



gulf coast safety & training group **newsletter**

ORGANIZED TO PROMOTE THE ADVANCEMENT OF SAFETY & TRAINING IN THE OIL AND GAS INDUSTRY

from the president

Dear GCSTG Members and Friends,

Merry Christmas and Happy New Year everyone!! I hope everyone is receiving this newsletter after having enjoyed a terrific holiday season with their family and friends. Also, lots of thoughts and prayers go out to all of our military members and their families as they may have faced Christmas and the holidays deployed without the comfort of loved ones nearby. As we rush forward into a new year, don't forget to step back and look at what was accomplished in 2015 and what can be done to ensure a successful 2016.

I would like to take this opportunity to address our GCSTG members and thank everyone for their support in my role as GCSTG's 2016 President. Every year several GCSTG members are nominated for offices and members cast their votes to elect their officers. As President Elect, I succeed the current President Pete Goodman. Pete has done a tremendous job and we will miss him participating in his active leadership role. Installation of new officers will be the morning of the January 8, 2016 meeting. They are:

- President.....Gordon Ganaway
- President Elect VACANT
(Pending company approval)
- Treasurer..... Tiffany Hebert
- Secretary Kevin Smith

Congratulations to all of them and thanks to all who stepped up to serve GCSTG in one way or another over the last year.

After reading the above paragraph, you may have noticed that the President Elect position is vacant. We are currently waiting on company approval for one of our GCSTG members to assume the President Elect office. As we start 2016, I encourage you as a GCSTG member to become involved and assist in spreading the news about GCSTG. Please consider setting a goal of inviting a potential new GCSTG member to attend a GCSTG

Continued on page 5

notice of meeting

When: Friday, January 8, 2016

Where: Petroleum Club of Lafayette
111 Heymann Blvd.
Lafayette, LA

Meeting Fees: \$30 for members & sponsored guests
\$40 for non-members and members not sending an RSVP
(We accept pre-paid meeting fee cards, cash or checks. We are NOT set up for credit cards.)

RSVP Required by Thursday, January 7th at 11:00 a.m.
You must RSVP to attend!
Email RSVP to genebarf@bellsouth.net

meeting agenda

- 07:30 - 08:00 **Registration, Continental Breakfast**
- 08:00 - 08:30 **Welcome & Self Introductions**
- 08:30 - 09:00 **Committee Reports**
- 09:00 - 09:15 **Networking / Break**
- 09:15 - 10:00 **Topic 1: "Understanding EMRs – A Lot More Than Loss"**
Speaker: Wilson Long, Principal
Company: EPIC Brokers
- 10:00 - 10:15 **Networking / Break**
- 10:15 - 11:00 **Topic 2: "OSHA Recordkeeping Update and Annual Reminder"**
Speaker: Charles "Chuck" Simpson, Sr. Safety Consultant
Company: EPIC Brokers
- 11:00 - 11:15 **Networking / Break**
- 11:15 - Until **Round Table Discussion (Members seek solutions to safety concerns and share experience)**
Door Prize Drawing
Lunch and Continued Networking or Adjourn

officers & committees

President

Gordon, Ganaway, CSP, REM
.....gordon.ganaway@cabotog.com
Cabot Oil & Gas Corporation..... 281-589-5710

President Elect

Gordon, Ganaway, CSP, REM..... Vacant at Present

Secretary

Kevin Smith, CSP Kevin.K.Smith2@shell.com
Shell Upstream Americas..... 337-849-3407

Treasurer

Tiffany Hebert..... Tihebert@gisy.com
Grand Isle Shipyard.....337-261-9466

GCSTG Corporate Administrator

Gene Barfield, CSP genebarf@bellsouth.net
GEB Consulting, Incorporated.....337-235-2544

Membership / Crawfish Boil

Gene Barfield, CSP genebarf@bellsouth.net
GEB Consulting, Incorporated.....337-235-2544

Nominations & Elections

Gordon, Ganaway, CSP, REM
.....gordon.ganaway@cabotog.com
Cabot Oil & Gas Corporation.....281-589-5710

Quality

Nic McCormic.....nic@dutyms.com
DUTY Management Systems..... 337-385-9970

Regulatory Affairs

James David Dykes..... DavidDykes@chevron.com
Chevron NA E&P Company.....985-773-6213

SafeGulf

Edie Tranchina..... edie.tranchina@versaintegrity.com
VERSA Integrity Group, Inc. 504-368-3122

