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August 7, 2009 Lunch Meeting 12 Noon

California State University, Dominguez Hills
Extended Education Building
1000 E. Victoria Street
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Mandatory Confirmation w/John O'Toole
By 8/4/09 @ (323) 258 – 2771

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C S S S P

California Society of Safety & Security Professionals Los Angeles County Chapter

Volume 60

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August Speaker

Our speaker is Dr. Timothy H. Maas, Ph.D. He is the President of Seaview Consulting, Inc. that specializes in counseling in violent behaviors prior their surfacing in the workplace. Dr. Maas will provide an overview on the techniques of recognizing violent behavior traits and patterns as they relate to potential violent incidents in the workplace.

June Speaker

Mr. Crist Wagner, RSSP, PP, CAS, Senior Security Consultant with General Safety Services, LLC spoke on Americans with Disabilities Act (ADA) and how implementation of this will impact businesses in California both financially and compliance.

Call for cell phones

If you are attending the meeting, can you bring any discarded cell phones and donate them to the K-9 dog training project that the Chapter is sponsoring. Your donation of any cell phone will help and you can receive a receipt to use for tax write off.

President's Message

It seems like yesterday that Jim Weidner was sworn in as our President, but here we are in the summer of 2009 and Jim is now a Past President and here I am as President of the California Society of Safety and Security Professionals. I'd like to personally thank Jim for his work as the Past President of our organization and also thank our past Board Members. I'd also like to welcome our new Board Members and look forward to working with everyone this coming year.

Our membership is about 150 persons strong. However, only about 50% of our membership has paid their dues. I encourage our inactive members to renew their membership and become active in our organization.

Did you know we have a student membership of 36 people?

Our student member dues are \$30.00 per year and our professional member dues are \$60.00 per year. When a student completes the certificate program and receives their certificate of completion, they are eligible to advance to professional member status. Starting with our August lunch meeting (Polynesian Buffet... YUM!), students will only pay \$10.00 for lunch. This will provide our students an affordable opportunity to hear our speakers and to network with our professional members.

In the past year, many of our meetings addressed issues topics from emergency preparedness, to cell phone in prisons, to our next speaker who will address violence in the workplace. My hopes for our futures speakers this year are to focus on health and safety issues in the workplace.

I hope to continue our close ties with CSU, Dominguez Hills. We will continue to provide scholarship for the safety and security certificate programs at the University. We will continue to sponsor the quarterly Cal/OSHA Updates (next Update is August 14th from 1:00 to 3:00 PM). And I am currently working with CSUDH's and UCSD's OSHA Training Institute Education Centers on developing California specific OTI courses.

By the way, we are still collecting old, used cell phone to help train cell phone sniffing dogs, so if you have an old cell phone you'd like to get rid of, bring them to one of our lunch meetings. Remember, you can't throw them out; they contain hazardous materials.

We also always welcome raffle prize donations. The money we collect from our raffles helps support our scholarship fund.

Dan Leiner
Chapter President

Safely Returning Injured Employees to Work

An employee injures his back on the job and goes on workers' compensation. A few weeks later, his boss calls to invite him back. "Sorry," the worker replies, "I can't lift those boxes anymore. What else have you got?"

"Nothing at the time," the boss replies.

"Well, then, I guess I'll just stay out on workers' comp," the worker answers.

"Not on our dime," the boss declares. "We'll just write you a severance check. And a good reference for your next job."

Could this exchange happen? Maybe years ago, but not today.

A Regulated Activity

Return to work is now a regulated activity, with input from several major laws, including the Americans with Disabilities Act (ADA), workers' compensation law, and various other federal and state laws.

The intended effect of all these measures is the same: to get the employee back on the job, in whatever capacity he or she can hold, as soon as possible.

This aim meets the needs of all involved. The employer gets productive capacity returned, the employee feels better about himself or herself, and the state or private insurer is relieved of paying for additional time off.

Let's look at what's required by two relevant laws:

The ADA. A key principle of the ADA is that if an employee can do the essential parts of a job, he or she is eligible for the job, even if lesser elements can't be done. The corollary is that employers are obligated to make such reasonable accommodations as are required to do the job. In a return to work situation, this often means a modified set of tasks, or so-called "light-duty" assignments. Experts advise that the work be done in the employee's usual home department, with as much participation in the general process as possible.

