

BAY AREA
ENVIRONMENTAL
SAFETY
GROUP/ROUP

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

BAESGreservation

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Safety Insider

JULY 2009

July Meeting Announcement

Federal Aviation Administration Hazardous Materials Overview

A presentation by Federal Aviation Administration Hazardous Materials Branch Special Agents William Clark and Michael Burdick will cover the following:

- FAA role in the transportation of hazardous materials/ dangerous goods by air transport
- Review of your responsibilities as a 'hazmat' employer or 'hazamat' employee
- Training requirements for hazmat employees
- Overview of regulatory documents affecting hazardous material in transport
- What to expect in a FAA audit
- Fines for noncompliance
- Hazardous materials incidents

Agent Burdick and Clark have nearly 30 years of aviation expertise to including: International operations; Cargo operations; Passenger operations; Operational oversight; Foreign Government contact and issues; FAA inspection coordination; Dangerous Goods/ Hazardous Materials acceptance, loading, documentation and transport by aircraft.

Newsletter Sponsors

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Confined Space Rescue

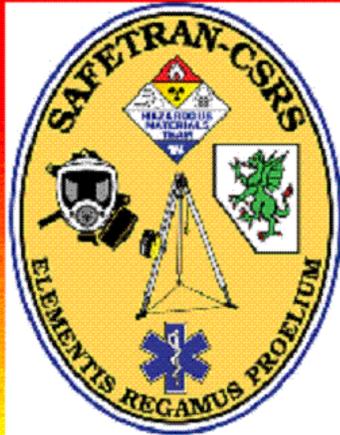
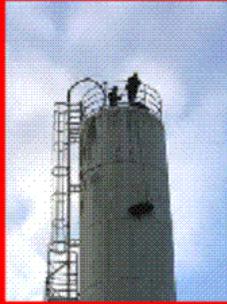
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Catalyst Environmental, Inc. is based on providing service with a focus on the clients perspective. We offer a responsive, experienced, management team that can effectively handle our clients needs.

Mark your Calendar

Annual Joint Meeting with ASSE:

This year is the BAESG's turn to host the annual ASSE-BAESG Joint Meeting and so the meeting will be held on Wednesday, August 19th, at the BAESG venue, which will actually be at our old "stomping grounds" in Santa Clara (Arthur's Restaurant underwent an ownership change at the end of last year, and is now called India Gate).

Mark your Calendar now for this informative presentation and wonderful opportunity to network with an expanded group of your peers. The meeting will provide an update on Cal/OSHA regulations.

The menu will feature: Chicken Chow Mein, Meat Pasta, Panner Masala, Chicken Curry, Rice, Raita, Garden Salad, Nan, and Rice Pudding Dessert.

Event cost will be in line with the current BAESG pricing structure of \$20.00 for members with advance registration, \$25 for walk-in members, and \$30 for non-members. Checks should be made payable to "BAESG"

Check www.baesg.org for updates.

Reservations can be made by sending an RSVP to BAESGreservation@aol.com.

Annual BAESG Professional Development Course:

The BAESG will host its annual PDC on September 16 at the Biltmore Hotel & Suites in Santa Clara.

This symposium will provide an overview of how to set a realistic EHS strategy, report on the appropriate metrics, and communicating effectively to management during a difficult economy. There will also be discussion how to expand your programs to include sustainability initiatives— a "hot topic" that is currently impacting all of us.

This full day event will feature two tracks. Registration options will include attend one (1/2 day) or both (all day). Cost of attendance will include continental breakfast or Lunch for 1/2 day registrants, and full day registrants will receive both.

Register before September 5th to receive best pricing.

Morning Track

Tools to develop a successful EHS strategy

How an EHS Manager can show value through communicating ROI

What every EHS Manager should know when talking with your CEO and CFO

Future Outlook for the EHS Professional

Afternoon Track

Growing your EHS program to include sustainability

LEED and You

Why you should become a Green Business

Where can you show cost savings now through sustainability?

Safety Programs Just Have to Make Sense

SafetyXChange, March 31, 2009, by Ralph Sampsill

I was going to write to you about my safety program when a colleague of mine named Joe Brown said something to me that made me rethink things. What he said sounded simple at the time. But the more I thought about it, the more I realized just how dead on target it was and true as a fundamental principle of safety. Joe said this: "Safety has to make sense."

Start Making Sense

Some safety professionals look at themselves as policemen who have to order people to work safely. The policeman's mentality leads them to create safety programs that simply restate the same old regulations and policies that have been written countless times before. These safety programs become a dusty collection of materials that nobody reads and only the safety professional understands. This kind of safety doesn't make sense.

I believe that safety as a principle as opposed to safety as a program does make sense. Safety is part of nature. Safety ownership starts with my wanting to protect myself. This just makes sense. All individuals want the same thing for themselves. This makes sense collectively. People who look after themselves are also naturally willing to look out for their associates. This also makes sense. When everyone accepts personal responsibility for safety, working (and living) safely ultimately equates to a corporate-wide value.

The safety professional's job is to promote this collective responsibility. To meet this goal, safety professionals have to stop thinking like policemen and start recognizing their role as advisors who empower people to work (and live) safely.

The safety program is a direct extension of that. Of course, it must comply with policies and regulations. But strive to keep things simple. Your safety program can cut through the "red tape" by limiting the directives to simple phrases that just make sense!

Conclusion

Safety has to make sense. If it does, most employees will do what they're supposed to do most of the time without your having to tell them to do it. Without voluntary compliance you don't have a safety program. As safety professionals, it's our job to make things make sense.

These words are a paraphrase of what Joe said. And to me, they make a lot of sense.

The Effects of the Economy on Workplace Safety

EHS Today, Mar 1, 2009, by Frank Pennachio

Companies spend about \$170 billion a year on costs associated with workplace injuries and illnesses, and almost \$1 billion every week to injured employees and their medical providers, according to Warren K. Brown, president of the American Society of Safety Engineers (ASSE).

So what impact will declining revenues and tight credit have on safety? One safety specialist expressed it this way, "This sudden economic crisis will have many effects on workplace safety... mostly negative."

It's important for employers to remember that they are not alone in the turmoil, that insurance providers also are cutting back on staff and resources, thereby shifting the increased responsibility for workplace safety from one leaky boat to another, with few life preservers available.

A myriad of problems are arising as the economy continues to tighten. Layoffs force fewer people to do more work, while always thinking in the back of their minds, "Am I next?" As a result, focus shifts from attention to detail and workplace injuries likely will increase.

COST-CUTTING MEASURES

Concern for job security means workers are reluctant to report safety infractions or near misses because they don't want to be perceived as "troublemakers," and thus, one step closer to the door. From the employer's standpoint, safety training takes a budget hit, and accidents sometimes are not reported in order to keep insurance premiums down.

