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June 5, 2009 Lunch Meeting 12 Noon

California State University, Dominguez Hills
Extended Education Building
1000 E. Victoria Street
Carson, California 90747

Mandatory Confirmation w/John O'Toole
By 6/2/09 @ (323) 258 – 2771



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CSSSP

California Society of Safety & Security Professionals Los Angeles County Chapter

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June Speaker

Mr. Crist Wagner, RSSP, PP, CAS, Senior Security Consultant with General Safety Services, LLC and Instructor in Americans with Disabilities Act at CSUDH Extended Safety & Security Certificate Program will present the subject. Our topic will be Americans with Disabilities Act (ADA) and how implementation of this will impact businesses in California both financially and compliance.

April Speaker

Mr. Douglas Mochizuki talked about disaster planning efforts we need to maintain as an on-going effort.

Professional Member Certification

Elizabeth Blanchard (reclassification from Student Member)

Mario Manriquez (reclassification from Student Member)

Roberto Ramirez, Jr. - Professional Member

Lunch Menu

American BBQ: Beef Ribs, Beef Brisket, Baked Beans, Macaroni and cheese, Cornbread Muffins, Large Green Salad w/Ranch or Italian Dressing, Dessert, Peach Cobbler, and Ice Tea/Water/Coffee.

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

My year as CSSSP President will end on June 5th with installation of new officers for 2009-2010. I wish to thank you for your support this past year and hope your support and involvement will continue with Dan Leiner, the incoming President. I especially thank the CSSSP Executive Officers that are instrumental in keeping this organization intact by adhering to the organization's established goals and objectives. The executive officer breakfast meetings had lively discussions that cover a wide range of organizational issues and we try to incorporate those issues into our luncheon meetings.

As you know, our theme this year has been Disaster Preparedness and I hope you've benefited from speaker presentations. More importantly, I hope you've reviewed your company's *Emergency Action Plan*; and, if found deficient, encouraged those in charge to update the plan and schedule regular drills so the plan is familiar to all employees. Also, have you developed an emergency action plan for home and car? With two recent earthquakes jolts (4.7 and 4.1), those shakers are **real** reminders for all of us to be prepared.

Last week, I attended my local CERT team meeting. The city emergency manager discussed using "*Twitter*" (the new social networking text message fad) for emergency communication. I hadn't thought of its usage in that capacity but will now explore the possibility of utilizing its potential capability to quickly communicate with a vast number of employees, relatives and/or friends.

Recently, local TV newscasts aired concerns about the widespread usage of cell phones in prisons and efforts being used to stop their usage. As you know CSSSP has made a sizeable contribution to Mr. Lambert to support his efforts to provide trained dogs to sniff out phones inside prisons across the United States. If you haven't made a contribution, you can still do so at the June 5th meeting.

In closing, thanks again and hope to see many of you on June 5th. Don't forget to RSVP with John O'Toole so the lunch count can be as accurate as possible.

Jim Weidner
Chapter President

2009 – 2010 Officers

President	Daniel Leiner
President-Elect	Jared Williamson
Vice President	Steven Wilmes
Secretary	Elizabeth Blanchard
Treasurer	John A. O'Toole

Ideas for an Easy, Affordable Wellness Program

Creating a corporate wellness program can be an easy and affordable way to lower healthcare and workers' compensation costs, lower employee absenteeism, and increase employee morale at your company.

In establishing a corporate wellness program, you need to include: on-site smoking cessation programs; and have rewards for individuals who have improved blood pressure screenings from their doctor. Creating a wellness newsletter; stretching programs; offering health foods in the cafeteria and vending machines; and providing an on-site locker room can increase participation from employees.

Health Fairs

Don't think your company can afford to hold a health fair at your facility? Hosting a health fair does not need to cost a lot of money. Invite local speakers to keep the costs down, invite local doctors' from around your office; check with your local community outreach centers; invite nutrition and fitness experts to take part in the event. Many of these will be happy to participate because they can promote their services at no charge with a captive group of employees.

ROI

Past experiences of health fairs that demonstrate the greatest return on investment (ROI) are:

- Health screenings
- Self-help materials
- Incentive programs to reward people for healthy behavior
- Identification of hazardous working conditions
- Employee family involvement
- Massage therapy

Tips for Wellness Programs

Employers big and small are coming up with creative ideas for encouraging employees to live a healthy lifestyle. Employers don't need a lot of extra capital lying around for a lavish workout facility to help employees stay fit.

