

MEETING  
TIME AND  
LOCATION

Wednesday

April 15, 2009

11:30 am— 1:00 pm

Carrow's Restaurant

3180 El Camino Real

Santa Clara.

For Directions,  
go to  
[www.baesg.org](http://www.baesg.org)

RSVP at

BAESGreservation

@aol.com

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## April Meeting Announcement NAVIGATING THE NORTH AMERICAN CARBON MARKETS AND REGULATIONS

This presentation will help to answer what the future holds in relation to carbon reduction, carbon finance and environmental change under a new U.S. presidency and evolving regulatory environment. Topics to be covered include:

- Overview of North American greenhouse gas compliance and voluntary market regimes, including current and expected future size of the market
- Key variables that affect the development of a GHG regulatory regime and how these affect businesses
- Specifics on leading legislative plans as well as Obama's energy plan
- Industries affected (likely) by and timelines of prevailing regulation
- Illustrative carbon market pricing
- Quality assurance mechanisms in place to protect the consumer

### Presented by STEVE MCDUGAL Executive Vice-President, 3Degrees

Mr McDougal leads 3Degrees national direct sales and marketing efforts to large Fortune 500 corporations. Steve was honored at the 10th National Green Power Marketing Conference in 2005, when he accepted the Green Power Beacon Award at the Green Power Leadership Awards Ceremony on behalf of his team's ground-breaking corporate origination capability in building large-scale demand for green energy. Steve has a BA in Political Science and Economics from Colorado College and an MBA from the Kellogg Graduate School of Management at Northwestern University.



What's happening to your EHS Budget?

*'The Times*

*They are*

*a-Changin'*

*-Bob Dylan*

**1964**

## Save the Date - BAESG PDC in June

Times are tough for everyone, it seems, these days. Safety and environmental compliance are often the first budgets whacked, or the hardest hit. How do we deal with this?

Attend our half-day PDC and get some insight in how to **Show EHS Value in a Tough Economy** scheduled for the morning of **Wed., June 3rd** at the Santa Clara Biltmore Hotel.

Planned topics include:

- How an EHS Manager can show value in a slow economy
- What every EHS Manager should know when talking with your CEO/CFO
- Growing your EHS program to include Sustainability
- Future Outlook for the EHS Professional

Watch the BAESG Website & your email inbox for more details .

## New Option for BAESG Advertising

BAESG is expanding the options for members to advertise their EHS-related businesses.

There is now an oppor-

tunity to advertise EHS products or services in the monthly Newsletter in addition to the ads in the directory and on the website for

only a slight additional cost.

More detailed information is found on the second to last page of this newsletter.

## Membership is still a Bargain

Please note that April's meeting is the membership renewal deadline to be included in the Membership Directory.

Membership in BAESG still offers a great

value. Our renewal fee hasn't been increased in many, many years, and our member fees for meetings are lower than most other EHS Associations. Membership also offers a sig-

nificant discount on the cost of meeting fees. Please take the time to join or renew your membership now. An application form is included on the last page.

## Editor's Corner - Working It

Things are very difficult for most of us right now because of the current economic situation. We all feel frustrated with bigger work loads, less resources, and greater demands on our selves by employers. Those who have jobs, however, are the lucky ones. It is those that are out of work who are hit the hardest. Losing steady income (or greatly reduced income from unemployment insurance) and reduced (or lost) health and dental benefits puts a great strain on people.

Adding to this burden and stress is the difficulty in finding a new job. There just aren't that many jobs out there, not like there were a year or two ago. Hiring managers are being much more selective. Employers can afford to offer less competitive salaries, and the hiring process seems to drag on an inordinate amount of time.

The prophetic words of Bob Dylan have never been more true than when applied to today's job market. The methods and strategies of the past (even the recent past) are not nearly as effective now. Job seekers must embrace new techniques and develop new skills in order to be successful in getting over the unemployment hump.

This issue of the BAESG newsletter is dedicated to bringing some updated ideas to those out there who are looking for jobs. The articles in this issue are a collection of recent thoughts and advice from a variety of sources. Hopefully this information will provide some help to those in need.

One traditional tactic that still holds a lot of value is networking. Active participation in professional associations (like BAESG) exposes us to a large potential source of job information. There are numerous EHS organizations around here in the Bay Area, and the more one participates, the bigger ones network becomes. The key here, is not to wait until your looking for a job to participate. We should all be participating as a normal part of our professional development, while we are gainfully employed. I can speak from personal experience that the relationships that I have developed over the years that I have been a EHS practitioner have benefited me several times in terms of opportunities to get work.

One alternative to finding a traditional job at a single employer, is to work for multiple employers or to work as a consultant. This might be the impetus that some people need to hang out their own shingle.

### SPECIAL NOTE:

Recruiters, who have long been a great resource for finding jobs, are getting fewer and fewer opportunities, as hiring companies are cutting their budgets. One Recruiting Agency, **Propel Search Group**, is changing their methods also. **They are offering to help unemployed OHNs and EHS professionals find work by posting resumes of these individuals on their website for free .**

If interested, send your resume as a Word Document to **Resume @propelsearchgroup.com .**

Similarly, any Hiring Managers out there that is looking for qualified OHNs or EHS professionals, should check out the website early and often. New resumes are being added as the are received.



## RESUME TIPS—5 Messages Every Resume Must Convey

SafetyXchange February 5, 2009, by Lauryn Franzoni

The people who read your resume—both recruiters and prospective employers—read between the lines and form judgments about your character, intelligence and ability to communicate based on how you present the information. You need to be thinking about this when you sit down and write your resume. Your mission: to craft the kind of resume that delivers the unspoken message that will make your case.

