



Session B: TURA Program Update and Fundamentals: Building a Creative TUR Team

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November 4, 2021



Welcome!

During breakout discussions please turn on your video and unmute yourself – all are expected to participate



Slides and handouts are available at turi.org/ContinuingEducationConferenceFall2021



Webinar will be recorded – recording available at same location of TURI's website



Use chat box for questions at any time – we will answer Qs immediately when possible, and we'll find time at the end to answer the rest



- If you are experiencing technical challenges during this session, you can send a chat directly to the moderator (noted as such in the participant list) or email Brenda@turi.org

TUR Continuing Education Credits

- This session has been approved for 3 credits
- To be awarded credits from MassDEP for recertification you must:
 - Register and pay for this session
 - Participate in polls and/or breakout room discussions
 - Complete and submit the post-conference survey for this session
 - You will receive a session-specific survey shortly after the end of this session
 - You will receive an event survey shortly after the end of the last session
- You will receive a certificate of completion (pdf via email) once you have met these requirements
 - Please be patient – it takes about two weeks after the conferences ends for us to process all attendee information

Outline



TURA Program Update

Chemicals
Staff



Identifying the right team

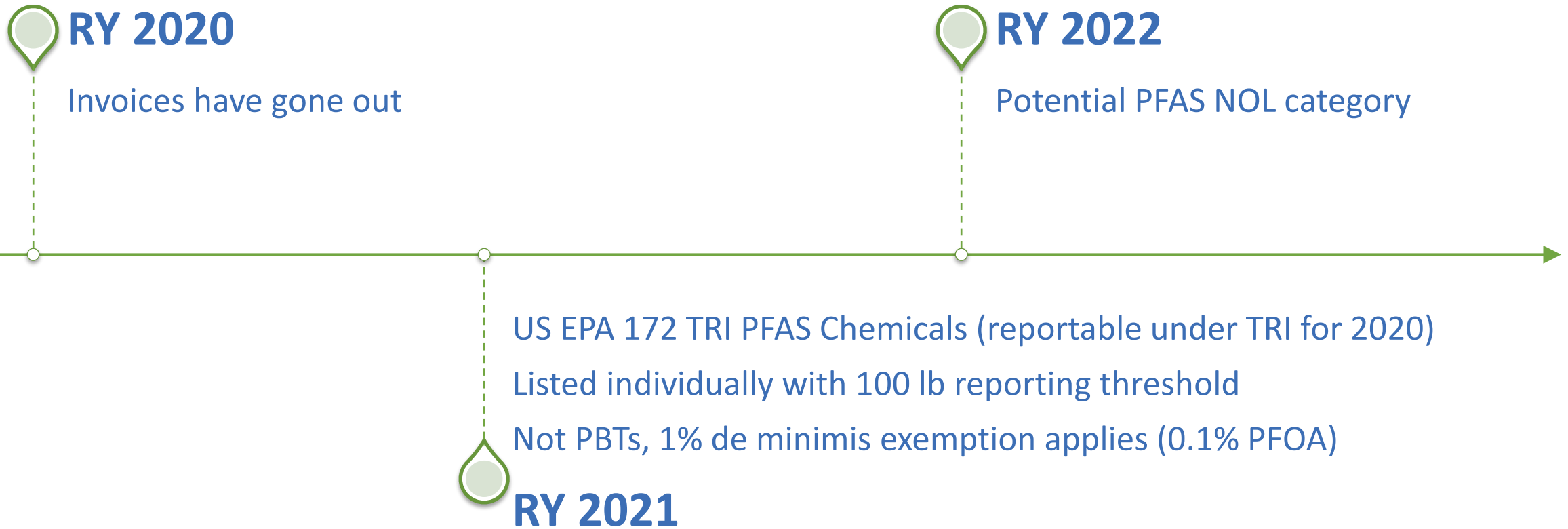
TUR Planning Team selection
Tools to motivate engagement
Getting the attention of your employees



Developing creative TUR ideas

Brainstorming
And beyond!