Here are some tips and examples for starting a workplace wellness program:

- Make exercise a work goal—give your staff an incentive to exercise by adding a billable job code for their workouts.
- Serve up the right snacks—stock up on healthy snacks in the vending machines.
- Communicate--Newsletters and paycheck inserts can keep the idea of health and fitness regularly in the minds of employees.
- Map it out--post a map in the office that measures out a walking route around the neighborhood, placing some comfortable chairs in a quiet area so employees can take stress breaks.
- Consider having a local massage therapist come into the office for inexpensive 15-minute massages. Employees can pay for a longer session if wanted.

Creating a healthy work environment can be done with a minimal budget. A wellness program will make for a fit and more productive employee. It also encourages wonderful workplace camaraderie.

Keep Everyone Alert in Your Safety Meetings

Don't let your safety meeting attendee's slump into a glazed-eyes condition. Whether you're instructing a group of employees on how to work safely, don't make it easy for their attention to drift.

1. Don't speak in a monotone.
2. While you or others are talking, don't look just at your shoes, the sky or the ceiling.
3. Don't speak so quietly they have to strain to hear.
4. Avoid speaking so fast you run your words together.
5. Don't stick rigidly to a written script; use it to make sure you cover everything but include your own examples and anecdotes.

Fitting the Job to the Workers

Keeping your employees free from ergonomics-related risks is a big problem for employers in many industries, including construction.

The following list of questions is a good starting point to help you determine if you are, as you should be, fitting the job to the workers.

- How is the work planned and organized so materials are handled, moved, or carried minimum distances and numbers of times?
- How are access paths and walkways kept level, clear, and slip-resistant to prevent slips and falls?
- How can the work be set up so it can be performed above the knees and below the shoulders?
- How can the work be done in a sitting position to prevent prolonged standing, stooping, kneeling, or squatting?
- For repetitive or long-duration jobs, can workers take breaks or trade off doing different jobs?
- Is material-handling equipment (like forklifts, cranes, hoists, pallet jacks, or carts) available to move heavy loads?
- How are powered and non-powered hand tools selected and maintained to reduce awkward postures, forceful exertions, contact stresses, and vibration?

These are just a few simple questions to stir your thought process and add to your program to improve fitting the job to the worker.

Older workers on the job

It's not surprising. The American population is aging, and so is the nation's workforce. People are remaining on the job longer for a number of reasons:

- They need more money to sustain them because they are living longer.
- They need work-provided benefits, especially in light of pressure on pensions and Social Security.
- They seek the stimulation and sense of productivity that come from meaningful work.
- They enjoy feeling valued for their experience and knowledge.

Having more older workers on the job means you have more of them to train than ever before—and that will continue to be true for many years to come, until the boomers finally retire. This means you probably need to adapt your training to meet the special needs of an aging workforce.

Older workers learn best when training:

- Builds on prior knowledge and experience
- Follows a step-by-step approach
- Allows plenty of time to assimilate information (self-paced learning is often ideal for older workers)
- Provides handouts to be taken home for study
- Gives an adequate opportunity for practice
- Provides support and encouragement
- Involves plenty of interaction, discussion, feedback, etc.
- Provides a positive learning environment (a well-lit area, easy-to-see visual aids, good acoustics so that trainees can hear clearly, and frequent breaks to use rest rooms, etc.)

Unfortunately, trainers sometimes fall into the trap of pigeonholing older workers, and as a result, the training they provide doesn't meet the needs of this important segment of the workforce. For example:

- Don't stereotype older workers. They aren't all sitting around waiting for retirement. They are productive, competent people with lots of valuable knowledge and experience.
- Don't assume older workers can't or don't want to learn new technologies. They can acquire the necessary skills effectively when appropriate training is available—and are often eager to do so in order to remain on the job and continue to make a meaningful contribution.
- Don't waste time teaching them what they already know and can already do proficiently.
- Don't assume just because of their age and experience that they don't need training. They may lack required skills or need refresher training.
- Older workers are valuable employees, who tend to have a stronger sense of loyalty and commitment to the job and the organization, a better work ethic, a better attendance record, better judgment, and lower turnovers. So it just makes good business sense to make sure they get the training they need to continue to work safely and productively.