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## ¿Hablas Español? (Do you speak Spanish?)

If not, you may have a problem! While the U.S. working population may be growing more diverse, the primary obstacle employers face is how to train the growing number of Spanish-speaking individuals entering the workforce. The 2000 U.S. Census noted one in 10 Americans over the age of five, or a little more than 28 million people, speak Spanish at home while speaking English "less than very well." That trend should only continue because 51.7 percent of all immigrants responding in 2002 came from Latin America.

The federal government is responding to this trend. NIOSH, EPA, and OSHA have extensive Spanish Web sites designed to help employers and employees communicate more effectively. [OSHA's Spanish site](#),

[www.osha.gov/as/opa/spanish/index.html](http://www.osha.gov/as/opa/spanish/index.html)

now provides extensive resources and links to other Spanish safety sites.

What you must keep in mind: if OSHA places on you, the employer, obligations to inform, direct and train, the clear implication is that the information must be provided in a form that the employee can understand... and it makes little sense to provide training and instruction in English to an employee who understands little English.

### **New EPA administrator outlines principles and plans**

In his first speech since being sworn in as EPA Administrator, former Utah Governor Mike Leavitt outlined his guiding principles, conveyed his plans and aspirations for the agency, and previewed a 500-day action plan to significantly improve the nation's air quality. Leavitt pledged to "replace conflict with common sense and collaboration."

Leavitt follows an environmental protection philosophy called "Enlibra," which he co-authored with former Governor John Kitzhaber of Oregon. Enlibra, a Latin-based word meaning, "to move toward balance," is based on eight principles that Leavitt said emphasize collaboration instead of polarization, national standards and neighborhood solutions, markets instead of mandates and solutions that transcend political boundaries.

The plan Leavitt described provides a road map for how he will direct the EPA to achieve what he called "the most productive period of air quality improvement in American history." Action steps include supporting the president's Clear Skies cap and trade initiative, acting on eight-hour ozone non-attainment and working to ensure compliance with ozone and particulate standards, addressing mercury emissions from power plants, and placing additional controls on off-road diesel engines.

Leavitt said he envisions "a new wave of national environmental productivity beginning in America ... emerging not from legislative initiatives but from people joining together in collaborative networks for environmental teamwork." He also challenged the EPA "to step forward boldly as a convener of such collaborative networks."

To view Leavitt's Dec. 22 speech and to learn more about Enlibra, visit [www.epa.gov/adminweb/leavitt/](http://www.epa.gov/adminweb/leavitt/).

## Aging workforce safety considerations

There is no doubt that the workforce in the United States is aging. The "baby boomers" are in their 50's and getting older. For both personal and economic reasons, people are working longer and delaying retirement. Even after retirement, many people remain in the workplace as part time, temporary and contract workers.

This trend has plusses and minuses for employers. On the one hand, the older workers are often highly skilled and experienced in the work. On the other hand, older workers (on average) are physically weaker, have poorer eyesight and hearing, have slower reflexes, and sometimes have some degree of mental impairment, and these factors can lead to problems.

An encouraging finding is that age-related errors and performance decrement appear to be manageable. Some general suggestions for consideration in accommodating older workers and reducing the likelihood of errors include:

- Improve illumination.
- Eliminate heavy lifts, elevated work from ladders and long reaches.
- Design work floors and platforms with smooth and solid decking while still allowing some cushioning.
- Remove clutter from control panels and computer screens.
- Reduce noise levels.
- Lengthen time requirements between steps in a task.
- Reduce the need for simultaneous performance of two or more steps in task.
- Increase the time allowed for making decisions.
- Consider necessary reaction time when assigning older workers to tasks.
- Provide opportunities for practice and time to develop task familiarity.

Source: Professional Safety, Journal of the American Society of Safety Engineers, December, 2003



Of course it's ALL necessary. You're BOILING water today !

## Bay Area Environmental Safety Group

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*The Bay Area Environmental Safety Group is a business league with the interest of serving the professional working in Silicon Valley and the Greater San Francisco Bay Area.*

*The BAESG was established in the early 1980's to fill a void that other safety-related associations were unable to satisfy.*

*Officers of the BAESG are committed to meeting the needs of environmental protection, occupational and public health, emergency preparedness, and safety professionals.*

*Each month, luncheon meetings are planned featuring speakers who have something to offer the EH&S professionals and the companies and organizations for which they serve.*

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## Conferences and Upcoming Courses

U.C. Davis Extension in Sacramento  
1-800-752-0881

- Environmental Compliance— March 4

ASSE "Achieving World Class Safety" March 25-26  
in New Orleans <http://www.asse.org/>

2004 American Industrial Hygiene Conference &  
Exposition: May 8-13, 2004; Atlanta, GA  
[www.aiha.org/aihce.htm](http://www.aiha.org/aihce.htm) for details

**Laser Safety Officer Training: Laser Institute of  
America** September 20 - 24, 2004; San Francisco  
. . . also other cities and dates:  
[www.laserinstitute.org/training/courses/industrial\\_safety/lso/](http://www.laserinstitute.org/training/courses/industrial_safety/lso/) for details

### SAVE THE DATE

**Second Annual Professional Development Conference** by BAESG October 20, 2004 at Mission College, Santa Clara, California . . . The conference is still in the planning stage so keep an eye on the newsletter and website for more details in the future.

