managed three industrial hygiene laboratories. She participates with the training team to continually update and integrate new capabilities. She also serves as a board member for several organizations, including the Southern California local section of the American Industrial Hygiene Association, the California State University Northridge Environmental and Occupational Health Professional Advisory Board, and the California Industrial Hygiene Council.

Long Beach, California

December 6-8, 2021

VOC Capture and Control System Evaluations



Kathy Norton, CIH

Principal Scientist Arcadis

Ms. Norton is a motivated EHS Professional and Certified Industrial Hygienist with broad-ranging experience in private industry and consulting, spanning many market sectors. She has broad technical knowledge and extensive experience implementing projects and programs; and is a detailed communicator from the factory floor to senior executives. Successful at prioritization of issues, managing compliance and driving continuous improvement in worker and environmental protection.



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Long Beach, California

December 6-8, 2021

<u>Combustible Dust - What You Need to</u> <u>Know About This Hot Topic</u>



Scott Myers, CIH, CSP, CAC

Senior Consultant BSI EHS Services and Solutions

Scott Myers, Senior Consultant at BSI America Professional Services Inc., has over 16 years of consulting experience in the Environmental Health and Safety field. Subject matter expertise includes industrial hygiene, asbestos, hazardous material building surveys, indoor air quality, construction safety, and combustible dust hazard assessment. EHS support services provided by Mr. Myers include hazard risk assessments, EHS program development, compliance auditing, hazardous materials abatement management, COVID-19 compliance, biosafety, occupational exposure assessment, industrial ventilation surveying, post-disaster emergency remediation management, and hazard communication training. This industry experience covers many sectors including public utilities, biopharma, healthcare, construction, transportation, technology, industrial manufacturing, and entertainment.

Long Beach, California

December 6-8, 2021

<u>Would You Let a Lithium-Ion Battery</u> <u>Recycling Company Lease Your New Facility?</u>



Scott Brehmer, MPH, CIH, CSP

Director, Industrial Hygiene and Safety Citadel EHS

Scott Brehmer is the Industrial Hygiene and Safety Practice Leader at Citadel EHS, a consulting firm in California. He has 20+ years of experience as an EHS consultant and has been a practicing CIH since 2006. He holds a BS degree in biochemistry from UCLA and an MPH degree in environmental epidemiology from Loma Linda University. Mr. Brehmer is presently serving as the President of the Orange County AIHA Local Section.



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Long Beach, California

December 6-8, 2021

Ventilation Assessment



Erik Malmstrom, MBA, MPP

CEO SafeTraces, Inc.

The CEO of SafeTraces, a Bay Area-based technology company and leader in DNA-enabled diagnostic solutions for indoor air safety, Erik is a successful and experienced thought leader driven to create a better, safer, more sustainable world. Previously, he held senior roles at the Office of the US Trade Representative, Farmers Business Network, and Cargill. He is also a co-founder of CrossBoundary, a leading frontier market investment advisor, as well as a combat veteran and graduate of U.S. Army Ranger and Airborne Schools. Erik received his undergraduate degree from the University of Pennsylvania and a joint M.B.A. – M.P.P. from Harvard Business and Kennedy Schools.

Long Beach, California

December 6-8, 2021

Ventilation Assessment



Jacob Persky, MPH, CIH

Principal RHP Risk Management Inc.

Mr. Jacob Persky is a Principal and Cofounder at RHP Risk Management Inc. which is an environmental consulting firm headquartered in Chicago, Illinois. His educational background includes a Master of Public Health degree from Benedictine University, a B.S. in Bioengineering from University of Illinois, and over 20 years' experience in environmental consulting. Mr. Persky helps businesses and individuals anticipate, assess, and control risks related to chemical and biological hazards in workplaces, buildings, and public spaces. Much of his current work is focused on pandemic response and helping facilities return to work safely with procedures and technologies in place to reduce COVID-19 risks. Other focus areas include traditional industrial hygiene work involving exposure assessment at industrial/manufacturing sites, Legionella risk management for hospitality and healthcare facilities involving water sampling and development of water management plans, performing asbestos building inspections and PLM laboratory analysis, mathematical modeling and exposure reconstruction, and conducting product safety testing at RHP's Exposure Sciences Laboratory.

