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February 3, 2012 Lunch Meeting 12 Noon

Lakewood Country Club
3101 Carson Street
Lakewood, California 90712

Mandatory Confirmation w/John O'Toole
By 1/31/12 @ (323) 258 – 2771



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CSSSP

California Society of Safety & Security Professionals Los Angeles County Chapter

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February Speaker

Mr. John McHugh, CEO of Versatile Systems, Inc. will be our speaker. His topic is New Fall Protection Standards: its impact on employers and employees.

December Speaker

Mr. Mark Pisani, Cal/OSHA Senior Safety Engineer, DOSH Region IV spoke on Personal Protective Equipment – Hazard Assessment and Equipment Selection.

Lunch Menu

Taco Bar Buffet to include: ground beef; soft shell tortillas; sour cream, guacamole, lettuce, onions, salsa, Spanish rice and refried beans
Chef's Dessert Display
Unlimited fruit punch, Coffee, Decaf, Hot Tea and 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.

Calling for Articles

If you have any articles or write ups you want to share with the membership, please feel free to forward to me and I will be happy to include them in our newsletter.

Safety Question?

What is the best way to develop the necessary employee attitudes for a safety-conscious culture?

President's Message

As another new year gets underway, I wanted to take a brief moment to thank all our members for their continued support of CSSSP through their paid memberships, continued attendance at Chapter Lunch Meetings, and donation of raffle prizes. During my tenure as President, my greatest desire has been to bring Safety & Health back to the forefront and with the help of contributors such as John O'Toole, John McHugh, Dan Leiner, and Scott Mackay, I believe we have been able to accomplish this through some great presentations and raffle prizes at our Lunch Meetings this year. I would especially like to thank Scott MacKay for his generous offer of a 10% discount on the tuition of any 2012 UCSD OTIEC course (except online courses) for all CSSSP members in good standing with their membership dues. These classes are a great resource and contain a wealth of information for Safety & Health Professionals, and I would encourage our members to take as many of these courses as possible.

Mark Pisani
Chapter President

Employee Recognition Ideas

Kudos – “kudo” means an award or honor, a compliment or praise. Develop small but meaningful awards for your employees for doing something “great!” Give them a KUDOS candy bar.

Random Acts of Kindness – give recognition to employees who perform acts of kindness and other good deeds, both on the job and out in the world. A certificate and praise in front of the whole work group goes a long way.

Cal/OSHA's New Personal Protective Equipment (PPE) Hazard Assessment & Equipment Selection Requirements

In April 2011, Cal/OSHA amended Section 3380 of the General Industry Safety Orders to add a new subsection (f), which mandates employers in industries other than Construction and Mining to conduct a hazard assessment of their workplace(s) to determine whether or not there are, or are likely to be hazards present which necessitate the use of personal protective equipment (PPE), specifically: head protection, eye/face protection, hand protection (other than high voltage insulating gloves), and foot protection.

If as a result of the assessment the employer determines that there are, or are likely to be hazards that require the use of the aforementioned types of PPE, then employers are required to do the following:

1. Select and have employees wear PPE appropriate for the hazards.
2. Communicate those selection decisions to affected employees.
3. Select PPE that properly fits each affected employee.

Employers are now required to certify in writing that the required PPE hazard assessment has been performed and the certification is required to contain the following information:

1. Identification of the workplace(s).
2. The person certifying the hazard assessment has been performed.
3. The date(s) of the hazard assessment.
4. Identification the documentation as a certification of hazard assessment.

As always, employers are also required to ensure that damaged or defective PPE is not used.

There are now detailed requirements on training required to be given to employees who are required to wear PPE, specifically:

1. When PPE is necessary
2. What PPE is necessary
3. How to properly don, doff, adjust, & wear PPE.
4. Limitations of the PPE
5. Proper care, maintenance, useful life, and disposal of the PPE

Employees are now required to demonstrate an understanding of these requirements and the ability to use PPE properly before being allowed to perform work requiring the use of PPE. When an employer has reason to believe that a previously trained employee does not have the necessary understanding & skill to use PPE, then the employer is required to retrain the employee. Circumstances when retraining is required include the following:

1. Workplace changes which renders previous training obsolete.
2. Changes in the types of PPE to be used which renders previous training obsolete.
3. Inadequacies in an employee's knowledge or use of assigned PPE indicate the employee has not retained the required knowledge or skill.

Employers are required to verify that affected employees have received & understood the required training with a written certification that contains the following:

1. Employee name
2. Training date(s)
3. Training subject

To assist employers with implementing the new hazard assessment and PPE selection requirements, non-mandatory Appendix A has been added to Section 3380 which contains examples of procedures that would comply with the new requirements for conducting a hazard assessment.

I would like to urge each of you to please take some time and familiarize yourself with these new requirements, conduct the required hazard assessment, and review the appropriate selection reference material to ensure that you have selected the PPE most suitable for the hazards in your workplace.

When OSHA drop by...

1. Presentation of Credentials: When an inspector arrives, he or she will first present identification and seeks to gain entrance. Check the ID and ask for a business card. You have the right to demand they obtain a warrant to enter, but many experts recommend against this.

2. Opening Conference. The inspector will tell you the reason for the visit. If it was an employee complaint, you're entitled to get a copy, but not the name of the complainant.

3. Examination of Documents. The inspector will ask for your OSHA 300 Log and other accident and injury records. The inspector may also ask to see your written hazard communication program, MSDSs, and your lockout/tagout or other written safety procedures. If you have any doubt that he or she has a right to see something, ask (courteously) what regulation requires it.

4. The Walk around. This is the heart of the inspection.

5. Closing Conference. At this meeting, the inspector will go over his or her findings, and if there's a violation, seek methods and a timetable for correction. You will also be told what rights you have and penalties you face if you don't comply. You can negotiate for more time or lesser penalties. And if things come to loggerheads, you can contest the findings, but you must start that process within 15 days.

The key to coming through this ordeal as unscathed as possible? Experts say to keep your wits, act coolly, and while looking to obey the law and protect your workers, seek to protect your business as well.

Safety Question Answer...

Employee attitudes, more specifically their perceptions or beliefs about the way things are, strongly influence the success of safety initiatives. Rather than focus on getting people to "think positively," it is helpful to see these perceptions for what they are: indicators of organizational functioning. For instance, employees who express the belief that "things won't change," are actually saying something important about how change is managed and even how well management's actions are aligned with words. The best way to create a high-performance culture and change perceptions is through leadership. Through what they do, what they say or don't say, and what issues they tackle or leave hanging, leaders influence how safety functions in an organization and employees' ability to embrace a new way of doing things.

The Walk around

This 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. Avoid 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. When a company photo showed an inspector using a tape measure incorrectly as he checked an excavation. OSHA inspectors can and do make mistakes.

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.