What messages should a resume send? Try these five for starters.

### 1. I Can Focus

To perform the multiple functions for which they're responsible, safety professionals must be able to focus and prioritize. Looking at your resume is the best way for prospective employers to judge your capability to do this.

Advice: Keep your resume focused. Concentrate on highlighting your two most recent or relevant jobs. Do not attempt to give equal attention to each of your past jobs especially when your experience has been diverse.

### 2. I'm Youthful and Energetic

Don't get me wrong. I'm not saying you have to be young. What I am talking about is displaying the qualities of energy and enthusiasm that are associated with youth. Lots of people over 40 possess these qualities; lots of people under 40 don't. So, no matter what your age, you should strive to give your resume the aura of youth.

Advice: Write in crisp and concise words. And choose words and phrases that sound youthful:

Passé: People person, self-starter, go-getter;

Youthful Sounding: Enjoy interacting with people, self-motivating and motivated to succeed.

Consider asking a smart "20-something" to review your resume and give you his impressions. Does he understand the terminology and non-technical terms?

### 3. I'm a Tower of Strength

Companies want safety professionals with a proven ability to handle adversity and recover from setbacks. Your resume should make it clear that you have

Advice: List examples of how you solved problems, recovered expenses and learned to compensate for weaknesses in your organization. Emphasize how quickly and effectively you made adjustments

### 4. I Know My Stuff

Unless we're talking about an entry level position, employers seek applicants who have experience and complete knowledge of the occupational health and safety field and the industry. Just saying you do isn't enough; you have to prove it.

Advice: Sprinkle buzzwords, keywords and industry terminology into your resume. But don't overdo it. You don't want your resume to sound like a Material Safety Data Sheet or technical document.

## 5. I'm Politically Correct

The term "politically correct" is a loaded one that summons up strong emotion and opinion. Just understand that when seeking jobs in corporate America, your personal feelings about political correctness don't matter. Whether you like it or not, employers have to display politically correct behavior and to ensure that their senior managers do as well.

Advice: Use politically correct terms wherever appropriate in your resume. Examples:

Multiculturalism;

Diversity;

Global community;

Cross-cultural;

Mainstream multiethnic;

Socioeconomic; and

People with disabilities (never use the word "handicapped" unless you're an oddsmaker at a race track).

## Conclusion

The main point I'm trying to make is that a resume is more than just a list of professional accomplishments. It's a form of subliminal communication in which key elements of your personal and professional being are conveyed. Be aware of this and use it to your advantage.

## The Recession Job Search

### SafetyXchange March 5, 2009, by Lauryn Franzoni

The people who get hit the hardest by recession are those who lose their jobs. Competition for the few jobs available is intense; recruiters have fewer assignments and tend to be unrealistically picky about candidates for the openings they're seeking to fill; people in your network are less likely to know about jobs or useful contacts. But it's not all negative. Recessions actually create opportunity as long as you understand your situation and are willing to change your approach.

### 6 Recession Job Search Strategies

Here are six strategies that have proven effective for finding a job during recessionary times.

#### 1. Place Less Reliance on Recruiters

In good job markets, recruiters are invaluable. But recessions diminish their value. Thus, experts advise executives and managers to spend less than 10% of their job search time trying to contact recruiters. Stick to the recruiters you've worked with in the past or who've been referred by close friends and colleagues.

## **2. Place Less Reliance on Posted Jobs**

Published job leads and Internet postings are the first place most of the hordes of unemployed look for jobs. Your odds of landing a position through this channel are thus very slim. Spend no more than 5% responding to ads. Respond only to postings that closely match your skills and experience. If you're not a "perfect fit," don't waste your time going after the position.

## **3. Network With People You Don't Know**

In a recession, the people you know are less likely to be in a position to help you. It's the people you don't know that you need to cultivate. During the first month of your search, call or e mail at least 50 "warm" contacts, i.e., people you know and are comfortable with. After that, network with at least 100 new contacts each month.

## **4. Target Smaller Companies**

Think small. During a recession, small and mid-size companies are the ones most likely to hire a professional in transition. Companies with sales between \$5 million and \$100 million outnumber \$100 million and above sales companies by more than 20 to 1. And it's not just a numbers game. Smaller companies tend to be more open minded than their larger brethren. They're generally less concerned about employment status — especially in this economy. And they pay less attention to age.

Research Dun & Bradstreet, Moody's Million Dollar Directory, Standard and Poor's, Hoover's and other websites for smaller company information. Most libraries provide free access to these resources.

## **5. Target Underperforming Companies**

Recessions open minds. The struggling company is no longer "radioactive" in the eyes of job candidates who are out of work.

The opening of minds also works in the other direction. In good times, companies are skeptical of job candidates that want to change industries, especially when those individuals are unemployed. But when industries decline and struggle to adapt, industry hopping loses its stigma and companies are more inclined to hire from outside their sector. In fact, outsiders might actually be embraced because of the perception that they can think "outside of the box."

## **6. Consider Interim Assignments**

During a weak economy, companies tend to prefer hiring individuals to manage specific projects on an interim basis. The interim position often leads to bigger and better things as both sides establish a comfort level with the other. Thus, up to 40% of interim assignments result in full-time positions.

## **Conclusion**

There are still jobs to be had. But to find and land one of those jobs, you must adapt your job search strategy. After all, the failure to adapt traditional methods to new business challenges is precisely what got us into this mess in the first place.

## **Getting more out of LinkedIn**

For the job search: <http://blog.guykawasaki.com/2009/02/10-ways-to-use.html>

More generally: <http://blog.guykawasaki.com/2007/01/ten-ways-to-use.html>

And here's yet another wellspring of info about LinkedIn: <http://linkedin.alltop.com/>

## Green industry a field with a future

**SF Chronicle (SFGate.com), Feb 10, 2009,**

Green jobs, we're told, will save America.

