

Robert Fernandez, RSSP
President/Programs
OTI - UCSD
909-622-7573
r6fernandez@ucsd.edu

Hassan Adan
President Elect/Raffle Co-Chair
CAL/OSHA District Manager
818-266-6355
hassanbadmax@yahoo.com

Jennifer Keena, RSSP
Vice President/Raffle Co-Chair
Safeway
310-351-2805
jennifer.keena@safeway.com

Linda Hunter, RSSP, PP, FIAE
Secretary/Webmaster
Zee Medical
949-357-5500
lhsafenet@aol.com

Dan Leiner, RSSP, PP
Treasurer
Area Manager/CAL/OSHA Consultation
818-901-5754
dleiner@aol.com

Peter Gin, RSSP, PP, FIAE
Newsletter Editor
Southern California Gas
909-322-1676
petergin@earthlink.net

Joann Blayney, RSSP
Membership Chairperson
Safety Dynamics Group
562-425-4886
jblayney@safetynamicsgroup.com



December 5, 2014 Lunch Meeting

12 Noon

Lakewood Country Club

3101 Carson Street

Lakewood, California 90712

Mandatory Confirmation w/John O'Toole

By 12/2/14 @ (323) 258 – 2771

John O'Toole, RSSP, PP, FIAE
Seminar Chairperson
General Safety Services
323-258-2771
otoole47@roadrunner.com

John McHugh, RSSP
Past President/Awards/Nominating
Versatile Systems
818-565-5551
john@verfallpro.com

Stephanie Spann
University Liaison
OYI-UCSD
858-964-1068
sspann@ucsd.edu

Jared Williamson, RSSP, PP
Sergeant at Arms
714-726-6170
jaredwilliamson9@msn.com

Michael Nicholas, RSSP, PP
Placement Chairperson
California Loss Control
909-985-7770
mnicholas@californialosscontrol.net

Mark Pisani
Oversite Committee Chairperson

Hal Lindsey
Government Affairs

Violet Pisani
Cal/OSHA Update



CSSSP – Los Angeles Chapter

2272 Colorado Blvd. Ste. 1368

Los Angeles, CA 90041

(323) 258 – 2771

www.csssp.org



C S S S P

California Society of Safety & Security Professionals Los Angeles County Chapter

Volume 92

December 2014

December Speaker

Stephanie Spann from UCSD will inform us of the UCSD - OSHA Training Institute programs that are available for safety professionals. Ms. Spann will also be our University Liaison for CSSSP this coming year.

October Speaker

Mr. Hassan Adan from Cal/OSHA spoke to us about Supervisor Safety.

Pre-Luncheon Safety Vendors Day

We will be hosting Vendor's Day starting at 10:30 am prior to the general meeting in the room we use for seminars. We will be hosting vendors and consultants tables who will be providing the membership with many new safety & health products as well as consultants providing the membership with safety & health advise. These vendors will be providing prizes for the Chapter raffle which will take place immediately after the guest speaker. We still have a couple of tables available for those interested in availing themselves. Please contact John O'Toole, Vendor's Chairperson at (323) 258-2771 at your earliest convenience to reserve a table.

Hope to see you all there!!

Lunch Menu

Sliced Turkey
Mashed Potatoes and Gravy
Fresh Seasonal Vegetables
Warm Rolls and Butter
Tossed Garden Salad with Ranch & Italian Dressing
Choice of Cake for Dessert

Membership Happenings

New Member
Sampson Tang - Chemoil Corp

President's Message

I am looking forward to seeing all of you at the next meeting Dec 5th.

We will be hosting Vendor's Day from 10:30 in the morning. Vendors and consultants from General Safety Services, Versatile systems, Safety Dynamics Group, Little Giant, UCSD OTI, Cal OSHA and others will be providing information and prizes for the Chapter raffle which will take place immediately after the guest speaker.

After lunch we will have a WHITE Elephant - Raffle Game.

My Gift to You:

Free programs from OSHA, State Programs, Canada, videos, full programs, PowerPoint, toolbox talks, etc: Workplace BC has some great videos. Check out these links: www.worksafefbc.com; <http://safetyresourcesblog.com/2014/11/11/forklift-safety-free-training-materials/>; www.elcosh.org;

Merry Christmas!

Robert Fernandez
Chapter President

Christmas Tree Safety Tips

Live Trees:

Make sure you add water daily.

Pick trees with fresh, green needles that do not fall off when touched.

Clean up dropped needles often.

Keep tree at least 3 feet away from any heat source, like fireplace, radiators, candles, heat vents or lights.

After Christmas, dispose of the tree properly. They should not be left in the home or garage as they become a fire hazard. Check for recycling programs in you neighborhood.

Assembly Bill 2053

In California, it is now required by law to train supervisors to prevent workplace bullying, even though bullying itself is generally not unlawful in California unless it involves a protected characteristic or constitutes legally prohibited discrimination, harassment, or retaliation.

The governor's recent signing of Assembly Bill 2053 amends existing law which mandates sexual-harassment training to now require training to prevent bullying, which the amended law calls "abusive conduct".

Before AB 2053, the law required employers with 50 or more employees to provide at least two hours of sexual harassment training and education to all supervisory employees in California within the first six months of their employment as supervisors and at least once every two years. Now, AB 2053 requires that those same training sessions also include a component in abusive-conduct prevention.

The new law defines "abusive conduct" as:
. . . conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer's legitimate business interests. [It] may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person's work performance.

The new law adds that a "single act shall not constitute abusive conduct, unless especially severe or egregious."

The broad language of this new law contains some ambiguity and leaves room for interpretation. For example, it does not specify the content of the training or training materials that must be used, nor does it specify how much time, out of the two hours required for sexual harassment training, must be allocated towards anti-bullying education.

