

**BAY AREA
ENVIRONMENTAL
SAFETY
GROUP**

**MEETING
TIME AND
LOCATION**

Wednesday

Jul 15 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

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JUNE 2009

July Meeting Announcement

Department of Transportation Update

July's speaker will present an update on the latest additions/changes to the US transportation regulations.

Mark your calendar for August 19th, for the annual ASSE-BAESG Joint Meeting. The Cohen Group will present an OSHA Update

Also mark your calendar for September 16, our PDC has been postponed to this date, and will now include an expanded all-day agenda. Watch this space, and the BAESG website for more details. coming soon.

Note: There will be no June BAESG meeting on the third Wednesday of this month.

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

Midwest Business, March 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

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 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.

The Interview That'll Bag a Job

Wall Street Journal, April 14, 2009 , by Sarah E. Needleman

In recent weeks, recruiters for Consolidated Container Co. have seen job candidates arrive up to an hour early for interviews. Other candidates have alluded to financial hardships while in the hot seat, and one person even distributed bound copies of documents describing projects he completed for past employers.

These sorts of tactics aren't exactly winners.

In today's ultracompetitive job market, even getting an interview is a feat. Yet recruiters and hiring managers say many unemployed candidates blow the opportunity by appearing desperate or bitter about their situations — often without realizing it.

"People are becoming a lot more aggressive," says Julie Loubaton, director of recruiting and talent management for Atlanta-based Consolidated Container. "They often wind up hurting themselves."

At an interview, you want to stand out for the right reasons. To do so, you'll need to leave your baggage and anxiety at the door. For starters, wait until 10 minutes before your scheduled interview time to announce yourself. Arriving any sooner "shows that you're not respectful of the time the hiring manager put aside for you," says Ms. Loubaton, adding that a candidate who arrived an hour early made workers uncomfortable. "Companies really don't want someone camped out in their lobby."

Signal confidence by offering a firm handshake, adds Wendy Alfus Rothman, president of Wenroth Consulting Inc., an executive coaching firm in New York. Focus your attention on the interviewer. Avoid looking around the room, tapping your fingers, or other nervous movements.

No matter how you're feeling, keep your personal woes out of the interview process, asserts Ms. Alfus Rothman. Instead, always exude an upbeat attitude. For example, if you were laid off, instead of lamenting the situation, you might say the experience prompted you to reassess your skills, and that's what led you here. "You want to demonstrate resilience in the face of unpredictable obstacles," she says.

Meanwhile, show you've done your homework on the company by explaining how your background and track record relates to its current needs, adds Deborah Markus, founder of Columbus Advisors LLC,

an executive-search firm in New York. This is particularly important if the firm is in a different industry than the one you worked in before. To stand out, you'll need to look up more than just basics on company leadership and core businesses. You'll also need to find out — and understand — how recent changes in the marketplace have affected the firm, its competitors and industry overall. Read recent company press releases, annual reports, media coverage and industry blogs, and consult with trusted members of your network. "Companies that may have been performing well just a few months ago might be in survival mode now," says Ms. Markus. "You want to understand how [they're] positioned today."

Also, be sure to show you're a strong fit for the particular position you're seeking, adds Kathy Marsico, senior vice president of human resources at PDI Inc., a Saddle River, N.J., provider of sales and marketing services for pharmaceutical companies. Offer examples of past accomplishments — not just responsibilities you've held — and describe how they're relevant to the opportunity. "You must differentiate yourself like never before," she says. "You need to customize yourself and make yourself memorable."

Sherry R. Brickman, a partner at executive-search firm Martin Partners LLC, says a candidate recently impressed her with this sort of preparation. "He knew the company's product line and what markets it was already in," she says of the man, who was interviewing for an executive post at a midsize industrial manufacturer. "He clearly and effectively explained how he could cut costs, increase sales and expand market share based on what he'd done in his current job." The candidate was hired.

Be careful not to go too far, though, in your quest to stand out. For example, it may be tempting to offer to work temporarily for free or to take a lesser salary than what a job pays. But experts say such bold moves often backfire on candidates. "Employers want value," says Lee Miller, author of *Get More Money on Your Next Job ... In Any Economy*. "They don't want cheap."

Your best bet is to wait until you're extended a job offer before talking pay. "In a recession, employers are going to be very price sensitive," says Mr. Miller. "The salary you ask for may impact their decision to move forward." Come prepared having researched the average pay range for a position in case you're pressured to name your price, he adds. You might say, for example, that money isn't a primary concern for you and that you're just looking for something fair, suggests Mr. Miller. You can try turning the tables by asking interviewers what the company has budgeted for the position.

In some cases, you may be looking just for a job to get you through so you might consider a less-than-perfect fit. But if you aren't really excited about an opportunity, keep it to yourself, warns David Gaspin, director of human resources at 5W Public Relations in New York. "I've had times where people come in and it's clear that if they really had their preference, they'd be doing something different," he says. "You don't want to put that out on the table. Nobody wants to hire someone who's going to run for the door when times get better."

After an interview, take caution with your follow-up. If you're in the running for multiple jobs at once, make sure to address thank-yous to the right people, career experts advise. Also look closely for spelling and grammatical errors. In a competitive job market, employers have the luxury of choice, and even a minor faux pas can hurt your chances.

If all has gone well, don't stalk the interviewer. Wait at least a week before checking on your candidacy, adds Jose Tamez, managing partner at Austin-Michael LP, an executive-search firm in Golden, Colo. Call recruiters only at their office, even if their business card lists a home or cell number. Leave a message if you get voicemail. These days, recruiters typically have caller ID and can tell if you've tried reaching them multiple times without leaving a voicemail. "There's a fine line between enthusiasm and overenthusiasm," he says.

How to Market Yourself

SafetyXChange, February 12, 2009, by Jonathan Klane

As a health and safety consultant and a sole-proprietor, my family depends on my ability to generate revenue (i.e., bring in some bucks!). When I started my business, I had already been a consultant for many years and knew the trade. I also did my research. From that experience (and for a presentation to a marketing class), I came up with the following 15 rules to market by. Now you may wonder why I'd be willing to share these "gems" with others if they're so good. If you haven't figured it out by the end of this article, I'll tell you.

1. Never Go Anywhere without Your Business Cards

When I started my business, I resolved to have my business cards with me at all times. It baffles me to meet someone in a professional setting and ask for their card only to be told "Gee, I guess I don't have any on me." These are lost opportunities that I knew I could ill afford being in business for myself. I have met and given cards to potential clients in grocery stores, indoor playgrounds, wine tasting parties, the recycling center and my son's school.

2. Every Contact or Meeting Is an Opportunity

Only every opportunity is not obvious, at least not to start. For example, years ago when I was a college instructor, I was contacted by a recent industrial hygiene (IH) graduate seeking job prospects. I told her about an opening at another area university and offered advice. Years later, she called me with some technical questions. Again, I spent a while giving her advice. A little while after that she asked me to do some work for the university. I've been back since to do additional work.

