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December 2, 2011 Lunch Meeting 12 Noon

Lakewood Country Club
3101 Carson Street
Lakewood, California 90712

Mandatory Confirmation w/John O'Toole
By 11/29/11 @ (323) 258 – 2771



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C S S S P

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December Speaker

Mr. Mark Pisani, Cal/OSHA Senior Safety Engineer, DOSH Region IV will be our guest speaker. He will be speaking on Personal Protective Equipment – Hazard Assessment and Equipment Selection.

Many employers are unaware that in April 2011, Ca;/OSHA General Industry Personal Protection Equipment (PPE) regulations was updated and now requires employers in certain industries to assess their workplace to determine if hazards exist or may exist, which requires the use of PPE.

Come join us for a detailed explanation and what you need to do to be in compliance with this standard.

October Speaker

Mr. Dan Leiner, Area Manager, Cal/OSHA Consultation Service provided an overview of the three programs to participate in the partnership programs.

Lunch Menu

Yuletide Traditional Buffett with:
Tossed Garden Salad with Ranch or Italian dressing
Sliced Turkey with Cranberry Sauce
Mashed Potatoes and Gravy
Fresh Seasonal Vegetables
Warm Rolls and Butter
Chef's Dessert Display
Coffee, Decaf, Hot Tea and Ice Water

New Members

Kristopher L. Bowles – Professional Member
Bernie Konig _ Professional Member
Dwayne Eatmon – Professional Member

Please make sure you notify us of any changes in employment with new email addresses and phone numbers. Contact John O'Toole at (323) 258 – 2771 with updated information.

President's Message

In April 2011, significant changes affecting Cal/OSHA's General Industry Personal Protective Equipment Regulation came into effect. The change consisted of adding new subsection (f) to Section 3380 which mandates that employers in certain industries conduct a workplace evaluation to determine if and what types of personal protective equipment (PPE) may be necessary and certify in writing that the hazard evaluation, selection, and employee training relating to the required PPE has been performed. I will be speaking at the December Lunch Meeting to give our members an overview of the changes made to the PPE regulations as well as examples of procedures that would constitute a compliant PPE Hazard Evaluation.

I am also very pleased to announce that we will again be raffling off another class at our December Lunch Meeting. This time it will be a spot in an upcoming OTI 3110 Comprehensive Fall Protection Training class being held on December 5-8th, 2011 in Burbank, which was graciously donated by Scott Mackay, Director of the UC San Diego OSHA Training Institute Education Center. On behalf of the Chapter, I would like to personally thank Scott MacKay for his extremely generous donation as the tuition for this class would normally be \$725. I am also pleased to announce that Kristopher Bowles of American Safety Services who won the 30 Hour Cal/OSHA Construction Class raffle prize given away at the October Lunch Meeting completed the course on October 28th. Congratulations Kristopher! Mark Pisani
Chapter President

Calling for Articles

If you have any articles or write ups you want to share with the membership, please feel free to forward to me and I will be happy to include them in our newsletter.

Avoiding Corporate Complacency

Every day in the United States on the average, 15 workers lose their lives as a result of injuries or illnesses related to their work - that's over 5700 people. These people leave behind families, friends, and co-workers. The single most common cause is complacency - an attitude that "it won't happen to me."

Complacency Kills The Entire Organization

Too often individuals and companies become complacent when it comes to safety. Managers are satisfied with mediocre safety performance and do not work to improve the environment by raising safety awareness and eliminating the potential for injury. Employees are content and are not attentive to their work environments. They become convinced that management is not concerned about safety. They begin to think they are not responsible for their own safety. Over time, the entire organization gives little meaningful attention to safety.

The result is that employees begin to get in a hurry and take shortcuts on the job. They are more focused on production and getting the job done than getting it done safely. That attitude becomes an organizational norm. Near misses go unreported. No one wants to take the time to fill out forms and employees don't understand the connection between sharing information and eliminating injuries. Managers do not pay attention to reports, so they become unimportant. The number of injuries increases and they become more severe. Everyone becomes frustrated. Employees blame management and management blames employees, yet no one is willing to take action to improve the situation. Unfortunately, it often takes a fatal injury to cause everyone to focus on safety. Don't let this happen to your organization.

The Complacency Trap - Don't Become Distracted By Pressing Issues

Research shows that many incidents occur because people are distracted and do not pay attention to their environment and what is going on around them. Managers often fall into the same trap - they become distracted by pressing issues such as the organization's need to increase productivity, improve quality, and raise profits. They stop paying attention to the importance of safety in the organization and become blinded to the fact that the lack of attention to safety performance is injuring the organization in the long run. In other words, they become complacent.