Another area that warrants concern is the machinery and equipment workers use daily. In good times, companies could stroll into a bank and with little effort, draw on funds needed to purchase or update aging equipment. But current conditions force the extension of the life of equipment by re-tooling parts to save money, increasing the chance of breakdowns and possible mishaps. Other companies find themselves forced to move from their current location to smaller buildings that may not be as "safety friendly."

With all this being said, now is the one time we can't afford to move away from workplace safety. With payrolls running lean, we need people on the job and working at full capacity now more than ever.

First, companies need to know right off the bat that they will receive less support from their service providers. Accept that fact and move on. Now that you have taken on that added responsibility, the next step is to make sure you don't cut safety resources.

A discretionary view of safety puts both your employees and your company in harm's way. As Brown points out, "A company's reputation is at risk should a disaster or incident occur. Employers face a damaged reputation and brand when employees are injured, especially if the incidents are preventable."

It equally is important to bring employees into the loop, to let them know the message from top management is clear: "We will never compromise safety!" They have to be taught to watch out for each other and believe, through your example, that there truly is a "we're all in this together" mentality within the organization.

Companies are under pressure. Insurance companies are under pressure. And certainly, safety professionals are under pressure. But all three must be united in a common bond of staying safe on the job. Because investing in safety is not only investing in a safe working environment, but also in your company's bottom line.

In a recent address to the American Gas Association's Safety Leadership, then-U.S. Secretary of Labor Elaine L. Chao probably summed up the situation best. "Safety and health programs in the workplace are not only an employer's legal responsibility, it also makes good business sense," said Chao. "No price can be placed on the most important benefit, and that is to see that every worker returns home safely to their loved ones at the end of each work day."

How to Justify Your Safety Budget

SafetyXChange, March 10, 2009, Mark D. Hansen, CSP, PE, CPE, CPEA

I have a message to all you safety directors out there who are feeling the pinch of recession: Having a passion for safety is not enough. Like it or not, your program is beholden to upper management for financial support. To attract and retain the corporate resources to maintain a viable program, you must run your department like a business. Never is this more true than in these recessionary times. Here are some fundamental principles to keep in mind.

Identify Costs

Like every other operation, the safety program is subject to budgetary constraints. You don't get resources just because "you need them." You must justify your expenditures in terms of dollars and cents.

The starting point: Before you determine what safety goods and services to buy, you must analyze and justify current expenditures. Let's use safety equipment as an example. Start by reviewing current budget items. Identify costs of safety equipment you're using now such as safety glasses, goggles, boots, gloves, acid suits, flame resistant clothing, hard hats, hearing protection, emergency medical equipment, etc. Current budget items also include the cost of capital equipment such as sprinkler systems, firefighting equipment, training courses, upgrades identified from insurance audits, etc.

Once you identify where safety expenditures are going, take stock. Is money being wasted? Is it accomplishing your goals? Are you getting the best value for your dollar? Are there opportunities to trim costs without hurting performance? For example, some employers use contractors to maintain first aid cabinets at a monthly cost. Explore whether you can reduce costs by getting medical supplies via mail order and stocking first aid cabinets yourself.

Illustrate Control of Costs

When you treat your department like a business, your desire to control costs will become apparent. Finish projects on schedule and under budget and make it a point to let upper management know that you were able to return some of the allocated funds. If you don't market yourself, nobody will.

Another way to illustrate cost control is to include non-capital expenditure items in your safety budgeting. Items that include little or no financial support could include working with engineers to help design a safety interlock or a machine guard and doing field evaluations yourself rather than budgeting extra manpower expense. Coupling an extensive safety budget

with such clearly beneficial low-cost actions may help your department avoid being labeled as wasteful or indulgent.

Tie Budget Items to Standards

The next step in planning is to show how each safety expenditure is directly linked to compliance. Tie budgeted items to an applicable standard including legal regulations like OSHA and EPA, voluntary standards like ANSI, NFPA, NEC, UL and NEMA, and industry standards such as (in the case of oil companies) American Petroleum Institute, Chemical Manufacturer's Association, Synthetic Organic Chemical Manufacturer's Association and the American Institute of Chemical Engineers.

If upper management won't support an item, point to the specific law or standard that requires the item. You can also remind management of its accountability to ensure compliance. To reinforce the message, ask management to sign off or initial a list of budgeted safety items that expresses either management's support for the expenditure or its deliberate decision not to incur it and assume responsibility for the attendant risk.

Conclusion

In these troubled times, it takes fortitude and courage for safety directors to stand up and defend their programs. But moral courage isn't enough. You also better have the budgetary numbers, analysis and compliance justification to back up your safety expenditures.⁸ Take on New Challenges & Projects

VTA Sustainability Program Meets Major Milestones- VTA's conservation efforts save an estimated \$800,000 annually

VTA News, April 7, 2009, by Jennie Loft

The Santa Clara Valley Transportation Authority (VTA) Sustainability Program is approaching its second year since its inception and the Sustainability Team has already identified an estimated \$800,000 in annual cost savings with its conservation efforts. The savings come mostly from improving energy efficiencies. VTA collaborated within VTA Departments and with partners such as the Santa Clara Valley Water District, Pacific Gas and Electric (PG&E), and the City of San Jose to accomplish these milestones.

The goal of the VTA Sustainability Program is to reduce the consumption of natural resources, the creation of greenhouse gases and the generation of pollution in the provision of public transportation services.

"VTA is committed to conservation efforts that benefit the agency, its employees and the community as a whole," said VTA Board Chair Dolly Sandoval.

The VTA Sustainability Team has met major milestones in energy and water conservation. Such accomplishments include the replacement of lighting at various divisions with a variety of energy efficient fixtures; the purchase of hybrid vehicles and consideration of other alternative fuels; the installation of weather-based irrigation controllers at 21 facilities; and the implementation of an agency-wide paper recycling program. In addition to launching a public outreach campaign highlighting the benefits of taking public transportation, VTA has also incorporated waste reduction in the form of recycling more mixed paper, limiting the number of paper copies produced and supporting the use of CDs to record and distribute documents.

For a complete list of the VTA Sustainability Program milestones, please log on to www.vta.org.

Overexertion tops list of causes of most disabling work-related injuries

Overexertion remains the leading cause of the most disabling work-related injuries, according to a study.

Researchers from the **Liberty Mutual Research Institute for Safety** recently published the insurance giant's annual Workplace Safety Index. The index identified the top 10 causes of the most disabling work-related injuries based on data reported from 1998 through 2006, the most recent year available. The study estimated that the direct workers' compensation costs for the most disabling injuries and illnesses – those conditions that caused an employee to miss six or more days from work -- in 2006 were \$48.6 billion. According to the study, these 10 categories produced nearly 88 percent of the entire cost burden of disabling work-related injuries:

1. Overexertion. This category includes injuries related to lifting, pushing, pulling, holding, carrying or throwing. Despite decreasing nearly 5 percent since 1998, overexertion still accounted for 25.7 percent of the total overall injury cost burden and \$12.4 billion in direct workers' comp costs.