However, employers are not without guidance. The new law does include a list of conduct that may be abusive. Moreover, the legislature's inclusion of the word "malice" in the definition of "abusive conduct" has significance. In the context of punitive damages, "malice" is defined as conduct which is "intended by the defendant to cause injury to the plaintiff or

despicable conduct which is carried on by the defendant with a *willful and conscious* disregard of the rights or safety of others." Common law definitions of "malice" are aligned. Accordingly, training should guide supervisors in refraining from acting impulsively in difficult workplace situations, and provide tools for supervisors to dissipate heightened emotions that they may experience. Consideration and examples also should be given in the training regarding co-worker bullying and how that can be handled or prevented.

Furthermore, the phrase "gratuitous sabotage or undermining of a person's work performance" in the definition of "abusive conduct" provides further direction. The legislature seeks to distinguish between bona fide performance critiques and indignant remarks which do not serve the employer's legitimate business interests. Training, therefore, should address and explain the difference between tenacious management and bullying. Consideration also should be given to unusual situations, such as a manager who purposely places lower grades on an evaluation than are justified or intentionally credits someone other than the responsible individual for work that was well performed.

The new law takes effect January 1, 2015. Employers covered by California's training requirement should review and revise their training materials to ensure that prevention of abusive conduct is covered.

To be clear, this new training requirement does not create a private right of action by an employee against the employer to seek damages for workplace bullying. It is a training requirement only. That said, if an employee is "bullied" because of a characteristic protected under California's Fair Employment and Housing Act (e.g. race, gender, religion, disability, age), the employee could bring a claim for harassment or discrimination under that law. Additionally, even if bullying is not directed at an employee because of a protected characteristic, it is still possible for a bullied employee to pursue a claim for intentional infliction of emotional distress. For these reasons, employers (regardless of whether they are covered by the new training requirement) may wish to include language in their employee handbooks making it a violation of company policy for employees to engage in workplace bullying/abusive conduct toward other employees. Employers should also take workplace complaints of abusive conduct/bullying seriously by conducting prompt investigations and taking appropriate remedial action.

Christmas Safety Tips For A Safe Holiday Season

Be aware of the possible dangers and risks that are associated with the holiday season. We discuss those things to watch out for so we can be safe during the holidays.

The yuletide season is a time devoted to family reunions, merry-making and giving back. But it's also a time that can be stressful. But some stressors go beyond what we ordinarily experience when we're braving the shopping crowds or when we're meeting new people in social situations or even when we've gone over budget with our gift purchases. I am alluding to some risks that are linked to the Season of Joy, when anyone can potentially meet with trouble they are not expecting, if they're not careful.

Why is that? Because we let our guard down during the holidays. We are caught up in the euphoria and festivities of the times, and we forget how it is to be vigilant. In the midst of the fun and celebration, I'm hoping to interject this friendly reminder for everyone to keep common sense and reality checks in mind during this time of year. It's that time of year when certain things or eventualities are more likely to happen and some of these things may cost you more than just time, inconvenience or money

Be conscious of the additional demand on power that your home will require.

Expect your utility bill to jump. Make sure your home or business can adequately and safely handle a greater demand for lights, electricity, gas and water. Is it properly winterized? The yuletide bill increases due to holiday festivities and seasonal decorating. Don't forget that with the non-stop Christmas lights, heater and lots more indoor entertainment going on, your utility tab can expect to surge. If a winter storm comes along, how would you handle the loss of power? I'd rather use flashlights than candles if need be — just overall safer tools to use.

Watch out for thieves, bandits, burglars and robbers!

The theft rate rises during the Christmas season in some places, starting in October. With more crowds and more stuff for sale, there's more temptation for crooks to do their dastardly deeds. If they spot packages in a car, they may conduct an auto break-in. Crooks will be celebrating the season too, and they're going to make sure they find a way to do it in style. Don't let them pick on you!

Beware of fraud, swindles and scams that target unwitting revelers.

Scams abound when the money and cheer are flowing. Everyone wants to share goodwill and good tidings, so it's easy to be taken advantage of at this time. Also, with more online transactions taking place, there's a corresponding rise in criminal behavior over the internet involving fraud and scams.

Keep your wits around you when you travel or go out.

Accidents can happen more often due to weather problems or impaired judgment. With more travel and more people on the roads as folks take time off from work to celebrate traditions and vacations coinciding with rougher weather throughout the nation, the risk of trouble outdoors can increase. Slippery roads, DUI (here's more on the subject of the cost of driving under the influence, lack of preparation to handle a blizzard or unexpected natural disaster may cause you to wreck not just your car or your bank account. Along these lines, some of us who are in a celebratory mood may seek social connections in a rowdy bar or decide to make some noise with firecrackers. Do you keep your wits around you them?

Do your bit to prevent fires.

Here's how your life's savings or much more can be threatened...the culprit is a possibly preventable house fire. I've come across some high profile stories of Christmas tree fires. I've heard of a story about a large mansion that was fully bedecked with gorgeous lights and brilliant ornaments that came down in flames with one fatality. A misfortune like this can happen to anyone. Use some Christmas Tree flame retardants, make sure your electrical outlets have safety coverings and avoid having the bulbs overheat by turning off lights that are not in use. Are your chimneys swept and flues checked? Wildlife can get caught in your flue, which can turn into a hazard when you light a chimney fire. It's always a good idea to have your house inspected regularly to make sure things are running smoothly and your place is safe.

So now you see how it's possible for the holidays to pose certain risks that can possibly cost you a fortune and beyond. Hence, let's be merry and wise: watch your pockets, keep your eye on your surroundings, keep warm and stay keen!