

**BAY AREA
ENVIRONMENTAL
SAFETY
GROUP**

**MEETING
TIME AND
LOCATION**

Wednesday

May 20 2009

11:30 am— 1:00 pm

Carrow's Restaurant

3180 El Camino Real

Santa Clara.

For Directions,
go to
www.baesg.org

RSVP at

[BAESGreservation](mailto:BAESGreservation@aol.com)

@aol.com

**INSIDE
THIS ISSUE:**

May Meeting 1

June PDC 2

Advertising 2
Opportunity

Feature 4
Articles

Coming 23
Events

Job Listings 25

Directory 29
Ads

Membership 30
Application

PDC Regis- 31
trationForm

Safety Insider

MAY 2009

May Meeting Announcement **H1N1 Swine Influenza – Discussing the Facts and Clarifying the Misconceptions with Open Table Discussion on Updated Strategies for Business Pandemic Planning.**

Presented by
Patty Perkins, MS, MPH

Ms. Perkins is an infection control and infectious disease modeling professional in public health and emergency preparedness. She is a former SFSU Health Education Professor and serves currently as the Senior Program Consultant to Mission College's Environmental Training Center Pandemic Flu and Emergency within Mission College's Workforce and Continuing Education Department. Patty completed graduate degrees in endocrinology and public health at John Hopkins University Bloomberg School of Public Health and International Certification in infectious disease modeling at the London School of Hygiene and Tropical Medicine. She has 20 years of administrative, clinical trials, teaching and training experience in hospital, drug and alcohol and community clinics, and has worked in NYC, Los Angeles, the Bay Area, Houston, TX, Cairo, Egypt, and Quito, Ecuador.

Note: There will be no June BAESG meeting on the third Wednesday of the month, because of the 1/2 Day PDC on June 3rd



What's
happening to
your EHS
Budget?

BAESG 1/2 Day 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 first of two half day PDC's in June 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**, from 7:30 am to noon.

Topics and speakers will include:

- **How an EHS Manager can show value in a slow economy** – David Pais, Senior EHS Manager, Seagate Technology
- **What every EHS Manager should know when talking with your CEO and CFO** – Mike Lund, VP of Finance, Intematix Corporation
- **Growing your EHS program to include sustainability** – Bruce Klafter, Sr. Director, Corporate Responsibility and Sustainability, Applied Materials
- **Future Outlook for the EHS Professional** - Joe Dionne, Physical Bioscience Division Safety Coordinator, Lawrence Berkley Labs, formerly Manager of Corporate Health and Safety with Clorox Services Company

The cost is only \$75 for members and \$100 for non-members (which includes membership in BAESG).

A registration form is included at the back of this newsletter. Registrations must be postmarked by May 27th.

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.

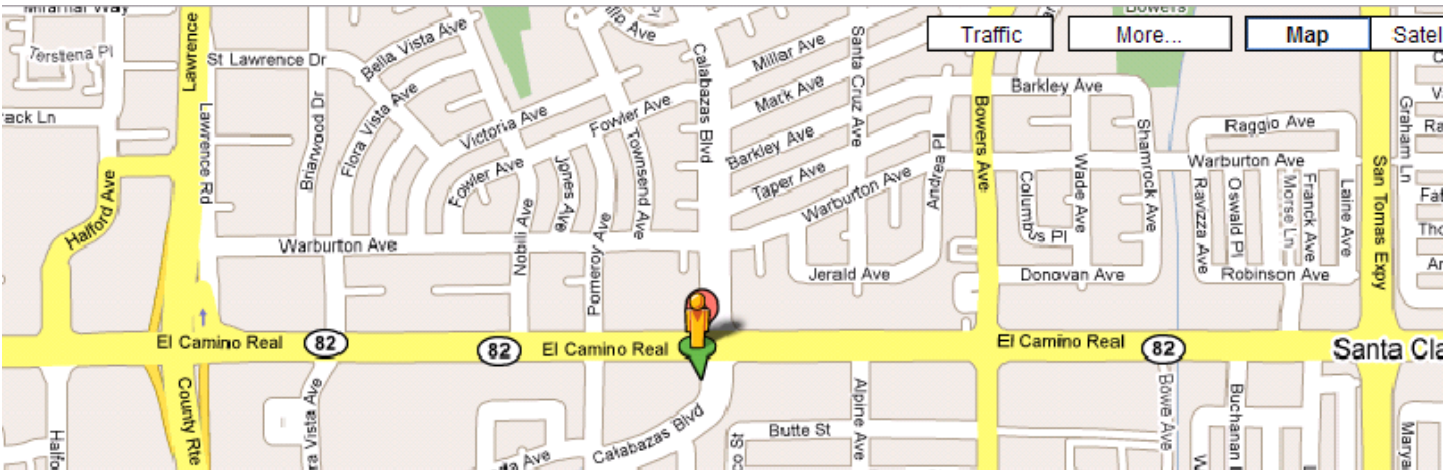
**OUR NEW MEETING LOCATION
IS CARROWS RESTAURANT
3180 EL CAMINO REAL
BETWEEN LAWRENCE EXPSY AND BOWERS AVE.**

Note: Use Private entrance from back parking lot.

Menu selection for March's Meeting
(indicate your choice when making reservation):

Chicken Chipotle Wrap
or
Chopped Steak Italian
or
Grilled Salmon Filet
or
Caesar Salad

Send your reservation to:
BAESGreservation@aol.com



New Pricing in effect
Nonmembers are charged \$30.00
(with or without a reservation)

BAESG Members \$20,
Member Walk-ins \$25,
Nonmembers \$30

PANDEMIC PLANNING: 4 Ways to Address the Swine Flu Outbreak

SafetyXChange, May 4, 2009, by Pamela Ferrante

While the global outbreak of swine flu, officially renamed the H1N1 Influenza, is cause for serious concern, there's no need for alarm. Here are some prudent practices that will help you and your employees as you navigate current events and prepare for a potentially worsening situation.

1. Stay Informed on the Situation

Try to stay current with the facts of the situation and remember that things are changing very rapidly. Coverage from the national news media may seem overwhelming at times and, at other times, unnecessarily alarming.

There are several websites that provide basic factual information. My favorite is the Centers for Disease Control (CDC) website: www.cdc.gov/swineflu/, which has numerous resources and documents that are extremely readable and is updated several times a day.

Another good resource is the World Health Organization's (WHO) site at www.who.int/. You can also look for information from your local Public Health Department, State Public Health agency or your Worker's Compensation Physician's Panel.

2. Keep Your Workers Informed

The members of your organization need accurate information. Although some reports may sound frightening, incorrect or lack of information creates even greater anxiety because it leads to speculation and rumor and makes people feel out of control.

Take time to schedule brief meetings with your workforce to discuss the current situation and remind them of the things they can do to control the spread of the virus. If face-to-face meetings aren't possible, use some other form of communication, such as email or letters to home addresses. And keep the information flowing. You may need to provide updates every few days or even every day.

3. Designate a Point Person to Keep Others Informed

Appoint someone in your organization to be the "point person" who can spend some time each day staying on top of the situation, identifying how events apply to you and being available to provide information and research questions. They don't have to be an authority on flu outbreaks, just someone who can be relied upon to stay on top of current developments and transmit the information as needed.

4. Be Prepared

The WHO has raised the worldwide pandemic alert level to Phase 5. A Phase 5 alert is a "strong signal that a pandemic is imminent and that the time to finalize the organization, communication, and implementation of the planned mitigation measures is short."

