

John McHugh RSSP
President/Programs
Versatile Systems
310-968-3297
john@versatilefallprotection.com

Debra Duran
President Elect/Raffle Co-Chair
Landsberg Los Angeles
323-832-2222
debra.duran@landsberg.com

Robert Fernandez
Vice President/Raffle Co-Chair
OTI - CSUDH
626-857-0855
robertf327@yahoo.com

Dan Leiner, RSSP, PP
Secretary/Treasurers
Cal/OSHA Consultation
881-901-5754
dleiner@dir.ca.gov

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

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

Mark Pisani
Past President/Awards/Nominating
Cal/OSHA Compliance
626-256-7913
mpisani@dir.ca.gov



October 4, 2013 Lunch Meeting

12 Noon

Lakewood Country Club

3101 Carson Street

Lakewood, California 90712

Mandatory Confirmation w/John O'Toole

By 10/1/13 @ (323) 258 – 2771

Linda Hunter, RSSP, PP
Chapter Webmaster
Zee Medical
714-847-8852
lhasafenet@aol.com

Crist Wagner, RSSP, PP
Scholarship Chairperson
General Safety Services
714-539-3497
omecrist@sbcglobal.net

Scott Mackay - RSSP
OSHA Institute Director
OSHA Training Institute
858-964-1068
smackay@ucsd.edu

Charles Hunt
University Liaison
CSUDH
310-243-2336
chunt@csudh.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

Vincent J. Takas, RSSP, PP, FIAE
Oversite Committee Chairperson
The Walt Disney Company
818-560-1685
vincent.j.takas@disney.com



CSSSP – Los Angeles Chapter

2272 Colorado Blvd. Ste. 1368

Los Angeles, CA 90041

(323) 258 – 2771

www.csssp.org



CSSSP

California Society of Safety & Security Professionals
Los Angeles County Chapter

Volume 85

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October Speaker

Captain Ernesto Ojeda will be presenting the broad areas of Urban Search and Rescue which will include earthquakes, hurricanes, and other disasters. Captain Ojeda holds a MA degree in Education from CSUDH. He has served as the Disaster Preparedness Section as Lead Instructor for L.A.F.D. Urban Search and Rescue Training in all NFPA 1670 Technician Classes. He was also a lecturer and instructor at CSUCH from 1984 to 1993.

August Speaker

Mr. Hal D. Lindsey, Senior Safety Director for Diversified Utility Services and formerly a Regional Safety Manger with Asplundh Construction Corporation spoke about what and Employer should know and how should an Employer react during a Cal/OSHA inspection.

Lunch Menu

1/2 ground beef - 1/2 chicken
soft shell tortillas
sour cream, guacamole, shredded cheese, lettuce, onions, salsa
Spanish rice and refried beans
Cake for dessert
Iced Tea, Hot Tea
Coffee, Decaf
Iced Water

President's Message

During this term our board has committed to focusing on continuing to build a strong membership of safety and security professionals that are focused on continued education, serving others and growing in their professional fields. Thank you to those of you that have committed to showing up to our general meetings and morning seminars and have also invited and encouraged others to attend. Again, CSSSP depends heavily on our current membership to get the word out to worthy prospects that might aid in the

growth of our chapter.

Our industry is vast and wide, knowledge of every aspect of our industry can be difficult. This is just one of the reasons why the CSSSP is offering morning seminars and featured speakers at our general meetings to help us continue to advance our knowledge to help improve our industry as a whole.

Coming up in October, for our general meeting we have featured speaker, Captain Ernesto Ojeda, of the Los Angeles City Fire Department, who will be presenting the broad areas of Urban Search and Rescue which will include Earthquakes, Hurricanes, Mudslides and other disasters. The morning training seminar will feature Mr. Dan Leiner, Area Manager with Cal/OSHA Consultation Service, on Globally Harmonized System Hazard Communications.

Remember one of the main benefits of attending our morning seminars is receiving CEU credits. These are both important events to attend and our general meetings are a wonderful opportunity for potential members to learn more about all the benefits our organization has to offer. Please register on our website at: www.CSSSP.org or with John A. O'Toole, Seminar Coordinator (323) 258-2771 or otoole47@roadrunner.com.

Today's worker depends on us to ensure we have the knowledge and skills to create a safer work environment. Again, the purpose of the CSSSP is to add knowledge and share in each other's expertise. We all have something to offer to the organization and so join us for the general meetings, something you learn or something you share could save a life.

Fraternally,

John McHugh - President

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

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. The same laws that prohibit sex discrimination also prohibit sexual harassment 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.

Why It Matters...

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

Successful Safety Training: Preparation Is the Key

Successful safety training that gives you a good ROI in terms of fewer accidents, better compliance, and lower costs doesn't just happen. You have to have a plan and then prepare your strategy carefully. Here's a road map to getting there:

Analyze training needs. Begin by determining where you need to spend your training time and money. Consider:

- Job descriptions, which list the skills and information to perform the job safely
- OSHA training requirements, which may be specifically stated in regulations or which can be inferred from the rules
- State safety and health regulations, which may be stricter than OSHA standards and require additional compliance efforts by management and employees
- Goals of your safety programs, which guide your organization toward continuous safety improvement
- Injury and illness records contained in your OSHA 300 log, which tell how, when, and where employees are getting hurt
- Accident and near-miss reports, which tell you why employees are getting hurt or are at risk of being hurt
- Changes in policies, procedures, materials, or equipment, which usually require additional training to bring employees up to speed and prevent accidents

Decide *who* needs training. To determine which employees need specific safety training, look at:

- OSHA standards and your organization's safety policies, both of which often identify employees who must be trained
- Training records, which will tell you who needs refresher training and when

- Employee records, which show who has been involved in accidents or violated safety rules
- Employee records, which show who has been involved in accidents or violated safety rules
- Performance data, which will help identify weaknesses in employees' performance that may require training to correct

Draw up a detailed plan. The final step in preparing for successful training is to draw up a plan of action.

- Set specific goals to meet each training need you've identified.
- List all employees who need to be trained in each topic area.
- Set up a training schedule.
- Choose trainers and appropriate training methods.
- Prepare training materials.
- Include an evaluation for each session so that you can objectively measure effectiveness of training.

One top source of information about who needs training might be right before your eyes. Simply observe employees to see if they use proper safety precautions, wear appropriate PPE, and obey warning signs. Talk to employees, too, to find areas in which workers feel well equipped for their jobs and areas in which they're unsure about hazards, precautions, or safety rules. Safety meetings are also a good source of information about which employees might need additional training and which areas might be involved. Some organizations use questionnaires to poll employees about safety training needs. Other organizations use focus groups—small groups of employees openly expressing their concerns to an impartial moderator—to find out about safety training needs.

Commitment

When implementing a new program, use a methodology that mimics the company's most important programs. Everyone knows that true commitment is more than just a statement; it is a genuine commitment of time, money and attention.