TURA Form S Filing and Reporting Changes



USEPA TRI Reporting Changes

- Reporting year 2021

3 Additional individual PFAS chemicals

- Perfluorooctyl iodide (507–63–1)
- Potassium perfluorooctanoate (2395–00–8)
- Silver(I) perfluorooctanoate (335–93–3)
- *(not yet added to TURA, expect for RY2023)*

- *Proposed Rule to add 12 chemicals*

- Dibutyltin dichloride (683-18-1)
- 1,3-Dichloro-2-propanol (96-23-1)
- Formamide (75-12-7)
- 1,3,4,6,7,8-Hexahydro-4,6,6,7,8,8-hexamethylcyclopenta[g]-2-benzopyran (1222-05-5)
- N-Hydroxyethylethylenediamine (111-41-1)
- Nitrilotriacetic acid trisodium salt (5064-31-3)
- p-(1,1,3,3-Tetramethylbutyl)phenol (140-66-9)
- 1,2,3-Trichlorobenzene (87-61-6)
- Triglycidyl isocyanurate (2451-62-9)
- Tris(2-chloroethyl) phosphate (TCEP)(115-96-8)
- Tris(1,3-dichloro-2-propyl) phosphate (TDCPP) (13674-87-8)
- Tris(dimethylphenol) phosphate (25155-23-1)

TURA Program Strengthening Ad Hoc Committee

- Background documents and meeting minutes available:
 - <https://www.mass.gov/resource/tura-program-strengthening-ad-hoc-committee>
 - Compliance and Enforcement
 - Alternative Planning - Resource Conservation and EMS
 - TUR Planning and Planners
 - TURA Toxic or Hazardous Substances List
 - TURA Fees

Science Advisory Board

Recommendation to list 24 EPA Registered ADBAC and DDAC quaternary ammonium compounds (QACs, or “quats”)

Deliberations on Carbon Nanotubes and Carbon Nanofibers petition;
Current area of focus - Multi-Walled Carbon Nanotubes (MWCNTs)

Next meeting (virtual): Thursday, Nov. 18, 12:30 PM

TURA Program Staff updates

TURI



Baskut Tuncak
New TURI Director



Nicole Kebler
Laboratory Technician

OTA



Kari Sasportas
Outreach and
Chemical Policy Analyst

FY22 TURI Grants

INDUSTRY, SMALL BUSINESS, COMMUNITY AND ACADEMIC RESEARCH

Safer Cleaning and Solvents

- Central Metal Finishing, *North Andover*
- SE Shires, *Holliston*
- Rindge School of Technical Arts, *Cambridge*
- North Randolph Cleaners, *North Randolph*
- Associate Professor Hsi-Wu Wong, UMass Lowell, partnering with Johnson Matthey, *Andover and Devens*



FY22 TURI Grants

INDUSTRY, SMALL BUSINESS, COMMUNITY AND ACADEMIC RESEARCH

Focus on PFAS

- Prof. Ram Nagarajan, UMass Lowell, partnering with Transene Co., Danvers
 - surfactants in electronics manufacturing
- Community Action Works and Clean Water Fund, Boston
 - Workshops and resources for communities to reduce PFAS use
- Nantucket PFAS Action Group, *Nantucket and Fall River Fire Departments*
 - Reducing PFAS in fire fighter turnout gear



FY22 TURI Grants

INDUSTRY, SMALL BUSINESS, COMMUNITY AND ACADEMIC RESEARCH

Safer Consumer Products

- Silent Spring Institute, *Newton*, and Resilient Sisterhood Project, *Boston*
 - Safer Personal Care Products for Black Women

Link to all grant project descriptions:

