

**Michelle A. Copeland, CIH**  
**Curriculum Vitae**

Occupational Safety Resource Inc.  
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*Effective December 2016*

**PROFILE**

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Occupational Safety and Health Consultant, Trainer and Expert Witness.

Michelle A. Copeland is a consulting Certified Industrial Hygienist since 1986 and has practiced Occupational Safety and Health since 1978. Her background is practical, having worked both as an occupational safety and health consultant and as a corporate in-house safety and health representative. Her approach to occupational safety and health programming and training is creative and innovative. With a background in total quality systems and having been a Certified ISO 9000 Auditor, she brings a total quality approach to the development and implementation of safety programs and training.

“I believe a total quality management approach to occupational safety and health is the best way to ensure an effective Health and Safety Program, one that is compatible with operations, accepted by employees, and consistently implemented.”

Ms. Copeland has also performed safety and industrial hygiene assessments and evaluations on behalf of trial attorneys, addressing a wide variety of issues related to occupational safety and health. She serves as both consulting expert and testifying expert witness at the trial of complex occupational safety and health matters. Ms. Copeland has provided litigation services to both defense and plaintiff's counsel, as well as to OSHA directly. She has testified in both civil and criminal cases related to OSHA compliance and worker training, occupational safety and health program development and implementation, product liability, environmental regulations, and workers' compensation. She was involved with the post 9/11 litigation on behalf of various personnel involved in the initial response and follow-up, including police and fire.

**CERTIFICATION**

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Certified Industrial Hygienist since 1986 (Comprehensive Practice, #3363).

**EDUCATION**

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BS in Environmental Health, University of Washington, 1977.

**EMPLOYMENT**

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*2002-Present*

*President, Occupational Safety Resource Inc. (previously Safety Learning Institute), Seattle, WA*

Occupational Safety Resource Inc. (previously Safety Learning Institute, Inc.) is committed to bringing value-based services to our clients, which are efficient and cost-effective within the framework of the overall organization and its goals. Our collaborative approach matches the most appropriate resource to the client's needs and responsible parties internally. We provide high-quality technical consultation and instruction to help our clients develop and maintain safety processes that both protect employees and improve the bottom line, all from within a framework of learning as a key to growth — both of the individual and the organization.

We have developed safety programs and associated training materials for a wide variety of industries and situations, including full accident prevention programs within varied industries, site-specific plan development and approval in construction and remediation settings, biomechanics training in manufacturing and food processing, detailed task-specific work standards in mining and manufacturing, complex lockout-tagout and confined space programs in pulp and paper, and extensive development of program and training materials addressing the issues of crisis management and emergency response for a large multi-national mining operation.

Training materials are generally designed to fulfill the needs of adult learners and to be relevant to industrial workers, addressing the current and real-world problems they face and providing new solutions, materials or information that workers see as valid and worthwhile to them in their workplace. Training is presented in a manner that recognizes that people learn in different ways – for instance, many people in the industrial workforce prefer a hands-on, tactile training approach, which may be more relevant to the job task that is being taught. In addition, training should be respectful, but some degree of playfulness is appreciated by nearly all audiences.

In addition to training and other consultation services, Michelle Copeland provides expert witness services to attorneys nationwide, addressing a broad range of topics within the area of occupational safety and health, including but not limited to cases involving questions of chemical exposure and indoor air quality, response to accidental release of asbestos-containing materials and other airborne chemical contaminants, confined space entry accidents, accidents related to falls, fire and explosion-related accidents, industrial truck accidents, slip and trip accidents, musculoskeletal injury related to cumulative trauma, and response to workplace emergencies. She has worked for both plaintiff's and defense attorneys, as well as for OSHA directly. She has provided testimony before a jury in criminal as well as civil cases.

2001-2002

*Vice President, McHaney & Associates, Inc., Spokane, WA*

Worked primarily with mining industry clients to increase the value of the Health and Safety Program within the overall structure of the company, largely by the development and provision of MSHA Part 46 training programs. Also involved in other types of occupational safety and health activities, such as the conduct of an extensive series of employee group workshops on behalf of a Washington State educational service district (ESD). The information derived from these workshops was used by the ESD to improve employee safety and health throughout the district.

1999-2001

*President, Renaissance Consulting, Inc., Seattle, WA*

Health and Safety consulting throughout North America, with the emphasis on developing the greater potential of the Employee Health and Safety Program as an asset to the organization.