When managers and supervisors do not make safety a top priority in the organization, it is easy for employees to make personal safety a low priority. Then incidents and injuries occur with increasing frequency. There are two things that must happen to avoid this potentially deadly situation.

1. Managers must renew their commitment to the safety process
2. Employees must get involved in meaningful safety activities.

Managers - Get Committed!

It takes more than just saying you are committed to safety - you have to put actions behind your words. Managers can demonstrate their commitment to safety in a number of ways. First and foremost, managers must follow the company's safety rules. Then, regularly attend safety meetings. Also consider the following ideas.

Take time to walk around and talk to employees.

Visit employees in their workplaces whether on the shop floor, in the field, or in the office. Talk about your personal concern for safety, and then listen to their concerns. Take personal action to correct unsafe situations and follow up to let employees know the outcomes.

Make it a point to personally review all reports of near misses and injuries.

When managers review reports of injuries and near misses, it demonstrates the information's importance. Follow up on the reports to ensure that appropriate actions are taken to eliminate the causes of incidents in your organization that could result in larger, bigger direct hits. Take care to ensure that your follow up is a positive action rather than a punitive one.

Integrate safety into all aspects of management planning.

During the organizational planning process include safety goals and objectives then ensure that the budget includes appropriate items for safety improvement. Communicate your organization's safety performance expectations goals, objectives to the management level and to your employees. To encourage a sustainable change in the safety culture of your organization, make it a point to review your organization's progress.

Enable employees to get involved in the safety process.

Identify areas where employees can become actively involved in the safety process and encourage their

participation by allowing work time for appropriate activities. Ask employees with specific skills or interests to participate in safety improvement projects. Then recognize their involvement and efforts.

Managers at all levels of the organization can have a profound effect on the safety culture of an organization by following these suggestions. Once they see their supervisors and managers taking safety seriously, employees in turn will be more committed than ever. And, nothing energizes an organization's safety improvement efforts more than employee involvement.

Other Ways To Get Employees Involved In Your Organization's Safety Planning and Process:

First, make employees aware of how they can get involved in the safety process. Involvement can come in many different forms. Encourage employees to get involved in the following activities and others:

- Reporting all unsafe conditions
- Attending safety meetings
- Serving on employee safety committees
- Planning and leading a safety meeting
- Participating in incident investigations and facility walk-throughs
- Engaging in conversations with supervisors and managers to share improvement ideas

Employees whose ideas and involvement are valued will increase safety performance faster than employees who are just simply following the rules. Create opportunities for employees to contribute ideas and information that will lead to safety improvement.

Stamp out Complacency to Create a Safety-Focused Organization

To create a culture in your organization where injuries are a thing of the past, remind everyone that complacency is a dangerous thing - it's a killer. Find ways to pique employees' interest in finding ways to make safety improvements. Create motivation for positive change in the organization by believing that it's possible to have zero injuries in your organization and communicating that belief to employees. Show employees the relevance of working safe to their jobs, careers, paychecks, and, most importantly, their families. This will create an environment where everyone at every level in the organization will increase their commitment and their involvement in

making the workplace injury-free. The result is that everyone can go home every day to their families without injury.

Safety at Home During the Holidays

To make sure that employees are safe at home during the holidays, review these seasonal safety tips:

- Make sure you have a working smoke detector on every level of your home.
- Choose a freshly cut tree. Remember, live trees need water so be sure to refill often.
- Cut a few inches off the trunk before placing in water.
- When your tree becomes dry, discard it promptly.
- Keep your tree away from heat sources, sparks, or flames.
- Don't leave indoor tree lights on while unattended.
- Use wire or cord to secure your tree to the wall or ceiling to prevent it from toppling over on small children or pets.
- Examine all light sets before use. Don't use damaged light sets or extension cords.
- Avoid overloading circuits.
- Use only Underwriters Laboratories approved lights on your tree, and no candles.
- Promptly remove all discarded packages and wrappings from the home.
- Do not burn wrappings in the fireplace or wood stove.
- If you use candles, make sure they are in stable holders on a flat, stable surface, and create a 1-foot circle of safety around them.
- Blow out lit candles when you go out.
- Do not leave children or pets unattended with a lit candle.
- Do not use candles near combustible materials such as curtains, drapes, bedding, and/or cabinets.

Mark your calendar for next year's meeting dates:

February 3, 2012
April 6, 2012
June 1, 2012
August 3, 2012
October 5, 2012
December 7, 2012