2. Falls on same level. This category accounted for 13.3 percent of the total overall injury cost burden and \$6.4 billion in direct workers' comp costs.

3. Falls to lower level. This category, along with falls on same level, has increased nearly 18 percent since 1998. Falls to lower level moved ahead of bodily reaction, accounting for 10.8 percent of the total overall injury cost burden and \$5.3 billion in direct workers' comp costs.

4. Bodily reaction. This category includes injuries resulting from an incident of free bodily motion, such as bending, climbing, reaching, standing, sitting, or slipping or tripping without falling. Injuries in this category comprised 10 percent of the total overall injury cost burden and \$4.8 billion in direct workers' comp costs.

5. Struck by object. This category includes injuries such as a tool falling on a worker from above. Struck by object injuries accounted for 8.9 percent of the total overall injury cost burden and \$4.3 billion in direct workers' comp costs.

6. Struck against an object. This category includes injuries such as a worker walking into a door. These injuries jumped from eighth place in the 2005 study and claimed 5.1 percent of the total overall injury cost burden and \$2.5 billion in direct workers' comp costs.

7. Highway incident. This category dropped from the sixth spot in last year's study. Highway incidents comprised 4.9 percent of the total overall injury cost burden and \$2.4 billion in direct workers' comp costs.

8. Caught in/compressed by. This category includes injuries resulting from workers being caught in or compressed by equipment or objects. These injuries, which claimed 4.4 percent of the total overall injury cost burden and \$2.1 billion in direct workers' comp costs, moved up from the ninth spot in the 2005 study.

9. Repetitive motion. This category includes injuries due to repeated stress or strain. Repetitive motion injuries have seen a 35.3 percent decline from 1998 -- the most significant drop of any category over the nine-year study period. This category comprised 4 percent of the total overall injury burden and \$2 billion in direct workers' comp costs.

10. Assaults/violent acts. This category captured less than 1 percent of the total overall injury cost burden and \$400 million in direct workers' comp costs.

OSHA Inspections: Real-Life Encounters with OSHA Inspectors

SafetyXChange, March 6, 2009, by Gary Wogan, MS, MBA

I've been through three different OSHA inspections. I'd like to describe my most recent experience and what I learned from it.

The Opening Conference

One day an OSHA inspector from the high hazard office showed up unannounced to do a planned inspection of our plant. Our SIC code was targeted for inspection this year, he explained, and our company was randomly chosen among local businesses of that SIC.

I checked his credentials, escorted him into the conference room and politely told him that he was wasting his time. We had no high hazards at our facility and we were on the "tame side" of industries with that SIC code as far as hazards were concerned. I stated this matter-of-factly to put him at ease, not as a stalling or defensive tactic.

We settled into the opening meeting. I wanted one of our directors to attend. The only director onsite was Bob, our comptroller. Bob recognized the logo on the polo shirt the OSHA inspector was wearing. As fate would have it, the logo came from a place Bob had once worked. Having discovered that they had both worked for the same employer, the two men began sharing war stories and remembrances of the people they both knew. I finally steered the conference back to official business.

Touring the Plant

When we entered the plant, one of the first things the inspector checked were the three electrical panels along a back wall. He opened each one looking for labeled circuit breakers and ensuring there were no missing circuit breaker slots. When he came to the third one, he found an open circuit breaker slot. "Dammit," I said and called the maintenance manager. "Dammit," said the maintenance manager when he arrived. He returned to his shop for a blank but couldn't find any. Later, after consulting with the manager, I informed the inspector that the blanks were on order.

As we were walking away, our CEO arrived. He walked out onto the plant floor and extended his hand to the inspector. "Good morning," he said in a cordial manner, "I'm Jim. Thanks for coming by and if there's anything you need, please come see me."

As the inspector and I toured the entire facility, we discussed all of his findings openly and honestly. I didn't try to engage in any denials or cover-ups. In fact, I even pointed out some of the problems we were having and explained how we were working to make our plant a safer place.

The Closing Conference and Appeal

The CEO was present at the closing conference. We bombarded the inspector with questions on each citation. We didn't dispute their legitimacy but asked questions on abatement.

We needed more time to abate one of the citations. So we filed an appeal. Before the appeal, we attended an informal conference with the inspector and his supervisor and described what we had done to abate each of the other citations. We also presented photographs proving that all of those other problems had in fact been abated.

Because of our openness, willingness to assist the inspector, strong safety program and proof of abating all of the other citations, our fines were greatly reduced. Both sides left the informal conference table comfortable with the results.

Conclusion

The moral of my long-winded story is this. Always treat OSHA inspectors with respect. Speak honestly to them about your problems and what you're doing to remedy them. At the end of the day, you and the inspector share a common goal: to identify and abate hazards.

And one more thing. If you're half the safety professional you profess to be, you'll be aware of all of the problems at your facility—and what's being done to remedy them—at all times. No safety professional should ever have to rely on an OSHA inspector to point out the hazards in their facilities.

Fire Your Consultants and Do It Yourself- Performance excellence through the three building blocks of safety

Workplace HR & Safety, Mar 16 2009, By Matt Forck, CSP, JLW

I have a nightmare that I will have to break my son's heart. While he is only six-years old now, the dream goes like this: Immediately after college graduation, looking so proud in his cap and gown, he comes to me and confesses that his dream is to work for Southwest Airlines. He says he will submit his brilliant credentials to the airline for consideration in hopes to start at the ticket counter or as a baggage handler and then work his way up. As a father, my heart drops and I have to respond. "Son," I begin, "Don't you think you may be setting your sites too high? Why don't you come back to earth and do something more reasonable like apply to Harvard business school!"

It's true; statistically, one has a better chance of admission to Harvard Business School than to gain employment at Southwest. This airline has won five consecutive Triple Crown awards for best on-time arrival, best baggage handling and fewest customer complaints. And, they did it through culture. "The culture of Southwest is probably its major competitive advantage," says Herb Kelleher, founder and former Southwest CEO. "The intangibles are more important than the tangibles because you can always imitate the tangibles. You can buy the airplanes and rent the ticket counter space, but the hardest thing for someone to emulate is the spirit of your people."

The problem is that most of our organizations only wish we had a culture like Southwest's. Instead we are average-to-good with customer service, mediocre with product delivery and on time some of the time. In addition, it is much harder to "fix" the problem in today's tough economic climate. However, there is good news. You can do it and save money along the way. First, fire your consultants, and then do it yourself —for free — through safety. Performance, operational excellence and a sustainable culture can bring talent to your door; just ask the 90,000 people who applied to Southwest last year. And, it can all be achieved through the three building blocks of safety: appreciation and recognition, support and critical conversations.