3. Get your Degree & Pursue Professional Credentials

There's no such thing as being overqualified or too educated in this profession. Degrees are valued. My geology degree got me my first job in IH, saved me from unemployment when the economy nosedived in 1991 and helped me qualify to sit (successfully) for the Certified Industrial Hygienist (CIH) exams. My adult education degree qualifies me as a credible trainer and helped get me another job when I was in danger of being "bumped" out of my teaching position.

Get some credentials. Our industry isn't like engineering, law, or medicine where one designation does it all. We have many designations that allow for varied practice. The CIH is, by far, the one that's proven the most important for me. I was close to being let go, when I got my CIH. Suddenly, I went from not enough work to being in demand and wracking up more billable hours working for a global environmental consulting company than I could imagine. I have two other designations that I use, and I'll probably be going for yet another this year. They're a great learning experience and opportunity!

4. Network, Network, Network

If the three rules of real estate are location, location, location, the rules for marketing yourself are network, network, network. Like most clichés, the saying “It’s not what you know, but who you know” is true. People like to hire (and refer) the people they know. It comes down to simple math: The more people you know, the more likely you will get thought of, get the call and get the job.

5. Be Versatile & Adaptable

Someone much smarter than I once said, “those who are unwilling to change are doomed to stagnate” (or something like that). It’s so true. I’ve heard that those entering the job market today can expect to have at least five different careers (not just different jobs) and that two of them haven’t been invented yet! Think about it—whatever heard of a “web designer” five years ago? Now it’s one of the hottest jobs. But it goes deeper. Willingness to adapt has saved my job. When my former employer’s business was shrinking, I was transferred to another department while others were let go. I adapted—the others collected unemployment.

6. Be a Life-Long Learner

In a changing world, we need to learn new skills to survive. If there’s one thing I know how to do, it’s learn. This quality has helped me acquire new skills, credentials, projects and clients.

7. Join Professional Associations

Many of my clients belong to the same professional organizations that I do. So do many of my colleagues and peers who are either likely to hire me or refer me to someone else. Being a fellow member (and attending meetings), gives me the opportunity to network with them and keep my face in front of them. Remember, you want them to think of you first when they need someone. Being a Board Member or working on a committee together just increases the amount of time that you’ll get to spend with them. As an added benefit, most professional organizations have educational sessions at their meetings

8. Take on New Challenges & Projects

When I worked for a larger environmental consulting company many years ago, I was made Equipment Manager with more duties and responsibilities for the same wages. I learned everything about our equipment I could. Again, when others were let go, I was retained—I was too valuable for the company to lose.

9. Present or Train at Every Opportunity—Even for Free

Most of my work involves training. When I started on my own, a colleague told me that I was lucky to be able to do training. When I asked him why, he explained that a presenter at a seminar on having your own business told him that doing training or presentations was the best type of marketing because you’re actually showcasing your skills and advertising your services without being perceived as such. I have presented repeatedly for no fee, only to have someone approach me afterwards about providing their organization with similar or related services for a fee.

10. Excel at What You Do (Best)

It’s important to be “the tops” in your field or in some niche or market of your field. No one wants to hire the second best. When it comes to professional services, opinions matter;

11. Develop a Great Reputation

People talk all the time. The first thing they usually talk about is how bad something is—a meal, a movie or show and especially service. That goes double for professional services. Word of mouth is my most important advertising tool. Not every one of my fellow consultants is as highly regarded. I have been hired (including by other consultants) because they respect me.

12. Be a Generalist with Multiple Specialties

Some colleagues of mine provided only one type of IH consulting. When that market went soft, they went out of business. An ability to provide different services allows you to continue in other areas during “dry” times. My training has gotten me consulting projects and my ability to provide one type of training has repeatedly gotten me other training jobs. But I have to make sure that people know that I can provide various services.

13. Prove Yourself

The president of an environmental consulting company told me early in my career that “in this business, you have to prove yourself – it may only be once or a couple of times, but once you do prove yourself you have it made.” He was right. You might think of this as “paying one’s dues” or “earning respect.” You have to establish your ability to do the job and do it right. Once you do that, others will believe in you. They will be much more willing to hire you, retain you, or refer others to you.

14. Develop Professional Relationships

I have many what I call “professional friendships” with people that I’ve met and gotten to know through work. Some of my friends are clients, too; others might refer work to me (including fellow consultants). It’s not a case of cronyism, but rather that one is more likely to hire someone whose skills and work ethic you know and know well. In the end, I know that unless I do good work, I won’t get the job; and they know that in the end their friendship is far more important to me than the job.

15. Above All, Make Sure It Makes You Happy

When I was 20, my dad told me that he’d support whatever I decided to do with the rest of my life. But he had three requirements. First, I had to decide by the time I was 40. Second, I had to do something besides putting tab A into slot B all day. Third, whatever I chose had to make me happy because if I wasn’t happy, nothing else would matter. He was right. I’ve had different jobs and those that I wasn’t happy at didn’t matter. When you are happy at what you do, it shows. It shines through. People can tell that you’re happy. They feel good for you, want to be with you, and are more likely to hire you. Think about it, no one likes to be around someone who’s miserable all of the time.

Conclusion

So, did you figure it out yet – why share my “secrets” for successful marketing with others? Well, besides the importance and value of sharing one’s knowledge with peers and the inherent community-like atmosphere of the industrial hygiene profession, there’s a more important reason. Think of it as rule #16 – publish!

Getting your name in print, being an “expert” on a subject is a form of marketing in of itself. I’ve authored a book, two technical articles, and a textbook chapter. It has put me in touch with many others. Publishing is also self-fulfilling: the more you do, the easier it gets to do it and to get published. Think of others whose names you recognize when you see them. Think about all of the others also reading the article and seeing the author’s name. And so, here is mine.

Give Prospective Employers a Thorough ‘Reference Check’

SafetyXChange, May 14, 2009 by Lauryn Franzoni

The employment relationship is supposed to be based on mutual trust and communication. In reality, the trust and communication burden often runs in one direction. At no time is the imbalance more pronounced than during the recruiting process. Recruiting should be a mutual feeling out period. But while job candidates are expected to provide persuasive evidence of their brilliance, companies too often cover up their warts. That’s why it’s so important for you men and women of safety to do your own reference checks on prospective employers before agreeing to work for them.

The Reference Check Process

It’s perfectly understandable for companies to check references and even, in some cases, credit background and academic credentials before asking job candidates to join their organization. But the recruiting process works both ways. The company isn’t just a buyer but a seller. And the job candidate isn’t just a seller but a buyer. Consequently, job candidates have every right to perform their own due diligence on prospective employers.

Moreover, it’s in their interest to do so. Just like job candidates do, companies often try to hide their warts during the recruiting process. Just think about the jobs you’ve had. How many of them turned out to be exactly the way the company representatives you interviewed with described them? And, yet, the thought of performing a reference or background check on the company recruiting them seldom occurs to most job candidates.

How to Perform a Reference Check on Prospective Employers

Because it’s not universally considered part of the process, there’s not a lot of collective wisdom for job candidates on performing reference checks on a prospective employer. So here are a few pointers:

Talk to Sources within the Company

Part of the interviewer’s role is to cast the company in a positive light and sell you on its virtues. But some of the individuals you encounter during the recruitment and interview process may be willing to speak openly without simply pronouncing the “party line.” So, keep your eyes open for individuals that you can cultivate for “off the record” conversations about the company. Phone these persons after you get an offer and ask them if there’s anything you should know about the company before accepting the position. Ask them if they’d accept the offer if they were in your shoes knowing what they do about the company and its people. Assure them that you’ll keep their response strictly confidential.