The decision on how to make such accommodation must be through an "interactive process," involving the employer, employee, and others concerned, such as the employee's doctor. Failure to engage positively in the process exposes the reluctant party to risk. A company refusing an accommodation can be sued. A worker refusing reasonable light-duty work can be fired.

Worker's Compensation. Since workers' comp is a state-regulated activity, the rules vary. Some states provide for a certain number of weeks of costs and training after which the worker is considered rehabilitated. A second group has a policy that simply pays a defined benefit, with little emphasis on rehabilitation. The third group will pay an employee for life if needed, "unless he or she is proved to have an earning power." The effect of these variances on your decisions in a return to work situation—and how obligated or not you are to continue efforts to bring a worker back, will depend on your state's situation.

Radon: The Worst Hazard Your Employees Have Never Heard Of

If there's a safety training topic you've never dealt with before, this one might be it—*radon safety*. Why bother dealing with it now?

Here's some important information about radon and health to pass along to your employees.

What are the hazards? Radon is a naturally occurring gas. You can't see, smell, or taste it. Outdoors it's harmlessly dispersed in the air, but when trapped inside a building, it becomes a health problem. If high levels of radon are trapped in your home, for example, it could make your whole family sick.

The main hazard of radon is lung cancer. According to the U.S. Surgeon General, radon is responsible for an alarming number of new cases of lung cancer every year. That danger increases if many of your employees have no knowledge of this hazard. Some have never even heard of radon, much less that it could be present in their homes, and affect the health and that of their families.

What can employees do about radon? EPA and the Surgeon General urge all Americans to protect their health by testing their homes for radon. Testing for high levels is simple and inexpensive. Radon test kits

that meet EPA requirements are available at local hardware stores and home improvement stores, many kits for less than \$25. If the test indicates dangerous levels of radon in a home, prompt action should be taken to correct the problem. This generally requires the services of an experienced professional contractor.

Why It Matters...

Radon is the leading cause of lung cancer deaths among nonsmokers in America and the second leading cause of lung cancer overall (smokers and nonsmokers).

According to the U.S. Surgeon General, radon claims the lives of over 20,000 Americans each year.

A simple, inexpensive test can warn of dangerous levels of radon in the home.

Most of your employees probably aren't even aware of the risk, or what to do about it.

Do Your Trainers Need to be Trained?

For safety training to be effective, supervisors and managers conducting training have to be trained to train. Here's what they need to know.

1. To train adult learners, trainers must understand and use these four key elements of successful employee learning:

Motivation. Trainers must explain how the learning is related to trainees' jobs and safety, and instill a sense of personal achievement to encourage trainees to accomplish training goals. And trainers must make training stimulating and interactive so that it keeps the interest and attention of their learners.

Reinforcement. Trainers need to understand and use positive reinforcement (praise, for example) to support learning of new skills and new information. Reinforcement helps make safety training a positive, meaningful experience for trainees.

Retention. Trainers also must make sure trainees retain the information they learn so that they can use it on the job. Trainers can achieve successful retention rates by giving trainees the opportunity to practice skills and to ask questions about new information during training sessions. Quizzes and other forms of evaluation also aid retention.

Transference. Trainers must make sure that trainees bring what they've learned directly to their jobs. Training should be scheduled so employees can use new skills immediately. And handouts that trainees can take back to the job are needed to assist in transference.

2. To develop effective training plans, trainers need to learn to:

- Set reasonable and useful training objectives.
- Assess training needs and match those needs to training objectives.
- Understand the requirements of OSHA-mandated training and incorporate into training plans.
- Set up a schedule that allows for full employee participation and includes a logical sequence for multipart training.
- Choose appropriate training methods.
- Develop appropriate materials that match content to employee training needs.

3. Trainers should be familiar with different training methods so that they can choose the most effective for a specific safety topic and a particular group of trainees. Among the methods trainers should be competent to use are:

- Classroom training, including discussions, lectures, storytelling, and video and PowerPoint® presentations
- Demonstrations and hands-on practice
- On-the-job training and cross-training
- Computer-based learning, including CD and multimedia presentations and e-learning (online training)

4. Preparing useful and informative training materials includes several key steps. Trainers should be trained to:

- Specify training goals and objectives
- Present subject matter in a logical order
- Emphasize the most important points
- Customize off-the-shelf materials for your organization and employees
- Incorporate interactive methods into training
- Write a well-organized training outline and helpful handouts
- Plan for questions and answers about training content