Appreciation and Recognition

Steve Chandler in his groundbreaking book *100 Ways to Motivate Others*, introduced the reader to Professor Mercado. Mercado was a violin protege and college professor as well as genius in numerous fields, including math, economics and music theory. He was also a genius in appreciation and recognition. One example was when the parents of a boy named Michael asked him to teach their son to play the violin. Michael, however, was not a typical student. For starters, he wore his hair long and straight down over the face preventing anyone from seeing his eyes or facial expressions. Michael also did not speak much. Week after week, Professor Mercado would teach the violin to Michael while he sat in silence. It was strictly a one-way communication, not unlike some of our employee-employer relations. At times, Michael would not even pick up the violin. Although he was receiving no feedback from his student and saw no sign of progress or success, Mercado continued to teach, focusing on Michael's potential within. Finally, one day when Michael was in the eighth grade, he picked up the violin and began to play. And, in less than a month he was asked to solo for a regional symphony.

"Recognition," says Richard M. Kovacevich, CEO of Wells Fargo, "is American's most underused motivational tool." While Michael's story may be extreme, it shows the supreme power of appreciation and recognition. In fact, the insightful book entitled *The Invisible Employee* reported some remarkable statistics on the subject:

According to a 2003 survey, 90 percent of workers say they want their leaders to notice their efforts and improve their recognition and rewards. In addition, in an ongoing Gallup survey of more than 4 million employees worldwide, there is remarkable evidence of the business impact of recognition and praise. In a supporting analysis of 10,000 business units within 30 industries, Gallup found that employees who are recognized regularly increase their individual productivity, increase engagement among their colleagues, are more likely to stay with their organization, receive higher loyalty and satisfaction scores from customers, and have better safety records and fewer accidents on the job.

Safety is a tailor-made vehicle for appreciation and recognition. It is in the natural facilitation of safety process elements, such as job safety observations, safety team interaction and safety goal achievement, where consistent appreciation and recognition can grow roots and have a far-reaching positive affect on an organization.

Support

In early December of 2006, Mid-Missouri was blanketed by nearly 24 inches of snow. In an area of the country where a half-foot of the white stuff can close schools, two feet immobilized the region. In addition, many warehouses and factories were damaged when roofs collapsed under the weight of the snow. One of the more intriguing roof cave-ins was a large horse barn. While most roofs failed in the first 24 hours, this one failed five days later. After an investigation by insurance officials, it was determined that the roof was built to withstand the 24 inches of snow when that snow was distributed evenly. However, there were several periods of melting and refreezing, causing the snow to shift, slide and gather along the mid-point on each side of the roof, causing failure.

“Every organization,” Stephen Covey says, “is uniquely designed to exactly produce the results it achieves.” Just as the roof was designed to achieve certain results under certain circumstances, our organizations are much the same. If you ever wondered why teams fail or people underperform, remember that it is simply about design — that is, how our “roof” is designed. However, we can climb out through safety. How do we support the safety process, our safety teams, incident analysis and process change management? The best way is to continually ask at all levels what support is needed. Offering support first through safety can allow our organizational roof to stand strong over many storms.

Critical Conversations

Mary Kramer and her family had a new neighbor, Bella. Bella would not have been their pick of neighbors, but early on they decided to tolerate the pit bull puppy. As the dog grew, it never caused any serious trouble, Mary recalls. Sure it would eat her dog’s food and chase her horses, but what could she do? In Boone County, Missouri, there was not a leash law for dogs. Mary thought about talking to the owners but stopped short saying, “You never know how somebody’s going to take it. I don’t want to be confrontational.”

Last week, Mary’s 10-year-old son, Tyler, was walking to the bus stop. From behind he heard the sound of steps on gravel. He turned to see Bella in mid-air lunging toward him. Tyler knew that if attacked by a dog or other large animal that he should curl up in the fetal position guarding his head and neck. That is what Tyler did. However, he forgot about the last half of that instruction: to remain quiet, if possible.

Curled up but screaming, Tyler laid in the grass of the home next door as Bella ripped his backpack and jeans to shreds. Mary heard her son’s screams and came running outside and charged the dog. Fortunately, the dog ran off. Mary picked up Tyler, returning to the safety of their home to call authorities.

The old wise quote from an anonymous author says, “An excuse is just a reason packaged with a lie.” Sometimes on our jobs we stop short of talking to a coworker about safety for the same reason Mary Kramer did: to avoid confrontation. Performance and operational excellence can only come through ongoing critical conversations, and the best starting point for these can be in the field or on the floor, where safety-sensitive work is being done. Caring about the safety of others means that we have these critical conversations at all costs. In the end, Tyler was lucky and was not injured. However, we can’t bank on luck within our organizations.

Obtaining Success

Can appreciation and recognition, support, and critical conversations beginning through the window of safety really propel one's organization to excellence? Yes, it is that simple.

For example, when Paul O'Neil took over Alcoa in 1988, he knew nothing about aluminum; just that the company was in big trouble. It was national consensus that it would soon be impossible for an aluminum manufacturer like Alcoa to make a profit in the United States. Outsourcing to other countries was the future. In fact, the previous CEO had begun to purchase other businesses, hedging future losses and preparing to close the aluminum operation. O'Neill disagreed but understood the path to performance and operational excellence would be difficult at best. Margins would be super thin. The key to success was through the safety of Alcoa's 145,000 employees.

"On his first day, O'Neill told Alcoa's executives that they were not going to talk people into buying more aluminum and they were not going to be able to raise prices. The only way to improve the company's fortunes was to lower its costs, according to a report in The New York Times Magazine. He explained that this could only be accomplished with the cooperation of Alcoa's workers. And the only way to get that was to show them that you actually do care about them. To do this, Alcoa's first priority was to establish the elimination of all job-related injuries. Executives would be fired if they did not make worker safety a higher priority than profits.

Did this focus on safety work? Yes. In the next 12 years, he doubled Alcoa's global market share and more than doubled its number of workers. After several years of depressed earnings in the early 1990s, O'Neill took Alcoa from a profit of \$4.8 million in 1993 to \$1.5 billion in 2000. This success was the result of performance and operational excellence through safety.

Conclusion

In the end, we will probably not fire the consultants, nor will we transform our organizations. But, if someday appreciation and recognition, support and critical conversations become the centerpiece of safety, the window to performance and operational excellence will be opened. And when that happens, I might just be telling my son not to dream about working at your organization either.

Top 10 Tips for More Effective EHS Training

EHS Today eNewsletter, Feb 1 2009 , by Laura Walter

Take your training methods from blah to brilliant with these 10 tips.

You've just settled in for a safety training session. The instructor greets the class, distributes some hand-outs and begins teaching. No, wait. He's reading. From a 20-page, single-spaced document. Without pausing or looking up. Worse, he's showing no signs of stopping. That scenario can be taken from the nightmares of students enrolled in EHS training everywhere. So how do you break the cycle of boring, bland or just plain bad training methods? EHS Today spoke with some experts in the field to discover their top training tips.