While no one knows for sure whether this event will turn into a pandemic and if so, how severe it will be, it's better to prepare right now and begin to act as if it will happen, rather than wait any longer and get caught with little or no time. Remember that we have gone from

a Phase 3 alert to a Phase 5 in just three days and Phase 6 means that a pandemic is underway.

Hopefully, your organization has already developed a Pandemic Preparedness Plan, either as a standalone document or as part of your overall Business Continuity Plan. If that isn't the case for your organization, it's probably too late to start from scratch now. But you should consider convening a small working group immediately and begin to review the available planning resources and evaluate some concrete steps you can implement quickly, short of a full-blown plan.

Depending upon your situation, it may not take much time to put together some effective strategies and activities. If the pandemic doesn't materialize or if it ends up being fairly minor in this country, your time will not have been wasted as you can use the work of the group to prepare a more comprehensive Plan for the future.

These resources can help you get started:

1. NFPA 1600, Standard on Disaster/Emergency Management and Business Continuity Programs. Unlike most NFPA Standards, this one is available to download for free at <http://www.nfpa.org/assets/files/pdf/nfpa1600.pdf>.

2. OSHA's Guidance on Preparing the Workplace for an Influenza Pandemic http://www.osha.gov/Publications/influenza_pandemic.html

The above recommendations are not complicated and can be implemented easily without any additional outside help.

Conclusion

Remember, nearly every expert in the field of global epidemiology assures us that the issue isn't whether or not we will have another pandemic, but when. And many think we are way overdue. No matter how this current outbreak turns out, use it as an opportunity to learn how to handle and prepare for a pandemic.

FDA Clears Rapid Test for Avian Influenza A Virus in Humans

FDA News, April 7, 2009

The U.S. Food and Drug Administration today cleared for marketing a new, more rapid test for the detection of influenza A/H5N1, a disease-causing subtype of the avian influenza A virus that can infect humans.

The test, called AVantage A/H5N1 Flu Test, detects influenza A/H5N1 in throat or nose swabs collected from patients who have flu-like symptoms. The test identifies in less than 40 minutes a specific protein (NS1) that indicates the presence of the influenza A/H5N1 virus subtype. Previous tests cleared by the FDA to detect this influenza A virus subtype can take three or four hours to produce results.

"This test is an important tool to help quickly identify emerging influenza A/H5N1 infections and reduce exposure to large populations," said Daniel G. Schultz, M.D., director of the FDA's Center for Devices and Radiological Health. "The clearance of this test represents a major step toward protecting the public from the threat of pandemic flu."

Influenza A infects both humans and animals. H5N1 is a subtype that is found mostly in birds, although infections have also occurred in humans, mostly in people who have come into

contact with the virus through infected poultry. According to the Centers for Disease Control and Prevention, of the few avian influenza viruses that have infected humans, the H5N1 subtype has caused the largest number of detected cases of serious disease and death.

There is a possibility that the influenza A/H5N1 virus subtype could mutate further and spread quickly to humans, causing an influenza pandemic. According to the World Health Organization, there are 412 confirmed human cases of infection from this virus, almost all in Asia and northern Africa. This virus subtype, which can cause life-threatening illness, has not been detected in the Americas.

In clinical studies, the test correctly identified the absence of infection in more than 700 specimens. In addition, the test correctly detected the presence of influenza A/H5N1 virus subtype in 24 cultured specimens from infected patients.

AVantage A/H5N1 Flu Test is manufactured by Arbor Vita Corporation, located in Sunnyvale, Calif.

Swine Flu: To Panic Or Not -- That Is The Question

ScienceDaily, Apr. 30, 2009

Thanks to the 24-hour media coverage about swine flu, we're all aware that a potential flu pandemic could be high. But before you stock up on face masks and hand sanitizer, it's important to put some things in perspective.

William Sutker, M.D., chief of infectious diseases at Baylor University Medical Center at Dallas says that first and foremost, we should remain calm.

"As of now, there is no need for people to panic. So far, there have been very few cases reported," says Dr. Sutker. "At this point, it is unclear if the swine flu outbreak will develop into a full blown pandemic."

Influenza A infects both humans and animals. H5N1 is a subtype that is found mostly in birds, although infections have also occurred in humans. Although there are many myths and misconceptions floating around, Dr. Sutker says the facts about swine flu are these:

1. Swine flu or H1N1, is a particular strain of Type A flu (Type A and Type B are the usual strains seen every year). Swine flu is typically associated with pigs and usually contracted by those who have close contact with the animals. However, this strain can be spread from person to person.
2. Swine flu is treatable. "Although the type of flu we saw this season was not sensitive to some of the common antivirals that were available, swine flu is," says Dr. Sutker. He says it can be treated with Tamiflu and Relenza, available by prescription. However, Dr. Sutker adds that these medications should be used carefully as overuse could lead to drug-resistant strains of the virus.
3. So far, 40 people in the United States have been diagnosed with swine flu. In comparison, anywhere from 5 to 20 percent of the population in the United States is diagnosed with human strains of the flu every year, according to the Centers for Disease Control and Prevention (CDC).

4. The symptoms of swine flu are mild. Although the symptoms for swine flu are similar to those of the regular flu, such as fever, chills, body aches and coughing, they are no worse than regular flu symptoms. “However, there seems to be an increase in nausea and vomiting amongst those infected with swine flu. Again, these symptoms can be associated with regular strains of the flu as well.
5. You can not get swine flu from pork products. According to the U.S. Department of Agriculture scientists you can not catch swine flu from food products.

Dr. Sutker adds that the most powerful weapon in our defense against swine flu is basic flu prevention protocol. Just like any other strain of the flu, swine flu is spread by coughing, sneezing, etc. so in order to protect yourself—or to avoid spreading it if you are infected—practice good respiratory etiquette. Follow these tips:

Wash your hands. “Hand hygiene can not be stressed enough,” advises Dr. Sutker. “Wash your hands regularly with soap and water or an alcohol-based sanitizer. As always, this is the single most important prevention technique that we have available.”

Cover your cough or sneeze. “Flu, like any other contagious respiratory disease, is spread by contact with infected droplets such as those released during a cough or sneeze.” Cough or sneeze in to a tissue and throw it away. If you don’t have a tissue, use your shirt sleeve or hand, but make sure to wash your hands thoroughly afterwards.

Avoid public places if you have been exposed. “Any crowded area is the last place you should be if you think you have been exposed,” says Dr. Sutker. “Do your friends, family and co-workers a favor and stay home. You will not only spare them becoming infected too, but you’ll need the rest in order to get better.”

If you think you are infected, see your doctor. “We are advising people to avoid going to their local emergency room if they are feeling sick as they can easily become overwhelmed,” adds Dr. Sutker. “Instead, make an appointment to see your family physician so they can start treatment immediately.”

EPA Releases Comprehensive Database on Environmental Chemicals

EPA News Release, March 12, 2009

The U.S. Environmental Protection Agency (EPA) has released the new online Aggregated Computational Toxicology Resource (ACToR) database, which collects information on more than 500,000 man-made chemicals from more than 200 public sources. The database was developed to support the ToxCast program of the EPA National Center for Computational Toxicology, an initiative aimed at developing more efficient methods to evaluate the potential toxicity for thousands of chemicals using computer modeling and advanced molecular biology techniques. ACToR was used to analyze toxicity information on almost 10,000 chemicals regulated by EPA and to identify data gaps to help EPA prioritize future testing of chemicals. Among the key findings are that while acute toxicity data is available for 59 percent of the surveyed chemicals, detailed testing information is limited. Approximately 26 percent of the 10,000 chemicals have carcinogenicity testing data, 29 percent have developmental toxicity testing data, and 11 percent have complete reproductive toxicity test results.