Long Beach, California

December 6-8, 2021

Case Studies for IH Ethics



Mark Katchen, CIH, FAIHA

Managing Principal The Phylmar Group, Inc.

Mark Katchen is the Managing Principal for The Phylmar Group, Inc. with expertise in industrial hygiene, toxicology, occupational health, risk communication and sustainable supply chain practices. His consulting expertise includes helping organizations optimize the EHS/Sustainability function by focusing on mission alignment, resource allocation and utilization, business process improvement, and demonstrating the value of EHS/Sustainability to the organization. Mr. Katchen has more than 30 years of experience in occupational and environmental exposure assessment in such industries as petrochemical, agriculture, mining, utilities and automotive. Additionally, he is a Certified Industrial Hygienist. Mr. Katchen has taught at the University of California, Los Angeles and Irvine campuses. He also serves on the California State University, Northridge Department of Environmental and Occupational Health Advisory Board. Mr. Katchen is a past chair of the American Industrial Hygiene Association's International Affairs Committee and Joint Industrial Hygiene Ethics Education Committee. He is a frequent lecturer to business and academic groups on environmental risk assessment, management, communication, ethics and sustainable business practices and is the author of several published technical and business-related articles. He received his B.A. in Psychobiology from UCLA, M.S. in Environmental and Occupational Health from California State University, Northridge, and M.B.A. from Loyola Marymount University.



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2021 CIHC 30th ANNUAL PROFESSIONAL DEVELOPMENT SEMINAR

Wednesday, December 8, 2021

Morning Session Theme – "Perspectives on Workplace Impacts of Opioids"

7:00-8:00 a.m.	Registration and Continental Breakfast
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- 8:00 a.m. Session Chair Welcome, Introductions, and Background *Michael A. Polkabla, CIH, REA, BioMax Environmental, Inc.*
- 8:25 a.m. Answering a Call to Action on Workplace Opioid Concerns as Part of a Total Worker Health Program Peter B. Harnett, MS, MPH, CIH, CSP, FAIHA, COEH, Inc.

9:25 a.m. Exhibitor Spotlight: Citadel EHS Exhibits in Farrell's Lounge

- 9:45 a.m. Opioids and the Workplace: Potential Action Steps for Industrial Hygienists Jonathan Rosen, MS, CIH, FAIHA, National Clearinghouse for Worker Safety & Health Training ~ presenting virtually ~
- 10:45 a.m.The Assessment and Decontamination of an Opioid Contaminated Site and Establishment of California's
Standards Michael A. Polkabla, CIH, REA, BioMax Environmental, Inc.
- 11:45 a.m. Q&A with the Presenters

Noon-1:10 p.m. LUNCH ON YOUR OWN

Afternoon Session Theme – "Case Studies"

- 1:10 p.m.Session Chair Welcome and Introductions Joel Cohen, MPH, CIH, FAIHA, Conference Co-Chair, CIHC Board
Vice-President, The Cohen Group
- 1:15 p.m. Industrial Hygiene and Safety in Breweries Jed Douglas, CIH, CSP, PG, SCS Engineers
- 2:00 p.m. Asbestos Pool Case Study Howard Spielman, CIH, CSP, REHS, CEO, Health Science Associates

2:45 p.m.	Break
3:00 p.m.	Monster Truck – Monster IH Challenge Case Study – Dave Gold, CIH, CSP, Gold Health and Safety Consulting, Inc.
3:30 p.m.	Student Presentation: Indoor Air Quality – Marion Peralta, Graduate, UCLA
4:00 p.m.	Closing Remarks — Joel Cohen, MPH, CIH, FAIHA, Conference Co-Chair, CIHC Board Vice-President, The Cohen Group
4:15 p.m.	Conference Ends

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Long Beach, California

December 6-8, 2021

<u>Answering a Call to Action on</u> <u>Workplace Opioid Concerns as Part of</u> <u>a Total Worker Health Program</u>



Peter B. Harnett, MS, MPH, CIH, CSP, FAIHA

Leidos Consulting Employee Principal COEH, Inc.