Speaker Arrangements

Gordon, Ganaway, CSP, REM
.....gordon.ganaway@cabotog.com
Cabot Oil & Gas Corporation.....281-589-5710

Scholarship

Tiffany Hebert..... Tihebert@gisy.com
Grand Isle Shipyard.....337-261-9466

Science Fair – Chairman

Leonard Nederveld, CSP leonardned@gmail.com
..... 337-781-3050

Lafayette Area Science Fair

Danny Viator..... dannyviator@cox.net
..... 337-380-0684

Houma Area Science Fair

Bill Womack bill.womack@anadarko.com
Anadarko Petroleum Corporation.....985-448-1440

Houston Area Science Fair

Leonard Nederveld, CSP leonardned@gmail.com
..... 337-781-3050

New Orleans Area Science Fair

Kent Bordelon..... kent.bordelon@c-a-m.com
Cameron International281-520-9483

meeting minutes

The meeting was called to order on November 13, 2015 at 8:00 am by Pete Goodman, President. Pete reminded everyone of the locations of the emergency exits. The pledge of allegiance was conducted and was followed by a moment of silence. Everyone introduced themselves.

Pete reminded everyone that this is a safety group and no sales/marketing solicitation allowed.

COMMITTEE REPORTS:

Membership, Gene Barfield

We now have 305 members. 2016 Annual membership notices will be sent via email; you can personalize the word document, highlight changes before returning. Voting ballots will also be sent via email.

Science Fair 2015, Leonard Nederveld

The Houston fair will be judged on Saturday February 27, Lafayette on Saturday March 12, and Houma-Thibodaux on Thursday February 25. Contact Leonard Nederveld at leonardned@gmail.com if you are interested in judging one of these science fairs.

Safe Gulf, Edie Tranchina

The Safe Gulf committee meets once per month on the 4th Friday in Houston. The last meeting was cancelled.

Regulatory Affairs

Report posted on webpage (www.gcstg.com) and will not be emailed; on the webpage click on regulatory affairs then click on a word document. Once the document is opened, the internet link can be found in the far right column.

Quality Committee, Nick McCormick

ASQ will have their 2nd luncheon meeting November 17, flyers available and sent via email.

Scholarship Activities, Gene Barfield

OPITO has donated \$5,000.00 and Shell donated \$1,500.00. We gave at least 12 scholarships in 2015. Once the scholarship fund is depleted, there will be no more scholarships until funds are donated again.

Nominations & Elections, Pete Goodman

Anyone interested in running for an office, please let someone know who is currently on the Executive Committee.

Break

1st Guest Speaker – Marcus Mason, CEO with Smith Mason & Company – “Well Control Standards, Quality and Commitment”

- July 2014 a barrel of oil cost \$104.00
- Well Control Training Company based out of Lafayette (also in Natchez, Houston & Saudi)
- Work history as a Mud Engineer
- This is an ever changing & growing industry
- Training needs to be the best way, efficient, and quality
- IWCS, IADC – OGP Report came out 3 years ago (2012)
- Well Control Training was not good enough
- IADC took OGP and said this is what we'll do:
 - ♦ April 2015 WellSHARP – stringent requirements for training.

Continued on page 3

- ◆ Provided a randomly generated test, no ability to cheat.
- ◆ Instructor does not issue the test. If the instructor is not teaching the curriculum, student doesn't pass. The credibility of the test improved. You don't just get a certificate, you earn it. You have to put effort into being able to pass the test. Some Drillers, Tool Pushers, & Engineers were now beginning to fail the test.
- ◆ Real-time feedback on testing.
- It was now IADC WellSHARP vs IADC WellCAP
- Test is timed; some know the material but are not skilled in testing
- There are no longer multiple levels in one class
- Instructor development needed; no more teaching from war stories, follow the curriculum
- IWCF – Regulatory Body
- Established in 1992 – old standard standardized
- Can no longer just test out
- Curriculum was brought up to speed
- Written in Queens English
- Maintain Test; no immediate feedback
- Standardized attention, pride, integrity; real pressure is immediate
- Students didn't know what they got wrong on the test
- Rolling out online testing
- How do you Maintain Quality?
- High tech, real time industry being run by those not tech savvy
- Classroom designed to understand students
- Classes use simulators
- Old pass rate 99.99% so bland, so generic
- Analytics used for self & clients
- Who's having success in classrooms by test scores; is one topic weak?
- Gives a competitive advantage
- If one student fails & blames instructor, can compare to the rest of the class, whereas some score high.
- Each persons' test is timed
- If someone tested in all 3 hours or 35 minutes, you can tell how hard they tried
- Increased Course Length equals increased course fees
- Has had an increased failure rate
- Has been a strong weeding out tool
- If failed, allowed to take class again
- Why do we accept this – we have no choice, this is an investment. Why did we allow it to get so easy? Students must understand principles.

