Dear Fellow San Diego Safety Professionals,

I’m recently back from the Safety 2018 conference held in San Antonio, Texas where over 5,000 safety and risk professionals got together to learn and network, and where our organization officially launched the name change from ASSE to ASSP. I was blown away by the sheer size of this event and as always I was impressed with the involvement and commitment of not only the speakers but the attendees and opportunities for networking.

Dan Hopwood, Gary Couture and I were there to collect San Diego Chapter’s Gold Award for the 2016-2017 year. This is a huge accomplishment that couldn’t have happened without the excellent leadership of Chris Malicki and the 2016-2017 Executive Committee, nor without the help and participation of our Chapter Members. Congratulations!

I’d like to make another plug for Safe + Sound week which is August 13-19, 2018. Safe + Sound week is a nationwide event to raise awareness and understanding of the value of safety and health programs in the workplace. It is a GREAT way to kick off a new (or energize an existing) safety and health program and to raise awareness of the value of safety and health programs and the safety professionals that make them possible. If you or your organization are interested in more information please visit https://www.osha.gov/safeandsoundweek/.

Come join fellow safety and risk professionals and their families at the now annual Padres Baseball Social on 9/29 against the Diamondbacks. For those of you that weren’t able to attend last year, we sit in the Skyline Patio with an all-you-can-eat menu and a semi-open seating area that makes moving around and chatting with friends and colleagues while you watch the game a breeze. Comments from last year’s event have encouraged us to do a better job communicating that seat numbers don’t matter as there are no assigned seats in our area and to work with the Padres to improve directing participants to the space.

Members of your PDC planning committee are hard at work planning the 2019 event! We are (See President on Page 2)
ISO 45001 provides a global foundation of worker safety standards and inspections that can be used across all global supply chains and all industries to cover all contractors and subcontractors. Much like ISO 9000 and ISO 14000 have provided consensus solutions to quality management and environmental protection concerns in the global marketplace, ISO 45001 will help drive solutions for improving worker safety across the globe.

This global development also affects both OHSAS 18001 [from British Standards Institute (BSI)] and ANSI/ASSE Z10, American National Standard for Occupational Health and Safety Management Systems. BSI plans to withdraw OHSAS 18001 standard, giving organizations three years to migrate to ISO 45001. ASSE will not withdraw the Z10 standard because it fills a need and enables organizations to choose the standard that best fits its needs and circumstances. To best navigate these issues, read an article by Greg Zigulis, CSP, CIH, from the May 2017 issue of Professional Safety, and our post describing a five-step action plan for ISO 45001 implementation.

CSB escapes chopping block in House appropriations bill  May 16, 2018

(Washington — The House Appropriations Committee is proposing a $1 million increase to the Chemical Safety Board’s fiscal year 2019 budget despite the Trump administration’s repeated attempts to eliminate the federal agency.

The committee’s Interior, Environment and Related Agencies appropriations bill allocates $12 million to CSB, which has been on the chopping block in each of the current administration’s first two budget proposals.

“The Interior Subcommittee has made every effort to balance a host of competing needs and provided the Interior Department, EPA and other agencies under our jurisdiction with the resources necessary to carry out their mission,”’ Rep. Ken Calvert (R-CA), subcommittee chairman, said in a May 14 press release.

CSB, celebrating its 20th anniversary this year, issued its inaugural Safety Spotlight publication Feb. 21 to highlight its recommendations to state governments after the Trump administration released its latest proposed budget on Feb. 12.

See Government Affairs, page 3)
(Government Affairs, continued from Page 2)

The administration sought to allocate $9 million for the agency to wind down operations. The budget proposal once again stated that CSB was up for elimination because of the “relative duplicative nature of [the agency’s] work, and the administration’s focus on streamlining functions across the federal government.”

The Senate has to weigh in with its Interior, Environment and Related Agencies appropriations bill, likely to be released during the week of June 11.

House funding bill would extend ELD exemption for livestock, insect haulers

Washington — The House Transportation, Housing and Urban Development appropriations bill for fiscal year 2019 includes language that would grant another electronic logging device exemption for livestock and insect haulers.

The same language was included in the FY 2018 Consolidated Appropriations Act passed in March. That same month, the Department of Transportation also granted its second 90-day waiver to the ELD mandate for transporters of “agricultural commodities as defined in the Federal Motor Carrier Safety Regulations.”

Secretary of Transportation Elaine Chao said in an April 12 appropriations hearing that the underlying issue with ELDs is hours of service and that she has “encouraged legislation” to clarify HOS requirements.

The House appropriations bill, released May 15, also contains a rider preventing states from regulating HOS for commercial motor vehicle drivers who are under federal HOS regulations.