President Obama wants to create millions of jobs for people installing solar panels, brewing up biofuels or making homes more energy efficient. Those jobs, he hopes, will help lift the country out of recession and fight global warming at the same time.

But what green jobs are available now? And how do you find them? Here are some places to start.

Want a job installing solar panels? Several Bay Area community colleges and workforce development programs offer training. Green building techniques? Community colleges and labor union apprenticeship programs may help. Even if you have some construction experience, a little classroom training could increase your chances of landing a job.

"My rule of thumb is the people who take those classes and put those on a resume almost always get an interview," said Brian von Moos, director of business development for Borrego Solar, which has offices in Berkeley, Petaluma, San Francisco and San Jose.

And remember: Green companies have been hurt by the recession like everyone else. But there are jobs out there, said Timothy O'Connor, an attorney with the Environmental Defense Fund who wrote the Green Jobs Guidebook. To read the guidebook, which profiles more than 200 green jobs in California and lists training programs, go to [www.edf.org/cagreenjobs](http://www.edf.org/cagreenjobs).

"We've really been seeing tremendous growth in the green economy," O'Connor said, "and that translates into jobs that are available right now." Green jobs in California

In 2007, California had roughly 105,000 green jobs, covering everything from engineers developing alternative fuels to people working in recycling plants.

## Eight Little-Known Tricks for the Job Hunt

**SF Chronicle (SFGate.com), Feb 22, 2009, by Liz Ryan**

You're up to date on the latest job-search ideas, right? You're responding to posted job ads. You're crafting smart and incisive cover letters to accompany your resume on its travels. You're networking like crazy. What else can you do?

You may be leaving a few essential job-search stones unturned. Here are eight less-well-known ways to get the word out and jump on job-search opportunities:

Add a signature line to your outgoing e-mail messages. This reminds your friends and contacts that you're on a job search. Much as they love you, it's easy for our friends to forget our day-to-day priorities, including a job search that feels like a life-or-death proposition to you. Add a signature line to your e-mail messages that reminds your friends what you're after.

Include your LinkedIn profile URL in that signature. You can customize your LinkedIn profile's URL (as soon as you set up a free LinkedIn profile) to something that sounds logical, like [www.linkedin.com/in/yourname](http://www.linkedin.com/in/yourname). Add this to the signature line I recommended a moment ago. Might as well make it easy for people to check out your credentials.

Use Twitter to keep your fans in the loop. A daily (or even more frequent) "tweet" from you keeps your cronies and well-wishers abreast of your latest job-search happenings. If you tweet to say "Got an interview at Apple tomorrow morning," then your friends with friends at Apple can jump into the scene and help you out with a side-door connection or referral.

Make your Facebook page work for you not against you. Smart job-seekers fill their Facebook pages with useful and relevant information about what they've accomplished and where their strengths lie. Using Facebook effectively in a job search requires more than just taking down the party-animal photos. Prospective employers are bound to see your online persona, so you may as well make it one that moves the ball forward for you.

Add a quote to your resume. Got a favorite quote (in writing) from a boss who praised your work? Add it to your resume in place of the tedious "References available on request." Everyone knows your references are available. Tell us (in twenty words or fewer) what one of those people actually said about you &mdash; the more specific the kudos, the better.

Get a Moo card. Job-search business cards are great tools, because they're easy to pass to a conversational partner at a networking event (no one wants to take your resume in a setting like that). Moo mini-cards are cooler than regular business cards, because they're small and attention-grabbing. If your field is creative, techie, or you just want to stand out a little, order your mini-Moo cards online at [www.moo.com](http://www.moo.com).

Put a voice on your job-search profile. Too shy to appear on camera? Add an audio file to your LinkedIn, Facebook or other social-networking profile to help job-search targets and influencers get a feel for who you are and how you think. Buy a headset for a few bucks and download Audacity for free to make high-quality audio files. You can even send your podcasts to iTunes and build a following.

Rewrite your resume so it sounds human. As a career expert, the biggest job-search stumbling block I see is a boilerplate-laden resume that sounds like every other resume I see. Yank the boilerplate out of your resume

And give it a human voice, replacing "results-oriented professional" with "I'm happiest solving thorny technical problems that slow down product development" or whatever (human) statement describes you.

A job search doesn't leave room for error these days. Details can make all the difference &mdash; better put every tool to work for you now and put your job search behind you sooner.

## **The Job Hunt: Don't Be Sidetracked By Myths Surrounding Today's Job Market**

**Midwest Business on Mar 20, 2009, by James E. Challenger**

There have been a growing number of stories lately about the double-dip recession in light of bleak economic reports on factory orders and consumer confidence.

For the job seeker, all of this negative news begins to mount until it feels that the search for employment is entirely hopeless. Job seekers may have acquaintances telling them "XYZ company just laid off 500 people; you shouldn't apply there" or "you will never find a job in the telecommunications industry; it's the weakest sector in the economy".

So many people start fostering these myths that they become easy to believe.

Job seeking is about the individual and being liked. Job seeking isn't about how a specific industry or company is or isn't performing. It doesn't even matter if the company is hiring. If you present the right attributes and are well liked by the interviewer, the company will create a position for you.

With the job market in its current state, there is undoubtedly a flood of myths being espoused by various parties. Following are perhaps some of the most commonly believed myths.

**A company announcing job cuts or one that is in bankruptcy should be avoided since they're not hiring.**

Companies in turmoil are not only hiring but many are willing to pay a good salary to top-tier candidates.