Q&A

- Certification good for 2 years (BESEE Requirement)
- Most clients allow student to take over 2 times
 - ◆ 70 or above is pass
 - ◆ 50 or below – retake full course
- Online database for both companies to review levels/ topics, and schedule classes
- IADC assessment is not like a SEMS required audit
- Industry driven, not regulatory driven
- IOGP is behind this

- IADC WellCAP is no longer available as of January 1, 2016
- Preparatory courses are available for 1st time persons
- Highly recommend college graduates could possibly benefit from having Well Control Certification
- Portal on IADC to practice the test as many times as you want

2nd Guest Speaker – Robert Koelling with Koelling, Inc. “Practical Approach to Quality”

- I am a voting member of API, API Auditor, API Task Group, Work for BSI, Member of US Tech Advisory Group; ISO 9000 Series, IADC Quality Committee
- What do you do? We primarily make money, as well as the services you provide.
- What's holding you back? Reality; continuing pressure on cost; have to be effective & efficient; need higher quality; greater impact on failure; accountability; globalization of requirements; demand to control risk; complexity of task risk; control risk; regulations; certification requirements; etc...
- The cost of risk can be huge, so what will we do to control risk
- The regulators can get kicked
- Bolting regulations were needed
- Reasons/causes for non-productive time
- Supplies not meeting specific properties
- **7 Basic Principles (Philosophies)**
 - ◆ Customer Satisfaction
 - ◆ Leadership – steer ship required
 - ◆ Employee Involvement – who does the work efficiently
 - ◆ Process Method – (from chaos to organization) what to do next, how to organize it, need input (people, equipment, necessities, etc.). If you know & control input & process, you can predict the output you can control process method
 - ◆ Continual Improvement – 1st time is usually not perfect; will you learn from mistakes & improve it; fix the problems. Continuous is always, but continual is stop by-look-then improve again.
 - ◆ Fact Based Decisions – requires data, review, analysis to improve
 - ◆ Mutually Beneficial Supplier Relationships – do you know your product, do you just want a price & delivery, how can you improve your product to benefit customer more. Need facts to base decisions on
- **5 Rules**
 - ◆ Have a plan before you take action
 - ◆ Document, document, document intelligently create evidence of compliance, create records. Don't create another form, have minimal forms
 - ◆ Don't do anything against good business practice. Increase control without bureaucracy.
 - ◆ You have to put forth a good effort
 - ◆ Tribal organization knowledge
- Development cycle – Plan, Delay, Complicate, Abandon

Continued on page 4

(doesn't get you anywhere); but Plan, Do, Check, Act (a better cycle)

- Why do you need a Management System – because you need a plan
- **The concept of Value** – inspires behaviors, attitude, actions, & processes to deliver value through fulfilling requirements of interested parties. Value is determined by the ability to satisfy a customer and the impact on other interested parties. The value not only includes the intended function, but also the perceived value and benefit to the customer.
- **Concept of Value Management Systems** – provide a means of managing the cost of value. Awareness of these costs enables organizations to take action to optimize utilization of resources. What's your cost of value, optimization?
- **Birth of the Management System** – Achieving lasting consistent control of production. You need more than product definitions; we needed a foundation of standardization controls to perform activities. These basic management requirements are universal and can be applied to every industry, company, and type of organization.
- A Management System is a set of instructions and rules for how an organization controls and performs its activities.
- Structure, documentation
- Meet customer requirements, reduce liability, control processes, more affective, less waste, & reduce cost
- A new generation of standards that are fundamentally different, you're expected to think and manage to a minimum framework
- ISO 9001 and API Q1 (old & new) the standards are now quality based.
- Examples from Management Review input requirements of the old & new API Q1
 - ♦ 5.6.2 – Review Input
 - Customer Feedback,
 - Process performance and product conformity,
 - Follow-up actions from previous management reviews
 - ♦ 6.5.2 – Review Input
 - Analysis of customer satisfaction, including customer feedback,
 - Analysis of supplier performance & review of the analysis of product conformity,
 - Effectiveness of actions resulting from previous management reviews
- Management based on Process & Risk, not just process – embed risk analysis on every process; risk analysis is the basis for all decisions; includes risk based management
- Risk – identify, analyze, mitigate, risk product, quality, & delivery, balance risk/reward
- ISO risk based thinking – something we all do automatically and often subconsciously to get the best result