Consulting in Tough Economic Times.

EM Magazine, March 18, 2009, by Richard MacLean

"It was the best of times, it was the worst of times..."

Charles Dickens penned that famous line in *A Tale of Two Cities* to describe the range of social impacts brought on by the turmoil of the French revolution. The global economic revolution is in a similar state of turmoil: widespread economic recession contrasted with niche shelters of growth and economic opportunity. Home Depot, Caterpillar and Pfizer may be laying off thousands of workers but McDonald's is planning to spend \$2.1 billion to open 1,000 new stores.

Consulting Safe Havens

In an economic downturn, businesses follow a very predictable pattern. Management invariably curtails all forms of discretionary spending, right after freezing staff levels and imposing travel and living expense restrictions. Nice-to-do projects become forget-about-it projects. Projects and programs must be either essential (e.g., preexisting commitments, regulatory requirements, mandates by top executives) or they must directly support activities that have significant short-term payback or other business characteristics deemed vital (e.g., providing major liability and risk reduction, supporting the introduction of profitable green products and services, resolving a crisis du jour).

Outside consulting support and contract labor invariably is cut before internal staff is cut. For example, a colleague recently disclosed to me that within the natural resources and mining industry there is a current movement to fire all external environmental consultants and replace them with in-house geologists, mining and petroleum engineers, and other "limited and critical staff resources" just so they can hold on to them until the turnaround comes. While the logic is clear, what this says about the specialized skills of environmental professionals is unsettling.

Without question, environmental consulting firms are feeling the pain. Obviously, consultants who support projects driven by economic growth are being hardest hit. If they don't build it, they will not come. Consultants supporting green programs and projects that were justified based on philanthropic motives, public relations, or brand building are similarly under pressure. In the short term, there will be painful disconnects as consultants seek out areas that offer opportunity in today's harsh economic reality. Consultants who can quickly identify niche areas that fall into the examples of the essential services previously listed will do well even in these tough times. Speaking for myself and on behalf of some of my colleagues, business has never been busier, so this statement is not just idle speculation.

The Future Looks Bright

The rather grim picture just outlined does not reflect the long-term prospects for environmental consulting. For example, in the United States, the change in administration will have a definite impact. This effect will not, however, be immediate, since the pipeline of new laws, regulatory enforcement, and environmental-related spending will take about a year before the full effect is realized.

In addition, there is a significant loss of institutional knowledge within both industry and regulatory agencies as experienced professionals either retire or find other work outside the environmental field. The growing, and largely ignored, gap between the ramping up of attention to the environment and the loss of talent needed to address the issues has major implications

for the consulting industry.

Environmental consulting is unquestionably a growth industry. Simply (and sadly) stated, global environmental conditions are in serious decline placing our profession on the front lines to (hopefully) reverse current trends. The effort needed to address issues such as pollution, declining fresh water supplies, loss of topsoil, and loss of biodiversity is massive.

For example, consulting on issues related to just climate change is projected to rival the growth of the environmental consulting business in the wake of the formation of federal regulatory agencies such as the U.S. Environmental Protection Agency (EPA). In the United States, that market went from approximately US\$600 million in 1976 to \$27 billion in 2008. The global market on climate change consulting is expected to double over the next five years (Source: Climate Change Business Journal, December 2008, p. 1.)

While developed countries have stabilized much of the visible decline in the environment, the challenges that lie ahead for developing countries, such as China and India, are staggering. Air pollution during the 2008 Olympics in Beijing received international media attention, but even more significant pollution issues have received very little attention. For example, cities the size of Chicago with names that few would recognize outside of China are discharging sewage without even primary treatment.

Companies will want sharp and super-informed environmental consultants to guide them through this maze of issues that will impact them and their suppliers and customers. Environmental consulting in its broadest sense is going to be in high demand, as certain as the planet will continue to experience environmental degradation. For those who can tough it out over the next year or so of transition, your future looks bright.

The Mood Today—A Reality Check

A person's mood is no doubt heavily shaped by current employment status and the indicators he or she monitors to gauge long-term job security. Pundits explain the global pain level using impersonal statistics, but there are better ways to describe the misery. My favorite: You know an economic downturn has begun when strangers are being laid off en masse. A recession is underway when your neighbors are laid off. A global depression begins when you are out of work.

Joking aside on this rather somber subject, what is the current mood of environmental consultants? My opinion is that if you take the long view and believe that you can make it through the current transition, the outlook is extremely positive. But what do others believe?

There is a wealth of data currently being analyzed to, among other things, gauge the mood of environment, health, and safety (EH&S) professionals. From September through November 2008—at the ramp-up of the financial meltdown—the Center for Environmental Innovation, in conjunction with Tulane University and the Wharton School, conducted a survey to check the “pulse” of EH&S professionals. Over 3300 professionals participated— one of the largest comprehensive surveys ever. This is the first public release of just a tiny fraction of the timely results.

Jim Leemann, Pulse Program Director with Tulane University's Center for Applied Environmental Public Health, states, "Of the 334 consultants responding to the survey, 61% indicated their career is as rewarding today as it was five years ago. The vast majority (89%) believe their chosen career field was a wise decision and 73% also characterized the long-term prospects in their career field as favorable."

But Dr. Leemann reports that consultants are under intense pressure. "A majority of the consultants (58%) revealed that they are somewhat to not sure about how secure their jobs are when compared to the past three years. This anxiety level is significantly higher than that of the overall survey population (39%). Similarly, over the past three years, 37% indicated that available job openings or opportunities have decreased as compared to 21% of the total EH&S population. Even so, 67% would still encourage young people to enter their chosen profession."

Indeed, consulting professionals are feeling the stress of our current economic times, more so than most—probably because they are the easiest to terminate. But as a whole, the majority remains optimistic about the future. The results of this study will be published in the upcoming months in various journals.

8 Rules to Remember

SafetyXChange, March 19, 2009 by Lauryn Franzoni

The rules of job searching have changed. You can typically expect a job search to last an average of 12 to 14 months. But you can cut up to five months from your own job search if you follow these eight rules.

Rule 1: Don't Lead with Your Resume The resume used to be the most important tool in a job search. In some ways it still is. But its use has changed.

The Problem In the old days, recruiters and employers checked resumes for positives. Today, they're scanning the resume for negatives they can use to disqualify the candidate. From the candidate's perspective, this new dynamic significantly diminishes the value of the resume. "In today's job market, the fit between a company's detailed job specifications and a candidate's skills and experience must be very close for most candidates to be even considered for a position," explains executive coach, Bob Sloane.

Think about it. The basic rule is that a resume should be no more than two pages. Longer resumes often end up directly in the circular file without getting a glance. But it's often impossible for a two-page resume to do justice to all the skills and responsibilities a candidate has accumulated over the years. To make matters worse, every position calls for its own unique skill set.

And it gets worse. One of the old rules of resumes still does apply: You should never hide dates of employment or education. But including dates reveals a candidate's age. And, although age discrimination is illegal, sadly it remains a fact of life.

The Solution Handing or sending out resumes to new contacts when you first engage them is no longer advisable. In the 21st century, job candidates should keep their resumes in their pockets for as long as possible.

Here's the alternative strategy Bob and fellow executive coach, Tucker Mays recommend. Lead with a positive letter written by you, or better yet, by somebody with credibility recommending you. That letter

should describe your skills and what you can do to help the company. A phone or face-to-face conversation making the same points will also suffice. The letter or conversation will prepare the employer to read your resume in a positive light. Then, only after the groundwork has been laid should you produce your resume.