Talk to Former Employees

Talk to former employees, especially those who held the position you've been offered. Find out why they left and whether they'd return if given the opportunity. Ask about all aspects of the organization and the people within it. For obvious reasons, former employees are more likely to furnish candid answers. But they might also have an ax to grind. You need to factor this into the equation.

Talk to Future Co-Workers

Try to get to know the people you'll be working with in a social situation. Listen carefully to how they talk about the company, co-workers, customers and their jobs. Observe their attitude and morale.

Talk to Customers and Former Customers

You can find out a lot about companies by talking to their clients and customers. Identify the individuals at client companies who deal directly with your potential employer. Ask for their opinion of the company and the individuals who work for it. Also talk to former clients and find out why they no longer do business with the company.

Investigate If Company Is Involved in Any Legal Issues

Check the public legal records to determine whether the company or its leaders are involved in any major lawsuits. Nowadays, just about all companies have some legal issues. But if the number of lawsuits is inordinate, it should raise a red flag, especially if the company is being sued by employees or former employees. Keep in mind that personal lawsuits involving high ranking company officials—bankruptcies, divorces, criminal indictments, etc.—can also have an impact on the company and its finances.

Conclusion

I know that the job market is terrible and that it's not easy to say no to an offer. Eventually, that will change. In the meantime, one thing is certain in all markets: Finding out that your new employer misrepresented itself during the recruitment process will set back your career and expose you to professional anguish that you might easily have avoided. So I implore you to remember that recruiting works both ways and that you shouldn't say "yes" to a company without thoroughly checking its references.

A Safety Talk on Working with Contractors

SafetyXChange, May 11, 2009, By Barbara Manning Grimm

Working with contractors' employees can create challenges, not to mention anxiety and hazards. If your workers share a jobsite with employees from another company, here's a safety talk that provides a brief overview on how to ensure they're also sharing the same commitment to safety. Before you deliver the talk, be prepared to give advice on what your workers should do if they observe an unsafe act or condition.

Safety Talk: Don't Contract Out Personal Safety

Not everybody works the same, and it's not uncommon for job procedures to vary from company to

company. But when employees from different companies are sharing a jobsite, what cannot vary are the safety rules. If one worker is taking risks, it affects everyone on the site.

The key to working with another company's employees is sharing the same commitment to safety and following the same rules. For example, both crews must understand proper lockout/tagout procedures and ensure that no one deviates from these protocols.

Here are some do's and don'ts to follow when working with contractors' employees.

Do:

- Communicate your actions. If you are preparing to weld and another worker is moving flammable materials nearby, communicate the hazards;
- Ensure both crews are aware of any hazardous chemicals on site and that material safety data sheets are available and understood;
- Show a contractor's employees where first aid stations are located;
- Work together in identifying job hazards prior to every assignment;
- Keep the jobsite tidy by removing waste material that could pose tripping hazards; and
- Use the buddy system and watch over each other.

Don't:

Remove someone else's lock or tag;

Attempt to use equipment or machinery without authorization or training; and

Take shortcuts in procedures.

Conclusion

If you observe an unsafe act or condition, you should either talk to the worker responsible or report it to your supervisor. If you don't, a serious injury or fatality could result, and you may never forgive yourself. You can contract out a lot of things, but don't contract out safety.

CDC's Emergency Preparedness Web Site Gets Redesign

Disaster Preparedness E-News, Jan 6, 2009

The Centers for Disease Control and Preventions' Emergency Communication System (ECS) has redesigned its entire Emergency Preparedness and Response Web site, www.emergency.CDC.gov.

The information provided on emergency.CDC.gov is now organized under four key categories:

- **Specific Hazards.** There are many types of public health emergency threats. The site provides detailed information on more than 100 specific threats ranging from anthrax to hurricanes to dirty bombs to nerve gas. These specific hazards are organized into six categories: 1) bioterrorism, 2) chemical emergencies, 3) radiation emergencies, 4) mass casualties, 5) natural disasters and severe weather, 6) recent outbreaks and incidents.

- **Preparedness for All Hazards.** Emergency preparedness requires attention not just to specific types of hazards but also to steps that increase preparedness for any type of hazard. This section of the site is intended to help professionals take an all-hazards approach to preparedness.
- **What CDC Is Doing.** Learn about CDC activities that help strengthen national, state, and local efforts to prevent or respond to emergencies.
- **What You Can Do.** Would you be ready if there were an emergency? Be prepared: assemble an emergency supply kit, make your emergency plans, stay informed, and be involved in helping your family, your business, and your community to be ready.
- **Simple navigation from one page to another.** Now visitors can always tell exactly where they are on emergency.CDC.gov by referring to the navigation menu on the left. Use this menu to navigate to other pages on the same topic or to pages on any other emergency topic covered on the site.

Major EU Report Cites Emerging Chemical Risks to Workers

Occupational Health & Safety E-News, March 30,2009

A new report from the European Agency for Safety and Health at Work (EU-OSHA) titled "Expert Forecast on Emerging Chemical Risks" highlights the growing concern in 21 European countries about workers' exposure to nanoparticles, chemicals, isocyanates, man-made fibers, and complex mixtures. The report identifies the main groups of substances that may pose new and increasing risks to workers, contributing to diseases ranging from allergies, asthma, and infertility to cancers. It says dangerous substances are found in the chemical industry and also in farming, nursing, construction, and small and medium-sized enterprises (SMEs).

"It is estimated that each year, there are 74,000 work-related deaths linked to hazardous substances encountered in the workplace. This means that 10 times more people die from dangerous substances than from workplace accidents. Many companies do not give enough consideration to the elimination or substitution of hazardous substances. Management of chemical risks is particularly poor in SMEs and subcontractor firms," said Jukka Takala, director of EU-OSHA.

The agency says about 15 percent of European workers report they handle chemical products about 25 percent of the time they spend at work, while 10 percent report inhaling vapors and 19 percent report breathing in dust, fumes, and smoke at their workplaces. REACH (Registration, Evaluation, Authorisation, and restriction of Chemicals) is the system in place for controlling chemicals in Europe and requiring manufacturers to provide Safety Data Sheets.

The report is available for download at:

http://osha.europa.eu/en/publications/reports/TE3008390ENC_chemical_risks

CDC Website: H1N1 Flu Resources for Businesses and Employers

The health of employees during an outbreak such as H1N1 influenza plays a critical role in the continued operations of a business. Business operations that require close contact with fellow employees and the public face special considerations in preventing the spread of infectious diseases. This website lists guidance documents, podcasts and other resources developed by CDC to help prevent the further spread of this new virus.