# BAESG MEMBERSHIP APPLICATION

Please complete this form and attach membership dues. Annual membership dues are \$25.00. (\$12.50 for full-time students and retired EH&S professionals). Make your check payable to **BAESG** and return with this application to:

Membership Director  
**Bay Area Environmental Safety Group**  
P. O. Box 60363  
Sunnyvale, CA 94088-0363

## Personal Information and Company Address (to be listed in the Membership Directory)

Name: \_\_\_\_\_

Full-time Student? Yes \_\_\_ No \_\_\_

Certifications (such as CIH, CSP) \_\_\_\_\_

Job Title (or field of study): \_\_\_\_\_

Company (or College/University): \_\_\_\_\_

Address: \_\_\_\_\_

City, State, and ZIP CODE: \_\_\_\_\_

Daytime Phone (with area code): \_\_\_\_\_ FAX: \_\_\_\_\_

Email address: \_\_\_\_\_

Sponsor: \_\_\_\_\_

**Monthly newsletters will be sent to the above email address.**

### Areas of Interest:

Please indicate any areas of special interest that you would like to see covered during the monthly meetings, or topics that you would be interested in presenting.

TOPIC: \_\_\_\_\_

PRESENTING? Yes \_\_\_ No \_\_\_

NOTE: Applications must be postmarked no later than February 27th to ensure uninterrupted BAESG goodies like the newsletter, and special member rate to attend our monthly meetings.

Contact Rick Tata at [BAESG@aol.com](mailto:BAESG@aol.com) with any questions you may have.

# Job Opportunities

Utah State University Facilities seeks a person to develop, implement and maintain safety programs for the Facilities Dept. Act as in-house advisor for environmental concerns pertaining to Facilities Operations to assure compliance with all federal, state and university regulations. Review of applications begins March 18, 2003. To apply, send resume with three business references to: Ms. Jimmie Grutzmacher, HR Specialist, Facilities, Utah State Univ. 6600 Old Main Hill, Logan, UT 84322-6600

Positions are open throughout the USA, Europe, Israel, India, Southeast Asia, Japan and South America for Property Field Loss Control Specialist. Send resumes or inquiries to: Gail Ryan NJ & Associates, Inc. [www.njassociates.com](http://www.njassociates.com), 2612 Long Prairie Rd, Suite B Flower Mound TX 75022 972-899-9999 fax 972-899-9998 email: [gail@njassociates.com](mailto:gail@njassociates.com) or [jobs@njassociates.com](mailto:jobs@njassociates.com)

\*\*\* Applied Materials Inc is seeking a third Supervisor for their Core ERT For additional information contact Dave Burns, Santa Clara Regional ERT Manager 408-563-1604 email [dave\\_burns@amat.com](mailto:dave_burns@amat.com)

The New Jersey Hospital Association seeks an individual to coordinate the day-to-day operations, including projects and activities related to emergency preparedness/bio-terrorism. Send resume with salary history and requirements to [twagner@njha.com](mailto:twagner@njha.com) or via

Professional Outlook Inc is recruiting for an Environmental, Health and Safety Manager. Primary responsibilities include handling the day-to-day plant safety issues, conducting monthly safety training, audits, accident reduction and budget control. Email your resume and salary history to: (please add, KC17072 in subject line). Bethany Brevard Harned, Sr EHS/HR Recruiting Specialist Professional Outlook, Inc 381 Garden Ave, Holland, MI 49424 [Bethany@profesionaloutlook.com](mailto:Bethany@profesionaloutlook.com)

\*\*\*\* Kosan Biosciences in Hayward has an immediate opportunity for a highly qualified EH&S professional to manage our environmental, industrial and health and safety programs. Please submit your cover letter and resume to [jobs@kosan.com](mailto:jobs@kosan.com) and indicate the job title and job code K04002\_BA in the subject line. Maria G. Catolico HR, 3832 Bay Center Place, Hayward, Ca 94545 510-731-5163 fax 510-731-5101 <http://www.kosan.com>