Rule 2: Don't Rely on Recruiters Recruiters only account for about 10% of all executive and management hires. So relying too heavily on them is a mistake. Recruiters themselves admit as much. A general manager of one of the world's largest executive recruiting firms recently told me: "Any job seeker who is spending more than 10% of job search time on recruiters is spending too much time with them."

Relying on recruiters is especially problematic for those not currently holding a job. Recruiters say that for every seven candidates they propose to an employer, only one is unemployed. True, executive turnover has increased in recent years; and, true, among corporate circles, there is less of a "stigma" attached to being out of work than there used to be. Still, recruiters seem to prefer the job candidates who are still employed to those who are "in transition."

Rule 3: Networking Works Best with the People You Don't Know Most job seekers believe that the best people to network with are the people they know: classmates, friends, business colleagues, recruiters, etc. But this is not usually the case. The people you know are apt to stereotype you based on a past, often outdated impression. Old contacts aren't generally familiar with your new skills, experience and accomplishments.

Consequently, the best use of networking resources is to focus on the people you've never met. According to Tucker, contacts with new people that the candidate didn't know before starting the job search are responsible for 80% of all executive jobs.

Rule 4: The Tighter the Objective, the Shorter the Search In a competitive job market, it may be tempting to widen the scope of your job search to uncover as many opportunities as possible. But a broad approach to job searching generally fails for several reasons. As noted above, job specifications nowadays tend to be tight and quite specific. Employers are willing to consider only those with the most relevant skills and experience. So, unless you're credentials match the position, pursuing the opportunity is basically a waste of time.

Bob and Tucker say that the average executive job seeker wastes three months attending "courtesy" meetings with recruiters, companies, venture capitalists, private equity firms and networking contacts that have little or no interest in hiring him or directing him to those who can. Three months of lost income is very costly when major expenses like mortgages, healthcare and college tuition have to be paid.

Rule 5: Think Small Big corporations don't want you. Smaller companies need you. According to Dun & Bradstreet, there are five times as many companies in the U.S. with revenues under \$500 million as there are above that figure. Smaller companies tend to care less about the age, job-hopping and the eclectic background issues senior executives face than larger companies do. In fact, smaller companies value fresh ideas and seasoned perspectives. So they tend to be more open to hiring mature, experienced persons with varied backgrounds.

Rule 6: Skills Are Less Important than Talents Skills may get you the interview; but talent gets you the job. Skills aren't unique. There are other persons in the functional area you perform—occupational health and safety—that possess the same learning and experiences as you do. Talent is what distinguishes you from peers. Although you may all have similar backgrounds, skills and experience, you don't all have similar talents.

Example: Strategic planning is a skill. Consistently making the strategic moves in the right direction is a talent. John Akers at IBM did not. Jack Welch at GE did. Mentoring, taking big risks without fear of failure, inspiring management teams, identifying market opportunities others miss and solving tough challenges others avoid are other examples of special talents.

Rule 7: Filling Need Is More important Than Filling Job Specs Arguably, the biggest mistake job seekers make in interviews is “telling more than selling.” Any great salesperson will tell you that you can't sell until you first know what the person needs. Unfortunately, in many cases the company or hiring authority's real need for you is not spelled out in the job specification. It is often hidden underneath all the fine print. If the company is seeking an EHS coordinator, for example, their “hidden” need may be for a confident, smooth individual with great presence and an impeccable background who will appeal to and help reassure nervous supervisors and upper management officials.

Filling a position's job specs merely puts you on the same playing field with other deserving candidates. The real payoff is to ask insightful questions during interviews to uncover the critical — but often hidden — needs that drive the hiring decision. Then, once you identify those needs, you can proceed to the “selling” and explain how you can fulfill those needs.

Rule 8: Best Prepared Usually Beats Best Qualified Executive talent coaches Tucker Mays and Bob Sloane say that hiring professionals report that at least 50% of the time candidates who have thoroughly prepared for interviews and network meetings get jobs ahead of those who are more qualified but less prepared.

Preparation means learning absolutely everything you can about the target company and its key managers — especially the person who will hire you. Books have been written about the wisdom in poring over annual reports, public financial statements and articles about companies. Still, very few executives and managers in transition take the necessary time to conduct this depth of research.

We all know that first impressions are critical in job search meetings. Recruiters believe that most interviewers make up their minds about a candidate within the first two minutes. This means that the interviewee must learn as much as possible about the interviewer's style, character, likes/dislikes, background and interests. College, the military, sports, associations, mutual friends and acquaintances, hobbies and heritage are all areas where mutual experience and interests can be explored to establish a commonality of interests that can form a solid foundation and distinguish you from competing candidates. Most of this information, both formal and anecdotal, can be gained from the Internet and networking contacts that are familiar with target companies and hiring executives

Conclusion

To limit your search and avoid the crushing costs of delay, you must understand and accept the tough realities of today's job market, and then develop a search plan based on the new rules. You must adjust your search strategy, relying far less on recruiters, warm contacts, larger companies, skills only and your résumé, and concentrate more on smaller firms, cold call networking and your unique talents. Doing these things will put you in a far stronger position to find your next job of choice in a reasonable amount of time.

OSHA Inspections: What to Expect as an Employer

EHS Today, Jan 1, 2009 12:00 PM, By Mark Lies

Have an OSHA inspector at your door? Don't panic. Know your rights and the best way to respond.

Fortunately, most employers likely will never be involved in an OSHA inspection. But for those employers who do become involved, their initial responses can range from annoyance to sheer panic. Unfortunately, if employers do not respond appropriately from the outset, they potentially could waive important legal rights or face civil citations or potential criminal liability if there has been a fatality.

This article will highlight what to expect during an audit, your rights as an employer and how to talk to your employees during an inspection.

FIRST STEPS

Before OSHA can consider conducting an inspection, they must have legal probable cause to do so. When the inspector arrives and announces his or her intent to conduct an investigation, you have a right to ask the inspector for credentials and inquire as to the basis for the inspection before agreeing to allow it to proceed.

Typically, the inspector will inform you that (s)he is there because:

A written employee complaint alleging a hazard was filed;

There has been an accident (in some instances you must notify OSHA of an accident within 8 hours where there has been an employee fatality, or three or more employees who have been injured and required medical treatment in one incident); or

OSHA selected your company for an inspection based upon a program developed by the agency to address or target a specific workplace hazard (e.g., lead, asbestos, forklifts, etc.).

Remember, the compliance officer is required to inform you the reason for the inspection. In the event that it involves an employee complaint, you are entitled to receive a copy of the written complaint (without the name of the complaining employee). Likewise, you should ask for information on the specific programmed inspection that the inspector is relying upon.

Once this information is provided, it is critical for you to immediately contact additional members of your company's senior management team, as well as legal counsel if there has been an accident involving personal

injury or significant property damage. Strategize whether you should allow the inspection, and if so, determine the scope of the inspection at the site and who you will select for your walk-around team.

You should inform the inspector that this contact is occurring and that you will respond in a timely fashion as to whether you will voluntarily allow the inspection (without a search warrant). The inspector is required to wait a “reasonable time period” before commencing the inspection to allow this communication to occur within your company.

EVALUATING PROBABLE CAUSE

Your company, now confronted with a potential inspection, must decide whether to allow the inspection and do so in a timely manner. Consider the following:

Regarding an employee complaint:

Is the complaint valid?

Does it identify the correct workplace, employer or equipment?