The bill allocates $666 million to the Federal Motor Carrier Safety Administration, a reduction from $844.8 million in the FY 2018 omnibus bill. The National Highway Traffic Safety Administration is in line for $982 million, an increase of $67 million from FY 2018, and the Pipeline and Hazardous Materials Safety Administration is slated for $275 million, a $3 million bump.

The legislation also directs $262.3 million to railroad safety and research programs, the same funding as in FY 2018 but $40.4 million more than the DOT’s budget request.

“This will fund inspectors and training, plus maintenance and safety investments to the physical rail infrastructure, to help ensure the safety of passengers and local communities,” an appropriations committee press release states.

Overall, DOT would receive $27.8 billion, $542 million more than in FY 2018, and $11.7 billion more than President Donald Trump’s budget request.

The Senate will have its chance to weigh in with its appropriations bill, expected to be released the week of June 4.

OSHA issues long-awaited proposed rule to clarify crane operator requirements

May 22, 2018

Washington — OSHA is moving to finalize changes to its crane operator certification requirements, according to a proposed rule published in the May 21 Federal Register.

The attempts at crane operator certification requirements began in 2010 with OSHA’s Cranes and Derricks in Construction Standard, which mandated that crane operators become certified for both the type of crane used and the lifting capacity. OSHA later was notified that two of the four accredited testing services were issuing certifications for “type” of crane rather than “type and capacity.” Stakeholders also expressed concerns about the rule’s language — that “certification” didn’t mean an operator had the necessary skills.

With this newly proposed rule, OSHA is seeking to drop the capacity requirement that never went into effect. The agency stated that the new regulation would “expand the type of certification programs for crane operators.”

In a May 21 press release, the National Commission for the Certification of Crane Operators states that the decision to remove the crane capacity certification is “supported by the overwhelming majority of industry stakeholders at meetings hosted by OSHA and others since the rule was first published in 2010.”

OSHA also is addressing stakeholders’ other concern by reinstating an employer’s duty to ensure a crane operator is qualified to control the machinery safely.

In November, the agency issued a final rule delaying the crane operator requirements for one year. Those requirements initially were slated to take effect in November 2014, but were delayed for an additional three years.

Comments on the proposed rule are due June 20.

Chemical Safety Board Chair Vanessa Sutherland announces resignation

May 23, 2018

Washington — Chemical Safety Board Chair Vanessa A. Sutherland has submitted her resignation and will be stepping down in June, the agency announced May 21.

(See Government Affairs, page 4)
(Government Affairs, continued from Page 3)

Sutherland has led the board since August 2015. She is leaving with more than two years remaining on her five-year term. A CSB press release gave no reason for her departure.

“I am saddened to leave the wonderful mission and incredible work of the CSB,” Sutherland said in the release. “This mission is unique and critically important because we are the only agency conducting independent, comprehensive root cause chemical incident investigations. As we continue to recognize the agency’s 20th anniversary of operations, we still have much work to do to achieve our vision of a nation safe from chemical disasters. And I am absolutely certain that this team, and future hires, will both excel in execution and outshine our prior efforts. I’m fortunate to have been a part of the work.”

A frequent target for elimination under the Trump administration, the agency recently received backing from the House Appropriations Committee, which proposed a $1 million increase to CSB’s fiscal year 2019 budget.

The agency states that it has closed 13 incident investigations during Sutherland’s tenure. She succeeded Rafael Moure-Eraso, who resigned under pressure in March 2015 amid congressional allegations of mismanagement.

FMCSA’s Martinez talks ELDs, driver shortages during House hearing

May 23, 2018

Washington — Federal Motor Carrier Safety Administration Administrator Raymond Martinez affirmed his belief in electronic logging devices, but said “additional flexibility” is forthcoming for agricultural transporters, during a May 22 hearing before the House Transportation and Infrastructure Committee’s Highways and Transit Subcommittee.

FMCSA has granted two 90-day waivers to livestock and insect haulers, and a House Transportation, Housing and Urban Development appropriations bill for fiscal year 2019 seeks to extend that.

In his opening statement, Martinez indicated that ELDs are here to stay, saying, “Since beginning my tenure with FMCSA in February, we have engaged with our industry and safety partners, working consistently to maintain the safest transportation system possible. One of the ways FMCSA is working toward these goals is helping industry transition to ELDs to address hours-of-service compliance and driver fatigue.”

He added that out of nearly 300,000 driver inspections since the beginning of April, less than 1 percent of drivers “have been cited for failing to have an ELD when they were required to have one.”

