

Presenter: Rick Goggins, M.S.



Rick has been working as an ergonomist for the Washington State Department of Labor and Industries for the past 31 years. Prior to that, he worked with Hughes Space and Communications in El Segundo, California. He has a master's degree in ergonomics from the University of Southern California, and a bachelor's degree in biology from Columbia University. Rick is a Certified Professional Ergonomist.

Title: Ergonomics Rulemaking is Back: First Stop – the Airport

After a more than 20-year hiatus, the Washington State Department of Labor & Industries has begun rulemaking for ergonomics again. This time around, rules will be written one at a time for specific industries with high rates of work-related musculoskeletal disorders (WMSDs). The first such industry prioritized for rulemaking is Scheduled Airlines, Ground Crews, with baggage handling being the leading cause of WMSDs for these workers. This session will explain why ergonomics rules are necessary, and how the process to develop rules is progressing. The presenter will briefly review the known hazards of baggage handling, analysis methods that can be applied to the work, and possible approaches to regulating the hazards.

Presenter: Kim Meszaros, M.Sc., CCPE



Kim Meszaros is a Canadian Certified Professional Ergonomist (CCPE) and holds a Master of Science in Kinesiology from the University of Waterloo. Her research in occupational biomechanics focused on overhead work and the impact of work organization on the onset of shoulder fatigue. She started her career in ergonomics consulting where she provided ongoing and consultative support for implemented ergonomics programs in different sectors and sizes of organizations. Kim is the Ergonomics Research Coordinator for the Centre of Research Expertise for the Prevention of Musculoskeletal Disorders (CRE-MSD) and supports the maintenance and continuous development of the MSD Prevention Guideline for Ontario. She is driven to increase awareness of the widespread impact of implementing evidence-based MSD prevention strategies in the workplace to improve employee health, safety and well-being.

Title: ERGO-ROI Calculator – A Web-based Ergonomics Return on Investment Estimator Informed by Ontario MSD Injury Data and Washington State Methodologies

Demonstrating the financial value of ergonomics interventions can be challenging, particularly when decision-makers require clear, evidence-based justification. Cost-benefit calculators offer an effective way to estimate potential savings, payback periods, and long-term impacts of ergonomics solutions before implementation.

The [ERGO-ROI Calculator](#) is a free, web-based tool designed to help ergonomics practitioners quickly estimate the return on investment of workplace interventions and compare different solutions. Building on the evidence-based framework of the [Washington State Ergonomics Cost-Benefit Calculator](#), this new platform integrates detailed lost-time claim statistics from Ontario's Workplace Safety and Insurance Board (WSIB) to provide data-driven estimates of injury-related costs and potential reductions.

During this session, we will introduce the newly launched ERGO-ROI Calculator and discuss its evolution from the earlier spreadsheet-based Ontario Ergonomics Intervention Cost-Benefit Calculator. Participants will see how the online version improves accessibility and usability while maintaining alignment with the established Washington State methodology. Attendees will learn how ergonomists can use this tool to strengthen business cases, support evidence-based decision-making, and communicate the value of ergonomics interventions more effectively within their organizations.

Presenter: Asta Kjærgaard



Asta Kjærgaard is a PhD student at the Danish National Research Centre for the Working Environment, enrolled at Aarhus University and affiliated with the University of the Sunshine Coast. I hold a Master's degree in Sociology, and my PhD research focuses on workplace violence.

Title: The Psychosocial Hierarchy of Controls

The Hierarchy of Controls has proven to be a useful tool to assess the impact of measures targeted physical and chemical hazards at work. However, the traditional hierarchy seems to fall short when applied to psychosocial hazards at the workplace. To address this shortcoming, I will present the Psychosocial Hierarchy of Controls (P-HOC); a tool that can guide practitioners in choosing efficient solutions to improve the psychosocial work environment.