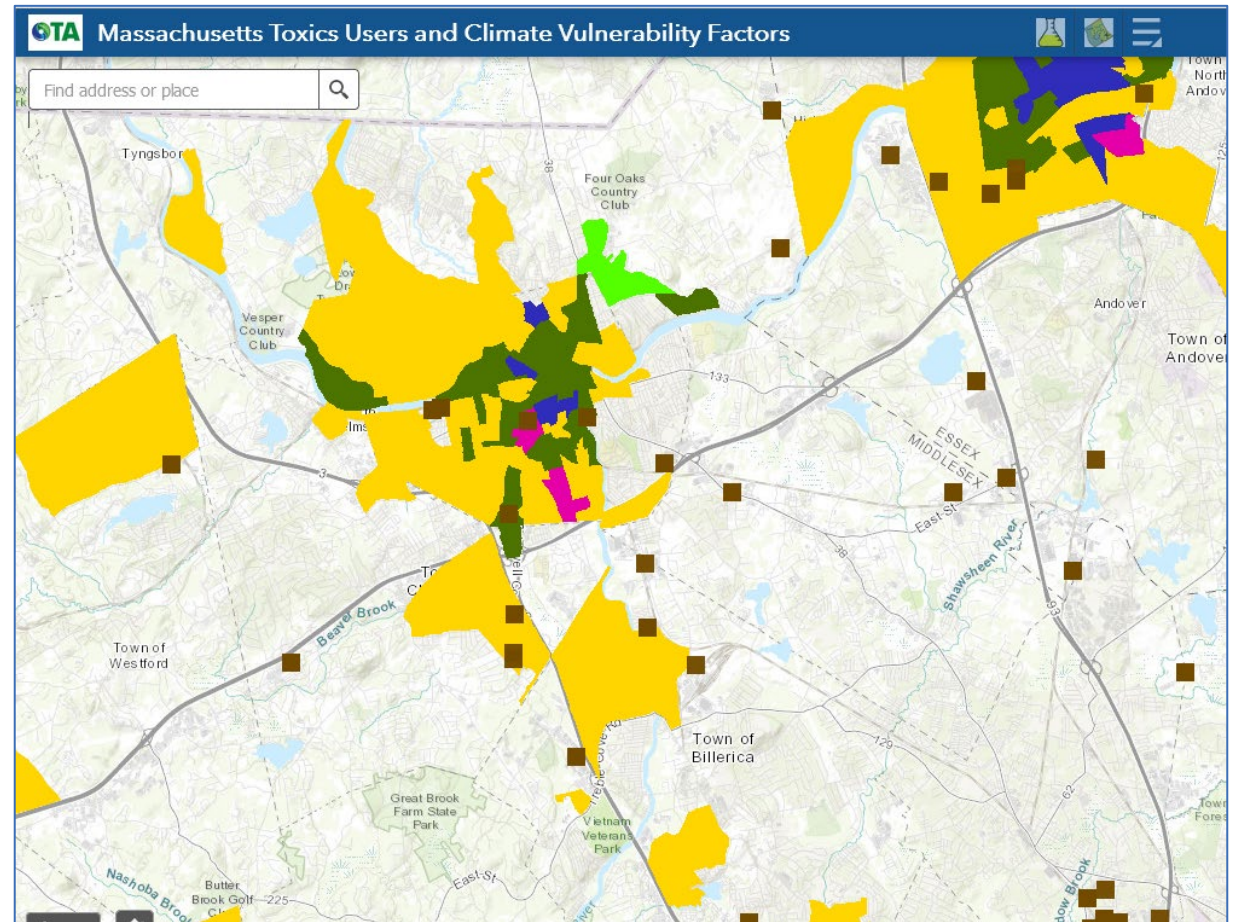
[https://www.turi.org/Our Work/Grants/Current Grant Projects Awarded in 2021](https://www.turi.org/Our_Work/Grants/Current_Grant_Projects_Awarded_in_2021)



Image from
<https://silentspring.org/news/hair-products-black-women-contain-mix-hazardous-ingredients>