1997-1999

*Staff Safety Coordinator, Kaiser Aluminum, Tacoma Plant, Tacoma, WA* In-house safety program expert. Key role in developing supervisory and employee safety and health skills. Contributed to achievement of a 40% reduction in injuries over a period of 26 months. Specific responsibilities included long-term strategic safety planning, safety program and training development and implementation, safety program auditing, training, coaching and counseling of management, supervision and employees, interface with and coordination between supervision and employees, accident investigation, and data analysis and presentation. Effective working relationships with both union and managerial personnel.

Some of the major safety and health-related issues addressed included lockout-tagout, confined space entry, fall protection and safety at heights including ladder safety, powered industrial trucks, molten materials, crane safety, maintenance safety procedures, behavioral safety, ergonomics, and body mechanics. Played a critical part in the implementation of a participative and employee-driven behavioral safety program, which was successful where a large-scale, commercially developed behavioral safety program had failed.

Was also instrumental in the development of detailed and extensive task-specific work standards and training materials, which integrated the concerns and challenges of production, quality control and safety. As the plant was an older Soderberg smelter (of which only 2 were in operation worldwide at the time), the work environment involved equipment and processes that were highly specialized and unique to the plant. The development of these work standards involved substantial communication with both management and employees, as well as requiring an understanding of quality management concepts and the ability to understand operations and equipment. Resulted in the creation of documents that enabled personnel to perform their job tasks more effectively, efficiently, safely, and with improved quality control, and which were used as part of the plant's submittals for ISO 9000 certification. Also resulted in a significant and concurrent improvement in both production and injury statistics.

1986-1997

*President and General Manager, Schumacher & Associates, Inc., Seattle, WA*

Began as a consulting industrial hygienist, accepting primary responsibility for management of the company as General Manager in 1988 and eventually becoming President in 1993.

Oversaw transition to an employee-owned corporation in 1996. Directly responsible for all facets of running the business--long-term strategic planning, financial administration, marketing, operations, employee relations, quality control, and customer satisfaction. Was also a working consultant, providing a full range of industrial hygiene and safety consultation to all types of businesses, including traditional industrial, maritime, construction, and commercial facility owners/operators. Consulted within both the public and the private sectors, including approximately 8-9 months on site at Trojan Nuclear Facility, in Rainier, OR, setting up safety and health programs and training employees, supervision, and management personnel. Acted as project advisor on numerous lead and asbestos abatement projects. Provided expert witness services.

1982-1986

*Industrial Hygiene Administrator, James L. Groves Co., Everett, WA*

1980-1982

*Lead Industrial Hygienist, University of Washington, Seattle, WA*

1978-1980

*Regional Industrial Hygiene Administrator, Scott Paper Co., Everett, WA*

## RECENT PUBLICATIONS

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"It's Time to take a Stance on Compliance to Part 46", (R. R. McHaney and M. A. Copeland), *Aggregates Management Magazine*, 2000.

"Grips and Handles" (M.A. Copeland and E. Antkowiak), multi-media training program on body mechanics of using hands and working with tools, 2006. Available in English and Dutch.

## SAMPLE OF PRESENTATIONS

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"Training for Value", (R. R. McHaney and M. A. Copeland), paper presented at the California Mining Association Conference, Sacramento, California, February 13-15, 2001.

"Achieving Competence in Rod Mill Operation -- A Task Analysis Approach to Operator Training", (J. Hansen and M. Copeland), paper presented at the 2001 Annual Meeting and Exhibition of The Minerals, Metals and Materials Society, New Orleans, Louisiana, February 11-15, 2001.

"Safety and Health Auditing: A Dynamic Resource for Managers", (M. A. Copeland), paper presented at the 2001 Annual National Safety and Health Committee Meeting of the National Stone, Sand and Gravel Association, Pittsburgh, Pennsylvania, September 24-25, 2001.

"Crisis Management with a Bite", (M.A. Copeland and Bob Hollingsworth), paper presented at the 2003 Northwest Occupational Safety and Health Conference, Seattle, Washington, October 16-17, 2003.

“Safe Lifting Training – the New Generation”, (M.A. Copeland and E. Antkowiak), paper presented at the 2003 Northwest Occupational Safety and Health Conference, Seattle, Washington, October 16-17, 2003.

“MSHA New Task Training”, (M.A. Copeland), presentations for Washington Aggregates and Concrete Association, MSHA Part 46 Refresher Training January and February, 2008.

“New Process Safety Management”, (M.A. Copeland), two-day workshops in Mumbai and Delhi, India, April 7-8 and 10-11, 2008.

“Americans with Disabilities Act and Occupational Safety and Health”, (M.A. Copeland), presentation for the Washington Self Insured Association, May 2, 2008.

#### PROFESSIONAL AFFILIATIONS

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- American Board of Industrial Hygiene.
- American Industrial Hygiene Association.