Mr. Harnett is an EHS Manager and active member of the Leidos Mental Health & Well-Being Campaign. He is now Past-Chair of the AIHA Opioids Working Group. Both groups are involved in community and workplace efforts to address the opioid problem. Mr. Harnett earned his undergraduate degree in Biology from Cornell University and his MS and MPH degrees from the University of Texas School of Public Health. Prior to Leidos, Mr. Harnett's work included providing EHS consulting services to two opioid manufacturers. Peter lost his brother to a heroin overdose in 1987.

Long Beach, California

December 6-8, 2021

Opioids and the Workplace: Potential Action Steps for Industrial Hygienists



Jonathan D. Rosen, MS, CIH, FAIHA

Industrial Hygiene Consultant National Clearinghouse for Worker Safety and Health Training

Jonathan is the Principal Consultant for AJ Rosen & Associates LLC, providing occupational safety and industrial hygiene services to labor unions, government agencies, and organizations throughout the U.S. Jonathan works for the National Clearinghouse for Worker Safety & Health Training, National Institutes of Environmental Health Sciences Worker Education and Training Program. Jonathan served as Director of the Occupational Health & Safety Department for NYS Public Employees Federation, AFL-CIO for 22 years. Jonathan has been co-investigator on several federal NIOSH intervention research grants. Jonathan completed a Master's Degree in Industrial Health at the University of Michigan and is a Certified Industrial Hygienist.

Long Beach, California

December 6-8, 2021

<u>The Assessment and Decontamination of</u> <u>an Opioid Contaminated Site and</u> <u>Establishment of California's Standards</u>



Michael A. Polkabla, CIH, REA

Senior Certified Industrial Hygienist, Principal BioMax Environmental, Inc.

Mr. Michael A. Polkabla, CIH, REA is a Principal and Senior Certified Industrial Hygienist (CIH) at BioMax Environmental, Inc. Earning bachelors' of science degrees in Biochemistry, Molecular Biology, and Aquatic Biology from University of California Santa Barbara, Michael has accumulated over 30-years of experience in environmental consulting and industrial hygiene compliance within a wide range of industries and has become one of the leading experts in the assessment and cleanup of toxic contamination associated with clandestine drug manufacturing, distribution, and processing sites. Mr. Polkabla is an active member of the American Industrial Hygiene Association's (AIHA's) Opioid Working Group Mr. Polkabla has served as an expert and contributing technical editor during the implementation of California's current regulatory standards and guidance protocols for the assessment and cleanup of sites contaminated with opioids and/or other illicit drug residues.







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Long Beach, California

December 6-8, 2021

Industrial Hygiene and Safety in Breweries



Jed Douglas, CIH, CSP, PG

Senior Project Advisor and National Expert for Industrial Hygiene Services SCS Engineers

Mr. Douglas is SCS Engineers' National Expert on Industrial Hygiene, and a Senior Technical Advisor specializing in Occupational Health and Safety issues. He is a Certified Industrial Hygienist (CIH), a Certified Safety Professional (CSP), a Professional Geologist (PG) in California, Oregon, Washington, and Arizona, and a Leadership in Energy and Environmental Design Accredited Professional (LEED AP). He has 30+ years of experience as a health and safety specialist and project manager, and has managed numerous environmental projects involving: safety; soil and groundwater investigations and remediation of hazardous constituents; and, indoor air quality (IAQ) assessments for physical, chemical, and biological contaminants.

Mr. Douglas has directed, managed, and performed every aspect of various projects, including: industrial hygiene; safety training; IAQ investigations; LEED certification for new construction and renovation; construction management; mold investigations and remediation; asbestos and lead investigations and remediation; chemical and heavy metal investigations and remediation, including underground storage tanks; and, data presentation, interpretation, and reporting. He has taught technical writing for engineering students at Humboldt State University, and has many years of experience in preparing proposals, cost estimates, contracts and specifications; office and field safety; data collection and interpretation; field operations and sampling; vertical and horizontal drilling supervision; quality assurance and quality control (QA/QC); team leadership; and, staff training, mentoring, and supervision.