Does it identify a hazard that in fact exists at the worksite?

Concerning an accident:

Did an accident in fact occur involving the employer?

Is the accident scene still in existence or have the conditions changed? (Note: If the accident involved a fatality, the scene is considered immediately “frozen” and cannot be changed until OSHA commences its inspection and “releases” the site. The only exception is to allow the employer to shut down equipment which may create a hazard to employees; to respond to a hazardous materials incident, such as a spill or release; or to remove human bodily remains resulting from the accident).

For a programmed inspection:

Does your company fall within the criteria for the programmed inspection (i.e., does the hazard exist at the workplace)?

Does your company have another basis to challenge its selection under the program criteria (e.g., its accident, injury or illness statistical data fall below the criteria for authorizing the agency to conduct a programmed inspection and thus the employer should be exempted from the inspection)?

The process of evaluating a probable inspection should involve your company's safety and health professionals, senior operations personnel and, when there has been a fatality, serious personal injury or significant property damage, legal counsel.

THE INSPECTION'S SCOPE

Assuming that you have decided to allow an inspection on a voluntary basis (you also have the option to demand a search warrant from the agency, which is a technical legal decision that must involve legal counsel), the next issue will involve the scope of the inspection; that is, where will the inspector be permitted to go while at the work site and what operations the inspector will be allowed to view. This determination also is critical. If you allow the inspector broader access than would be allowed to evaluate (1) the “hazards” identified in the employee complaint, (2) the “accident” site area, or (3) hazards that are outside the scope of

the hazard referenced in programmed inspection, your company is subject to citations for anything that the inspector observes because you voluntarily allowed a broader inspection to occur. Whatever the inspector observes during the walkaround that is in “plain view” is subject to citation.

Your determination should be on a case-by-case basis considering the current work site operations and the reason for the agency's inspection. Once the determination has been made by members of your company's senior management team, this decision must be communicated to the inspector in order to reach an informal agreement, if possible, regarding the scope of the inspection.

YOUR RIGHTS

As an employer, you have the right to inform your employees of their rights during the inspection. You also have the right to participate in non-private employee interviews and, if the compliance officer refuses, require that the interviews occur on non-paid work time.

You also have the right to stop interviews if they become disruptive (they unreasonably interfere with ongoing work) or confrontational, in which case the employer should consult legal counsel regarding the termination of the inspection.

YOUR EMPLOYEES' RIGHTS

When faced with an OSHA inspection, you should always take the opportunity to inform your employees of their rights:

1. OSHA may want to speak with them about a particular incident or complaint, or about safety issues in general;
2. The employee has the right to be interviewed or may decline;
3. If the employee so desires, he or she can request that a manager be present during the interview, but that the interview may also be done privately;
4. If the employee desires legal counsel, he or she should advise the inspector;
5. If you agree to make the company's legal counsel available and the employee agrees to representation by this attorney, you have the right to have such counsel represent the employee at the interview;
6. Under any circumstance, the employee must answer the inspector's questions truthfully, and must not speculate as to what the answer may be if the employee does not personally know the answer;
7. The employee has the right to end the interview at any time; and
8. The employer will not retaliate, in any way, against any employee for participating in an OSHA interview or for telling an OSHA inspector the truth.

Please keep in mind that the employer should strongly consider providing an interpreter for the interview, should your employee not speak the same language as the OSHA compliance officer. If your employees give responses that are confused or incomplete because they cannot understand the questions, this provides an opportunity for citations to be issued to you and your company on the grounds that the employee is not properly trained and does not understand the company's safety and health programs.

BE PREPARED

Remember that when OSHA seeks to conduct an inspection, they must have legal probable cause to do so and must provide you with the reason for the inspection. Before deciding whether to allow the inspection, immediately contact additional members of your company's senior management team, as well as legal counsel, to evaluate the reasons for probable cause.

If you decide to allow the inspection, discuss the scope of the inspection, including where the inspector will be permitted to go at the site and what operations the inspector will be allowed to view. And, of course, you have the right to inform your employees about the inspection and discuss their rights.

While most employers may not embrace an unexpected OSHA inspection, understanding your rights and what is expected of your company can make the process go smoothly.

MMWR Paper Explains 2006 EMS Decision Scheme

Occupational Health & Safety, Jan 25, 2009,

A Morbidity and Mortality Weekly Report paper on the process and rationale used by experts who revised the American College of Surgeons' Field Triage Decision Scheme for publication in 2006 gives a thorough look at the decisions involved. First published in 1986, the scheme is an algorithm used by about 800,000 EMS personnel nationwide. It takes EMS providers through four decision steps (physiologic, anatomic, mechanism of injury, and special considerations) to determine the most appropriate destination within the local trauma care system. The paper was published in last Friday's MMWR.

Corresponding preparer Marlena Wald, MLS, MPH, of the Division of Injury Response in CDC's National Center for Injury Prevention and Control, and 12 co-authors have written an extensive paper because the 2006 revision, while containing multiple changes from the 1999 version, was published without an accompanying rationale, they write. This paper is intended to expand dissemination of the 2006 scheme and future schemes, and to explain the rationale behind new triage criteria in the 2006 version. (To contact Wald, phone 770-488-4230, fax 770-488-3551, or e-mail mmwald@cdc.gov.)

Recommendations contained in this paper have been endorsed by numerous organizations, ranging from the Air Medical Physician Association to the American College of Emergency Physicians, the American College of Surgeons, the American Medical Association, the American Public Health Association, the International Association of Flight Paramedics, the Joint Commission, the National Association of Emergency Medical Technicians, and the National Association of EMS Physicians.

The paper says about 5 million deaths worldwide and millions of temporary or permanent disabilities result from injuries each year. And the global burden of injury is expected to increase substantially by 2020.

The authors say implementing and updating the protocols at the local level "will require a substantial educational and informative effort." CDC, with additional funding from NHTSA, is developing a toolkit to help state and local EMS personnel and public health officials understand why the Decision Scheme was revised and how the revisions can be tailored to the needs of their own communities. This toolkit will be available free from CDC. See: <http://www.cdc.gov/FieldTriage/>

ALARA and Chemical Exposure: A Prudent Practice

Industrial Hygiene Insights — January 2009, By John F. Rekus, PE, CIH, CSP

ALARA (as low as reasonably achievable) is a risk management control developed by the Health Physics community in the early days of research on radioactive substances.

The dose response effect from exposure to radioactive materials was not well known, as evidenced by the fact that so many of the early researchers died of radiation poisoning. Even as knowledge concerning the health effects of ionizing radiation grew, specific dose response correlations remained uncertain. Consequently, the approach to keep all exposures to radiation as low as reasonably achievable seemed to be prudent.

Thanks to the American Conference of Industrial Hygienists (ACGIH), we have the threshold limit values for chemical substances or TLVs. The 1968 edition was adopted and made enforceable by OSHA.

My experience suggests that many people, including some industrial hygienists, are misguided in their use of TLVs and PELs (permissible exposure limits), often treating them as if they were an accurate indicator of dose response for chemical substances. As a practical matter, they are not! In fact, the introductory notes in the ACGIH TLV booklet are filled with important caveats with respect to the use of the TLVs.

Unfortunately, many people do not read the introductory notes and instead immediately consult the tabular data for the TLV that interests them.

What's the TLV for cyclohexanol? Answer: 50 ppm (parts per million). Well, that's all I need to know; if I keep exposure levels below 50 ppm, employees will be protected, right? Not necessarily!