<http://www.cdc.gov/h1n1flu/business/>

Cal/OSHA Adopts Landmark Communicable Disease Protections

Cal-OSHA Reporter, May 21, 2009

SAN DIEGO -- In a move universally supported by stakeholders in a packed meeting this morning, the Cal/OSH Standards Board adopted two first-in-the-nation standards to protect workers in health care and an array of other workplace settings from diseases that can be spread by coughing and sneezing, and from animals. The board voted 6-0 to approve the aerosol transmissible and zoonotic disease standards. They add two new regulations -- General Industry Safety Orders §§ 5199 and 5199.1, which require employers to devise control methods appropriate to the workplace to protect workers from diseases such as tuberculosis and novel influenza strains. Covered workplaces for §5199 include health care settings, such as hospitals, clinics, doctor's offices and home health care operations, homeless shelters, correctional facilities, emergency response operations and laboratories. The zoonotics standard covers operations involved in animal handling and was crafted following the bird flu threat several years ago.

Stakeholders from industries as diverse as health care and telecommunications urged the board to adopt the protections. They were exemplified by a registered nurse, who told the board that during the ongoing H1N1 flu outbreak, while patients were handed respirators for their protection, nurses were not provided with them, and in fact were instructed by the employers not to wear them so as not to scare the public. The ATD standard will change that, she said. Other speakers predicted that the standards would pave the way for the rest of the nation.

Board members lauded Division of Occupational Safety and Health senior industrial hygienists Deborah Gold and Robert Nakamura for their work on the regulations. "This is the most comprehensive standard I have ever worked with," DOSH Chief Len Welsh said about the ATD standard. Board occupational health representative Dr. Jonathan Frisch, an epidemiologist, called the standard "a remarkable piece of work. This is a groundbreaking regulation in many ways." After the standards were adopted, the audience applauded, a rarity after a board vote.

Cal-OSHA Reporter will provide complete coverage of this important development in its May 29 edition.

Court holds California must list dangerous chemicals to protect consumers

Natural Resources Defense Council , May 4, 2009

The Alameda Superior Court has ruled that California's landmark "right-to-know" and safe drinking water protection law, Proposition 65, must be extended to toxic chemicals known to cause cancer and reproductive harm identified under worker protection standards. The ruling finds in favor of labor and environmental groups, including the Natural Resources Defense Council, United Steelworkers and Sierra Club that fought the case against the California Chamber of Commerce.

Under Proposition 65, California annually publishes a list of chemicals that warns consumers of harmful substances and prohibits the discharges of listed chemicals into drinking water sources. For many years, California has failed to include a number of carcinogens and reproductive toxins on the list that were already the subject of workplace warning requirements.

"This is a victory for the health of all California families and communities, who have a right to know when they are exposed to chemicals that cause cancer and birth defects," said Michael E. Wall, senior attorney

with the Natural Resources Defense Council. "This decision will prevent bureaucratic delays from standing in the way of health and drinking water protections."

The court held that California has an annual legal duty to update the Proposition 65 list with carcinogens and reproductive toxins identified under worker protection standards. The groups sued the state in 2007 over its wholesale failure to keep the Proposition 65 list current in light of new science and revised workplace protections. The court's ruling rejected an argument made by the California Chamber of Commerce in a consolidated lawsuit.

'Californians have a right to know whether household products like frying pans and food packaging are putting our families and workers at risk,' said Bill Magavern, Director of Sierra Club California. 'That's why the voters passed Proposition 65, and the state needs to fully enforce the law.'

Precisely which chemicals California must now add to the Proposition 65 list is still in dispute, but more than 90 additional chemicals identified in workplace safety standards are at issue. Examples of chemicals that are likely to be listed as a result of this ruling include: styrene, a principal ingredient in various plastic and foam products, gasoline additives such as tert-amyl methyl ether (TAME), and carbaryl, a common lawn and garden pesticide.

Proposed HazCom changes scheduled for October, 2009

ISHN Ezine May22 2009

In 2003, the United Nations adopted the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Countries are now adopting the GHS into their national regulatory systems. OSHA is considering modifying its hazard communication standard to make it consistent with the GHS. This would involve changing the criteria for classifying health and physical hazards, adopting standardized labeling requirements, and requiring a standardized order of information for safety data sheets.

In the most-recent regulatory agenda, issued last week, OSHA detailed this Statement of Need: "Multiple sets of requirements for labels and safety data sheets present a compliance burden for U.S. manufacturers, distributors, and transports involved in international trade. Adoption of the GHS would facilitate international trade in chemicals, reduce the burdens caused by having to comply with differing requirements for the same product, and allow companies that have not had the resources to deal with those burdens to be involved in international trade.

"This is particularly important for small producers who may be precluded currently from international trade because of the compliance resources required to address the extensive regulatory requirements for classification and labeling of chemicals.

"Thus every producer is likely to experience some benefits from domestic harmonization, in addition to the benefits that will accrue to producers involved in international trade.

"Additionally, comprehensibility of hazard information will be enhanced as the GHS will: (1) provide consistent information and definitions for hazardous chemicals; (2) address stakeholder concerns regarding the need for a standardized format for material safety data sheets; and (3) increase understanding by using standardized pictograms and harmonized hazard statements.

Several nations, including European Union, have adopted the GHS with implementation schedule through 2015. U.S. manufacturers, employers, and employees will be at a disadvantage in the event that our system of hazard communication is not compliant with the GHS.

The new OSHA regime has scheduled a notice of proposed rulemaking revising the hazcom standard for October, 2009

HAZARDOUS CHEMICALS: 7 Common Mistakes to Avoid

SafetyXChange, March 9, 2009, By Ryan Stewart, MSc.(A), ROH, CRSP

When I first started writing this article, I was going to talk about common errors that employees make when dealing with hazardous chemicals. But then I paused and remembered something: Chemical safety in the workplace is a joint effort. It requires employees and employers to work together. So I crumpled up the original piece and started over. Now I think I got it right. Let's look at some of the most common mistakes that occur in the workplace and how to avoid them.

Defining Our Terms

First, a definition: By "hazardous chemicals," I mean those regulated by WHMIS (Workplace Hazardous Materials Information System) in Canada or the OSHA Hazardous Communication Standard (HazCom) in the U.S. Now, on to the mistakes:

Mistake 1: Relying Heavily on the MSDS Information for Hazard Communication

The Problem: The quality of information in MSDSs (material safety data sheets) is always improving. But there are still too many MSDSs that don't provide enough relevant information about the chemical. A poor quality MSDS doesn't help the employee understand the potential hazard. For example, how often have you looked at an MSDS that simply stated "use appropriate gloves & respirators"?

There's also a tendency for an MSDS to exaggerate the potential hazard and recommend the most protective forms of PPE possible. Such recommendations are not practical and are designed less to protect workers from hazard than to protect the supplier of the chemical from liability.

The Solution: You have a choice. You can:

- Ask the supplier for a more thorough explanation of their MSDS; or
- Select a different manufacturer provides a more thorough MSDS; and/or
- Conduct your own risk assessment on the chemical before buying it..

Mistake 2: Not Reviewing the MSDS before Using the Chemical

The Problem: While it's not a good idea to rely too heavily on the MSDS, it is essential that the MSDS be consulted before the product is used. But how often have you seen an employee actually reviewing an MSDS for a chemical before using it? Not very often, I bet.

The Solution: Ensure that the MSDSs are accessible. For example, in our facility, we:

- Store our MSDSs in binders at strategic locations around the site;
- Make MSDSs easily accessible electronically from any computer.