1. IDENTIFY YOUR LEARNING OBJECTIVES

This was, by far, the point experts hit on most: structuring the course in a deliberate, focused way will guide both the students and instructor through the training smoothly and efficiently.

“You need to have a blueprint,” explains Judy Jarrell, Ph.D., the director of health and safety training at the University of Cincinnati. “You need to have some kind of plan to follow.”

Learning objectives, Jarrell continues, should focus on what the student needs to know or be able to perform after the training is complete. If the training is meant to show students how to use fall protection equipment, for example, they should be able to independently execute the entire process of donning and using a fall harness by the conclusion of the course without any outside assistance. Without a plan, trainers might have a more difficult time getting their students to that point.

“Learning objectives will focus us as trainers,” Jarrell says. She also suggests sharing those objectives with the students to set their expectations and take away any anxiety.

Tom Ouimet, CIH, founder and principal of OEHS2, agrees that trainers must start with good instructional design. Unfortunately, he says, some EHS trainers open a standards book and teach the information they find there, in the order it appears in the book — first definitions, then exposure limits, and so on. There's no faster way to put the class to sleep.

“Organize your training material around a mental model the worker knows and understands,” he suggests. “So organize their material in sequence of how they do their job. That makes it easier for them to assimilate the information.”

2. KNOW YOUR AUDIENCE

This tip goes hand-in-hand with developing learning objectives because it's difficult to map out the progression and structure of a course without understanding your audience. Learning objectives, Jarrell says, must focus “first and foremost on what the needs are for that particular group of learners.”

According to Shane Austin, CSP, PureSafety's director of safety and risk management, PureSafety first determines the target audience for a course, whether it's upper-level management, a foreman group or workers in the field. After establishing the audience, he says, trainers then can turn to applicable regulations and standards to develop what needs to be covered in the course.

“Start with knowing your people and where they are,” Jarrell says. “Be sure you know your trainees well enough to know how much information they have already so we can build on it.”

That also means recognizing when a topic isn't vital to your group of learners. An OSHA 10-hour outreach course may require trainers to cover fall protection, but if this particular group of trainees never works at height, it's not as imperative for them to have in-depth training. Instead, Jarrell says, use the required time period on this topic to raise awareness on the issue, and then move on to something more relevant.

3. ADJUST FOR ATTITUDES

Trainers must concentrate on more than just conveying the information — they also have to be aware of how students' attitudes can affect their ability to learn.

“In our kind of training, attitudes are a big deal,” Jarrell says. “That is what's going to determine, once [students] are back on the job, whether or not they employ the safe work practices that you're teaching them.”

Jarrell goes on to stress that students are not born with their attitudes; they learn them. “We learn attitudes, and so we as instructors can have some impact on it,” she points out. “I'm not going to say we can change attitudes in 10 hours, but we can move them along that continuum a little bit to a more positive attitude toward employing the safe work practices that you're teaching.”

4. ENGAGE AND INTERACT

Students who are bored, passive or apathetic won't learn as much. And that means the important safety skills covered in the training won't transfer to their work. “You have to engage the learner,” stresses Austin.

He says that in typical classroom training, some students naturally will be active and involved, while others may sit quietly in the corner, disinterested. But in online training, he points out, “you're actually forced to be engaged. There's no hiding.” PureSafety online courses include brain teasers and other interactive elements to prompt each student to become involved in the training.

Ouimet adds that some trainers tend to drone on without interaction. “I think with adults, you've got to create good opportunities for them to participate and talk about their experiences,” he says. Some trainers, he notes, are fearful of losing control of a presentation, and therefore don't encourage participation.

“But if it's set up well and the presenter has good skills, you can direct that experience [to] reinforce a key point,” he explains. “And since it's coming from a peer, it's often better accepted.”

5. VISUALS MATTER

No one relishes the thought of having an instructor stand at the front of the classroom and do nothing but lecture for two hours. Visual aids are an important component of training and can help clarify and enhance the curriculum.

“It must be visually relatable, whether in classroom or online,” Austin says of EHS training. Jarrell adds that visuals can make the instruction clear; without that clarity, students will not learn.

Ouimet cautions that not just any visuals will do — they must be the right visuals, used in the right way.

“When you create visual evidence, it has to be very specific,” he says. “Don't use it as a distracter.” Overloading on visuals, he explains, can be confusing and disorienting.

Ouimet also suggests the assertion-evidence approach, a technique he says the profession hasn't yet fully embraced. Instead of using a PowerPoint slide with a title and then a bulleted list, this approach uses visual evidence to support an assertion. The assertion — such as “Flammable solvents ignite below 73 degrees,”

is placed where the title would go, and then the rest of the slide shows a video of solvents exploding. This focuses the students on one key concept and demonstrates that it is correct. According to Ouimet, research shows this approach is “significantly better at conveying information than a traditional PowerPoint bullet-point slide.”

“It's important to create a rich experience for people,” he explains. “And a rich experience involves good visuals.”

6. VARY YOUR METHODS

If variety is the spice of life, then some presenters have been serving nothing but oatmeal for a long time. To obtain the all-important training goal of engagement, instructors must vary their teaching methods.

“You have to have variety in your training. That helps engagement,” Jarrell says.

That means not relying on only a lecture backed up with a PowerPoint presentation for 4 straight hours. Brain teasers and interactive questions and situations can help break up online training, according to Austin. Ouimet points out that using case studies as a training method can be interesting for students because the different format draws students in and allows them to predict what happened in real cases.

The bottom line is that trainers must mix it up throughout the course to keep students on track and to help them learn and retain as much as possible.

7. BE AN ENTERTAINER

One way to keep students engaged is to entertain them. Just keep in mind that at the end of the day, this is still a classroom. “Humor is always helpful, [but] it has to be controlled,” Jarrell says. “It has to go toward the learning objective.”

Some instructors use games, such as jeopardy or monopoly, that test students on the safety issues they're learning about in class. Others show funny (but on topic) videos. But the entertainment always must be focused on the ultimate task on hand — educating the trainees.

“I know the difference between entertaining and teaching,” Jarrell says. “There is a lot of entertaining in teaching, yes. You need someone up there to keep them awake, engaged in the process. But if that's all you do, you're not teaching. Teaching changes that person by the time they leave.”

Hands-on portions of the class, such as teaching students to use personal protective equipment, can be entertaining and grab a student's attention.

“As long as the fun leads to learning, I'm all for it,” Jarrell says.

8. USE MEDIA WISELY

Just as entertainment must have a purpose in the classroom, so must any videos or other fancy features trainers incorporate into the class. “The real failures I see right now are people try to insert media for the sake of inserting media when it really doesn't have anything to do with the key concept they're trying to get across,” Ouimet says. “Therefore, it's simply distracting.”