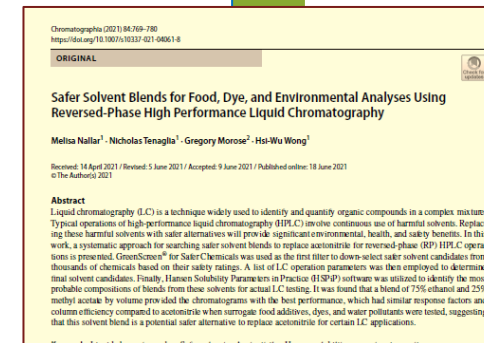
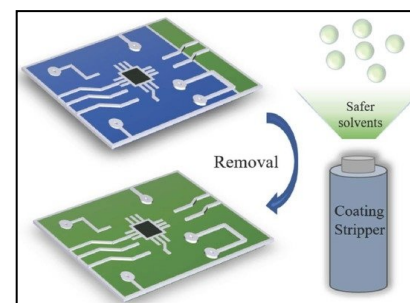
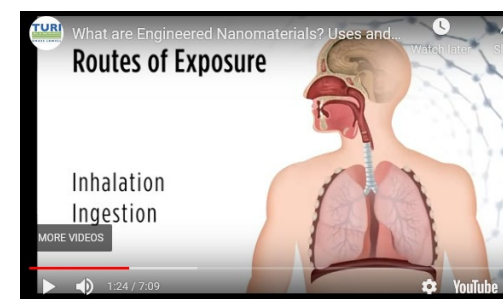
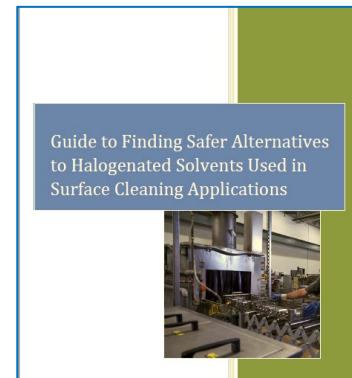
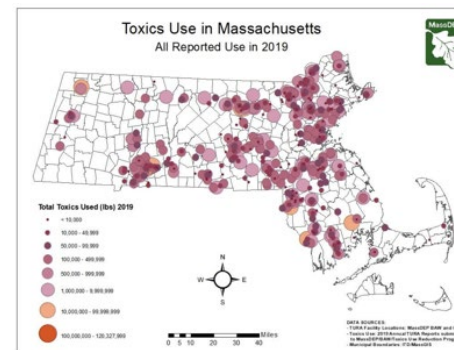
OTA Update

- In-Person Site Visits
- Survey on meeting company needs by WPI interns
- Updated [Chemical Safety & Climate Change Resiliency map](#)



Recent Program Publications and Resources

- [2019 TURA Information Release](#) (info also at: [TURA Data tool](#))
- [Guide to Finding Safer Alternatives to Halogenated Solvents](#)
- [CD Aero Eliminates Use of nPB, Gains Production Capacity – case study, demo video](#)
- [Cadmium and Cadmium Compounds Fact Sheet](#) (updated May 2021)
- [Video: What are Engineered Nanomaterials? Uses and Hazards](#)
- [Family Martial Arts Center Kicks Out Harmful Disinfecting Chemicals While Defending Against COVID-19](#)
- [UMass Lowell-Waters Corp. research on safer solvents for liquid chromatography](#) ([Chromatographia journal](#))
- [Removing Acrylic Conformal Coating with Safer Solvents for Re-Manufacturing Electronics](#) ([Polymers journal](#))



Contact us any time!



TURI
questions:

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TURI Staff: https://www.turi.org/About/Staff_List



OTA
questions:

Tiffany Skogstrom Tiffany.skogstrom@mass.gov

OTA Staff: <https://www.mass.gov/service-details/otas-team>



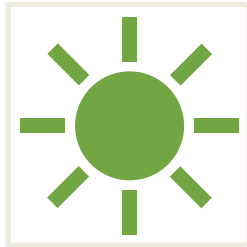
MassDEP
questions:

Planning: Lynn Heisey Cain lynn.cain@mass.gov

Reporting: Walter Hope walter.hope@mass.gov

C&E: Veronica Wancho O'Donnell veronica.odonnell@mass.gov

Objectives for the next part of this session



Prepare

Prepare for the upcoming TUR planning season



Share

Share strategies and best practices

- TUR team makeup
- Employee notification
- Strategies for getting the most out of your TUR planning team efforts



Discover

Discover ways to help your TUR planning move past rote and into new levels of creativity and value

TUR Planning Teams

Who is on your TUR planning team (*poll*)

Think through when best to engage with various team members



Breakout Discussions

15 min

- Introduce yourselves:
 - Where do you work
 - How long have you been a TUR Planner
- Discussion 1:
 - Identify the ideal team for your case example (*download the handout from the chat now*)
 - Develop strategies to get your team to the table and have productive meetings
- Discussion 2:
 - Share the employee notification techniques used at your facility/by your clients
 - Discuss how you evaluate the success of this outreach and what you can do to improve success

