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December 7, 2012 Lunch Meeting
12 Noon
Lakewood Country Club
3101 Carson Street
Lakewood, California 90712

Mandatory Confirmation w/John O'Toole
By 12/4/12 @ (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 speaker. He will be speaking on the significant changes affecting Cal/OSHA's General Industry Personal Protective Equipment regulation.

A change is being considered to a new subsection (f) to Section 3380 which mandates that employers in certain industries conduct a workplace evaluation to determine if and what types of PPE may be necessary and certify in writing that the hazard evaluation, selection and employee training relating to the required PPE has been performed.

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

October Speaker

Mr. Herman Jett, Area Manager, Cal/OSHA Consultation Service spoke on Confined Space safety.

Lunch Menu

Yuletide Traditional Buffet to include: tossed garden salad with Ranch & Italian Dressing; sliced turkey with cranberry sauce; mashed potatoes and gravy; fresh seasonal vegetables; warm rolls and butter; Chef's dessert display and unlimited Iced Tea, Coffee Decaf, hot tea, ice water.

Members

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

With the first half of my tenure as your President, I want to report to you the progress that has been made thus far. The mini seminars that have preceded our Chapter meetings have been received quite well. Starting in June & August, the Sexual Harassment seminars had 16 members and guests in attendance. In October & December, the Confined Spaces seminars had 28 members and guests in attendance. We feel that the receptiveness to these types of seminars are a distinct benefit to you the membership. We shall continue these seminars into the New Year with a seminar on Fall Protection to be held on February 1, 2013 in conjunction with our guest speaker presenting renewable energy and its benefits in the commercial workplace. We will focus our attentions on those subjects that you the membership will want in our upcoming April and June meetings. I ask for your feedback on those areas you have the most interest in so we can schedule interesting and informative guest speakers.

At our November 2nd Chapter Board meeting, it was agreed upon to reestablish the Student Scholarship program with the HEX program at California State University Dominguez Hills as the primary recipient of the scholarships. We will rely on funding from seminars on subjects in the OSHA Training Institute. The Instructors will donate their time so the entire revenue from these seminars will go directly to the scholarship fund. Mr. Crist Wagner will be the Student Scholarship Chairperson and he will be giving the membership details on what the qualifications for prospective applicants will be by separate e mail to the membership.

Our Membership Chair, Ms. Joann Blayney will be conducting a Student Membership drive with the assistance of Mr. Charles Hunt, HEX Extension Director at CSUDH.

We look forward to a most productive new year and with your support, we shall make it a reality.

I want to wish you all a happy holiday season and a happier new year!

John A. O'Toole, President

Stay Safe on Winter Roads

Ah, winter! It's a time of beautiful snowscapes, skating and sledding. Unfortunately, much of that skating and sledding is done by drivers on icy roads, to nasty effect. When driving in icy conditions:

- Slow down! Wear seat belts. Never drink and drive.
- Put extra distance between you and the car in front of you.
- Don't slam on the brakes. The wheels could lock causing your car to slide.
- If your car starts sliding, take your foot off the gas, keep your foot off the brake, and turn your wheels in the direction it is sliding to straighten it out.
- Drive on interstates and one-way roads whenever possible. Head-on collisions are among the greatest killers on wet or icy roads.
- Turn on your lights to see and be seen.
- Clear snow and ice off the headlights, taillights, mirrors, and license plates. Stop the car when necessary to keep the windows clear.
- Be aware that bridges, ramps, and overpasses may freeze first.
- Check that wipers are not frozen to the windshield. Consider replacing your original wipers with heavy-duty ones.