Making MSDSs accessible is not just a safety requirement but a legal one. It's also important to stress to employees the value of the information contained in the MSDS. Through our annual training, we reinforce the importance of understanding the health (e.g., is it absorbed through the skin?) and safety (e.g., is it flammable?) aspects of the chemicals used in our workplace.

Mistake 3: Not Having the Proper PPE for the Chemicals Used in the Workplace

The Problem: MSDSs tend to be pretty generic regarding PPE requirements. Of course, not all forms of PPE are the same. Even if the MSDS is specific, it can raise problems. For instance, if the MSDS specifies that it is a skin absorption hazard and that neoprene gloves must be used, should you stock neoprene gloves?

The Solution: A health and safety person should review the MSDS of each chemical onsite to ensure adequate protection is available. At our workplace, we developed a PPE selection guide that is available to all employees. This guide outlines:

All of the PPE stocked onsite and the specific hazards they are designed to protect against; and

Available respirator cartridges/canisters and outlines the specific chemicals onsite that they are appropriate for.

Mistake 4. Overlooking the Importance of Fit-Testing for Respiratory Protection

The Problem: The importance of following the CSA Standard Z94.4-02 "Selection, Use and Care of Respirators" cannot be overlooked when using respiratory protection to reduce exposure to chemical hazards. Quite often there is a temptation to "just throw on a dust mask" without considering: Is the employee fit-tested? Clean-shaven? Medically fit? Trained?

The Solution: When using respiratory protection, follow the CSA standard or ideally use other controls up the hierarchy of control, such as ventilation or substitution to reduce the exposure so that respiratory protection is not required.

Mistake 5: Failing to Label Containers of Chemicals

The Problem: Unless they fall into certain exempt situations, regulated chemicals must be labeled as per the WHMIS (Workplace Hazardous Materials Information System) regulations in Canada or the OSHA Hazardous Communication Standard (HazCom) in the US. One reason for these requirements is that without labels, workers might try to use their senses to determine what a chemical is. Although I've never seen it personally - knock on wood - I've heard colleagues tell stories of first aid cases for burnt tongues, fingers, etc. resulting from such incidents.

The Solution: Make labeling easy by providing blank stickers and permanent markers for workers to use. Ideally, you should keep these materials readily available at the spot where the worker obtains the chemical. Training on labeling requirements and auditing the workplace will help reduce labeling errors.

Mistake 6: WHMIS/HazCom Training Is Not Site-Specific

The Problem: Although there are lots of good generic WHMIS and HazCom training packages on the market, these packages come up short on site-specific training. Workers return from generic training - often from an outside service provider like a consultant, contractor or CD ROM - and think they are "all done." But they're not. Information provided in these training sessions must now be tied to the chemicals, operations, processes and conditions of your own workplace. You need to give your workers context.

Mistake 7: Inadequate Precautions about Smoking & Chemicals

The Problem: Most workers are pretty good about washing their hands before eating. The same can't be said about washing hands before smoking. Poor hand hygiene habits can result in inadvertent ingestion and inhalation of workplace chemicals via cigarettes. As an occupational hygienist friend of mine quipped, "We wouldn't want smoking to be unhealthy now, would we?"

The Solution: When providing training on the safe handling of hazardous chemicals, remind workers that all hand-to-mouth actions - including smoking - carry the risk of ingesting hazardous chemicals.

Conclusion

I realize that many of the mistakes that I have highlighted in this article will be common sense for most health and safety professionals. But you'd be surprised at how these seemingly self-evident points get overlooked. So, I think it's important to bring up these points, if only to give you a few ideas on how to improve your current program and to give you some reassurance that your programs are working appropriately.

15 essentials for good first aid response

Industrial Safety and Hygiene News, May 10, 2009, by Matthew Marc Henry, EMT

This article presents 15 recommendations for a well-balanced first aid kit, and how to stock these items easily and cost-efficiently. In these economic times, everyone is looking at costs in all areas. And wow, are there ever differences in first aid buying options.

Our job includes knowing the options available for buying first aid supplies. We were tasked to find the best single source for all the first aid items a business needs — a first aid supplier that offers a broad range of kits and cabinets for various business purposes, as well as smaller consumer-style first aid kits and bags. Also, this supplier should offer all the first aid items needed for a comprehensive first aid refill, have single-use items, and OSHA-compliant products.

After much shopping around without success, we made a list of 15 essential items a first aid kit needs to have:

1. Antiseptics & Cleansers

Every first aid kit or cabinet should be well stocked with antiseptic wipes such as benzalkonium chloride (BZK) and alcohol for cleaning and sterilizing a wound and instruments used in treating the wound. Modern thinking recommends hand sanitizers to disinfect the rescuer before and after first aid treatment as well.

2. Antibiotics

Cleaning and covering a wound is great, but you must protect against infection, too.

3. Adhesive Bandages

Band-Aids are frequently used in any first aid situation, make sure your first aid kit has plenty of first aid bandages and a variety of sizes for different purposes. Some, such as knuckle, fingertip and butterfly bandages may seem odd, but are very handy when you know how and why to use them.

4. Gauze Rolls / Gauze Pads / Trauma Dressings

A complete first responder first aid pack includes items for stopping severe bleeding and protecting an injury. Sterile gauze pads and rolls should be abundant.

5. First Aid Tapes

Many first aid kits have gauze, but no way to secure it. Make sure your first aid kit or cabinet is well stocked with appropriate latex-free first aid tape.

6. Wraps & Bandages

Latex-free elastic wraps and triangular bandages or triangle slings are a must. These are used for splinting and binding.

7. First Aid Instruments - Scissors / Tweezers / Tongue Depressors

First aid instruments designed for first aid purposes should be stocked and ready to go. What's the use of having great first aid tapes and gauzes if you can't trim them to apply effectively?

8. Gloves / PPE

A business or personal first aid kit must have personal protective equipment for the safety of the rescuer and the comfort of the casualty. Gloves should always be latex-free in consideration of latex-sensitive users.

9. Cold Packs / Instant Cold Compresses

Cold treatment is needed for sprains, strains, bumps and bruises. Consider an ice securing wrap, too — these are very convenient for holding a cold compress in place for the recommended 10-15 minutes so neither the rescuer, nor the casualty have to hold the pack in place.

10. Pain Meds

A complete first aid set-up needs aspirin, non-aspirin and other pain relief items in single-dose packets.

11. Eye Injury First Aid

We were surprised to find how many first aid kits ignore eye injuries. Our list includes eye wash, eye pads, and eye drops.

12. Burn care

You don't have to be in a restaurant kitchen to suffer a burn in the workplace. Friction burns, chemical burns, even heat burns from the break room coffee pot happen frequently in every line of work. Be sure your first aid station is equipped with adequate burn first aid supplies.

13. Guide

Not everyone has attended a first aid course, nor remembers what was taught if they did attend. Any first aid kit or first aid cabinet needs a quick reference first aid guide booklet.

14. CPR

A thorough first aid kit list should include some sort of CPR barrier device or CPR mask to protect the rescuer and encourage administration of CPR.