The prefatory note in the TLV booklet titled, "Introduction To the Chemical Substance," which I have discovered many don't read, offers many cautions with respect to the use of the TLVs. For example, it states, "These TLVs are intended for use in the practice of industrial hygiene as guidelines or recommendations in the control of potential workplace health hazards and for no other use, e.g. in the control of community air pollution nuisances; in estimating the toxic potential of continuous, uninterrupted exposures or other extended work periods; as proof or disproof of any existing disease or physical condition or adoption or use by countries whose working conditions or cultures differ from those in the United States of America or where substances and processes differ."

It continues by stating that, "These TLVs are not fine lines between safe and dangerous concentrations nor are they a relative index of toxicity. In other words, a substance with a TLV of 1 ppm is not 10 times more toxic than a substance with a TLV of 10 ppm because the TLVs may have been set for different reasons: in one case to prevent respiratory irritation, in the other to prevent long-term kidney damage. These two health effects cannot be compared nor can the two TLVs."

In addition to this, the TLV committee takes a rather simple approach to exposures that are a mixture of chemicals. It assumes that the effects are additive. In reality, we don't know how mixtures of chemicals react in the body. A metabolite of one substance may chemically react with the metabolite of another substance to produce an adverse effect not predicted by exposure to either of the initial contaminants.

This, coupled with fact that the TLVs themselves are imprecise and are arrived at by consensus of a panel of toxicological experts who have reviewed the scientific literature, suggests that perhaps the concept of ALARA should be applied to chemical exposures. As a matter of fact, one of the preface notes says as much, stating, "The best practice is to maintain concentrations of all atmospheric contaminants as low as practical."

Research offers you tools & metrics to improve contractor safety

ISHN eNews, February 4, 2009,

ORC Worldwide, a global consultancy with an environmental health and safety office in Washington, D.C., released today three research reports that address contractor safety.

Increasing use of contractor workers for some of the most dangerous jobs in industry, growing anecdotal evidence that these workers are suffering disproportionate injuries and fatalities, combined with the absence of reliable data, led ORC and other safety leaders to believe that contractor safety was a serious – and largely unrecognized – safety problem, according to ORC.

What follows is only a brief summary of these new findings. To read the complete reports please go to the new ORC Worldwide Center of Excellence Web site: www.orcehs.org/

"Identifying Contract Worker Risk "- The purpose of this research effort is to identify and evaluate tools and methods that address three themes: 1) risk identification; 2) risk perception; 3) risk communication. This research project consist of two reports:

Literature Review and Synthesis of Methods and Tools for Risk Identification, Risk Perception and Risk Communication identifies various methods of risk identification, risk perception and risk communication currently used for contract workers. In addition, the report evaluates these methods in order to: identify the most effective methods to prevent workplace injuries and fatalities; reveal the ways current methods are fail ing to prevent these incidents; and find opportunities for improvement.

The second document, Recommendations for a Method of Risk Identification, Risk Perception, and Risk Communication, is intended for safety professionals, safety staff, and management or owners of businesses who utilize contract workers for hazardous work.

It details a best practice method that has the potential to improve on the current methods and more effectively identify risk, enhance risk perception and more effectively communicate risks to contract workers.

To address the breakdown in the communication of information about hazards and risks to contract workers, the report describes an 8-step comprehensive safety process, the Contract Worker Safety Process.

Finally, the report recommends a methodology to assess the effectiveness of the newly developed method that may be conducted in future research.

“Contractor Safety Prequalification” – Host employers are able to manage the safety of their own workforce while they must essentially buy the safety of their contract workers. They do this through the prequalification process and by selecting contractors that are likely to perform safely on the job. This report, the work of University of Utah researchers, provides a number of valuable insights about the prequalification process: 1) To be effective, safety prequalification must be integrated into a larger culture of safety at the host employer that includes contract workers; and 2) Past safety performance of contract employers is a better predictor of future performance than assessments of current safety capacity.

“Metrics to Predict Contractor Safety Performance” - The authors of this research were asked to study metrics for predicting contractor performance and to specifically identify metrics that could be used to predict “fatalities and serious injuries” for contractors. The study concluded that lost workday injury and illness incidence (LWDII) rates, compliance with OSHA standards, and fatalities had predictive value. However, the predictive value varied by industry sector and by the severity of the case.

What’s the standard for hardhats worn backwards?

ISHN eNews, February 16, 2009

The International Safety Equipment Association (ISEA) has published a new revision of the American National Standard for Industrial Head Protection, ANSI/ISEA Z89.1-2009.

The hard hat standard has been updated to include criteria for high visibility, and test procedures for helmets worn in the reverse position.

Also, public comments are being sought on draft revisions to standards for first aid kits (ANSI/ISEA Z308.1) and smoke hoods (ANSI/ISEA 110). Product group balloting is under way for a revision to the standard for high visibility apparel and headgear (ANSI/ISEA 107) and a new standard for cold-weather insulating apparel, ISEA 201.

Grazing by sheep and goats at Cerone

VTA is proud to announce our participation in a 2-week pilot program at the Cerone Division to utilize grazing by sheep and goats, as a natural alternative to mowing, for the grass and weeds around the Yard.

There will be a trained herd of around 400 animals used for this project, consisting of a mixture of sheep and goats. A team of shepherds will create temporary paddocks of varying shapes and sizes. Paddock fencing consists of low voltage portable electric fences. There will be three assigned Shepherds for this project who will be attending to the needs of the animals including water and any additional nutritional supplements necessary to provide nutritional balance during grazing.>>

The Program is managed by popular alternative to the conventions of mowing, disking, herbicides, and burning..Managed Grazing takes into account multiple levels of ecology and environment including: vegetation mechanisms, nutrient flow and energy cycling. All can be managed, monitored and improved with proper management procedures.. The owners of the animals is Living Systems Land Management Org.

All Living Systems projects are planned and directed by skilled specialists who are experts in their fields. The staff of Land Managers has a broad knowledge of plant and soil ecology, herbivory and its effects on plant life and habitat. With extensive education and experience in the field, LSLM experts are able to design site-specific projects that are effective and respectful of the environment and the people and animals that share that environment. They have already conducted a survey of Cerone and found this location satisfactory. This program will also be beneficial to the Cerone Burrowing Owl population.

Goats and grazing animals have been used for countless years as land management tools and are a popular alternative to the conventions of mowing, disking, herbicides, and burning. Managed Grazing takes into account multiple levels of ecology and environment including: vegetation types, soil types, watershed functions, plant recovery mechanisms, nutrient flow and energy cycling. All can be managed, monitored and improved with proper management procedures.

NIOSH Issues Medical Screening Guidance for Nano Workers

Safety From the Top e-News, March 10, 2009,

NIOSH issued interim guidance today for medical screening and hazard surveillance for workers who could be exposed to engineered nanoparticles. "Current Intelligence Bulletin 60: Interim Guidance for the Medical Screening and Hazard Surveillance for Workers Potentially Exposed to Engineered Nanoparticles," available at www.cdc.gov/niosh/docs/2009-116/, advises taking prudent measures to control occupational exposures such as what was explained in an earlier NIOSH document "Approaches to Safe Nanotechnology: An Information Exchange with NIOSH."

Also recommended is standard industrial hygiene: identifying processes that involve production and use of engineered nanoparticles and continued use of established medical surveillance to detect any increase in the frequency of adverse health effects.

"Leaders in business, the health community, and public policy have widely agreed on the need for prudent occupational safety and health strategies in the growing nanotechnology industry," NIOSH Acting Director Christine Branche, Ph.D., said. "NIOSH is pleased to help provide scientific guidance for such strategies, which are integral for maintaining U.S. leadership in the global nanotechnology market."