- The concept of risk is more explicit and built into the whole MS for ISO 9001
- Risk-based thinking ensures risk is considered from the beginning and throughout
- Risk-based thinking makes preventive action part of the planning (strategic & operational)
- Fundamental difference between Manufacturing and Service – The ability to control the performance of a service is different from the ability to control manufacturing because of the amount of Risk
 - ♦ **Manufacturing** – in a restricted environment where all variables can be controlled
 - ♦ **Services** – in an unrestricted environment where very few variables can be controlled
- **Documentation** – can you control Management System without documentation?
 - Allow communication & transmission of information
 - Evidence of conformity and results
 - Knowledge sharing (training, certifications, etc.) tribal & organizational knowledge. What happens when the guy who knew the job is gone? Build on intelligent processes, customize it, and capture employee knowledge.
 - To preserve organization's experiences, write specifications
 - A MS and its processes require an organization to “maintain documented information to the extent necessary to support the operation of its processes and retain documented information to have confidence that the processes are being carried out as planned”
- **Change** – modern society fast & furious
- Need to organize & manage (MOC) change has become a core requirement
- Consideration of new introduced risks and opportunities caused by change need to be taken into account.
- Addressing changes of your identified processes is an important component of continued success.
- Manufacturing (MOC) identify change needed
 - ♦ Identify risk of change
 - ♦ Ensure approval of right personnel (builds management oversight) prior to change
 - ♦ Have you communicated to affected personnel
- Structural, key personnel, procedures, & mechanism systems need MOC
- Keep records
- You do not need an MOC procedure written to limit efficiency
- **References**
 - ISO Public Site for ISO 9001:2015 transition information: <http://isotc.iso.org/livelink/livelink/open/tc176SC2public>
 - IAF Auditing Practice Group <http://www.iso.org/tc176ISO9001AuditingPracticesGroup>
- Remember to use the 10xxx series of ISO standards
 - ♦ 10004 Customer satisfaction
 - ♦ 10005 Guide on Quality Plans
 - ♦ 10006 Guide on Projects
 - ♦ 10007 Configuration Management

meeting minutes *Continued from page 2*

- ♦ 10015 Guidelines on Training
- ♦ 10018 Guidelines on people involvement & competence
- ♦ **The Concept of Quality** – (not value focused)
 - ♦ A normalized reference - ISO 9000:2015 clause 2.2.1
 - ♦ The concept of Quality Management System – ISO 9000:2015 clause 2.2.2

Round Table, Pete Goodman

Pete Goodman opened the floor for the Round Table Discussion. The Round Table discussion is for members seeking solutions to safety concerns and share experiences.

Topic:

- DNV audit said the whole facility (if part of offshore operations) is included in their SEMS audit.

- Operators and Phil Perry recommended challenging what the audit is against.
- Lead auditor needs to answer as to what the audit was against.

Door Prizes

Door prizes were drawn and distributed and the meeting closed at 12:00 noon for lunch.

Next Meeting

Next Meeting is Friday, January 8, 2016 at the Lafayette Petroleum Club.

from the presidency *Continued from page 1*

meeting with you. If you haven't already done so, you should contact Committee Chairs and volunteer to serve. Just as political volunteers man phone banks or pass out flyers, you can be judging science fairs or helping with speaker suggestions. In fact, there may even be open committee chairs that the GCSTG President is seeking a volunteer for. In all organizations, volunteers are the backbone of their group and the key to their success. As GCSTG President, I ask you to take those extra steps to serve our members. GCSTG has at our core the grassroots activism of the safety, health, environmental and training movements. Your volunteering to serve can start the groundswell needed to generate new ideas and growth for the GCSTG.

GCSTG struggles to find leaders to assist the group. Even when I assumed the GCSTG President for the first time in July, 2008 I was imploring people to step forward and serve the group. My first President's Message I penned for the September 2008 newsletter meant to encourage members to take action and volunteer for various GCSTG roles. The following is an excerpt from that September 2008 President's Message:

It is clear to see what has made GCSTG a respected industry information group among our peers. GCSTG members are dedicated safety professionals willing to share their expertise and knowledge. Much like a political party promotes their specific agendas and platforms, GCSTG members promote safe work practices and behaviors. One way to promote agendas and heighten awareness is through the use of slogans and safety themes. We've all seen "Safety Pays" and "Arrive Alive" throughout our career. One prominent theme that emerged from one of the presidential contenders has been "Hope" and "Change."