Martinez, who was confirmed Feb. 13, also indicated that his agency is looking at flexibility for hours of service. Secretary of Transportation Elaine Chao said in an appropriations hearing April 12 that she has “encouraged legislation” to clarify HOS requirements.

Regarding changes to those requirements, Martinez said, “Let’s look at hours of service and see whether some modifications—that is not extending the hours—but providing some flexibility in the current rules. We are engaging with our stakeholders in the regulated community on this and safety advocates to say what would be acceptable.”

Martinez said proposed changes to the Compliance, Safety, Accountability program were not submitted in December as mandated but are undergoing final review.

“It’s not holding us up in implementing recommendations and moving forward with corrections,” he said.

Pilot program to boost number of interstate CMV drivers to start in 2019

Martinez said a pilot program intended to help expand the pool of interstate commercial motor vehicle drivers will begin early next year.

FMCSA’s pilot program would allow 18- to 21-year-olds who are current or former military members to drive across state lines in CMVs if they have received specific training and are sponsored by a participating motor carrier. A bill introduced by Rep. Claudia Tenney (R-NY) would change the requirements so drivers in that age group must have a valid commercial driver’s license; a driving record free of citations, violations or other safety infractions; and who have completed a training program or similar qualifications.

The program should ease the industry’s driver shortage, Martinez said. However, some industry organizations deny that a driver shortage exists and say changes to current restrictions are unnecessary.

Rep. Duncan Hunter (R-CA), the sponsor of another bill that would establish an apprenticeship program for CDL holders who are younger than 21, asked why drivers who are 18 to 21 can transport goods the roughly 500 miles from San Diego to Sacramento in his state, but cannot go the nearly 500 miles from New York to North Carolina.

(See Government Affairs, page 5)
Beryllium is a strong, lightweight metal used in electronics and the defense industry, among others. Overexposure can cause serious health risks, including incurable chronic beryllium disease and lung cancer.

OSHA estimates that 62,000 workers are exposed to beryllium every year. The agency has projected that the updated regulations will save 90 lives from beryllium-related disease and prevent 46 new cases of chronic beryllium disease each year.

Comments on the NPRM are due June 30.

Congressman questions DOL proposal to loosen restrictions on teen workers and hazardous jobs

May 31, 2018

Washington — A leading Democratic congressman is questioning why the Department of Labor wants to expand the number of hazardous jobs available to 16- and 17-year-olds.


FLSA prohibits 16- and 17-year-old workers from performing certain hazardous jobs outside of the agricultural industry, but provides limited exemptions for apprentices and student learners working “under certain conditions,” the regulatory agenda entry states.

In a notice of proposed rulemaking slated for publication in October, DOL is planning to consider whether Hazardous Occupations Orders “should be updated to reflect the current economic and work environments and to allow for safe and meaningful apprenticeship opportunities and student-learner programs.”

According to Ellison’s letter, 17 Hazardous Occupations Orders restrict younger workers in areas such as coal mining or fighting forest fires. He also states that because of those laws, work-related deaths among teens have dropped to 27 a year in 2015 and 2016 from 72.5 a year in 1999 and 2000.

“Rolling back these regulations could jeopardize the safety of America’s youth and lead to an increase in the rate of workplace injuries, or even death, for underage workers,” Ellison wrote.

Ellison concludes his letter with a series of questions for Acosta, requesting a response by June 6.

(See Government Affairs, page 6)
CA Governmental Affairs

AB 2069 (Bonta) – Reasonable Accommodation for Workers Using Medicinal Cannabis

Date of Hearing: April 25, 2018

April 16, 2018; Megan Lane / L. & E. /

AB 2069 provides that the medical use of cannabis by a qualified patient or person with an identification card to treat a known physical or mental disability or medical condition is subject to reasonable accommodation by an employer. This bill cites findings and nationwide trends of protecting medical cannabis patients from employment discrimination, provides that medical use of cannabis by a qualified patient or person with an identification card is subject to reasonable accommodation by an employer. Further, the bill provides that an employer is not prohibited from refusing to hire an individual or discharging an employee who is a qualified or person with an identification card, if hiring or failing to discharge an employee would cause the employee to lose a monetary or licensing-related benefit under federal law. The bill also provides that an employer is not prohibited from terminating the employment of, or taking corrective action against, an employee who is impaired on the property or premises of the place of employment or during the hours of employment because of the use of cannabis.

COMMENTS: According to the author, there is a disconnect between the legal use of cannabis to successfully manage medical conditions and how it is regarded in the employment context. The author contends that “workers and their physicians often find medical cannabis beneficial for relieving painful or disabling conditions that could otherwise impede their workplace performance. Many employers nonetheless prohibit workers from using medical cannabis but allow them to use other, more dangerous and addictive drugs such as opioids when prescribed by their physicians.”