9. MAKE IT PERSONAL

This step is two-fold: your trainees should understand why they specifically need to learn these skills or this knowledge, as well as how the consequences of unsafe behaviors will impact their own lives. In short, trainers need to answer the students' "What's in it for me?" question.

"You must answer that question or you might as well pack up your things and go home," Jarrell stresses. "You must tell them how it applies to them and why they must learn it."

Austin and Ouimet agree that sharing real-life scenarios involving workplace incidents can have a big impact on trainees. Short video clips describing the consequences of an accident on a worker's life can be very effective, Ouimet says. And Austin points out that showing "average, everyday Joes" talking about how taking a safety shortcut affected not only their own lives, but those of their friends and families, can be compelling. It makes them realize it's "not just about me, but about everyone around me," he explains.

"There are some [videos] that have been compiled very professionally," Austin says. "They paint a picture in thought-provoking way, not a gory way."

10. TRAIN YOURSELF

Finally, sometimes you have to take the focus off your students and put it on yourself.

"An effective trainer is not born," Jarrell says. "Just because you can do the job doesn't mean you can communicate it to someone else."

Austin agrees, pointing out that sometimes even the most knowledgeable EHS professionals don't have the knack for teaching the skills they know so well to others.

"There's a lot to be said for having trainers actually go through some professional training seminars," he says. "Taking the time to get professional skills training is a worthwhile investment for any trainer."

California proposes list of 30 chemicals as causing cancer or reproductive harm

Natural Resources Defense Council , Jun. 15, 2009

Under pressure from a coalition of labor and environmental groups, California has proposed to list 30 toxic chemicals as known to cause cancer and reproductive harm. The announcement follows a ruling in favor of the Natural Resources Defense Council, United Steelworkers and Sierra Club, and against the California Chamber of Commerce, in a suit over California's duty to list these chemicals.

'The state's decision to move forward with listing these chemicals will help health care providers and the public better understand which chemicals could harm their health,' said Gina Solomon, MD, senior scientist with the Natural resources Defense Council. 'Californians overwhelmingly voted for Proposition 65 because it provides important information about chemicals that cause birth defects and cancer. The state has taken the next step in providing better information.'

Under Proposition 65, California annually publishes a list of chemicals that warns consumers of harmful substances and prohibits the discharge of listed chemicals into drinking water sources. 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 listing was made by California EPA's Office of Environmental Health Hazard Assessment (OEHHA), the science office in the agency which is responsible for implementing Proposition 65. In recent weeks, the Governor's office announced a plan to dissolve OEHHA, eliminate much of its funding, and disperse its functions to other boards and departments. Advocates of independent science in California have strongly opposed the Governor's proposal and argue that OEHHA performs essential service to protect public health.

'Today's announcement shows that OEHHA has a critical role to play in protecting our families' health, even at the darkest hour when it is threatened with being disbanded,' said Bill Magavern, Director of Sierra Club California. 'California needs independent science at Cal/EPA to continue to provide information the public can use.'

Chemicals included in today's announcement include styrene, a principal ingredient in many plastic and foam products, tert-amyl methyl ether (TAME), which is a common gasoline additive, carbaryl, a common household pesticide, and the phenoxy herbicides, which are widely found in weed killers sold to homeowners.

OSHA Clarifies Meaning of 'General Duty' Clause

SafetyXChange, April 24, 2009, Glenn Demby, Esq.

Even without a permanent leader in place, Obama's OSHA has moved forward with an aggressive enforcement strategy. On March 26, OSHA published a revised version of the Field Operations Manual (FOM), an internal set of instructions telling OSHA officials how to conduct inspections and set fines. The new-look FOM, which hadn't been revised since 1994, heralds an era of more vigorous OSHA enforcement. The most important part of the FOM may just be the clarification it provides on the scope of the so-called "General Duty" clause.

What Is the General Duty Clause

OSHA standards require employers to take measures to control the dangers of specific hazards or operations such as electricity and confined space work. But the people who wrote the OSHA laws understood that it would be impossible to foresee and create a standard for every hazard in the workplace. So they added a section to the law requiring employers to protect against other foreseeable hazards not covered by a specific OSHA standard. This backstop is called the "General Duty" clause.

According to Section 5 of the OSH Act, employers must furnish a workplace "free from recognized hazards that are causing or are likely to death or serious physical harm to employees" (emphasis added).

New Guidance on What Makes a Hazard 'Recognized'

For a hazard to be covered by the general duty clause it must be "recognized." Over the years, OSHA has issued interpretation letters indicating specific hazards that could be considered "recognized," including most notably ergonomic risks, heat and cold stress and workplace violence. By contrast, OSHA has said that it wouldn't generally consider the risk of terrorist attack to be a recognized workplace hazard covered by the clause

Answers to last months crossword puzzle

OLUTIONS • SOLUTIONS • SOLUTIONS • SOLUTIONS • SOLUTIONS • SOLUTION

Emergency Preparedness



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:

The Greater San Jose Chapter of the American Society of Safety Engineers presents the 2009 Professional Development Conference in Monterrey

Thursday and Friday, Oct. 8 & 9 at the Portola Hotel and Spa at Monterrey Bay

SPEAKERS & TOPICS:

Nano Technology Safety and Health Concerns—Rick Kelly, Facility and EH&S Manager, Lawrence Berkeley National Laboratory / **Design For Safety (DFS) & Prevention through Design (PtD)** - Jay Jamali, CSP, CHMM, CHCM, EHS Director, Enviro Safetech / **Cal/OSHA standards: Upcoming, proposed and being considered**—Marley Hart, Executive Officer, California OSHA Standards Board

PANEL DISCUSSION:

Integrating Risk Based EHS Management into Core Business Processes

James A. Charley, Ph.D. Global Environmental Operations Intel Corporation

Chuck Culley, CSP, CHMM EHS Manager, Tyco Electronics Corporation

Jerry L. Jones, PE, CSP, CHMM Corporate EHS, Genentech

Marc P. Majewski, CIH, CSP, CHMM Corporate EHS, Genentech

Donna Seid Head of Global Product Stewardship EHS Department Applied Biosystems

For more information and to register, go to: <http://www.assesj.org/pdc/>

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

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/>)

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>

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/>

NEPA / CEQA Workshop: Preparing, Reviewing, Challenging, and Defending Documents Prepared Under the National Environmental Policy Act (NEPA) and the California Environmental Quality Act (CEQA)

The National Environmental Policy Act (NEPA) applies whenever federal agencies propose to take action or when they propose to fund or approve the actions of others, if environmental impacts are likely to result. NEPA opened federal agency planning and decision-making to the public, and promotes decisions with better environmental values. The procedures and documents required by NEPA may at times form the only administrative record of federal decision-making.

The California Environmental Quality Act (CEQA) parallels NEPA for State and local agency actions and requires agencies considering project approval to also analyze and take action to protect California's environment. It applies to any project requiring State or local agency action that may have a significant effect on the environment, whether on State, local agency, or private lands.