We can not hope for change in our personal and professional lives. Change comes about from hard work and the actions you take. As a safety professional, we

can not sit around and hope that our coworkers make the right choice and conduct their operations the right way. We have to help them and train them to make the right decisions. We can not sit around and hope that our workers locked out and tagged out their machinery prior to servicing. We have to make sure they have the knowledge and skills to prevent injuring themselves and others. If a candidate fails to deliver, the party will simply replace the candidate with a more viable candidate and the election process is repeated again in four more years. As a safety professional, if we fail to deliver it is very plausible that dire consequences will be the result. It is our responsibility to provide the tools and assistance to our people so that we "Know" they are working safely and not to simply "Hope" they are making the right choice.

At the GCSTG November 14th meeting we will know who has been selected the 44th President of the USA. [Spoiler alert: Not in original message but President Obama won *twice] While we will have to wait four years for the next US Presidential election, we only have to wait until July 2009 to install newly elected GCSTG officers. I urge you to volunteer for GCSTG Chairs and GCSTG volunteer roles that can prepare you to lead our group in the future.

As you can see, GCSTG has managed to maintain our organizational leadership but we do need help from members that are able to volunteer. You don't have to be an Officer or Committee Chairperson, you can help by making GCSTG aware of speakers and/or presentations that you want to hear. Any help in obtaining dynamic speakers for the group is more than appreciated. Seeking speakers is possibly the most arduous task our group faces.

We are heading into a tough 2016 for the oil and gas industry with a staggeringly low commodity price environment. I thank all of you who come out and participate in our GCSTG meetings during these tough times. Personally, I believe

Continued on page 6

R.S.V.P.

In order to better plan for the meeting, we are asking all members to reserve their spot at the meeting. This will allow us to accurately report to the facility how many people will need to be fed, assuring that enough food is prepared, and avoiding overpayment for food that is not eaten.

**Email your RSVP
by Thursday, January 7th at 11:00, to:
genebarf@bellsouth.net**

Please include in your email:

The date you send it, your name (required), whether or not you are attending and how many guests you will bring with a list of their names (required) and company names (required).

Welcome New Members

DANNY AIRHART
M&A SAFETY
SERVICES

LARRY BLEAKLEY
SHELL EXPLORATION
& PRODUCTION

CHRIS JACQUES
M&A SAFETY SERVICES

CAROLINE LOBAUGH
API GLOBAL INDUSTRY SERVICES

VY NGUYEN
I & E TECHNOLOGIES, LLC

LARRY SCHMERMUND
SMITH MASON & COMPANY



*What a beautiful time for all of us to remember to
live life a little more grateful,
a little more hopeful,
a little more peaceful
Happy New Year!*

treasurer's report

Treasurer – Gene Barfield, CSP

December, 2015

General Fund	\$16,710.53
Scholarship Fund	\$ 2,955.42
Savings Account	\$80,322.36
TOTAL.....	\$99,988.31

from the presidency *Continued from page 5*

that attending the GCSTG meetings is a cost efficient use of company resources. It is not often you can sit in one room and have such a vast level of experience and knowledge available to you to seek help and get some answers. Your attendance and networking with other oil and gas professionals helps all of us to learn and expand our EHS knowledge.

Everyone have a safe trip to our 1/8/16 GCSTG meeting and bring a friend. New faces and active current members keep GCSTG a vibrant and relevant organization.

Gordon Ganaway, CSP
President, Gulf Coast Safety & Training Group

membership report

Category	Count
Air Service Companies	1
Associations	1
Contractor Production Operators	12
Diving Service Companies.....	2
Drilling Companies.....	14
Drug Testing Companies	2
Environmental Services.....	1
Governmental Services.....	43
Independent Safety Consultants.....	19
Industrial Medical Services	14
Insurance Companies	1
Marine Service Companies	3
Oil/Gas Production Companies	62
Safety Equipment Suppliers	1
Safety/Training Services Companies.....	27
Service Companies.....	97
Support Services.....	3
Universities-Safety Training	2
Total	305

2016 Meeting Schedule

Friday, Jan. 8, 2016
General Membership Meeting

Friday, Mar. 11, 2016
General Membership Meeting

Thursday, May 19, 2016
CrawfishTown USA

Friday, May 20, 2016
General Membership Meeting

Friday, July 15, 2016
General Membership Meeting

Friday, Sept. 9, 2016
General Membership Meeting

Friday, Nov. 11, 2016
General Membership Meeting