Contrary to what most job seekers may believe, the company that is having difficulties and is even announcing sizable layoffs has a more urgent need for qualified people than many economically fit companies.

Not only do most other job seekers avoid these situations (thus reducing the competition) but such companies may be willing to pay a premium to those who can prove they have what it takes to revive the business.

Disregard the myth that adverse reports about a company mean there are no job possibilities at that company. The fact is someone has to run the business. Large layoffs will frequently involve realignments and restructurings that can create new job opportunities.

What constitutes a company in turmoil? Look for layoff announcements, a firing of the president, multiple senior-level job changes, the closing of facilities, a rapid decline of the stock price, the cutting of dividends and negative broadcast or printed stories.

### **Companies today are not interested in hiring candidates older than 55 years in age.**

Older workers are highly regarded for several reasons. For one, employers see them as valuable assets in the struggling economy because their experience and skills make them better able to do the work of two and sometimes three younger, less-seasoned workers.

More important, companies are looking ahead not just to a recovery in 2009 or 2010 but 5 to 10 years down the road when a labor force depleted by retirements won't be able to fill the jobs our economy is projected to create. As a result, it will become more and more important for companies to find ways to keep older workers from retiring.

The projected number of jobs to be filled (167.8 million) will outnumber the available workers (157.7 million) by 10 million over the next decade, according to the U.S. Bureau of Labor Statistics.

### **If you have spent your entire career in one industry, it will be impossible to find a position in another industry.**

In reality, quite the opposite is true. Companies are most concerned with a candidate's core skills and how they can be applied in their industry. In fact, an employer may be seeking people from outside its industry in order to gain new perspective and new ways to approach old problems.

Job seekers should be encouraged to consider many different industries. Casting the widest net possible will greatly improve your chance of success. Job seekers should realize they can take their base skills (whether it's in accounting, information technology, project management or marketing) and apply them to any number of industries.

There's no reason a marketing manager for a manufacturer of brake parts can't shift his or her skills to become a marketing manager for an agricultural company or a hospital (two areas that are hiring right now).

### **Unless a company is advertising open positions in the newspaper or on the Internet, don't bother contacting anyone there about a job.**

A very small percentage of jobs are actually found through a newspaper or Internet ads because a very small percentage of the available jobs are listed there.

Job seekers should be focused on ways to create opportunities by actually getting out and meeting people and visiting prospective employers. It's a system that results in a lot more face-to-face rejection, but in the end, a job is usually found much faster.

One technique that has proven successful is simply showing up at the office of a prospective employer without an appointment and waiting to see the manager you want to work for (but don't go to the HR department unless seeking a position in that area). Even if the company isn't officially hiring, several positive scenarios could result.

Perhaps there's an opening the company was going to fill internally but will now consider you as a candidate. Perhaps there are no openings but the manager liked you so much that he or she will create a position for you. Perhaps the manager has no jobs to offer but knows other companies that are hiring and will recommend you for consideration.

**Follow-up calls are annoying. If the company is interested, they will call you. On the contrary, a follow-up action is essential in process of finding a new job.**

The manager with whom you interviewed has at least a dozen other responsibilities on his or her plate. A follow-up call and/or letter should not only remind the person that you spoke but also what separates you from other candidates.

A follow-up action also demonstrates your interest and enthusiasm about working for that employer. Such a small percentage of people actually follow up these days that the candidates who do really distinguish themselves from the rest of the pool.

**Because of the economy, it's likely that you will have to accept a salary lower than what you earned in your previous position.**

If an employer goes to the expense, time and effort to find a qualified candidate, it wants that person to stay. While a candidate may accept a salary lower than his or her previous salary, chances are that 20 individual will continue job searching after being hired and leave as soon as a better offer comes along.

That being said, in a competitive job market the burden of proving you're worth the higher salary is much greater.

The face-to-face interview (even in the Internet Age) is still the key to job search success and the ability to garner a higher salary. Candidates must be able to provide supportable evidence of their achievements for other employers and explain how their experience will be valuable to the new situation.

In this economy, companies are looking for individuals who can save money and/or make more money. If candidates can point to specific ideas, plans or actions they developed that contributed to significant cost savings for their former employer, that is going to be regarded favorably by any employer.



## 10 ways to prepare for your job interview

published in the Seattle Jobs Examiner, March 24,

1. **The #1 thing you need to do to prepare for meeting with your potential new Manager is to go online and dig up as much information on the company as possible.** Look up the company's history, its different divisions, locations, sales, news releases etc. The more you know the better. Don't have the President ask what you think of a certain new company development and have no idea what they are talking about! Plus, many employers ask "Why are you interested in this position?" and you will be able to form a great answer with the extensive knowledge you gained from your research.
2. **Prepare some questions you have about the company and about the job.** Stick to questions that can't be answered by Human Resources or are very simple. Instead, ask questions that will provide real insight into the company, the department, etc. Some good questions are
3. **Come up with some good questions that tie in your research and your particular field.** For example if you are an Accountant and you discovered that the company just signed a deal with PeopleSoft, you can ask how the new implementation will affect the Accounting department. Perhaps you read about a merger or an acquisition or maybe you read that the company is lightening their product line. Just remember to prepare at least 3 questions ahead of time.
4. **Prepare a good answer for the key job interview questions "What are your strengths?" and "What are your weaknesses?"** For the first question, remember what the job description says – and focus on things that they need. So instead of saying what every single person in the world says when asked this question (hard-working, a team-player, good organizational skills...) say "I am good at anticipating problems and taking quick action – for example last month when I was doing some system maintenance I noticed \_\_\_\_\_ and I did \_\_\_\_\_ to remedy it. Our VP thanked me and said that this issue was never addressed by anyone in over 5 years and I saved my company up to \$10,000 in future fees. Now, the second question's answer is a no-brainer – don't say anything too damning (such as one I heard from a candidate once – and this was an Accountant – "I am not very good with numbers"!) but say something that points out a weakness that you have worked on or are currently working on, like this: "About 2 years ago I had problems with creating complicated spreadsheets and unfortunately my company had no one to train me. So I took a course on the weekends for a few months and have learned more about spreadsheets. Now only occasionally do I need to refer back to my notes but I have learned to be more patient with myself and to take my time if I am getting confused."
5. **Prepare a good answer for the key job interview question "Why are you looking for a new job?"** Of course this applies to you if you are currently employed. You have to be careful with this one since the real reason is not always acceptable to give to your new potential Manager. For example if you wish to leave since your Manager always yells at you or if you have a hard time getting along with your coworkers these are legitimate and reasonable reasons, but to tell the potential employer this is not a good idea as it may reflect on you (what are you doing to make your Manager yell at you or why are you not able to get along with your coworkers?) Unfortunately when given answers like this, most employers will see these reasons as reflecting on your lack of ability to manage your work life well and this could bump you