Although there is insufficient evidence to recommend specific medical screening of workers who may be exposed to engineered nanoparticles, where occupational medical screening recommendations exist for given chemicals or bulk materials, those recommendations are applicable for workers exposed to engineered nanoparticles composed of those same chemicals or bulk materials, according to the agency. Information about NIOSH's ongoing research program is posted at www.cdc.gov/niosh/topics/nanotech/.

Free Chemical Reactivity Program Released

NOAA Office of Response and Restoration, March 3, 2009

Recently the National Oceanic and Atmospheric Administration (NOAA) released Version 2.0 of the Chemical Reactivity Worksheet (CRW 2.0) to include the new features. The Chemical Reactivity Worksheet (CRW) is a free program you can use to find out about the reactivity of substances or mixtures of substances (reactivity is the tendency of substances to undergo chemical change).

It includes a database of reactivity information for more than 5,000 common hazardous chemicals; a way for you to virtually “mix” chemicals — like the chemicals in the derailed tank cars above — to find out what dangers could arise from accidental mixing.

The database includes information about the intrinsic hazards of each chemical and about whether a chemical reacts with air, water, or other materials. It also includes case histories on specific chemical incidents, with references.

New features of the CRW include:

- Improved computer compatibility features;
- The ability to build a customizable chemical database present at your facility;
- For any given mixture for which gases are predicted, CRW 2.0 presents the potential gaseous products, along with literature citations for those gases;
- For many of the predicted hazards, full literature citations are provided;

Water has been added to the CRW 2.0 available substances, and can be added to any chemical mixture by clicking a button on the Reactivity Worksheet window.

For more information, go to: <http://response.restoration.noaa.gov/index.php>



Grace Period for AB 32 Mandatory GHG Emissions Reports

Regulatory Waves, March 08, 2009

Announced through a recently issued Advisory, CARB will administratively provide a grace period of one month, until June 1, 2009, for the submittal of the AB 32 Mandatory Emissions Report to allow additional time for training of the regulated community (see Training Schedule inset). CARB is responsible for California's Greenhouse Gas (GHG) Inventory and assessing and monitoring progress towards GHG emissions quantification and mitigation required by California Global Warming Solutions Act of 2006 (AB 32).

Mandatory reporting of greenhouse gas emissions is required for:

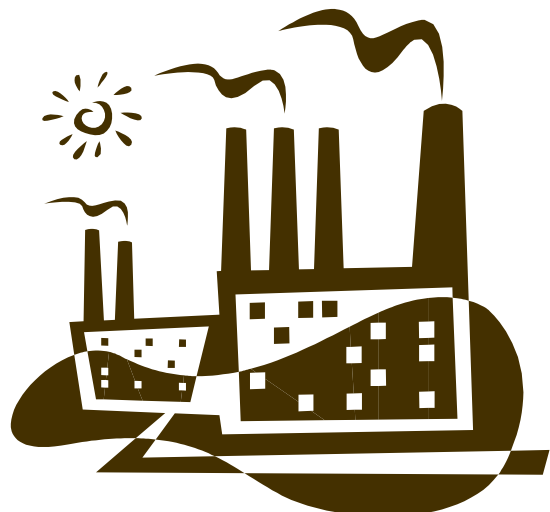
- Cement plants
- Petroleum refineries (emit $\geq 25,000$ metric tons CO₂ per year)
- Hydrogen plants (emit $\geq 25,000$ metric tons CO₂ per year)
- Electricity generating facilities (capacity ≥ 1 MW and emit $\geq 2,500$ metric ton of CO₂ per year)
- Retail providers and marketers of electricity
- Cogeneration facilities (capacity ≥ 1 MW and emit $\geq 2,500$ metric tons of CO₂ per year from electricity generating activities)
- Other facilities (emit $\geq 25,000$ metric tons CO₂ per year from stationary combustion sources)

The 6 Greenhouse (Kyoto) Gases that require reporting are:

- carbon dioxide (CO₂)
- methane (CH₄)
- nitrous oxide (N₂O)
- sulfur hexafluoride (SF₆)
- hydrofluorocarbons (HFCs)
- perfluorocarbons (PFCs)

Emissions from all non-exempt stationary equipment in combustion, process, or fugitive service must be included. Exempt equipment includes:

- Nuclear, hydroelectric, wind, or solar electricity generators;
- Portable equipment;
- Permitted backup or emergency generators;
- Hospitals; and
- Primary and secondary schools



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

Local Events:

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

- May 15 **Title 22 Hazardous Waste management**
- May 22 **Underground Storage Tanks**
- Jun 1 **Hazwoper 8-hour Refresher (Day 1 of 24 and 40 Hr Programs– run 3 & 5 consecutive Mon)**
- Jun 13 or 27 **Residential Solar– Smart Dollar Approach to Green Technology**
- Jun 5 or 19 **Commercial Solar– Smart Dollar Approach to Green Technology**

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

- May 6– Jun 10 **Industrial Hygiene & Health**
- Jun 5-13 **Toxicology, Principles**
- Jun 17-25 **Applied Ergonomics, Human Factors of Safety & Health**
- Jun 19 **8-Hour Annual HAZWOPER Refresher**
- July 18-29 **Safety Management, Introduction**

EHS WebExpo and Conference

- May 14 Attending this all day event brings the advantages of a traditional safety and health trade show without any travel cost! Includes live educational webinar sessions & trade show.
- 9:00am EDT
- 5:00pm EDT For more info, go to: <http://events.unisfair.com/index.jsp?eid=372&seid=25&code=invite1b>

- Any **Southern California NIOSH Education & Research Center**
- Date **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 or 310 206-2304, <http://www.ph.ucla.edu/erc/ced.php>

State Compensation Insurance Fund Heat Illness Prevention Seminars

The objective of the Heat Illness Prevention seminar is to educate employers, supervisors, and trainers on measures to avoid heat illness. You will learn how to evaluate your procedures for effectiveness, best practice techniques, compliance with heat illness standards, and improvements to your current program. For more info or to register go to: <http://www.scif.com/seminars/SeminarDetails.asp?SeminarID=113>

Upcoming Dates in Northern California:

- May 28 Contra Costa Builders Exchange, 2440 Stanwell Drive #B, Concord, CA 94520
- June 11 San Jose Regional Office, 6203 San Ignacio Avenue, San Jose, CA 95119

Local Events (continued):

ACTERRA 2009 Business Environmental Awards Reception

May 28 Crowne Plaza Cabana Hotel, 4290 El Camino Real, Palo Alto, CA 94306
Reception starts at 5:30 pm, Presentation of Awards starts at 6:30 pm
Cost: \$30 per person, \$20 for Acterra members.
To RSVP, call 650-561-4711 or email awards@acterra.org.
Directions and parking information will be provided with your confirmation.

California Events:

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).

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

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/>
Seminar takes place in Santa Ana, California

National Events:

Semiconductor Environmental Safety and Health Association

May 18-22 SESHSA 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.

Safety Coordinator

Kaweah Delta Health Care District (Code 8446-1) - Visalia, CA
www.kaweahdelta.org

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.

- Design and direct Company safety, health & environmental programs.
- Ensure compliance with all environmental, health and safety regulations. Participate in and facilitate employee training. Maintain appropriate records.
- Respond to and manage accidents, safety violations and environmental incidents and violations.
- Perform incident root cause analysis and implement effective corrective actions.
- Manage and participate in OSHA inspections.
- Serve as primary contact with all local, state and federal regulatory agencies.
- Manage Worker's Compensation.