July 30-31, 2009, 8:30 A.M. to 5 P.M. Course ID: CAPOL-304 (2 days)

Holiday Inn Express Hotel & Suites (Oakland Airport) - Rio Vista Room

66 Airport Access Road

For Course Brochure, to to:

http://e2ma.net/go/2112875534/1928929/71643293/7719/goto:http://www.nwetc.org/FILES/capol-304_07-09_oakland.pdf

To register for event, go to:

https://nwetc.org/registration_process/reg_capol-304_07-09_oakland/registration.htm

State Events:

Fall World 2009

September 13– 16

Disaster Recovery Journal's 41st conference is the world's largest Business Continuity / Disaster Recovery Conference, and will be held at the Sheraton San Diego Hotel and Marina along the beautiful harbor in San Diego, Calif. This conference will focus on information business continuity planners can use now to implement in their organization to be more cost efficient and productive. More than 60 sessions will allow attendees to customize their schedule and create complete solutions for their organization. Industry experts will offer tips, materials and suggestions to keep your business continuity program on track during tough times.

For more information and to register, go to:

http://www.drj.com/index.php?option=com_content&task=view&id=2480&Itemid=810

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 managers 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

EHS MANAGER (Safety/Workers Comp) for Nationally Known Bay Area Co.
Prefer Food or Chemical Industry Background.

Candidate will manage the safety and workers compensation program, with a goal to deter and prevent accidents and OSHA citations, reducing the overall liability and exposure to our workers compensation insurance, while developing safety related best practices within the workforce. Develops and conducts safety focused training for all levels of the workforce; attends OSHA or workers compensation related hearings and presents information; provides information relevant to the safe design and construction of facilities, and the installation of equipment; conducts facility safety inspections; recommends improvements and the purchase of safety equipment; provides safety information; complies with internal/external regulations!

For more information or to apply, contact
Lisa Escobar,
National Recruiting Manager at
EES Staffing joined AgentHR
lescobar@agenthr.com

Corporate Environmental Engineer at National Semiconductor

Location: Santa Clara, CA (San Francisco Bay Area)- <http://www.national.com/careers>

Job Overview / Key Requirements:

National is looking for a qualified Corporate Environmental Engineer to oversee and champion National’s global environmental programs and initiatives.

The candidate will be responsible for:

- Setting goals for environmental programs throughout National’s operations
- Ensuring compliance with applicable state, federal, and international regulations.
- Working closely with the Corporate Health & Safety Engineer to coordinate and oversee the implementation of National’s global EHS Management system.
- Implementing National’s corporate environmental programs.

Skills

Qualifications / Required Experience / Education:

- 10+ years of experience in a related Environmental field.
- Experience coordinating groundwater remediation projects internationally.
- BS minimum in Chemical Engineering, Environmental Engineering, or other related technical field.
- Strong EHS regulatory knowledge, particularly in the application of international environmental regulations (ROHS, REACH, etc).
- Experience implementing and maintaining ISO 14001 and OHSAS 18001 systems.
- Semiconductor or high tech experience a must.
- Ability to manage and lead complex projects and teams across multiple sites and organizations.
- Strong communications and interpersonal skills. Ability to influence and sell ideas.

To apply, please email resumes to michele.spencer@nsc.com

Director, Environmental Health & Safety, Sustainability at SunPower Corporation San Jose, CA

We’re looking for an experienced Director, Environmental Health & Safety, Sustainability to join our team. Director of EHS & Sustainability position, with corporation-wide responsibility for all environmental and occupational health & safety and sustainability-related functions. The Corporate EHS & Sustainability Director is accountable for operational, administrative, technical, and financial components for a staff of approximately ten professionals and contractors world-wide, and will report to the VP of Human Resources for SunPower. The candidate will bring strong experience in strategy and operations, being able to implement high performance EHS and Sustainability programs at the corporate and site levels, as well as advising the senior leadership team at SunPower on EHS & Sustainability performance. The Corporate EHS & Sustainability Director provides the leadership and direction to the EHS & Sustainability programs.

Experience Required:

- +15 years of EHS management experience including at least 5 years of managing EHS at the corporate level
- Management of large multi-national EHS & Sustainability staff for Fortune 1000
- Management of EHS & Sustainability issues in the photovoltaics/solar, or electronics and semiconductor industry, strongly preferred
- Strong technical and regulatory background in environment/sustainability, as well as occupational health and safety and construction safety.

If you are interested in joining SunPower, please apply by following the link below or apply on-line at <http://us.sunpowercorp.com/about/careers.php>. No phone calls please.

Construction Safety Manager (Innovative Technical Solutions, Inc. (ITSI))

ITSI is seeking Construction Safety Manager for our corporate headquarters located in Walnut Creek, California. We are looking for an individual who thrives in a fast paced, busy environment and likes a challenge.

Responsibilities include:

- _Management of Construction Health and Safety (H&S) programs, supporting vertical construction projects and programs
- _Reviews and approves EH&S related work plans for construction projects
- _Performs H&S jobsite audits, issues reports, suggests corrective actions and works with field personnel to develop solutions

Requirements include:

- _10 years minimum construction H&S experience
- _Certified Safety Professional (CSP) or Associate Safety Professional (ASP) certification, working toward CSP.
- _Ability to travel

Must be US Citizen or Permanent Resident.

Apply: Please visit our Career Center at <http://www.itsi.com/careers.php>

**Construction Demo. Safety Supervisor Certified Safety Professional (CSP)
Esse Safety Construction Support**

Esse Safety, LLC is a EHS Consulting, Staffing firm located in Concord.
We have a construction demo. Project, site safety supervisor position available for a client at the Livermore Labs.
This will be a one year contract project.
This contract requires a CSP with construction experience.

CONTACT Ken Esse, Principal
Esse Safety LLC
3335 San Gabriel Drive
Concord, CA 94518
(925) 429-1107

WEB ADDRESS Qualified candidates should send their resumes to kensse@astound.net

Green Job Opportunities

A range of job opportunities in EH&S can be found at:
<http://www.letsgreen.com/jobs.aspx?search=environmental+health>
If you would like to subscribe to this daily updated list, you can visit this page for weekly updates:
<http://www.letsgreen.com/jobs/email-updates.aspx?search=environmental+health>
If you have an RSS reader, you can subscribe to our EH&S RSS feed at:
<http://www.letsgreen.com/rss.aspx?search=environmental+health>

Environmental Health & Safety Manager

Varian, Inc., Walnut Creek, CA

Varian, Inc. is proud to be an equal opportunity and Affirmative Action employer and we provide a drug and smoke free work environment.

