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October 5, 2012 Lunch Meeting
12 Noon
Lakewood Country Club
3101 Carson Street
Lakewood, California 90712

Mandatory Confirmation w/John O'Toole
By 10/2/12 @ (323) 258 – 2771

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C S S S P

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October Speaker

Mr. Herman Jett, Area Manager, Cal/OSHA Consultation Service will speak on Confined Spaces.

Mr. Jett has had extensive experience in both Federal OSHA and Cal/OSHA as a Safety Engineer and Area Manager. As Area Manager, he has the responsibilities to assist employers in developing IIPP programs; conduct hazard surveys and assist employers in maintaining effective health & safety programs. Mr. Jett's office is located in La Palma and covers Southern California.

Mr. Jett will review the regulatory language of confined spaces which are in California Code of Regulations, Title 8, Sections 5156-5158. Mr. Jett will explain the reasons for the Chief of Cal/OSHA to place a high emphasis on all inspectors to thoroughly review all employers Confined Space programs in their IIPP's and cite those employers who do not have adequate Confined Spaces programs in place and operational.

August Speaker

Mr. Dan Leiner, Area Manager, Cal/OSHA Consultation Service spoke on Heat Illness in the Work Environment.

Lunch Menu

Tossed Garden Salad with Ranch & Italian Dressing; Sliced Ham with Brown Sugar and Pineapple Glaze; Mashed Potatoes; Fresh Seasoned 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 new year just around the corner, I am preparing our new year speaker and subjects. Starting off with our February meeting, we will be presenting the subject of renewable energy and its impact on industry. One of our members, Frank Litchauer, Vice President of Safety for 20th Century Fox Studios has already taken renewable energy to the reality stage by applying a major building on the Lot with solar panels.

After over a year, the facts with numbers are available and we will have as our guest speaker: Ms. Lisa Day, Director of Fox Studios Energy Initiative who will present us with the facts and figures on the advantages of using solar panels.

Prior to the meeting, we will be presenting a 2 hour mini seminar on fall protection as it relates to the application and maintenance of solar panels. Mr. John McHugh of Versatile Industries will be the presenter. We feel that it is important to understand the role that safety personnel can and will play in the renewable energy field.

Hope to see you at our October 5th meeting.

John A. O'Toole
President

You Provide the Energy

by Michael S. Melnik

Success with your programs is a simple equation. Information + Energy = Action. Give employees the information they need to know and then use the 10 energy sources to add the energy that lead to action: Commitment, Communication, Consistency, Flexibility, Accountability, Creativity, Recognition, Respect, Inclusion, and Fun.

What does your company currently do to insure not only that you have the right program but also the right environment and energy to make it work?

When OSHA Says, 'Let's Take a Walk ...'

The phrase “walk around” suggests a pleasant stroll through the country. But its meaning changes radically when the person doing the walking is an inspector from OSHA.

The walk around is that part of an OSHA inspection in which the official tours your site, looking for possible violations. Many consider it the most important part of the inspection.

What the inspector sees (and doesn't see) usually determines how extensive the investigation will be, how long it will last, whether you'll be cited, and if so, how much you'll pay.

For that reason, it's vital to know what your rights are on a walk around and what behaviors to display ... and not display. Your aim is to strike a balance. Have inspectors get what information they're entitled to, but not so much that they can go off on a “fishing expedition,” looking for things not on the agenda.

First, understand what OSHA wants to see. Plan the walk around to touch on those areas, but not to tour the entire facility. Experts also warn against volunteering to demonstrate any equipment or processes, or giving any information not asked for or required.

Second, designate company representatives to accompany the inspector on the tour. You have a full right to do so. In fact, have two company people along, and if your shop is unionized, a union rep as well.

Third, document the tour. Take notes, and if the inspector takes pictures or makes measurements, take your own pictures and measurements to verify, or challenge, the results.

Fourth, know that OSHA has the right to talk to workers during an inspection, however, not to disrupt your business, say, by pulling workers off equipment. Workers may refuse to talk to them, or to be recorded or photographed. But if they agree to talk, they can have someone with them. You can ask what they told OSHA, but they don't have to tell you. In any case, you should ask if there are any hazards on the job you should know about.

Finally, be sure to be totally honest in the information you do give, and remind your workers to do the same. Lying and modifying documents can

get you 10 years in prison. It's better to say nothing.

Simple but Powerful Safety Tips

Cleanliness Counts. Maintains a clean work area is not only safer but also promotes productivity. Anyone who's ever compared a NASCAR garage with the typical gas station knows that. By working in a well-ordered and grease and litter-free shop, mechanics get both greater safety and more reliability and performance from their cars, and their whole operation.

