

# SWANA

## SOUTHERN NEW ENGLAND CHAPTER

Newsletter

November 2021

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### Message from the President

Where did the time go? Is it me or did the latter half of this year just fly by us in a blur and we are headed into the home stretch, and yes Holiday decorations are out in the stores already? As we contemplate the upcoming Holidays and “slow” season for many of us, it is important to take stock of the past year and look forward to a 2022 full of new ideas, challenges, and hopefully get-togethers. We entered 2021 in the midst of the pandemic, yet the solid waste industry persevered and met all the challenges thrown our way. You did not hear of solid waste piling up, recyclables not being sorted, or worker shortages. Overall, the industry and all the men and women working in it, went to work each and every day and did what we do best. These are the times when we are proud to be working with such great people in a service industry that largely goes unnoticed. Kudos to all who made it happen. As we prepare for 2022, keep in mind all those who may have been affected over the past 20 months and make sure that you support them and keep them in your hearts. Here is to a more open 2022 and all that it will bring.

Talent matters....with the labor market tightening from drivers, to sorters, to equipment operators, to office personnel, to senior people, and to all those in between, it is important to hire quality people that fit within the organization culture. The pandemic has shown that having the right folks is a game changer when it comes to getting the job done in an environment of screen calls and less interaction. Here are five key points to consider when hiring. 1) You get what you pay for – while it is important to protect the bottom line, think of how much it costs you for constant turnover. Better pay equals better employees. 2) Emotional maturity – while everyone has a bad day every now and then, those who can manage their emotions and not have it affect the work environment make it easier on those around them. 3) Clear communicators – know the difference between assertive and aggressive

communicators, with the latter leading to toxic work environments. 4) Integrity – is the person you’re looking at loyal to the job? Have they jumped around a lot? Finally, 5) Coachable – is the person open and flexible to new ideas? Have they invested in themselves over the past few years to continue to improve? With the ever-changing technological world around us, a great employee is aware that they need to evolve to be a high contributor.

### SAFETY MATTERS

Did you take the Safety Pledge? It is not too late, please show your support to safety in our industry and to your fellow workers by taking the [safety pledge](#).

Incident rates of work-related injuries and illnesses appeared to improve for solid waste collection workers in 2020, according to [annual data](#) newly released by the U.S. Bureau of Labor Statistics (BLS) on November 3, 2021. The 2020 rate was 5.2 total cases per 100 full-time equivalent (FTE) workers, down from the previous year’s 5.9.

### REGULATORY UPDATES

**Massachusetts:** The new [Solid Waste Master Plan](#) from the Department of Environmental Protection was issued in October 2021 and includes a new list of items to help reduce the overall disposal of waste in the State. Starting in November 2022, the State is banning the disposal of certain textiles and mattresses and reducing the commercial organics ban level from 1 ton/week to 0.5 tons/week. MADEP acknowledges that “the tightening of disposal capacity has weakened the resiliency of Massachusetts waste disposal infrastructure...” MADEP believes that these challenges present opportunities for innovation and structured the 2030 Plan around continuing to develop opportunities for enhanced diversion and recycling within the State.

**PFAS Roadmap:** On October 18, 2021, the United States Environmental Protection Agency (EPA) released a [“Strategic Roadmap” to address growing concerns associated with PFAS](#). Since then, the U.S. Senate has held a [hearing](#) on the federal response to PFAS and EPA has [announced](#) it will address PFAS contamination under RCRA per a petition from the governor of New Mexico.

## TRAINING OPPORTUNITIES

On October 7, 2021 the SNE SWANA Chapter hosted an e-session titled “Encapsulation of PFAS from Landfill Leachate” presented by Paul Ruehl of LafargeHolcim. Thank you to Brown & Caldwell for sponsoring the event, which was well attended by over 50 participants. The presentation was recorded and is available on the SNE SWANA webpage.

Are you interested in a topic and wish someone could present? Let us know and we will work hard to put together a session diving into the details.

## UPCOMING EVENTS

- EBC Rhode Island Leadership Webinar: Briefing by the RIDEM Office Chiefs – November 19, 2021, [register here](#)
- EBC Solid Waste Management Webinar: MassDEP Regional Solid Waste Section Chiefs – November 30, 2021, [register here](#)
- SNE SWANA Annual Business Meeting, December 8, 2021 – 12-2 pm. Email [info@sneswana.org](mailto:info@sneswana.org) for more information and if you wish to attend.
- SWANA NY Chapter Free Webinar: Past, Present, and Future Solid Waste Challenges – December 7, 2021 – 12:30-5pm - Zoom Meeting <https://us06web.zoom.us/j/89429380966> - Meeting ID: 894 2938 0966
- 2021 SNE SWANA Annual Business Meeting – December 8<sup>th</sup>, 2021 – email [info@sneswana.org](mailto:info@sneswana.org) for more information

## WHATS IN THE NEWS?

- The Northeast Recycling Council published its 10<sup>th</sup> quarterly report on the market value of commodities from MRFs in the Northeast. The

report covers the period July-September 2021 and shows that values were up significantly from the prior quarter. The report and more information can be found [here](#).

- The State of Oregon passed new landfill methane [emission standards](#) which could become a model for other states to follow in limiting the emissions from landfills. The new rules include provisions that go beyond the current Federal regulations and will impact many facilities previously not subject. While this is not in our area, it is expected that other states will continue to monitor these activities and begin to implement similar measures in our area.
- Covanta received shareholder approval for its pending sale to EQT Infrastructure. It is expected that the deal will close by year end, with Covanta becoming a privately held company.
- Waste Connections announced its acquisition of E.L. Harvey & Sons, one of the largest family-run solid waste companies in our Region. E.L. Harvey was founded in 1911 and has been a leader in the solid waste arena in New England for decades. This acquisition expands Waste Connections’ position in the southern New England market, following its move into Rhode Island in the past few years.
- Casella Waste Systems, Inc., a regional vertically integrated solid waste, recycling and resource management services company, announced that it acquired Willimantic Waste Paper Co., Inc. on July 26, 2021. Willimantic provides residential, commercial and roll-off collection services in eastern Connecticut and serves over 30,000 customers. In addition, Willimantic operates a rail-served construction & demolition processing and waste transfer facility, a waste transfer station, a single stream recycling facility, and several other recycling operations.

# Chapter Officers and Board of Directors

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**Lindsey Welcome, P.E.** **Secretary**  
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**Ron St. Michel, P.E.**    **Vice President**  
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**Inga Lermontov-Hoit**    **Treasurer**  
RI Resource Recovery Corporation

**Phil Goddard**            **Past President**  
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