Long Beach, California

December 6-8, 2021

Asbestos Pool Case Study



Howard Spielman, CIH, CSP, REHS

President and CEO Health Science Associates

Howard Spielman achieved his B.S. in Public Health from UCLA in 1956 and his M.A. in Health and Safety Science from CSULA in 1967. He is a Certified Industrial Hygienist, Certified Safety Professional, Registered Environmental Health Specialist, Certified Asbestos Consultant and Certified Lead Inspector/Assessor and Project Monitor.

He has worked as an Industrial Hygienist for the City of Los Angeles for 4 years and for Northrop Corporation for 5 years. He was the Corporate Manager of Environmental Health and Safety of Hughes Aircraft Company for 7 years and the for the past 45 years he has been the president of Health Science Associates, a full service consulting, technical and training firm specializing in occupational health and safety and environmental solutions and litigation support.

Mr. Spielman is a Fellow member of the American Industrial Hygiene Association (AIHA) and past president of the AIHA's Southern California Local Section. He was the founding president of the California Industrial Hygiene Council (CIHC) and continues to serve on its Board of Directors. Over the years, he has served on numerous Cal/OSHA and CDPH advisory committees and AIHA technical and advisory committees. He currently serves as a member of the ASSP Professional Safety Journal editorial board and Cal/OSHA's Health Expert Advisory Committee (HEAC).

Long Beach, California

December 6-8, 2021

<u>Monster Truck – Monster IH Challenge</u> <u>Case Study</u>



Dave Gold, CIH, CSP

President Gold Health and Safety Consulting, Inc.

Mr. Gold has been in the EHS since 1982. He has experience managing a wide range of safety, health and environmental issues, both as an independent consultant, and while employed for several major corporations, including Northrop-Grumman, Lockheed, and Verizon. Mr. Gold has an extensive background in occupational safety, industrial hygiene, mold investigations, indoor air quality investigations, and ergonomics. He is an expert witness for toxic exposure and mold cases. Mr. Gold holds a MS in Industrial Hygiene from the University of Southern California and a BS in Environmental and Occupational Health from CSUN.

Mr. Gold has been an Assistant Professor in the EHS Program at CSUN. He has also served as guest instructor in EHS topics for USC extension, UCLA extension, Redlands University's MBA Program, University of LaVerne's MBA Program, and Rio Hondo Junior College.

Mr. Gold's certifications include Certified Industrial Hygienist, Certified Safety Professional, and California Lead-Based Paint Inspector/Assessor and Project Designer. Mr. Gold is a member of the AIHA and has served on the board of SCAIHA, as well as local ASSE and IAQA chapters.

Mr. Gold is regarded as one of the most experienced mold investigators in Southern California, and has conducted thousands of mold investigation. Mr. Gold has guest lectured on mold issues for several civic and professional organizations. Mr. Gold has also appeared on television several times, most recently on the Judge Joe Brown and Swift Justice shows as an "expert witness."

In 2009, Mr. Gold founded Bicycle Angels, a non-profit that loans bicycles to charity fundraising participants. Bicycle Angels has helped raise \$4 Million for over 35 charities, including AIDs LifeCycle, Children's Hospital L.A., the Leukemia Lymphoma Society, the National MS Society, the National Arthritis Foundation, No Vet Alone, Police Unity Tour, and many more.

Long Beach, California

December 6-8, 2021

<u>Student Presentation:</u> <u>Indoor Air Quality</u>



Marion Peralta

Industrial Hygienist Health Science Associates

Marion Peralta is a recent graduate of the University of California, Los Angeles (UCLA) Industrial Hygiene (IH) Master's program, earning his Master of Public Health in Industrial Hygiene in June 2021. He has completed course work that covered topics such as biological monitoring, control of airborne contaminants, properties and measurement of aerosols, identification and measurement of gases and vapors, to name a few. In addition to the IH course work, Marion has also taken courses in the fields of public health and environmental health. His desire to pursue IH began during his undergraduate training. While studying to earn his Bachelor of Science in Biochemistry at the California State University, San Marcos (CSUSM), Marion also worked part time as a health and safety student technician for CSUSM. Through this job he was introduced to the profession, leading to his path towards graduate school. Currently, Marion is an industrial hygienist for Health Science Associates where he is able to put his education into practice while further developing his skills as an IH.

Final Notes



Tell us what went well and what we can improve upon ...

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