15. AED

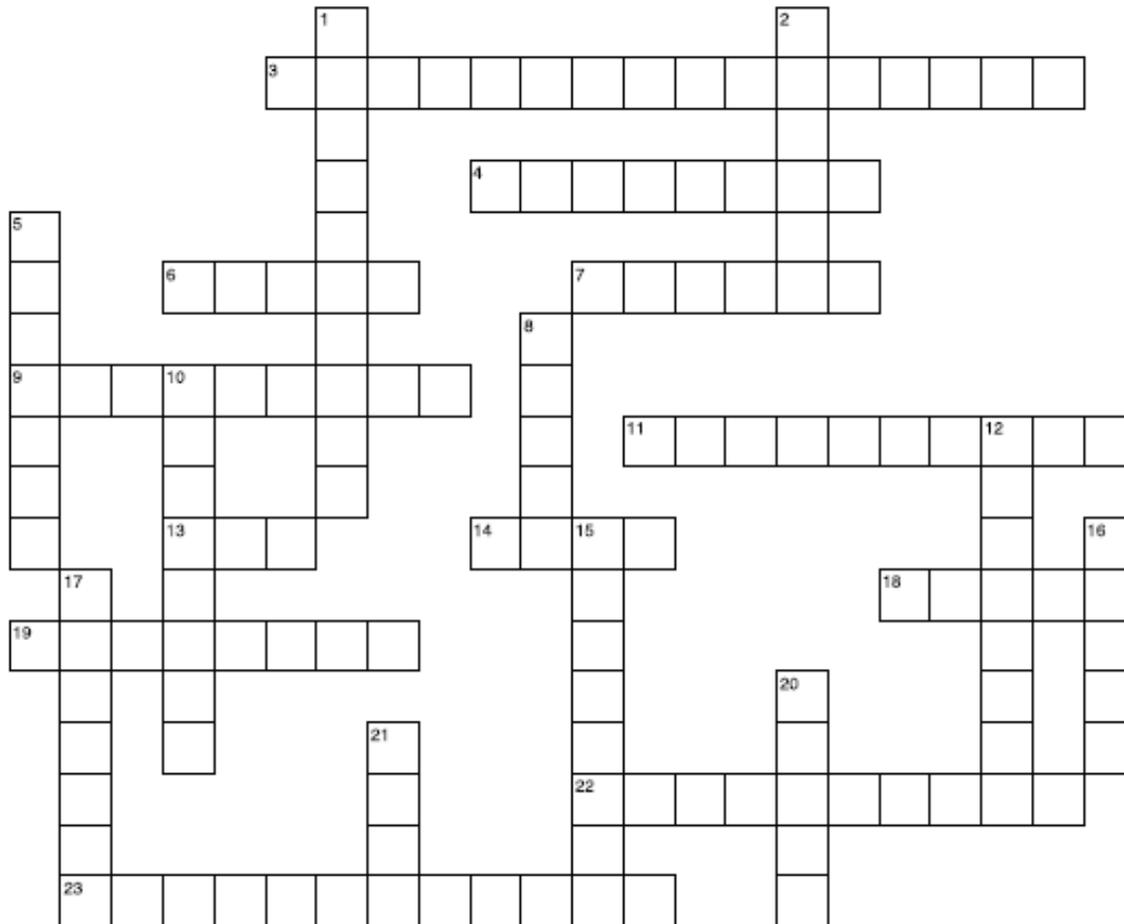
No, an AED will not fit in your first aid kit, although they do keep getting smaller, more efficient and more affordable. You should, however, give serious consideration to the lifesaving value of placing an AED in your workplace. We will explore this topic in depth in the June edition of ISHN.

Finding what you need

Try an Internet search for "First Aid Product" or "First Aid Store" and look at the top results in the white body section of the resulting page. These are the top, most relevant results, and will get you the answers you are looking for. If you want a first aid store online, or if you are looking for first aid products to meet your needs, these top "natural" or "organic" search results are determined by complex algorithms which compare other searches, content, popularity, etc.. Why throw money away on an expensive first aid van /delivery service or overpriced supplier? First aid is required by OSHA for all businesses, but that doesn't mean you have to pay through the nose for quality first aid, good service, and selection.

Emergency Preparedness

How much do you know about emergency preparedness? Do you know how these words relate to you?



ACROSS

- 3 used to put out flames (2 words)
- 4 pre-hospital help given to an injured person (2 words)
- 6 ways out
- 7 help
- 9 make a call
- 11 seismic tremor
- 13 technique used to revive a person's heart (abbr)
- 14 prepare
- 18 splash or flow
- 19 catastrophe
- 22 micro-organism risks
- 23 go here if substance splashed on body (2 words)

DOWN

- 1 instructions
- 2 obligations
- 5 get in touch with
- 8 practice exercise
- 10 get everyone out
- 12 everyone should have an _____ task
- 15 put together
- 16 drench with water
- 17 signs or gestures
- 20 warning device
- 21 where to find chemical information

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:

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

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

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

Jun 13 or 27	Residential Solar– Smart Dollar Approach to Green Technology
Jun 5 or 19	Commercial Solar– Smart Dollar Approach to Green Technology
Jun 12	Title 22 Hazardous Waste Management
Jun 26	DOT 49 Training Hazardous Materials
Jun 26	Title 22: Hazardous Waste Management (Spanish)
Jul 17	Title 22: Hazardous Waste Management
Jul 23	Bloodborne Pathogen Training
Jul 24 -	HAZWOPER 8 Hour and 24 Hour Training
Aug 7	
July 24	Underground Storage Tanks
July 31	DOT 49 Training Hazardous Materials (Spanish)

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

California Fire Code Regulations Governing the Use, Distribution, Handling, and Dispensing of Regulated Hazardous Gases

RKI Instruments and TGO Solutions will present this seminar on Regulated Materials and Quantities that Trigger Specific Requirements, Hazard Classifications and their Specific Control Requirements and will utilize field examples from existing facilities to demonstrate the intent of applicable regulations. Includes "Toxic Gas Interpretation Guidebook" and Training Manual. Lunch and Refreshment Provided. Seminar will take place on **June 19, 2009, from 8:00 am to 12:00 pm** at RKI Instruments, Inc., 33248 Central Avenue, Union City.

For more info or to register contact contact RKI Instruments at: (510) 441-5656, or Harish Goyal at: (408) 835-7546 or harish@tgosolutions.com

Local Events (continued):

Green Innovation for Business -- Silicon Valley Unconference July 17, 2009

This "unconference" will bring together dozens of professionals engaged in making their organizations more efficient, sustainable, and leading-edge. The goal is to connect internal innovators to share experiences and ideas, explore new trends and opportunities, and brainstorm out-of-the-box solutions to the challenges we're all facing. Unlike traditional conferences, there will be no formal panels or speeches. Rather, it will be a participatory, "open space" format. All participants will have an opportunity to share, discuss, network, collaborate and learn throughout the day.

For more information and registration, please go to: <http://greeninnovators-sv.eventbrite.com/>

National Events:

ASSE Safety 2009 June 28 - July 1, 2009 Location: Henry B. Gonzalez Convention Center, San Antonio, TX

Thousands of Safety, Health and Environmental professionals will choose SAFETY 2009 as their primary source for professional development this year.