Requirements Include:

- Develops and maintains programs for improved safety performance and regulatory compliance (safe work practices, chemical safety, ergonomics, etc.)
- Primary contact with regulatory agencies on all EH&S matters
- Audits, monitors, inspects and documents compliance with all applicable laws, regulations and permits and provides appropriate recommendations
- Manages the permitting, storage, manifesting and treatment/disposal of hazardous materials/wastes
- Develops risk control methods, recommendations and appropriate safe work practices
- Conducts exposure assessments and hazard evaluations of processes and materials
- Provides assistance and support to the organization in identifying and resolving EH&S issues

For more information Contact:

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

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>

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>

Kaiser Permanente has the following positions open at multiple bay area sites:

- ENVIRONMENTAL HEALTH AND SAFETY SPECIALIST, Oakland.
- ENVIRONMENTAL HEALTH AND SAFETY, Oakland.
- EH&S SPECIALIST, Richmond.
- MANAGER ENVIRONMENTAL SVCS, San Rafael.

For more information, or to apply for these positions, go to:

<http://kaiserext.kaiserpermanentejobs.org/viewjob.html?optlink-view=view-1146085&ERFormID=newjoblist&ERFormCode=any>

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>

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!

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

A range of job opportunities in EH&S can be found at:

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EH&S Specialist, Genentech SSF Production - EHS; Job ID: 1000026222;

Responsibilities:

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

Requirements:

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

To learn more about our current opportunities, please visit: <http://careers.gene.com> and reference Req. # 1000026222 . Please use ?Web ? BAJobs? when a source is requested

Manager Environmental Health Safety & Security; Baxter Bioscience, Hayward, CA

Develop, implement and administer all applicable environmental, safety, and occupational health management systems and policies. Provide compliance with all federal, state and local environmental and safety regulations. Act as primary liaison with external regulatory agencies.

B.S. Degree in Environmental, Safety or related field, M.S. Degree preferred, (5-7 years of advanced experience may be substituted.) Minimum of 5 years experience. Must be conversant in EPA, OSHA, and DOT regulations. Must be experienced in ISO 14001 and OHSAS 18001 EHS Management Systems. (A registered professional certification in the environmental or safety field (i.e. CHMM, CSP, or CIH is preferred).

CONTACT: DAVID BUECHE (Division EHS Manager)

EMAIL: david_bueche@baxter.com

Telephone: 1 – 805 – 372 – 3567

Baxters Website: www.baxter.com

CIH Senior Project Manager, Occupational Health and Safety , Job Location: San Ramon, California

Job Description: A dynamic career opportunity for a senior level consultant to provide high level technical Occupational Health and Safety (OHS) consulting and project management services to public sector and private industry clients, and generate and successfully close organic growth opportunities in these markets. If you are interested in this opportunity and you have the required experience, please e-mail your resume with contact phone numbers to the e-mail address below:

Jacqui Frankle , Bureau Veritas

925-498-6517 Jacqui.Frankle@us.bureauveritas.com

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EH&S job seekers - visit www.peopleconnectionllc.com for positions in any industry and job function. Over 2500 positions, 160 new positions posted over the past week! Visit now!

Visit www.peopleconnectionllc.com to find your next career. Our comprehensive database has over 2500+ jobs at any given time and new positions are added on a daily basis. We are networked with other exceptional search firms giving us a national and international presence. Database search is FREE to all job seekers. Our fees are paid by client companies. If you have any questions, do not hesitate to contact me at salome@peopleconnectionllc.com. Feel free to add me to your network to exchange messages and stay updated on positions.

Senior Safety Specialist for Parsons in Sacramento, CA

Parsons is actively seeking top talent! Realize your potential as part of the powerhouse team we have developed to spearhead this exciting effort!

Position Overview: Advises and assists Project and Construction Management in the formulation, implementation and management of major project safety plans. These plans may pertain to one or more job site locations, which are separate and distinct construction operations requiring integrated supervision of programs. Reports functionally to the senior construction site representative and organizationally to the Safety Manager. Ensures that the project safety plan reflects company policy and provides a coordinated plan for the overall project which complies with the prevailing safety requirements at each location.

Specific Responsibilities:

Candidates are encouraged to send their resumes to anthony.miller@parsons.com.

Industrial Hygienist in Eureka , CA

Pay Rate: \$30.00- \$40.00/hour./ DOE

Start Date/End Date: 06/15/2009 – 09/30/2009

Duration: 3 Months (NOTE: Anticipated duration of assignment is 6-8 years.)

Job Description:

50% Of Time Coordinate Industrial Hygiene Monitoring program (monitoring and measurement of asbestos, lead, pcb, chromates, noise, heat stress, indoor air quality, industrial processes, etc.)

25% Of Time Assist supervisors and employees in identifying and implementing safe work practices.

25% Of Time Identify safety hazards and make recommendations to control them.

Apply online at www.corestaff.com.

Health and Safety Manager

Fast growing Government contractor is seeking an experienced Health and Safety Manager. The position develops, implements, administers, and monitors all applicable safety and occupational health policies, programs and systems, including both construction site and office environment program applications. Assures compliance with all federal, state and local environmental and occupational health and safety regulations. Acts as primary liaison with external regulatory agencies. Initially 60% travel until required H&S systems are implemented at various sites.

Competitive candidates will have a Bachelor's Degree in Health and Safety Management, Occupational Health, or related curriculum; 10 or more years in a construction industry environment, H&S program and systems implementation experience; thorough understanding of OSHA and applicable federal laws and regulations; OSHA Construction Outreach Trainer and CHST or ASP Certification desired. Department of Defense experience a plus.

The position pays \$70-90K per year base salary plus potential for performance based bonus; comprehensive benefits plan.

Qualified candidates should send a cover letter and Résumé to Steven R. Lamar stevensrl@alliedcontainer.com.

Safety Coordinator

Granite Construction Co., an ENR top 10 heavy/civil contractor, leading aggregate producer and member of the Fortune 100 Best Companies To Work For five of the past six years is seeking a Safety Coordinator to work in the Healdsburg, California area.

Candidates must possess outstanding leadership skills and at least two years construction/heavy civil structures safety experience. A Bachelor's degree in Safety, O.S.H. or other related field is preferred. The Safety Coordinator will insure the safety of the workforce, compliance with OSHA and MSHA laws, prepare reports and budgets, and insure a proactive approach to safety.

Granite offers a competitive salary, profit sharing, 401(k), and other valuable benefits. Candidates meeting or exceeding these requirements should call email their resume to chris.ferguson@gcinc.com or visit our website at www.graniteconstruction.com.

Safety Manager, Fall Protection Systems—Disney Resort in Florida

The Safety Manager will have specific responsibility for the development, implementation, and maintenance for the Resort's Fall Protection program. This program encompasses enhances the Resort safety culture as well as establishes regulatory compliance and strategy. It includes limited aspects of safety & health as they apply to Guest and Cast Member safety.

For more information, or to apply for this position go to: www.disneycareers.com; keyword search: SAFETY

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: _____

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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 ___

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