Everyone knows the dangers of snow and ice, but rain can also be a real hazard on the road if you aren't careful. Here are some important pointers for driving safely on rainy days:

- Use windshield wipers, lights, and defroster to maintain visibility.
- Avoid puddles. They can hide damaging potholes.
- Prevent dangerous hydroplaning. That's what happens when you go fast enough for your tires to float on the water on the road, not rest on the road surface itself. Speeds of 50 mph and greater increase the risk of hydroplaning, so slow down when roads are wet.
- Beware of light rain, which can make the road very slippery. In fact, roads are often most dangerous during the first few minutes of a shower when the road is just getting wet.

Explain what to do if they get stuck in the snow. This isn't just for convenience. Heavy snows can make roads impassible, and if your workers are stuck trying

to get home from work, these can be effective survival tips:

- Start by shoveling a path in front and behind the wheels.
- Spread sand in the path you've shoveled. Strips of carpet or roof shingles just in front of the tires gives them something to grip on to.
- If that fails, rock the vehicle forward and backward in rapid succession until free.

Discrimination: The Other Big Compliance Risk

Discriminatory employment practices are illegal and unfair. Both federal and state fair employment laws make it illegal to discriminate when you hire, fire, promote, discipline, or provide benefits or privileges to employees. These laws say that you can't base any employment decision on anything other than *individual* qualifications and abilities. Nor may you apply different standards—nor apply standards differently—to different individuals.

Specific legal protections target different types of discrimination. Federal and state laws protect job candidates and employees against discrimination based on:

- **Age**—Individuals can't be rejected for jobs, fired, or denied promotions just because they are 40 years of age or older.
- **Gender**—You can't treat men and women differently in employment decisions, deny women opportunities because of pregnancy or childbirth, or pay one gender more than the other for doing work that requires equal skill, effort, and ability.
- **Race, color, religion, or national origin**—Employment decisions can't be based on any of these personal characteristics.
- **Disability**—Qualified individuals can't be denied employment opportunities because of a disability (physical or mental), and you must make reasonable accommodation for disabilities when requested if it doesn't impose an undue hardship on the organization. As long as they can do the *essential functions* of a job, they must get an equal chance at the job.

The same laws that prohibit sex discrimination also prohibit sexual harassment. Sexual demands by supervisors or managers can't be a condition of

employment or other job decisions. You can't allow any employee to make unwelcome sexual advances toward another employee, nor can you allow a hostile work environment in which employees are debased by verbal, visual, or physical harassment of a sexual nature. Harassment based on race, color, religion, or national origin is also prohibited by state and federal fair employment laws.

Supervisors and managers must be careful to avoid discrimination in daily activities and decisions. Train your supervisors and managers to be aware of any personal biases they may have and to consider all employment decisions from the viewpoint of an objective observer. In addition, teach them to:

- Use objective, job-related criteria for all employment decisions.
- Focus on performance, not personalities.
- Avoid making assumptions about an individual's abilities, interests, and so on based on age, sex, or other factors unrelated to qualifications and performance.
- Refrain from playing favorites.
- Ask only appropriate, nondiscriminatory questions when interviewing job candidates
- Ask the same questions of all candidates for the same job.
- Offer men and women equal pay for jobs that involve the same or equal work.
- Provide qualified people with disabilities with the same opportunities as other employees, and make reasonable accommodations when requested.

Keep these in mind:

- Employees who feel they have been discriminated against can file complaints and even take your organization to court.
- Discrimination lawsuits are often long, very costly, and damaging to the organization's public image.
- Discrimination doesn't have to be intentional to land you in court. Even practices that just have a disproportionate impact against protected groups can serve as the basis for a successful lawsuit.
- When employees join together in class action lawsuits, the cost of employment discrimination can rise into the millions.
- anywhere in your organization.

- Employment discrimination is 100 percent preventable—if you are vigilant, enforce policies, and take immediate action to correct any potentially discriminatory activity

Holiday Safety At home.

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.

Establish safety rules for holiday decorations and workplace parties--and enforce them.

Forbid alcohol at workplace holiday parties--and monitor to make sure nobody sneaks any in.

Have a very Merry Christmas and Safe New Year!