- Learn from the successes of other organizations
- Take away examples and strategies
- Network with your peers and earn CEUs

The Safety 2009 Exposition includes more than 400 exhibitors featuring the latest in safety, health and environmental products and services to help you succeed. Look to our expo to address your particular safety needs and realistic solutions to your safety challenges.

The Key Issue Roundtables will be hosted by ASSE Practice Specialties professionals in areas of their particular expertise. The Roundtables sessions will be conducted during the concurrent session periods. Join the discussion and share your ideas, challenges and successes in each moderated session. The roundtable sessions will be conducted during the concurrent session periods and limited seating is available, first-come, first-serve.

The 2009 Academic Forum will focus on issues of importance to SH&E professionals who are involved in teaching and counseling students at the college level, as well as research in safety and health. Eligible attendees include full time academicians and members of the Academics Practice Specialty.

For more information and to register please go to: <http://www.asse.org/education/pdc09/>

Virtual Expo

Can't make it to the conference? View products and services available from our Exhibitors online at the Safety 2009 Virtual Expo:

http://iebms.heiexpo.com/iebms/oep/oep_p1_exhibitors.aspx?cc=asse09&oc=05

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.

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

Senior EH&S Specialist / EH&S Specialist Requisition Number: 2248

Gilead Biosciences, Foster City CA

Specific Responsibilities: The EH&S Specialist/Senior EH&S Specialist proactively manages EH&S issues in assigned laboratory buildings to 1) maximize environmental compliance and adherence to safety requirements; 2) minimize incidents and 3) provide responsive customer service in the form of technical support, training, program development and EH&S program implementation.

Essential Duties and Job Functions: The EH&S Specialist/Senior EH&S Specialist is responsible for all EH&S issues in assigned buildings through regular daily visits to assess conditions and provide visible support and assistance to minimize hazards and risks and improve safety performance.

Continued on p. 23

The position is also responsible for conducting incident investigations, tracking associated corrective actions for assigned incidents and participating in other investigations as assigned. The EH&S Specialist/Senior EH&S Specialist manages the following key programs:

- Management of Gilead’s Lab Safety Assessment Program,
- Conducting Risk Assessments for new laboratory equipment and processes,
- Completing Job Safety Assessments for new employees and employees with changed job responsibilities,
- Preparation, revision and implementation of SOPs, Work Instructions, Compliance Plans (with primary responsibility for the Respiratory Protection Plan/Industrial Hygiene Monitoring Plan (including Occupational Health Monitoring Program including exposure monitoring, data review and reporting and employee notification), Chemical Hygiene/IIPP/Haz Comm Plan, the Biosafety Plan and the Radiation Safety Plan),
- Providing oversight of design projects and construction activities in assigned buildings with support from the EH&S Construction/Facilities lead,
- Conducting EH&S training as required by the Gilead EH&S training schedule,
- Serving as a back up to other EH&S Specialists/Senior EH&S Specialists,
- Managing the Radioactive Safety and Biosafety Programs, including serving as the Biosafety Officer/Assistant Biosafety Officer and/or Radiation Safety Officer/Assistant Radiation Safety Officer,
- Actively serve as a full member of the Emergency Response Team (ERT), including serving as on-call ERT on a rotating basis after receiving Incident Commander training, and
- Participating in site-wide building inspections and audits by escorting regulatory agency personnel, preparing findings memos and developing and implementing corrective and preventive actions.

The position is responsible for tracking assigned projects and budget items on a monthly basis and reporting on significant deviations and measures to correct any deviations.

Knowledge, Experience and Skills: The EH&S Specialist/Senior EH&S Specialist requires a BS degree and at least 7 years of relevant experience with biopharmaceutical EH&S experience preferred. A demonstrated working knowledge of EH&S regulations is required, including Cal/OSHA, US OSHA, California Department of Health (Rad and Biosafety), US EPA/DTSC/CUPA and local fire code requirements.

The position requires the ability to:

- Manage multiple projects of significant complexity and risk,
- Adhere to project scope-of-work, budget and schedule,
- Exercise judgment within generally well-defined procedures and practices to determine appropriate action,
- Provide solutions to moderately complex to semi-routine problems,
- Work proactively with all EH&S team members to ensure that all EH&S Program and Project goals are met,
- Demonstrate a high degree of commitment,
- Adhere closely to Gilead EH&S’ standards for project documentation and records management, and
- Operate successfully with little instruction on routine work.

The EH&S Specialist/Senior EH&S Specialist is expected to possess strong verbal, technical writing, project management, communications and computer use and interpersonal skills.

The position may require the individual to work on projects or review site activities in emergency situations (nights/weekends) or on a project basis (weekends).

To view the job details and apply for this position, go to:
<https://www.gilead.apply2jobs.com/index.cfm?fuseaction=mExternal.showJob&RID=2248&CurrentPage=5>

Principal Environmental Planner, Requisition Number :URS28825

Company :URS, Sacramento, California

Minimum Requirements :Bachelors degree in sciences or water resources engineering Both NEPA and CEQA experience are required. Experience managing EIR/EIS documents for water resources and/or power projects. Minimum 10 years experience

Job Description :The Sacramento office is currently seeking a Principal Planner to continue to grow our NEPA/CEQA practice for water resources and power projects in the Central Valley of California. The position includes project management to support our work on a variety of water resources and power projects, including work in the Delta and renewable energy projects. Job responsibilities also include contributing to marketing and hiring plans.

One of the responsibilities of this position is to be an integral part of the leadership team currently involved in the long term, Delta Habitat Conservation Conveyance Plan (DHCCP) program.

At work around the world.... URS is one of the world's leading engineering services firms. Our professional staff of planners, engineers, architects, scientists, program and construction managers, and operations and maintenance specialists work together to develop innovative and cost-effective solutions to the challenges facing industry and government.

At URS, we take pride in helping to build and maintain vital infrastructure, and preserve and protect the environment. Our ability to provide a complete range of services in a wide array of markets, develop innovative technical solutions to the most complex projects, and serve our clients through our worldwide delivery system has made URS a global leader.

URS takes an organized approach to nurturing and developing your career. We'll put the latest technology in your hands. You'll find one of the best benefit packages in the industry with competitive compensation packages. But most of all, what you'll find is a company that values its employees.

Please apply directly to requisition URS28825.

Apply at: <https://www.urs.apply2jobs.com/index.cfm?fuseaction=mExternal.showJob&RID=28825>

Safety Engineer IV - (37)-0900671

Responsibilities

Develops and implements programs to minimize risk to employees customers, and the environment.

Investigates accidents and specifies corrective action programs.

Participates in the evaluation and analysis of concepts and feasibility studies.

Gathers health and safety data and evaluates results.

Participates in compliance evaluation of products, programs, and facilities per company and governmental requirements.

Evaluates and specifies work methods, design requirements, procedures, and policies.

Develops and may administer safety training programs.

May perform other duties as assigned.

Duties will vary according to the project in progress and/or the specific goals of the Safety department.

...Continued on next page

Job Specific Knowledge

Extensive familiarity with Engineering discipline, theories, practices, and principles; specialty within Safety Engineering field.

Skills

Excellent communication skills.

