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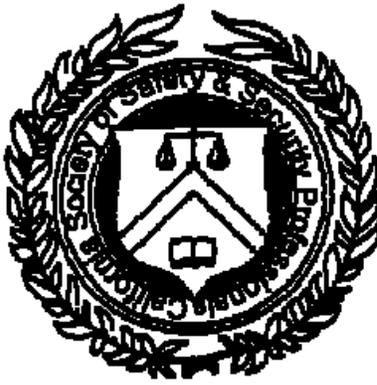
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October 3, 2008 Lunch Meeting 12 Noon

California State University, Dominguez Hills
Extended Education Building
1000 E. Victoria Street
Carson, California 90747

Mandatory Confirmation w/John O'Toole
By 9/30/08 @ (323) 258 – 2771

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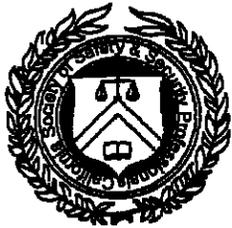
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CSSSP

California Society of Safety & Security Professionals Los Angeles County Chapter

Volume 55

October 2008

October Speaker

We will have a guest speaker from Earthquake Alliance on The Great Southern California Shakeout Scenario/Drill (Golden Guardian 2008).

August Speaker

Our speaker was Ms. Heather Houston. She is a Senior Program Coordinator assigned to the Orange County Intelligence Assessment Center. She addressed security issues related to terrorism.

CSSSP CALENDAR FOR 2008-2009 (August 1 to June 30)

CSSSP Executive Committee Meetings (elected officers and committee chairs) 9/5; **11/7**; 1/9; 3/6; 5/1 (Coco's Restaurant - Carson - 9:00 a.m.)

CSSSP Membership Luncheon Meetings: 8/1; **10/3**; 12/5; 2/6; 4/3; 6/5 (CSU-DH - Extended Education Building - Noon)

(Please confirm your attendance with John O'Toole)

CAL-OSHA Update Meeting: November 7, 1-3 p.m., CSUDH, Extended Education Building
Speakers: Barry Blodgett, California Voluntary Protection Program and Carla Slepak, Injury Log .300 February, May and August (dates to be verified)

MORE ON CAL-OSHA UPDATE MEETINGS

CSSSP, in partnership with the College of Extended & International Education, have partnered to provide half of each scholarship to a person at random who has attended the Cal-OSHA Update series each quarter. To date the following students have received a scholarship from CSSSP in the amount of \$140.00 each:

Jaime Camacho, HEX 995 Patricia Kobayashi, HEX 981
Maurice Briscoe, HEX 946 Randy Jucksch, HEX 981

CSSSP also provides the refreshments at each quarterly Update meeting. We value each opportunity to showcase our Chapter commitment to furthering education in the fields of Safety and Security.

President's Message

ARE YOU READY?

The question relates to the recent natural disasters that affected the Gulf States and other areas of our nation. As local, state, and federal emergency management teams and other voluntary organizations responded to these devastating disasters, the underlying message in the question is relevant to this organization's theme for the year "*Emergency Preparedness*".

On November 13th at 10:00, the State of California will conduct a statewide drill in an effort to test California's readiness to respond to a natural disaster. The drill scenario is a 7.8 earthquake along the southern portion of the San Andreas Fault. Schools, businesses, community organizations, families, and individual are encouraged to register and then participate in the drill. The drill entitled, the *Great Southern California Shakeout (also Golden Guardian 2008)* is a huge mitigation effort to urge residents, businesses, and schools to review their preparedness plans for when the "Big One" or any other disaster may strike this large metropolitan area of 21,000,000 residents. I encourage our members to register for the drill by viewing the website www.shakeout.org (you will see that millions have already agreed to participate). The website also contains a wealth of information which encourages you to prepare.

Appropriately, our guest speaker for the October 3rd luncheon meeting will give us more details about the statewide drill and the scenario that recently was published by the United States Geological Society and the Earthquake Alliance.

Jim Weidner

Professional Member

JARED G. WILLIAMSON (upgraded from student member)

Registered Safety and Security Professional

JARED G. WILLIAMSON

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-through
- 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, reminds 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.

Obesity increases workers' compensation costs

Gaining too much weight can be bad for an employer's bottom line as it is for a person's waistline.

Obese workers filed twice the number of workers' compensation claims, had seven times higher medical costs from those claims and lost 13 times more days of work from work injury or work illness than did non-obese workers.

We all know obesity is bad for the individual, but it isn't solely a personal medical problem -- it spills over into the workplace and has concrete economic costs.

Given the strong link between obesity and workers' compensation costs, maintaining healthy weight is not only important to workers but should also be a high priority for employers. Work-based programs designed to target healthful eating and physical activity should be developed and then evaluated as part of a strategy to make all workplaces healthier and safer.

Researchers looked at the relationship between body mass index (BMI) and the rate of workers' compensation claims. Because the BMI takes into account both a person's height and weight, it is considered the most accurate measure of obesity. For Americans, a BMI of 18.5 to 24.9 is considered normal; 25 to 29.9 are considered overweight and 30 and above are considered obese.

The researchers found that workers with a BMI greater than 40 had 11.65 claims per 100 workers, compared with 5.8 claims per 100 in workers within the recommended range. In terms of average lost days of work, the obese averaged 183.63 per 100 employees, compared with 14.19 per 100 for those in the recommended range.

The body parts most prone to injury among obese workers were the lower extremity, wrist or hand, and back. The most common causes of these injuries were falls or slips, and lifting.

By targeting obesity and workplace risks simultaneously, we can reduce absenteeism, increase the overall health of our workers, and decrease the cost of health care for all employees.

Future research is aimed at testing different strategies to see if they are effective in creating healthier and safer workplaces, and then determining whether or not they are cost effective.