out of consideration. Instead, use the standard “I am ready to make a change after being with my company for 5 years – I am ready for a new industry/new challenge/would like to make the next step in my career...” The key here is to show only positivity and do not slag your soon-to-be former employer even if it is true your Manager is a moron or you haven’t gotten a raise in 5 years – no one wants to hear that and besides, Managers are quick to label you as a troublemaker, unable to sustain good relationships with coworkers, are over-sensitive to criticism etc.

- 6 **The day or 2 before the interview, make a trip to the office you will be interviewing at and preferably at the same time you will need to be there.** This will give you an estimated time to get there the day of the job interview, check out parking if need be and to be familiar with the building. Don’t trust that you will be able to find the company easily – I have lots of stories of candidates getting lost and being 30 minutes late for an interview, pretty much eliminating them immediately from consideration. And be sure to give yourself lots of time for our interview – there are many stories of candidates who were asked to stay to meet other Managers and so you want to make sure you take the afternoon off from your current job or arrange for childcare for the rest of the day.
- 7 **Brainstorm your accomplishments** – you will want to mention them throughout the interview and “sell yourself” into the job. Remember to study the job description (ask for one prior to the interview) and to have a list of 5-10 tangible (and preferably measurable) things you can bring up in conversation. Give the Manager every reason to want to hire you and don’t wait=20 for them to ask what your accomplishments are. Remember that other candidates will be selling themselves so you need to be more assertive than you might normally be and toot your own horn to ensure you get a good shot!
- 8 **Bring several copies of your resume** in the case that you meet with more than one person – don’t assume that everyone will have a copy.
- 9 **Take a pad of paper and a pen with you and take notes as you meet with the employer** – I can’t tell you how many times Managers love to see this. It shows professionalism, that the candidate takes the interview seriously and shows how organized you are.
- 10 **Practice appearing positive and happy** – sounds strange I know, but this will make a huge difference in the interview. There is so much bad news out there these days and no doubt your Manager is feeling the pinch, so by smiling (even if you don’t feel like it) and being pleasant, this will go a long way. **Let the Manager know that by hiring you they will get a happy person who is able to stay positive while things can seem the opposite.**



## Surviving Termination: How to Negotiate a Severance Package

SafetyXChange, March 12, 2009, by Lauryn Franzoni

In times like these, you need to think the unthinkable. What if you lose your job? Your first order of business will be to get yourself the best severance package possible. Here are some pointers to help you accomplish that goal.

### What Kind of Severance Can You Expect?

Some companies negotiate individual severance packages; others provide standard packages to all departing employees. Severance can be offered in either a lump sum or as a salary continuation and is generally based on position and length of service. For example, employees may get two weeks and vice presidents one month of severance for each year of service. “The old rule of thumb is that it took one month of search for each \$10,000 in annual salary,” according to a San Francisco consultant. “Nowadays, it’s probably more like \$15,000 to \$20,000. For C-level executives, severance pay is often a multiple of salary and bonus (such as 1.5 times base + target bonus).”

Some companies also let employees keep their benefits, including not just COBRA coverage which is required by law but other benefits like outplacement services.

### Negotiating Your Severance Package

If your compensation agreement doesn’t include a provision for severance and your organization doesn’t pay a standard package, you may be able to negotiate a severance package upon your exit. But you need to do some homework.

First, you need to know where your company stands on general severance issues. You also need to learn all you can about your dismissal. What’s the current state of the company’s finances? How many others were laid off? If you think you were fired wrongfully, you may need to consult a lawyer before entering severance negotiations.

Before formal meetings begin, write down your agenda, including:

**The problem:** You’re being let go and don’t know what severance the company is willing to pay;

**Your baggage:** You’re afraid of being left high and dry in an unstable job market; and

**Their baggage:** They probably don’t want to shell out money and other benefits right now to employees who are leaving.

In deciding what to ask for, consultant Pat Schuler suggests revisiting the standard formula for determining the terms of a severance agreement. In other words, estimate one month in transition for each \$10,000 in salary. Once you’ve done your homework, you can begin negotiation by talking severance with your boss.

## Conclusion

Regardless of the formula, you will most likely receive some form of severance. For one thing, companies understand that severance sends an important message to current employees that the company is fair. Paying severance also helps companies reduce the risk of lawsuits since to receive the package, the employee must sign a release promising not to assert any claims against the company

## OSHA Revises Field Compliance Manual

Occupational Health & Safety E-News, Apr 01, 2009

OSHA has revised its Field Operations Manual to provide OSHA compliance officers with a single comprehensive resource of updated guidance in implementing the agency's mission to more effectively protect employees from occupational injuries, illnesses, and fatalities.