Education

INCUMBENTS TYPICALLY WILL HAVE THE FOLLOWING REQUIREMENTS:

- B.S. level or equivalent in Safety Engineering or a related discipline;
- 8+ years safety engineering experience.

INCUMBENTS ARE PREFERRED WHO POSSESS THE FOLLOWING:

- 9+ years previous experience with related Applied products and/or engineers;
- Previous supervisory/leadership experience; presentation skills.

Apply online to this position @

https://appliedmat.taleo.net/servlets/CareerSection?art_ip_action=FlowDispatcher&ctx=1&flowTypeNo=13&pageSeq=2&art_servlet_language=en&reqNo=87720&csNo=10020

Associate Environmental Siting & Licensing Project Manager

Employer: CH2M HILL , Oakland, California.

The challenge? Helping our clients keep their facilities and operations safe for their employees and the continued success of their business. Our Associate Environmental Siting and Licensing Project Manager careers provide you with the opportunity to work on industrial siting and licensing or environmental permitting projects. Each day, you will be the face of CH2M HILL with the responsibility for leading project teams in all phases of the execution and delivery of solar, energy and utility projects. You should be a self-motivated professional with 9 years of successful experience, have familiarity with the licensing process administered by the California Energy Commission, hold an MS in Environmental Planning, Science, or Engineering, and have a desire to grow personally as well as professionally with each associate environmental siting and licensing project manager job.

Our Associate Environmental Siting and Licensing Project Managers:

- Are responsible for leading project teams in all phases of the execution and delivery of small to medium sized siting and licensing projects, as well as, assisting the Sr Project Manager in large siting and licensing projects
- Develop and implement project plans and work assignments, are responsible for ensuring product quality, and on-schedule and on-budget completion.
- Are involved in working directly with clients to understand and meet their expectations, and leverage work to develop further or follow-on business opportunities for the firm.
- Must have experience and a working knowledge of the National Environmental Policy Act (NEPA) and California Environmental Quality Act (CEQA) requirements and deliverables.
- Participate in project decisions regarding technical approaches, cost, scheduling, and performance.
- Have specific duties which include planning, staffing, scheduling, budget management, quality control, safety, and coordination of subcontractors and internal technical and support staff.
- Serve as a technical resource as well as directly contribute to the technical delivery of the project deliverables.
- Have experience in the energy related siting and licensing field in the western United States, preferably in California, Nevada, and Arizona and including prior experience in managing related tasks or projects.

Our Associate Environmental Siting and Licensing Project Managers:

- Demonstrate technical competence and project experience in natural, cultural or socioeconomic resource fields applicable to industrial (primarily conventional or renewable energy generation/transmission) siting and licensing or environmental permitting projects.
- Lead and support safety plans

Additional Information: Relocation assistance is not available for this position.

CH2M HILL will not sponsor an employment visa (eg., H-1Bvisa, etc) to fill this position.

- BS or BA Environmental Planning, Science, or Engineering
- 5 years of experience
- Demonstrated Project Management skills and technical background and ability for siting and licensing projects.
- Client development skills and strong written/verbal communications are essential for this position.
- Ability to integrate commercial, technical and execution aspects of project delivery into a full package for client satisfaction and CH2M HILL success are also required skills.
- Experience with National Environmental Policy Act (NEPA) and California Environmental Quality Act (CEQA) requirements and deliverables.

Apply at:

<http://applix.postmasterlx.com/track.html?pid=402881bd1eedf286011f90662ce66fae&source=nawic&p=codes=29185BR,PFNAWIC>

Environmental Chemist

CH2M HILL , Oakland, California

Our Environmental Chemists:

- Manage and perform the validation and interpretation of chemical laboratory data
- Develop data quality assessments and project data quality objectives (DQO's) while working with project team to ensure DQO's are met
- Develop quality assurance project plans and sampling and analysis plans
- Manage the delivery of chemistry services
- Actively mentor junior and mid-level staff
- Provide technical guidance
- Manage the review of laboratory results and communication of issues to laboratory
- Bachelors Degree in Chemistry, Geology, Biology or closely related field.
- 6 years of experience in environmental chemistry, data validation and project/task management.

Apply at:

<http://applix.postmasterlx.com/track.html?pid=402881bd1eedf286011fb3ab036d6b70&source=nawic&p=codes=29223BR,PFNAWIC>

Construction Safety Pro

COMPANY San Joaquin Valley

DESCRIPTION 5 yrs min exp - CSP preferred -

CONTACT Replies to Box #215 The Bakersfield Californian, PO Bin 440, Bakersfield, CA 93302-0440

START- Chief Environmental Professionals

Ecology and Environment, Inc., an international environmental consulting firm, is offering exciting opportunities for Senior and Chief-level environmental professionals (geologist, chemist, biologist, engineer, and other scientists) to join our team working exclusively to support the USEPA Superfund Technical Assessment and Response Team (START) contract and manage a broad range of time-critical, hazardous materials investigations and Homeland protection-oriented activities. Successful candidates will work out of either our Oakland or Long Beach, California offices.

Job Requirements

- Minimum, BA/BS in biology, geology, environmental science, chemistry, environmental engineering, or related scientific discipline.
- START contract work experience.
- At least seven years experience (for the Senior), ten years experience (for the Chief-level) in conducting emergency and environmental response activities.
- Working knowledge of ICS and demonstrated experience in leading and/or managing a team of responders.
- Proficiency in the operation, procedures, maintenance and decon of sampling equipment to collect soil, water, waste, sediments, and air samples from uncontrolled hazardous waste sites or spills/releases of oil or hazardous substances.
- Proficiency in the preparation of written sampling/work plans, analyzing and presenting data in formal reports, Health and Safety Plans and other associated technical reports.
- Familiarity with EPA analytical methods and knowledge of federal environmental regulations.
- Excellent written and oral communication skills, as well as computer skills.
- Periodic business travel throughout EPA Region 9; emergency on-call and outdoor field work.
- OSHA 40-hr training required. Candidates will also be required to pass physical exam, drug test and background check.

Prefer candidates who might also possess: experience conducting radiation site assessment; work experience or training in emergency preparedness including exercise design and evaluation; in-depth training on or practical experience with the properties, detection methods, clean-up and safety monitoring for chemical or biological agents; knowledge of DOT hazardous materials regulations; strong data management, GPS and knowledge of associated software.

E & E offers opportunities for growth in a team-oriented environment, competitive benefits package; including medical, dental, 401k and retirement plan. Please view our website at www.ene.com to apply on-line. Join our team and make a difference!

Project Safety Supervisor Certified Safety Professional (CSP)

COMPANY Harvest Technical Services

DESCRIPTION Harvest Technical Services is a technical staffing firm located in Walnut Creek.

We are seeking a Project Safety Supervisor for a construction contractor client, who has a project to build a building at a research campus.

Their contract specifies that the Project Safety Supervisor be a Certified Safety Professional (CSP).

The project is scheduled to run for about a year.

Qualified candidates should send their resume to john@harvtech.com.

CONTACT John Martindale, Manager

Harvest Technical Services

190 N. Wiget Lane, Suite 100 Walnut Creek, CA 94598 925-937-4874 <http://www.harvtech.com>

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: _____