

37th Environmental, Health & Safety Conference 2025

Green Lake, Wisconsin, USA
7-9 October 2025

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37th AFS ENVIRONMENTAL, HEALTH & SAFETY CONFERENCE

October 7 – 9, 2025

Heidel House Hotel & Conference Center, Green Lake, Wisconsin

(Program, Speakers & Agenda Subject to Change)

TUESDAY, October 7

Environmental Sessions

7 am - 5:45 pm

CONFERENCE REGISTRATION

7:00 – 7:45 am

CONTINENTAL BREAKFAST

7:45- 8:00 am

WELCOME / ANNOUNCEMENTS

Brent Charlton, *AFS EHS Division Chair, Metal Technologies, Auburn, IN*

INTRODUCTION

- CONFERENCE CO-CHAIRS
 - **Steven Blasko**, *McWane Inc., Anniston, AL*
 - **Wesley Fleming**, *KERAMIDA Inc., Indianapolis, IN*
 - **Mickey Hannum**, *McWane Inc., Birmingham, AL*

8:00 - 8:45 am

Foundry Ventilation Issues and how to fix them / Design considerations for dynamic ventilation systems...1
Jacob Ubl, *IVI, Inc., Greenville, WI*

- Why you might consider a dynamic system
- Planning & execution of dynamic airflow in your system
- Common problems in dynamic systems
 - Drop out in the ductwork
 - Improper asset operation
 - Improper control systems
- How to combat insufficient particulate collection
- System improvements for a longer lifespan & easier maintenance

8:45 – 9:30 am

TRI Guidance for Iron and Steel Foundries...14

Craig Schmeisser, *Mad River Strategies, New Bremen, OH*

Greg Kramer, *GTK Engineering LLC, Duluth, MN*

9:30 - 9:45 am

REFRESHMENT BREAK

9:45 – 10:30 am

Regulatory Required O&M Plans...26

Kayla Gibbons, *Keramida Inc., Indianapolis, IN*

Dan Plant, *Metal Technologies, Auburn, IN*

- How to?
- What is it?
- Who owns it?

10:30 – 11:15 am

Wisconsin Department of Natural Resources - DNR...40

Emilio Machado, *Wisconsin Department of Natural Resources, Madison, WI*

The Wisconsin DNR's Green Tier program empowers organizations to go beyond compliance by integrating strong environmental management systems with a commitment to continual improvement. Through transparent performance reporting, third-party audits, and collaborative partnerships, Green Tier

participants gain recognition for leadership in sustainability while benefiting from regulatory flexibility and operational efficiencies. This session will highlight how foundries and other industries can leverage Green Tier to strengthen environmental performance, reduce risk, and enhance their reputation, while also exploring additional recognition opportunities available through the DNR.

11:15 - 12:00 pm

LUNCH

12:00- 12:45 pm

Know Your Permits - Where Operations Meets Environmental...48

Dylan McKee, *Tyler Union, Anniston, AL*

Trey Poppell, *Tyler Pipe, Tyler, TX*

- The permit you have vs. the permit you need
- Why knowing your permit matters?
- What is the role of operations?
- Potential consequences of non-compliance
- Snags and Pitfalls

12:45 - 1:30 pm

Customer Driven ESG Information Requests: Navigating the Growing Demand for ESG Compliance Data...52

Bryant Esch, *Waupaca Foundry, Inc., Waupaca, WI*

Earl Miller, *Hiler Industries, La Porte, IN*

- *Why are they asking so many questions?*
- *Is The Tail Wagging the Dog?*
- *Examples of current inquiries received by metalcasters*

1:30 - 1:45 pm

REFRESHMENT BREAK

1:45 - 2:30 pm

Environmental for “Metalcasters Only”

Moderator:

George Curry, *American Foundry Society, Inc., Schaumburg, IL*

Panelists:

Jenny Pappalardo, *Charlotte Pipe & Foundry Co., Oakboro, NC*

Steven Blasko, *McWane, Inc., Anniston, AL*

Ryan Burke, *Osco Industries, Inc., Portsmouth, OH*

You know what they say, “there are no dumb questions!” This session is for foundry professionals to ask tough questions about anything Environmental on Tuesday and anything Health and Safety on Wednesday. This is a great opportunity for you to participate and to gain an understanding of changing regulations, share foundry best practices or anything else EHS. We look forward to seeing you!