Design the Safety In. Maintaining engineering controls and machine guards are far more effective for ensuring safety than making workers put on personal protective equipment. PPE is hard to police and uncomfortable to wear. We have seen workers not using PPE when they should have been, largely due to complaints of discomfort in its use. It should be one of everyone's top safety issue.

Let Employees Be Safe. Many employers start by thinking their workers are unsafe as a matter of course and that they, therefore, need elaborate incentive programs to bribe [workers] not to stick their hand in the machine. Others have also made this point-essentially that expectations breed results. If you start by expecting safe behaviors instead of bonehead moves, and effectively communicate that notion to employees, you have a better chance of getting what you want.

Teach Workers to Do. This one is so simple it's startling. Make sure workers get the full, necessary instructions to do their work properly. Often, we get caught up in management and focus/concentrate the efforts on telling workers what NOT to do, leaving them to figure out on their own what the proper steps are.

Think Horses, Not Zebras. This classic advice from the medical world means deal first with what's most likely, instead of expending your efforts on more unlikely problems. Many employers get so caught up with the idea of preventing the most extreme disasters that they never focus on the simple situations far more likely to crop up.

Care. Here's another obvious but important concept. If you show your workers you're looking out for them, you send a powerful message of what's foremost in your mind. Workers are more likely to respond by caring more about *your* needs.

Know Your Employees' Jobs. It's amazing how few bosses know exactly how the work they oversee is done. But knowing that lets an employer see hazards from a worker's perspective and also makes it easier to communicate with the employee since you can, in effect, speak in his or her language. Even if you once did that job yourself, it is likely done differently by different people. Look at what people are actually doing and compare to what is written in practices. If there's a difference, learn why.

Keep Equipment in Shape. All equipment wears down over time. A lot of accidents happen when workers are forced to jury-rig fixes to keep a faulty machine producing. What's more, sometimes the defects develop slowly so notice is not taken until it's too late. A strong preventive maintenance program makes for a strong safety program.

Be Open to Safer Solutions. Technology improvements are a constant. Employers should always be considering whether new ways of doing things will improve not only efficiency but also safety.

All of these ideas make great sense. There is, however, one problem, it's the inability of safety management to ensure that all the measures they institute are actually enforced by line management. After all, most facilities have only a small safety staff, which can't be everywhere at once.

Protect Your Back

Back injuries can be extremely painful and long lasting. They can keep you in bed for extended periods of time, and occasionally, they may even require surgery. For some people, back pain never really goes away.

The National Safety Council says that overexertion is the cause of about 31 percent of all disabling work injuries. Injuries to the back occur more frequently than do injuries to any other part of the body, so it's very important that employees understand just what types of acts are likely to strain their backs and how to perform tasks in ways that reduce the risk.

Basically, the back holds up your entire body. The spinal column, which runs down your back, is an S-shaped stack of bones called vertebrae. These vertebrae are connected by ligaments and separated by soft disks that cushion and protect the bones. At the center of the spinal column is the spinal cord, and

from there, nerves run out to other parts of the body.

The back does its job with the help of muscles attached to the vertebrae. These muscles work with the stomach muscles to keep the spinal column in place and keep the back strong.

When you experience back strain or pain, it's usually related to the muscles or ligaments. The pain results from overusing or stretching those muscles or moving them in ways they're not meant to move.

You can injure your back with just one wrong move—the kind of thing that can happen bending over or twisting—or by a buildup of stress on weak muscles.

The best way for employees to protect their backs against the many back hazards on the job, and off, is to develop habits that reduce the strain on the back.

For example:

- **Slow down.** Back injuries that result from slips, trips, and falls can often be prevented by walking instead of running from place to place. It's also helpful to wear shoes with nonslip soles and, of course, to look where you're going.
- **Stretch first.** Your back muscles, and the stomach muscles that help them, benefit from stretching before heavy use. It's a good idea to stretch gently before lifting or other back activity. Gentle stretches at the beginning of the day, and periodically during the day, also help keep your back muscles flexible.
- **Rest your back.** When you sleep, your back gets a rest from carrying your body around. To give your back the best rest, sleep on a firm mattress. The best sleep positions for your back are on your side with your knees bent or on your back with your knees elevated.
- **Avoid unnecessary lifting.** Whenever possible, use material-handling equipment—hoists, hand trucks, dollies—rather than your body to lift. And when you transport material on a hand truck, push, don't pull, it.
- **Break down large loads** into small, manageable pieces.
- **Get help** from a co-worker when lifting heavy or awkward loads.