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## February 6, 2009 Lunch Meeting 12 Noon

California State University, Dominguez Hills  
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# CSSSP

## California Society of Safety & Security Professionals Los Angeles County Chapter

Volume 57

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### *February Speaker*

Chief Harlen "LAMB" Lambert is the Principal for All States K-9 Detection. Chief Lambert has spoken before our group in the past on the subject of drug sniffing dogs. His presentation takes on a new role for the dogs. We have a cell phone epidemic within our U.S. Prisons. They are used to plot escapes, conduct criminal activity on our public streets, communicate with gang members and run drug business, murder for hire activities, communicate with terrorist links, access to family members and friends, and are used to corrupt and intimidate prison officials. Join us in finding out how we can assist in bringing this new threat to a halt and protect citizens from crime lords inside our jails and prisons.

### *December Speaker*

Our guest speaker talked about CERT training and how we can get involved in this effort.

### *President's Message*

Happy New Year to all! While the growing financial crisis continues to dominate the global economic outlook, we are becoming aware of the increasing challenges for our nation (especially California). These looming challenges haven't been experienced for several generations and the ultimate consequences for the present and future generation is not yet known. It appears that the next few years will be a time of many adjustments and sacrifices. During 2009 banks and other financial institutions will continue to write off billions of dollars in bad debt. This will have a negative effect on business borrowing capability, which translates to more businesses shuttering their doors and unemployment will continue to rise during 2009. Hopefully, you will not become an unemployed statistic during this time. Regardless, these are just some of the issues we all will face during 2009 and beyond.

What does this bleak outlook mean to the safety professional? Challenges and opportunities!

One of the goals of the proposed financial stimulus package currently being debated in Congress is to create new jobs. When the final draft of the "package" is passed by Congress and signed by the new President, are you ready to take advantage of potential opportunities that may arise?

When is the last time you read your professional safety magazine, taken a new course in safety, attended a safety seminar, networked with other safety professionals, updated your resume, honed your business and leadership skills, and made it known to your employer how valuable an asset you are to the organization or attended a CSSSP membership meeting?

Now is the opportune time to network with your own professional organization, CSSSP. Perhaps invite a guest from the safety field of membership and who might benefit from membership in our organization. Our next luncheon meeting agenda (Feb 6<sup>th</sup>) has been adjusted to initiate discussions to address some of the issues above. Usually an outside speaker has been scheduled; however, at the last Executive Committee meeting, officers discussed increasing membership participation discussion via a "Question and Answer Forum". During the February meeting, the discussion will evolve from this year's theme "**Emergency Preparedness**" with an emphasis on some of the issues listed above. How prepared are you should you receive a "pink slip"? Executive Officers will pose several questions to membership to get the discussion rolling with the bottom line "*How Can CSSSP Help Members during These Unusual Times*"?

I encourage your attendance at the February meeting. Please confirm your attendance with John O'Toole.

Jim Weidner  
Chapter President

## **Emeritus Member Certification**

D.M. "Skip" Clark.

## **Professional Member Certification**

Gordon Baldwin  
Mark C. Mintz

## **Simple Steps to Support Workplace Diversity**

**Diversity is about building a stronger, more competitive organization.**

The workplace, like the nation and wider world, is made up of men and women of diverse racial, religious, and ethnic backgrounds, with varied lifestyles and approaches to life.

Instead of trying to make everyone fit one mold, diversity acknowledges people's differences and works with those differences to create a fairer and more productive workplace. The notion of diversity integrates awareness of, and respect for, differences into the way people communicate and interact. It also makes your organization more responsive to the continually changing demands of the global marketplace by drawing on the cultures, talents, and ideas of a broader group of people. In short, diversity in the workplace:

- Encourages new ideas and perspectives
- Includes all employees as equals
- Ensures fairness within the organization and work group
- Respects differences and makes them work for the organization
- Allows us to harness the strength provided by the combined talents and perspectives of all employees
- Makes all employees feel as though they are equal contributing members of the work team
- Creates a more inclusive, productive environment

A diverse workplace is a reflection of our changing world. The organizations that best manage diversity are going to be the winners in the 21st century.