During breakout discussions please turn on your video and unmute yourself – everyone is expected to participate

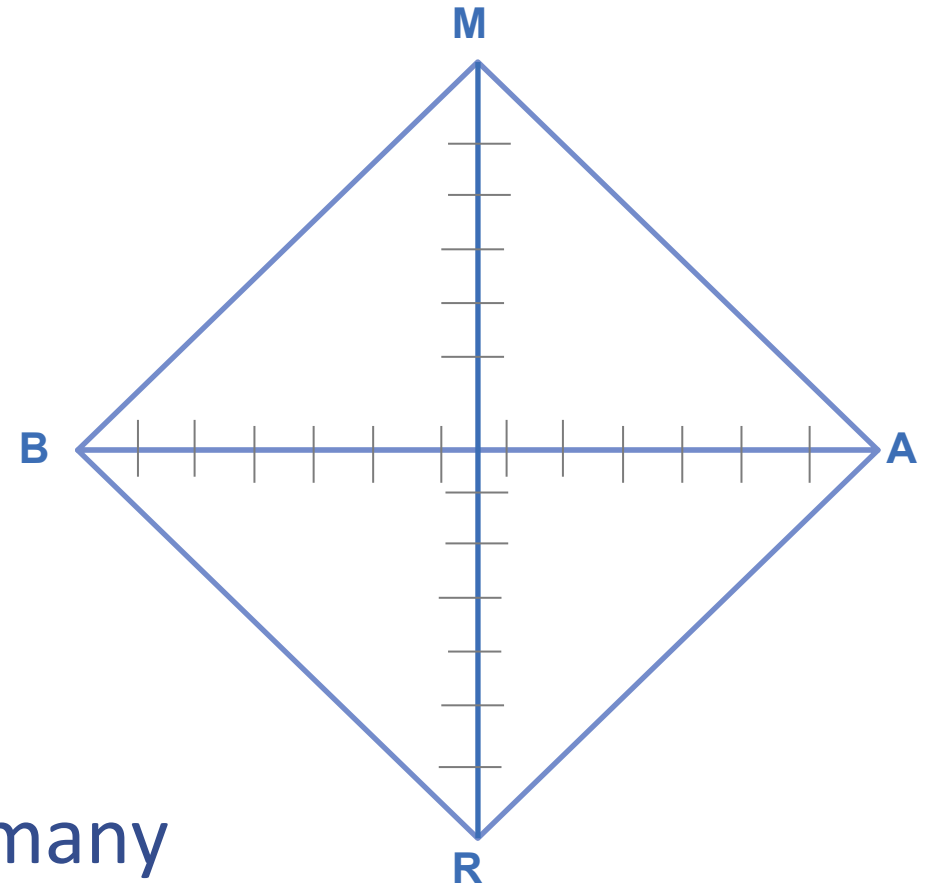
Motivating engagement

- Facilitate meetings well
 - Present clear objective of meeting – think about how participating can benefit them
 - Distribute agenda ahead of time
 - Reach out to team members individually to identify additional agenda items and offer any needed clarification
- Use communication tools
 - Email and ... <gasp> ... the telephone
 - Teams, Slack, Klaxoon or other online collaboration tool
 - Zoom or another web conference tool
 - Walk around and talk to individuals
- Discover what motivates each team member
 - Get to know your team informally as much as possible
 - Diamond engagement tool

Engagement Diamond Inventory

- List of 24 possible work incentives
 - M Meaning
 - A Achievement
 - R Recognition
 - B Belonging