"The manual will be a resource for workers and employers, giving them a consolidated reference on how OSHA expects workplaces to be safe and healthful," said Donald G. Shalhoub, OSHA deputy assistant secretary of labor. "This document is part of OSHA's continuing commitment to make its standards and enforcement activities transparent and understandable to all parties."

The manual, formerly called the Field Inspection Reference Manual, constitutes OSHA's general enforcement policy and procedures for use by the agency's field offices in conducting inspections, issuing citations, and proposing penalties. It is the guiding document for OSHA's compliance officers, whose mission is to assure the safety and health of America's working men and women.

The manual assists compliance officers in scheduling and conducting inspections, enforcing regulations, and encouraging continual improvement in workplace safety and health. It also offers guidance on how to inform employers about OSHA's free On-Site Consultation Service and compliance assistance.

The manual is available at: [http://www.osha.gov/OshDoc/Directive\\_pdf/CPL\\_02-00-148.pdf](http://www.osha.gov/OshDoc/Directive_pdf/CPL_02-00-148.pdf)

## Upcoming Events

If you'd like to see your events advertised in this space, and on our website, email your announcement to: [baesg.jobs@gmail.com](mailto:baesg.jobs@gmail.com)

## Local Events:

### American Industrial Hygiene Association, Northern California Section

April 30      **2009 Technical Symposium: Sustainability in the EH&S World (How Green Can IH Be?)**  
8:00AM to 5:00PM to be held at: SRI International, International Building,  
333 Ravenswood Avenue Menlo Park, California 94025-3493  
For more information, or to register go to: [www.aiha-ncs.org](http://www.aiha-ncs.org)

## DTSC Universal Waste Training Workshops for Universal Waste Handlers

The Department of Toxic Substances Control (DTSC) will host four (4) training workshops in early 2009 to discuss the finalized regulations related to the management of universal wastes, which were adopted February 4, 2009, and implement certain portions of California's Electronic Waste Recycling Act of 2003, as amended (SB 20, Sher, Chapter 526, Statutes of 2003; SB 50, Sher, Chapter 863, Statutes of 2004).

DTSC staff will present an overview of the changes to the final universal waste regulations and provide compliance assistance information for handlers, with an opportunity to ask questions from the audience. This workshop is intended for universal waste handlers who may also be inspected by DTSC as part of the SB20/SB50 reimbursement program.

### The workshops will be held at the following times and places:

April 20, 2009 1:00 p.m. to 4:00 p.m. DTSC Regional Office - Sacramento Board Room, A-1-619 8800 Cal Center Drive Sacramento, CA 95826-3200 Phone: (916) 255-3545	April 23, 2009 1:00 p.m. to 4:00 p.m. DTSC Regional Office - Berkeley Auditoriums 1 and 2 700 Heinz Avenue Suite 200 Berkeley, CA 94710-2721 Phone: (510) 540-2122
May 7, 2009 1:00 p.m. to 4:00 p.m. DTSC Regional Office - Cypress All Staff Conference Room 5796 Corporate Avenue Cypress, CA 90630-4732 Phone: (714) 484-5300	June 9, 2009 1:00 p.m. to 4:00 p.m. DTSC Regional Office - Cypress All Staff Conference Room 5796 Corporate Avenue Cypress, CA 90630-4732 Phone: (714) 484-5300

If you have any further questions about the workshop please contact Ellen Haertle via email at [uwaste@dtsc.ca.gov](mailto:uwaste@dtsc.ca.gov)

### Local Events:

**Environmental Training Center** has the following training courses/seminars coming up at Mission College (For more information see: <http://www.rebrac.org/>)

Apr 17	<b>Americans with Disabilities Act</b>
Apr 17	<b>Title 22: Hazardous Waste Management</b>
Apr 24	<b>Workplace Violence Prevention Training</b>
Apr 24	<b>Bloodborne Pathogen Training</b>
May 1	<b>HAZWOPER 8-Hour Refresher Training</b>

**UC Santa Cruz Extension** has the following training courses/seminars coming up in Cupertino (For more information see: <http://www.ucsc-extension.edu/>)

Apr 10	<b>Occupational Health and Safety Annual Update</b>
Apr 23	<b>Hazardous Waste Handling and Awareness</b>

## Local Events (continued):

- Any Date **Southern California NIOSH Education & Research Center**  
**Business Planning to Survive Pandemic Flu & other Disasters**  
Host one or more Workshops, we will bring it to you for Free! (a result of OSHA grant money)  
Your Choice — 1, 2 or 3 hours  
Hour One: Pandemic Flu--What Is It? How Can It Affect My Business?  
Hour Two adds: How Can I Protect My Business?  
Hour Three adds: Planning workgroups Individual Planning Exercises  
To schedule one or more workshops or for more information, please contact the Center at [erc@ph.ucla.edu](mailto:erc@ph.ucla.edu) or 310 206-2304, <http://www.ph.ucla.edu/erc/ced.php>
- Apr 16 **BayBio 2009 Career Fair** for more info, or to register, go to:  
<http://www.biospace.com/jobs/career-fair-detail/?CareerFairId=174&source=1394>

## California Events:

### 21th Annual Cal/OSHA Update Seminar

- April 21, 22, 23 California Safety Services Group is hosting its 21th Annual Cal/OSHA Update Seminar with Robert Peterson and Joel Cohen., and Barbara Miller., Cal/OSHA District/ Regional Managers will also be present to answer questions. The seminar will review and update significant 2008 In various cities in Burbank, Ontario, and Garden Grove. Cal/OSHA regulation and policy changes and review significant rulings of the Cal/OSHA Appeals Board. There will also be a 2-hour early morning session designed specifically for Contractors. For more information or to register, go to <http://seminar.thecohengroup.com> or call California Safety Services at (800) 275-2774.