**Point out that we're all different in some way.**

Remind employees that diversity has many dimensions. For example:

- Age
- Gender
- Race
- Ethnic heritage
- National origin
- Skin color
- Family status
- Mental or physical abilities
- Religion
- Sexual orientation
- Regional origin
- Generation
- Socioeconomic status
- Education
- Occupation
- Work experience
- Work style

**Encourage workers to embrace diversity.**

Teach employees how they can help create and support a fair and diverse workplace. Here are some simple steps individuals at all levels in your organization can take to support workplace diversity:

- Be aware of and try to correct personal biases.
- Remember that "different" is a neutral term--it doesn't mean better or worse.
- Let co-workers know how you feel when they joke about or put down others.
- Reach out and invite people to join you.
- Get to know people from other cultures and share stories about your heritage and theirs (you may be surprised to find many common interests in addition to the differences).
- Be flexible and willing to try different, perhaps unfamiliar, approaches.
- Deal with conflicts right away instead of carrying grudges.
- Recognize each person as an individual with something important to offer the organization.

## Scaffold Safety Do's and Don'ts

A lot of workers get hurt—and some get killed—every year in scaffold accidents. But the good news is, almost all scaffold accidents can be prevented by proper training.

**Have you identified the hazards?** Scaffold safety training should begin with identification of the hazards. Common hazards include:

- Falls from elevation, due to lack of fall protection
- Collapse of the scaffold, caused by instability or overloading
- Being struck by falling tools, work materials, or debris
- Electrocution, principally due to proximity of the scaffold to overhead power lines

**Is your training in line with OSHA requirements?** OSHA says that each employee who works on a scaffold must be trained by a "qualified" person (i.e., someone who is knowledgeable about scaffold safety) to recognize hazards associated with the type of scaffold being used and understands the procedures necessary to control or minimize those hazards. Training should include:

- Nature of any electrical hazards, fall hazards, and falling object hazards in the work area
- Correct procedures for dealing with hazards and for using personal fall arrest systems and falling object protection systems
- Proper use of scaffolds, and the proper handling of materials on scaffolds
- Maximum intended load and the load-carrying capacities of scaffolds used

In addition to these topics, employees who are involved in erecting, disassembling, moving, operating, repairing, maintaining, or inspecting scaffolds must be trained in:

- Correct procedures for erecting, disassembling, moving, etc., the type of scaffold in question
- Design criteria, maximum intended load-carrying capacity, and intended use of the scaffold

And under OSHA regulations, retraining is required whenever:

- Changes at the worksite create hazards about which employees have not been previously trained.
- Changes in the types of scaffolds, fall protection, falling object protection, or other equipment that create new hazards.
- Inadequacies in employee performance indicate that workers have not retained the essential safety information they were taught initially.

**Do they or don't they?** To make sure employees are safe when working on scaffolds, teach them these life-saving tips:

### DO

- Make sure a competent person has inspected the scaffold before you go up.
- Wear a hard hat whether you work on or under a scaffold.
- Be sure to wear sturdy shoes with nonslip soles as well.
- Use a personal fall arrest system whenever required.
- Watch out for co-workers on the scaffold as well as people below.
- Always use common sense when working on any scaffold, and move around slowly and carefully.
- Ask a supervisor if you're not sure if a scaffold or working conditions are safe.

### DON'T

- Take chances.
- Overload a scaffold.
- Keep debris or unnecessary materials on a scaffold where someone could trip over them or accidentally knock them off the platform.
- Hit a scaffold with anything heavy—a truck, a forklift, a load of lumber, etc.
- Leave materials and equipment on the platform at the end of the day.
- Use an outdoor scaffold in stormy or windy weather, or if it's covered with ice or snow.