Sr Safety Specialist Req. Number 986BR Milwaukee no relocation, Rockwell Automation. [http://jobs.brassring.com/EN/ASP/TG/cim\\_jobdetail.asp?Agent=1&amp;jobid=73567&amp;clientid=12166&amp;partnerid=12166&amp;siteid=105&amp;language=1&amp;mp;jobtitle=sr%2e%20safety%20specialsit](http://jobs.brassring.com/EN/ASP/TG/cim_jobdetail.asp?Agent=1&amp;jobid=73567&amp;clientid=12166&amp;partnerid=12166&amp;siteid=105&amp;language=1&amp;mp;jobtitle=sr%2e%20safety%20specialsit)

Safety Coordinator Ladysmith WI

[http://jobs.brassring.com/EN/ASP/TG/cim\\_jobdetail.asp?Agent=1&amp;jobid=103103&amp;clientid=12166&amp;partnerid=12166&amp;siteid=105&amp;language=1&amp;jobtitle=safety%20coordinator](http://jobs.brassring.com/EN/ASP/TG/cim_jobdetail.asp?Agent=1&amp;jobid=103103&amp;clientid=12166&amp;partnerid=12166&amp;siteid=105&amp;language=1&amp;jobtitle=safety%20coordinator)

Chemical Coordination Job ID K081646 Hawthorne NY. Responsibilities include maintaining computerized organization of approx. 20,000 research and chemical supplier material safety data sheets to include obtaining electronic MSDS, scanning existing hard copy into electronic form and interacting wit Corp functions to have these electronic versions loaded into the IBM Corporate system.

[Http://careers.peopleclick.com/jobposts/client40\\_gldtr/bu1/external/139-4995.htm](http://careers.peopleclick.com/jobposts/client40_gldtr/bu1/external/139-4995.htm)

ATCC has a Biosafety Officer position available in their Biodefense Resource Program. Julie A Zobel George Mason University Office of Laboratory Safety 703-993-8448

# Job Opportunities continued

The position of Biosafety officer at the University of California, Davis has been posted and is available at <http://hr.ucdavis.edu/emp/jmvls/9892.htm>. The position is open until filled. Sonia Rosenberger DVM Biosafety Officer 317 University Hall—EH&S University of California, Berkeley 510-643-6562

University of Chicago, Biological Safety Officer Illinois,  
<http://www.higheredjobs.com/details.cfm?jobcode=175082971>

University of Tennessee, Knoxville, Director Campus/Community Prevention Services  
<http://www.higheredjobs.com/details.cfm?jobcode=175082731>

University of Arizona Department of Risk Management and Safety is recruiting candidates for a Health/Safety Officer position.. Full details/qualification and to apply, see posting on UA Career Track <http://www.hr.arizona.edu> Herbert N. Wagner Jr Associate Director, Dept of Risk Mgmt & Safety, PO Box 210300 Tucson Arizona, 85721-0300 520-621-7691 fax 520-621-3706 [hwagner@eamil.arizona.edu](mailto:hwagner@eamil.arizona.edu)

EH&S position at Stanford Hospital contact Erik Hasenbein, MIS, Contractor Safety & Industrial Hygiene Applications Laboratory, Environmental Health and Safety, Applied Materials, 3050 Bowers Ave PO Box 58039, Mailstop 0203 Santa Clara, Ca 95054 408-590-8986 cell 408-590-1549 [Erik\\_Hasenbein@amat.com](mailto:Erik_Hasenbein@amat.com)

As you may know, the BAESG 's Professional Development Conference has been scheduled for Wednesday, October 20 and will be held at Mission College in Santa Clara. In an effort to build on the success of last year's conference, the planning committee is striving to assemble an event that will meet your professional development needs to help find solutions to your EH&S challenges. Please take a few minutes to fill out the following questionnaire to let us now what topics you (or others at your company) would attend, if they're offered. Simply forward an email to Mike Hall at [mike\\_hall@wvmccd.cc.ca.us](mailto:mike_hall@wvmccd.cc.ca.us) and indicate with an "X" in the appropriate column for each topic, whether you'd attend the PDC to learn about that topic. Write-in suggestions are also welcome. Please send your response by Monday March 8.

Thank you,  
 The BAESG PDC Planning Committee

TOPIC	Yes!	Maybe	No
Regulatory Update on Waste Minimization Programs (SB14)			
After the Evaluation—Using Behavioral Based Safety to Implement Ergonomic Procedures & Techniques			
Confined Space Entry—Monitoring and Rescue			
Emergency Response Do's and Don'ts			
Elements of a Successful Contractor Safety Program			
Regulatory Update on eWaste (SB20)/Managing an eWaste Program			
Elements of a Successful Fall Protection Program			
Worker's Comp Regulatory Update—Changes coming to California			
Web-based & Computer-based Training—getting started and making it work			
Managing a Website- using your company's intranet to communicate			
EHS issues and programs with employees			
Implementing employee wellness programs to prevent injuries and illness			
My Suggestion: _____			