### California/Federal Environmental Regulations Seminars

- Jun 1-2 Obtain a good understanding of all the major federal and California environmental regulations And compliance, including Prop 65. Attendees also receive a 400-page electronic reference book (searchable and printable) and over 300 useful guidance documents on a CD-ROM. For more information or to register, go to: <http://www.proactenv.com/>

## National Events:

### Semiconductor Environmental Safety and Health Association

- May 18-22 SSHA will hold its 31st Annual International High Technology ESH Symposium and Exhibition at the Hilton Scottsdale in beautiful Scottsdale, AZ, May 18-22, 2009. For more information or to register, go to <http://www.seshaonline.org/meetings/2009/index.php3>

## Employment Opportunities

The following positions were collected from a variety of internet job listings and/or postings received directly by the BAESG Jobs Coordinator. BAESG has not verified the informational content of all of these ads.

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### Safety Engineer

The individual should have experience in the following areas and should be able lead existing/develop new programs in the following areas:

- Product safety
- LOTO programs
- Contractor Safety
- Building Safety (inspections, Code compliance)
- ERT leadership
- EHS Training management

Must be a strong communicator as the individual will be required to interact at technical level with engineering groups to 'sell and promote" Safety programs, policies and recommendations.

Experience: 7-10 years

Background: Engineering background with a Masters degree.

Contact: [vinay.balan@solyndra.com](mailto:vinay.balan@solyndra.com)

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**Job Opportunities at Lawrence Livermore Labs** For more info go to: [https://jobs.llnl.gov/prod\\_index.html](https://jobs.llnl.gov/prod_index.html)

### Fire Protection Engineer ( Job #: 007960 )

Organization: 9561 Fire Protection, Inspection

Directorate: Emergency Management Department

NOTE: This is a Flexible Term (at will) appointment, not to exceed six years. Lab employees and external candidates may be considered for this position.

#### NATURE AND SCOPE

The Fire Protection Program Division of the Emergency Management Department has an opening for a Fire Protection Engineer to provide comprehensive fire protection support to various LLNL programs. The selected individual will interact with all levels of personnel in the organizations supported, including managers, experimenters, technicians, and administrative staff. This position reports to the LLNL Fire Marshal.

#### ESSENTIAL DUTIES

- Participate in design reviews involving construction and commissioning activities.
- Perform inspections, appraisals and fire hazards analysis of facilities; analyze operations making recommendations for fire safety.
- Collaborate with directorate management in the preparation and review of Facility Safety Procedures, Operational Safety Procedures, Safety Analysis Reports, Design Reviews, and other technical documents.

**Job Opportunities at Lawrence Livermore Labs (continued)**

**Posting Title: SENIOR HEALTH & SAFETY TECHNOLOGIST ( Job #: 007859)**

Salary Range: \$27.15 - \$43.98

Organization: 9662 HCD Team 2

Directorate: Hazards Control Department

NOTE: This is a Flexible Term (at will) appointment, not to exceed six years. Lab employees and external candidates may be considered for this position. If final candidate is an Indefinite Career employee, Indefinite Career status may be maintained.

**NATURE AND SCOPE OF JOB**

The ES&H Teams Division of the Hazards Control Department has an opening for a Senior Health & Safety Technologist. Individual will provide advanced health and safety guidance and oversight to the ES&H Team functional support areas. Under minimal supervision will provide advanced technical support in ES&H and perform complex technical assignments. Interactions will be with workers, scientists, engineers, skilled technical personnel and upper management. Will report to the ES&H Technician Supervisor.

**ESSENTIAL DUTIES**

- Observe and interpret measurements from advanced radiological and industrial hygiene monitoring equipment, systems, or operations to determine safety compliance with an established design or a standard procedure.
- Perform advanced radiological and industrial hygiene tests and sample analysis associated with experimental operations.
- Initiate appropriate corrective action to assure adherence to procedures and design criteria.
- Implement and maintain safety discipline programs.
- Provide safety guidance to experimental facilities.
- Maintain complex radiological and industrial hygiene instruments and equipment.
- Participate in emergency response activities.
- Keep team management informed of changes to operations/facilities.
- Provide safety criteria for the design, fabrication, and test of experimental equipment.
- Monitor and assist personnel in safe work practices.
- Establish and implement safety guidelines in facilities and experimental operations by applying advanced technical knowledge and skills in a variety of safety disciplines.

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**Safety Coordinator** for Kaweah Delta Health Care District (Code 8446-1) - Visalia, CA

For more information, or to apply to to: [www.kaweahdelta.org](http://www.kaweahdelta.org)

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## Job Opportunities at Lawrence Livermore Labs (continued)

### **HEALTH AND SAFETY TECHNICIAN / TECHNOLOGIST ( Job #: 008047 )**

Salary Range: \$19.56 - \$37.18

Organization: 9785 Technology Resources Engineering

Directorate: Engineering

NOTE: This requisition has two openings; to be filled as Indefinite Career or Flexible Term. Flexible Term (at will) appointments do not exceed six years. Lab employees and external candidates may be considered for these positions.

Reposted position. Originally posted on 11/24/08. Previous candidates need not reapply.