2:30 – 6:00 pm

Tour of Badger Mining (PPE Required)

- 2:30-3:30 PM – Orientation - Heidel House Hotel & Conference Center
- 3:30-3:45 PM – Travel to Badger Mine
- 3:45-4:45 PM – Facility Tour – Badger Mine
- 4:45-5:00 PM – Travel back to Hotel - Heidel House Hotel & Conference Center

6:30 – 8:00 pm

NETWORKING RECEPTION- Heidel House, Green Lake, WI

WEDNESDAY, October 8 Health and Safety Sessions

7:00 – 8:00 am

CONFERENCE REGISTRATION / CONTINENTAL BREAKFAST

8:00 - 8:15 am

WELCOME / ANNOUNCEMENTS

Brent Charlton, *AFS EHS Division Chair, Metal Technologies, Auburn, IN*

Mickey Hannum, *McWane, Inc., Birmingham, AL*

INTRODUCTION

- AFS EHS Committee Overview
- Benefits of Joining an EHS Committee
- Recognition of AFS EHS Division Members in Attendance

8:15- 9:00 am

Workers Compensation Demystified: The Process, Purpose, and Path to Better Outcomes...71 **Katie Hensley, Cottingham & Butler, Dubuque, IA**

In this session, I'll break down the workers' comp process, explain why it matters, and show you how to drive the best possible outcomes. As a former adjuster, I've seen firsthand what works and what doesn't. You'll learn how to proactively manage claims, communicate with adjusters, and stay ahead of the evolving landscape. Most importantly, we'll explore how to make sure employees feel genuinely supported throughout the process because when people feel cared for, outcomes improve, trust grows, and workplace culture gets stronger.

9:00 – 10:00 am

Panel: What Executives Expect from Their EHS Staff

Moderator:

Brent Charlton, Metal Technologies, Auburn, IN

Panelists:

Jean-Marc Athanassiadis, COO Metal Technologies, Inc., Auburn, IN

Todd Pagel, VP Operations, Waupaca Foundry, Inc., Waupaca, WI

Ryan Burke, President/CEO, Osco Industries, Inc., Portsmouth, OH

Brandon Hess, Chief Operations Officer, Badger Mining Corp., Berlin, WI

10:00 - 10:15 am

REFRESHMENT BREAK

10:15 - 11:15 am

EHS Hot Topics – Latest Breaking News on Regulatory Developments

Air Quality...80 – Jeet Radia, McWane Inc., Birmingham, AL

Water, Waste and By-Products Management...92 – Dan Plant, Metal Technologies, Auburn, IN

Health & Safety for the Foundry Industry...100 – Mickey Hannum, McWane, Inc., Birmingham, AL

11:15 am - 11:45 pm

EHS Awards

- **AFS METALCASTING SAFE YEAR AWARDS**
- **GREEN FOUNDRY AWARDS**
- **INNOVATION & INSIGHT AWARDS**
- **MILLIONAIRES SAFETY**

11:45 - 12:45 pm

LUNCH with Exhibitors

12:45 – 1:30 pm

Washington Federal Update - Key Safety & Health Issues Impacting U.S. Metalcasters...105

Stephanie Salmon, AFS Washington Office, Washington DC

As we wrap-up fiscal year 2025, it's time to look back and take stock of what we learned from and about OSHA during this eventful year particularly related to current enforcement tactics and trends, and special initiatives. We will also examine what to expect going into 2025.

1:30 – 2:15 pm

Washington EPA Update...132

Jeff Hannapel, The Policy Group, Rockville, MD

Environmental issues continue to make headlines and pose challenges that can impact metalcasting facilities. Hear from the AFS Washington office how the latest developments on environmental issues could shape the political and regulatory landscape and impact your operations.