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

Location:

San Francisco, California area

Compensation:

Competitive compensation and excellent benefits

CONTACT Email/phone contact:

Jeffrey@latterell.com, 507-263-4841

Reference #: LTS-212

Principal Health & Safety Technician

Lawrence Berkeley National Laboratory (Berkeley Lab)

Lawrence Berkeley National Laboratory (Berkeley Lab) offers a great career opportunity to provide technical Environmental Health & Safety (EH&S) support to the Molecular Foundry, which is a user facility for the design, synthesis and characterization of materials with nanometer dimensions. Your primary role is to help ensure the safe running of Molecular Foundry labs and offices.

Learn more about this opportunity and apply at:

<http://jobs.lbl.gov/LBNLCareers/details.asp?jid=22711&p=1sid=2025>.

EHS practitioner.

Solyndra Inc. has an opportunity for an EHS practitioner. If interested forward your resume to the contact shown below.

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.

forward your CV to:

Dan Wilkowsky, PE @
CRB Consulting Engineers
dan.wilkowsky@crbusa.com

Resume Posting Service

Propel Search Group has started a new program at to post resumes of unemployed OHNs and EHS professionals for free on their website. They will viewable for all to see for up to one year.

Candidates should send their resume as a Word Document to resume@propelsearchgroup.com

Propel Search Group will direct companies looking for candidates to check out our website first with no recruiter-fee attached. These can be viewed at www.propelsearchgroup.com

Similarly, any hiring manager that are looking for qualified OHNs or EHS professionals should check out our website early and often. We will be adding new resumes as we receive them.

If you have any questions, please contact Maureen McCarthy at:

Maureen McCarthy
Propel Search Group
520-399-2821 telephone
520-390-1375 cell phone
520-399-2702 fax
maureen@propelsearchgroup.com
resume@propelsearchgroup.com
www.propelsearchgroup.com

Industrial Hygienist

The Environment, Health & Safety (EH&S) Division of the **Lawrence Berkeley National Laboratory** has an exciting opportunity for an Industrial Hygienist to provide customer service-based technical support and assistance to assure the Laboratory mission meets applicable regulatory requirements and performance measures. This position will develop, recommend and implement programs for monitoring and preventing chemical, physical and biological hazards and diseases in assigned work areas. The Industrial Hygienist will perform industrial hygiene activities and make recommendations to address regulatory matters as well as control of lab and workplace safety and health hazards including injuries and illnesses. This position plays a key role by providing assistance to ensure compliance with DOE prescribed orders, applicable laws and regulations, and best EH&S management practices.

Learn more about this and apply at <http://jobs.lbl.gov/LBNLCareers/details.asp?jid=22377&p=1>

Environmental Health Project Coordinator-Asthma safe Cleaning in Schools

Impact Assessment, Inc. seeks a half-time (20 hours/week) Environmental Health Coordinator to work on a pilot/demonstration project on transitioning schools to asthma-safe cleaning practices for California Breathing, an asthma program subcontracted to the California Department of Public Health (CDPH) Environmental Health Investigations Branch. The results of the demonstration project will inform the development of guidelines for schools statewide. This position will be located in Richmond, California.

To Apply: Please send resume and cover letter, via email or postal service to: iaijob@aol.com

Anne Ndivo
California Department of Public Health
Environmental Health Investigations Branch
850 Marina Bay Parkway
Building P, 3rd Floor
Richmond, CA 94804-6403

Bilingual (English / Spanish) Loss Control Representative

San Francisco/Bay Area, CA.

Carrier client desires that you have the ability to comfortably communicate in both English & Spanish, and have strength in workers' compensation, but also have the background / ability to do both inspection and service work in as many additional lines as possible.

You should have a college degree and at least 5 years of, preferably, insurance carrier experience in a variety of different industry groups.

Salary \$75-\$90k + car.

Please contact Harvey Dorland @ 936-597-6500 or email hdorland@ez2.net.

Senior Construction Risk Control Consultant

Travelers Insurance is currently looking for a Senior Construction Risk Control Consultant.

Summary: Reports to the Field Manager. Delivers risk control services to construction clients in assigned territory. May assume regional responsibilities for technically complex accounts. Provides technical advice and account information to underwriting business partners for risk assessment and analysis. Works on complex accounts for all lines. Markets Travelers and helps sell the deal to the customers. Works autonomously and generally has 8 plus years of experience.

Apply directly on Monster.com link below or send resume to Mike Gin at mgin@travelers.com.

<http://jobview.monster.com/getjob.aspx?JobID=80084138&co=xtravelersx&ah=http://company.monster.com/travelers&aj=Travelers+Companies,+Inc.&pg=6&pp=25&dv=1&re=4&AVSDM=2009-03-23+16:01:00&seq=11&fseo=1&isjs=1&re=1000>

Regional Construction Safety Manager

PegaStaff has a direct-hire opportunity for a Regional Construction Safety Manager in the Bay Area. Join a leading project and construction management team as a Regional Construction Safety Manager (RCSM).

The RCSM will work with multiple sites to provide oversight, management, enforcement, and guidance relative to regional and project-specific safety issues. RCSM will be responsible for safety reporting. This position may require providing hands on training as needed. The RCSM will report to the Program Construction Safety Manager. Local travel between project sites in Bay Area.

Please send your to alan@pegastaff.com for consideration .

EHS Manager (in Carlsbad, CA)

Plan, direct and implement environmental, health and safety programs, procedures and policies at the site to ensure occupational safety compliance and promote safety. Manage day to day site EHS issues and activities to ensure compliance with federal, state, county and municipal regulations and Invitrogen EHS policies. Participates with other managers to establish EHS programs and policies. Makes final decisions on administrative or operational matters and ensures effective achievement of operation’s objectives. Exercises judgment within broadly defined practices and policies in selecting methods, techniques and evaluation criteria for obtaining results. Regularly interacts with senior management, executive levels or regulatory agencies on matters concerning site compliance. The ability to effectively shift priorities and work at a rapid pace required.

Requires a bachelor’s degree in safety engineering, environmental or industrial hygiene or comparable field; or the equivalent knowledge and experience. Must have thorough knowledge of federal and local EHS regulations, including OSHA and EPA. Professional certification (CIH or CSP) preferred

Requires a minimum of 8 years of relevant experience . This position is eligible for relocation benefits. For more information or to apply for this position, go to:

https://invitrogen.recruitmax.com/MAIN/careerportal/Job_Profile.cfm?szOrderID=3588&szReturnToSearch=1&szWordsToHighlight=

Bay Area Environmental Safety Group



E-mail: baesg.jobs@gmail.com

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>

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 as a .gif or .jpg files. Please view present ads (on our webpage) for an idea of

website format.

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

Send Artwork to baesg.jobs@gmail.com

and payment 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: _____



REGISTRATION FORM

Conference: Wednesday, June 3, 2009
Showing EHS Value in a Slow Economy

Complete Registration form and mail to:

BAESG – PDC Registration

P. O. Box 60363;
Sunnyvale, CA 94088

Cost for BAESG members is \$75.
Cost for non-member attendees is \$100
(This includes a one year Membership)

Make checks payable to:

Bay Area Environmental Safety Group

Name: _____

Title: _____

Certifications: _____

Company: _____

Address: _____

City, Zip Code: _____

Daytime Phone: _____

Fax Number: _____

Email Address: _____

For more information on the BAESG or the June 3, 2009 conference, please visit:

www.baesg.org

Or contact the conference committee chair, Danielle Reilly:

reillyd@eorm.com