See handout

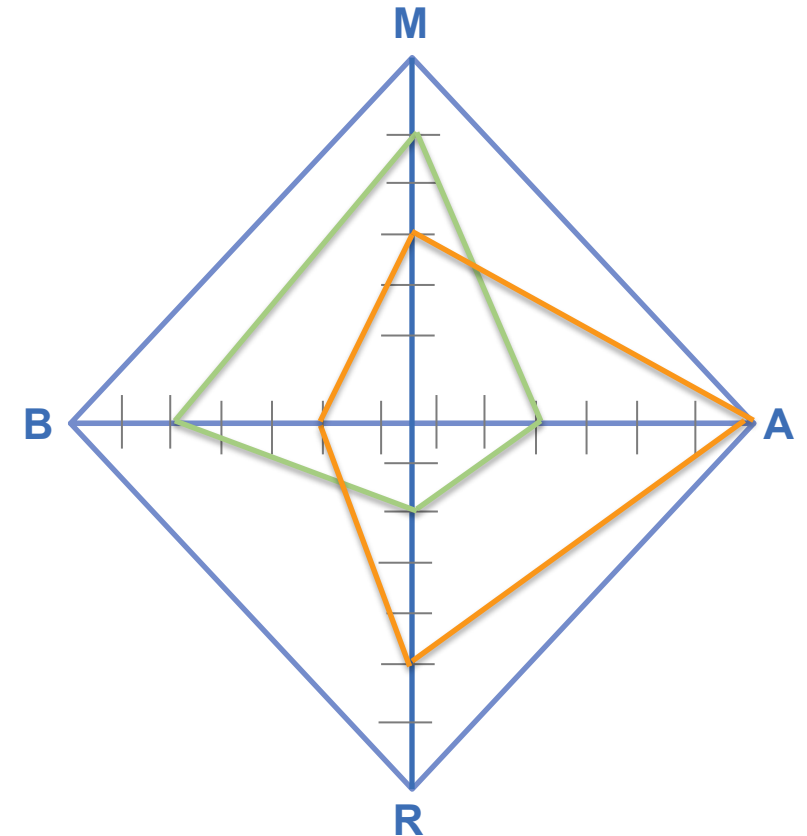


- Have each team member check as many options as really appeal to them

1. Be introduced to external contacts as an expert by your manager.
2. Rescue a task that is causing problems for other employees.
3. Work on a team with people you like.
4. Be able to apply for an assignment that you haven't done before.
5. Receive unexpected time off after completing a particularly difficult task.
6. See the results of your efforts.
7. Provide input to external consultants on how your work unit operates.
8. Learn a new set of skills for immediate application at work.
9. Receive an e-mail from your manager that has positive comments about you and has been copied throughout the organization.
10. Be in a position in which your decisions affect others.
11. Orient new employees to the organization.
12. Receive an assignment that makes your job more interesting.
13. Be given verbal recognition for your work from a senior manager at a company event.
14. Be asked to organize a company social event.
15. Know that others are depending on what you do.
16. Take on a task that most employees would find difficult.
17. Be asked to take on a mentor role for your work unit.
18. Have a job that you are proud to describe to your friends.
19. Have an article about you and what you have accomplished appear in the company newsletter or on the intranet site.
20. Represent the department at an inter-departmental meeting.
21. Work on tasks that have a direct impact on the customer.

Using this tool

- Have each team member draw their diamond based on the results of their incentives survey
- Compare diamonds to build team understanding
- Use this information to help identify ways to incentivize the team to succeed (and when best to ask them to engage)



TUR Options Identification

- Brainstorming
 - Techniques
 - Limitations
- Other ways to get creative:
 - Brainwriting
 - https://www.youtube.com/watch?v=dIY_Zk3liW4
 - Burstiness
 - [Work Life with Adam Grant TED podcast clip from episode “The Daily Show’s Secret to Creativity”](#)
 - <https://www.youtube.com/watch?v=TB461qmkWx0>



Image from “5 Must-See TED Talks to Spur Innovation”; <https://ideascale.com/>

The paper clip



Breakout discussions (10 min)

- Generate as many new uses for a paper clip possible
 - Take notes
 - Some of your groups will get additional instructions when you join
 - When the countdown starts be sure, as a group, to identify your favorite idea(s) before rejoining the meeting

How did that go?



What was your group's best idea(s)



How many ideas did you come up with



How did the group process feel



What might you bring back to your TUR teams

Bringing it all together



- Now is the time to identify and invite your team to gather
 - Be organized and respond to what motivates the team to improve team's sense of purpose
- Explore new ways to generate ideas that pull on your teams' creativity
 - Use new methods for identifying options
 - Potentially listed chemicals and chemicals not otherwise reportable may provide new focus for teams
 - Don't forget to reach out to employees not specifically on the planning team



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