2:15 – 2:45 pm

ASTM 2349 and Hot Metal Hoists...164

Earl Miller, Hiler Industries, La Porte, IN

Daniel Moravej, Hiler Industries, La Porte, IN

- Voluntary Standards: Are they?
- Overview of AFS' ASTM E2349 for Metal Casting Operations
- Details of E2349 Molten Metal Hoist Specifications

2:45 - 3:15 pm

REFRESHMENT BREAK With Exhibitors

3:15 – 4:00 pm

Panel: Beyond Compliance - How to Develop a Desired Culture

Moderator:

Mickey Hannum, *McWane Inc., Birmingham, AL*

Panelists:

Kristi Yates, *Lodge Manufacturing Company, South Pittsburg, TN*

Nic Dufek, *Neenah Foundry Co., Neenah, WI*

Pete Buczek, *WGS Global Services LLC, Flint, MI*

Carlos Robinson, *McWane Inc., Birmingham, AL*

Safety isn't just rules, it's what people do when no one is watching. Join our panel as they reveal how to build cultures that empower teams, drive engagement, and make safety a shared value, not just a requirement. Learn practical strategies to move beyond compliance and create workplaces where people take ownership, trust thrives, and high-risk environments stay safer every day.

4:00 – 5:00 pm

Safety Session for “Metalcasters Only”- Topic

Moderator:

Kristi Yates, *Lodge Manufacturing Company, South Pittsburg, TN*

Panelists:

Joy Jacobsen, *Amsted Rail Company, Inc., Keokuk, IA*

Glenn Huneycutt, *Charlotte Pipe & Foundry Co., Charlotte, NC*

Brayden Wright, *M&H Valve, Jacksonville, AL*

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5:30 – 7:30 pm

ANNUAL RECEPTION with EXHIBITORS

Networking, time with Exhibitors, Hors D'Oeuvres, & Refreshments for All

THURSDAY, October 9

Health and Safety Sessions

7:00 - 8:00 am

CONFERENCE REGISTRATION / CONTINENTAL BREAKFAST

8:00 – 9:00 am

Serious Incident and Fatality (SIF) Prevention...179

Perry Logan, *National Safety Council*

- Overview of SIF
- Things that hurt people are not what kill people
- New approaches to SIF prevention

9:00 - 9:45 am

A CORE Focus on Embedding A Process Safety Hazard “Lite” Management Culture...196

Dana Cooper, *Cooper Hayes LLC, Stevensville, MI*

Process Safety Hazard Management “Lite” is a systematic identification, evaluation, and control of hazards associated with industrial processes. Managing Risk through PSHM Lite Plays a critical role by

ensuring the safety and well-being of workers, protecting the environment, and preventing workplace accidents.

A well-constructed process hazard analysis is an essential component of any organization's safety management system, contributing to a safer work environment and helping to protect both personnel and assets. We will review numerous tools to select Six Key elements based on your site for scenario planning, understanding human factors that drive any Quality Management System to hazard recognition, managing change, drive employee engagement to manage risk that drives A CORE Focus on embedding Process Safety Hazard Management Culture.

9:45 - 10:00 am

REFRESHMENT BREAK

10:00 – 10:45 am

The Quantified Workplace: Empowering Safety Through Technology...210

Joy Jacobsen, *Amsted Rail Company, Inc., Keokuk, IA*

The Quantified Workplace: Empowering Safety Through Technology

As industrial environments grow more complex, traditional safety management approaches are reaching their limits. This presentation explores how technology is reshaping the landscape of workplace safety—transforming reactive protocols into proactive, data-driven systems. From predictive analytics that flag hazards before they occur, to computer vision that monitors PPE compliance in real time, technologies are empowering safety professionals to identify risks faster, act sooner, and prevent the preventable.

Drawing on real-world applications we'll examine how technology augments human expertise rather than replacing it, ethical concerns and how technology can be responsibly integrated into safety programs to enhance compliance, reduce injuries, and foster a culture of continuous improvement.