#### **NATURE AND SCOPE OF JOB**

The Materials Management Section, within the Technology Resources Engineering Division, is seeking two Health and Safety Technician/Technologist to provide support in Superblock operations. Under close supervision, will provide basic technical support to the Section for the control and accountability of nuclear material. Will manage the vaults where materials are stored, move materials within and outside of the facility and to perform the measurement of materials for specific nuclear attributes. The position requires working directly with nuclear materials, working daily in the B332 radioactive materials area (RMA) and Nuclear Materials Technology Program (NMTP) Superblock. Regular interaction with: scientists, co-workers, scientists, engineers, facility operators and skilled technical personnel. This position offers significant specialized training in key areas of handling and managing controlled materials. Will report to the Group Supervisor for B332 Operations.

### **Posting Title: Radiological Control Technician ( Job #: 008220 )**

Salary Range: \$22.95 - \$37.18

Organization: 9662 HCD Team 2

Directorate: Hazards Control Department

NOTE: This requisition has two openings; these are Flexible Term (at will) appointments, not to exceed six years. Lab employees and external candidates may be considered for these positions.

#### **NATURE AND SCOPE OF JOB**

ES&H Team 2 of the Hazards Control Department has two openings for Radiological Control Technicians (RCT) matrixed to support the National Ignition Facility (NIF). The selected individuals will complete qualification as a DOE RCT through the LLNL RCT training program. Under general supervision, will provide general radiological control functions, health physics counting lab support and operation and maintenance of radiological monitoring equipment in support of multi-shift operations; perform radiological surveys and measurements; maintain, operate, and calibrate radiological detection equipment; collect samples for analysis; oversee radiological aspects of work performed by NIF technicians; perform decontamination and maintenance on equipment contaminated with radioactive materials and/or beryllium; and perform other health physics related tasks as directed by the NIF Radiation Safety Officer (RSO). These positions administratively report to the ES&H Team 2 Technician Supervisor.

**EH&S Specialist (Job ID 1000026222 / Req #: 09-1000026222)**

**Responsibilities:**

This individual will support the effective use of the EHS Management System for the South San Francisco Production Plant. This person will, under the direction of the SSFP EHS Associate Director, be responsible for the execution and supervision of ongoing environmental, safety and health programs for the site to ensure a safe environment in accordance with the goals and objectives of the plant.

**Specific Duties:**

- \* Organize and administer Safety Improvement Team activities.
- \* Develop and disseminate preventive information; conduct training; provide consultations; and oversee vendors providing technical services.
- \* Provides high quality and cost effective project management, analytic support services and technical expertise for a broad array of issues.
- \* Studies and interprets regulations and standards; conducts audits; identifies problems; develops solutions and workings with client group representatives' implements resolution.
- \* Maintains safe facilities by providing information relevant to the design and construction of facilities: the installation of equipment, and recommending improvements.

**Requirements:**

Any combination equivalent to the education and experience likely to provide the candidate with the required key abilities. Graduation from an accredited college or university with major course work in safety, science, engineering or related field. Minimum two to five years of experience directly related to the duties and responsibilities specified in this job description. A Certified Safety Professional or Certified Industrial Hygienist a plus. Working knowledge of ISO 14001, OHSAS 18000, and behavior based safety strongly preferred. Excellent computer skills using Microsoft Office, Word, Excel, access or filemaker pro. Knowledge of federal laws and regulations governing health, safety and environmental matters including Clean Water Act, Clean Air Act, Occupational Safety and Health Act. California laws and regulations governing environmental safety and health matters including Proposition 65, California Administrative Code, and the California Code of Regulations. Ability to coordinate a variety of tasks and assignments. Ability to communicate effectively with employees, management, contractors and regulatory agencies. Listen effectively to assimilate and understand information in a manner consistent with the essential job functions.

Go to <http://www.gene.com/gene/careers/> for more information, or to apply.

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**Environmental, Health & Safety Manager – Northern California**

Description: Reporting to the Vice President of Operations, this individual will have overall responsibility for plant safety and environmental.

Qualifications: BS Degree in Engineering, Safety or Environmental and a minimum of 7 years of EHS experience in a heavy industrial manufacturing environment.

Email/phone contact: [Jeffrey@latterell.com](mailto:Jeffrey@latterell.com), 507-263-4841 (Reference #: LTS-212)

## Bay Area Environmental Safety Group



E-mail: [baesg.jobs@gmail.com](mailto:baesg.jobs@gmail.com)

[www.baesg.org](http://www.baesg.org)

## MEMBERSHIP

The Membership application is on the last page. To Join BAESG.

Please fill it out and send with a check for \$25 to:

Membership Director

Bay Area Environmental Safety  
Group

P. O. Box 60363

Sunnyvale, CA 94088-0363



## Membership Directory & Newsletter Ads

If you have a business related to Environmental, Health and Safety, then advertising with BAESG is for you!

Your ad, placed in the BAESG Membership Directory, will be seen by EH&S decision makers at companies throughout the San Francisco Bay Area.

\$75 places your ad in the

Directory and on our website.

<http://www.BAESG.org>

For only \$25 more (total of \$100) will place your ad in the **Directory and** in the **Newsletter**. Ads will run through the end of the year.

The Ad should be provided in MS Word format and accompanied with .gif or .jpg files for any graphics. Please

view present ads (on our webpage) for an idea of website format.

You (or your business) must be a member of BAESG. See the page at the left for an application.

Artwork and payment to be submitted to BAESG, PO Box 60363, Sunnyvale, CA 94088-0363

# BAESG MEMBERSHIP APPLICATION

for both new and renewing members

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 \_\_\_

Please check here if you would like to be placed on the Jobs eMail Distribution List to receive Updates of job listings between the monthly publication of the newsletter.

Email address to which listings should be sent: \_\_\_\_\_