10:45 – 11:30 am

Active Threat: Beyond Training...225

Nic Dufek, *Neenah Foundry Co., Neenah, WI*

The saying goes, "An ounce of prevention is worth a pound of cure", and when it comes to active threat or active shooter situations, preparation must go beyond simple training. For more than a decade, Nicholas Dufek has collaborated with local, county, and state law enforcement agencies to develop an active threat program focused on proactive, preventive measures that businesses and foundries can implement to safeguard their employees. In his presentation, Nicholas will share a clear and practical overview of these strategies.

11:30 - 12:30 pm

LUNCH

12:30 - 1:15 pm

The Metrics Trap: How Safety Data Can Mislead, Motivate, or Manipulate...237

Dan Engling, *KERAMIDA, Inc., Indianapolis, IN*

Safety metrics can focus effort and show progress, but they can also distort priorities, suppress reporting, and make work look safe on paper while real risks persist. This session looks at how metrics behave in foundry operations from pour decks to shakeout, from dust collection to maintenance turnarounds, and how to use numbers without losing sight of the work.

Learning objectives:

- Recognizing the three faces of a metric: how the same measure can guide, mislead, or harm in a foundry context.
- Metric-induced behavior: spotting under-reporting, "gaming," and rate-chasing that leaves hazards in place.
- Old View vs. New View: practical ways to reframe metrics so they support resilience and learning on the shop floor.
- From lagging to learning: shifting attention from injury rates to indicators used to change risk profiles.
- Keeping trust while measuring: using metrics in ways that protect psychological safety so issues surface early.

Who should attend:

Safety leaders, supervisors, maintenance and melt/pour/process leads, quality and operations managers.

Bottom line:

This isn't about throwing out scoreboards. It's about redesigning them so the numbers match the work, help people speak up, and actually reduce risk in foundries.

1:15 – 2:00 pm

Industrial Ergonomics: "Ergonomic Assessment at a Foundry" ...258

Carlos Robinson, *McWane, Inc., Birmingham, AL* **Jared Smith**,
McWane, Inc., Birmingham, AL

- McWane's Internal Ergo Competition / National Ergo Competition
- Team Member Engagement and Identification of Ergo projects
- Use of Ai Software
- Case Studies from Clow Valve

How do you turn front-line ideas into world-class ergonomic innovations? Hear and see how an organization launched an internal Ergo Cup competition to harness the creativity of team members and prepare teams to compete on the national stage at the Applied Ergonomics Conference. What started as small, employee-driven improvements has grown into a culture of collaboration, innovation, and engagement. By leveraging AI tools to accelerate design, validate solutions, and share best practices, teams developed practical, low-cost ergonomic improvements that not only reduced risk but also boosted efficiency and pride in ownership. This session will showcase how the organization built an internal competition that energized our workforce, connected diverse teams across sites, and positioned our team members as leaders in ergonomics innovation at a National Competition. ***Attendees will gain insight into how to replicate this model, strengthen team member engagement, and bring fresh energy to their own ergonomics programs.***

2:00 - 2:15 pm

REFRESHMENT BREAK

2:15 - 3:00 pm

Solving MSD Soft Tissue Claims in the Workplace...285

Todd Prather, *Active Release Technologies, Manhattan, KS*

Active Release Techniques (ART is a hands-on treatment that addresses muscle, tendon, ligament, and nerve dysfunction caused by repetitive strain and overuse. Foundry work often involves heavy lifting, repetitive motions, and awkward positions that can lead to pain, stiffness, and reduced mobility. ART combines manual pressure with movement to release soft-tissue adhesions, restore range of motion, and relieve discomfort. Recognized by OSHA as a form of first aid, ART can be applied on-site without triggering recordable injuries. This presentation will show how ART helps address these common issues. Practical examples will highlight how ART supports worker comfort, reduces downtime, and helps prevent injuries—contributing to safer and more productive foundry operations. Looking forward to seeing you there!

3:00 - 3:45 pm

Heat Illness Prevention: Best Practices Sharing...294

MODERATOR:

Brent Charlton, *Metal Technologies, Auburn, IN*

The heat is on! Federal OSHA as well as many states have or are working on heat illness prevention standards. This session will be an open discussion forum focused on things that are working in attendees' foundries.

3:45pm

Adjourn