What constitutes a disability or medical condition under FEHA? FEHA provides that employers may not discriminate against employees on a number of protected bases, including an employee’s mental or physical disability or medical condition. California Code of Regulations (CCR) Section 11065 provides that the term disability is “to be broadly construed.” In addition, it defines “mental disability” as including, but not limited to, any mental or psychological disorder or condition that limits a major life activity.

CCR Section 11065 further defines “physical disability” as including, but not limited to, any anatomical loss, cosmetic disfigurement, physiological disease, disorder or condition that both affects a specified body system and limits a major life activity. “Medical condition” is defined as either a cancer related physical or mental health impairment or a genetic characteristic that is scientifically and medically identifiable and is known to cause a disease or disorder in a person or the person’s offspring.

What is a reasonable accommodation? Under FEHA, an employer may refuse to hire or may discharge an employee with a physical or mental disability or a medical condition if the employee, due to his or her disability or condition, cannot perform the essential duties of the job even with reasonable accommodations. An employer, therefore, has an affirmative duty to reasonably accommodate an employee with a covered disability or condition if the accommodation enables the employee to perform the essential functions of the job and does not impose an undue hardship on the employer. See 2 CCR Section 11068.

A reasonable accommodation may be construed as imposing an undue hardship on an employer if it requires significant difficulty or expense when considered in light of a number of factors such as the overall financial resources of an employer and the nature and net cost of the accommodation. See 2 CCR Section 11065. FEHA considers the duty of an employer to reasonably accommodate a process and not a singular decision. In identifying a reasonable accommodation for an employee, the employer is expected to engage in a “timely, good faith, interactive process” with an employee or the employee’s representative, with a known physical or mental disability or medical condition. See 2 CCR Section 11069. Both parties are expected to exchange essential information to further the process. In the case of the employee, this may mean furnishing medical documentation of the disability or the condition and the need for reasonable accommodation.

Under this bill, an employer must engage in the reasonable accommodation process with an employee who is treating a known physical or mental disability or medical condition with medical cannabis and is as a qualified patient or person with an identification card. The application of the duty to reasonably accommodate an employee’s medical cannabis use was rejected in Ross v. Raging Wire Telecoms, Inc., 174 P.3d 200, (2008), which held, among other things, that California’s Compassionate Use Act did not put the company on notice that employers would be required under FEHA to accommodate the use of cannabis. This bill seems to address that concern. Some state legislatures have also favored requiring employers to accommodate the medical use of cannabis under human rights statutes. New York, Arizona, Minnesota, and Illinois, have enacted laws that specifically require an employer to provide medical cannabis accommodations. “Employers in these ‘accommodation states’ may accommodate by giving the employee medicinal breaks or modifying his or her work schedule.”

Arguments in Support

California NORML, a cosponsor of the bill, argues that “there is no reason to think that medical cannabis cannot be safely accommodated in the same way as legal prescriptions drugs. Elev
Arguments in Opposition

In opposition, a number of employer organizations, including the California Chamber of Commerce, argue that the bill goes too far and encroaches on an employer’s right to effectively manage the workplace. The Chamber states, “Under current law established through case law, as well as in AB 266 (Bonta) as part of the medical cannabis regulation legislation in 2015, an employer has the right to maintain a drug-free workplace, within certain parameters. The legislative language in AB 266 was adopted to address significant employer concerns regarding the ability to maintain a drug-free workplace. This assurance also addresses voter’s apparent concern with Proposition 19 (The Regulate, Control and Tax Cannabis Act of 2010).”

AB 2334 (Thurmond) – Electronic Filing of Cal/OSHA Forms 300, 300A, 301 Approved by CA Assembly Committee on Appropriations

May 2, 2018; Luke Reidenbach / APPR. / (916) 319-2081

AB 2334 will require covered employers electronically submit certain injury and illness information to the Division of Occupational Safety and Health (Cal/OSHA) and that Cal/OSHA develop a searchable online database of annual summary injury and illness information. The Department of Industrial Relations (DIR) will incur initial special fund costs of $1.8 million and $1.3 million ongoing annually for internet technology (IT) and staffing resources to develop and maintain the database.

Under current state law, all employers must file a report of every occupational injury or illness of each employee that results in lost time beyond the date of the injury or illness and requires medical treatment beyond first aid. Moreover, employers covered by certain recordkeeping requirements must submit Form 300A, which is an annual summary of relevant work-related injuries and illnesses. Employers must post the Form 300A in a location where other notices to employees are regularly posted.

Supporters of AB 2334 say it will strengthen the public’s access to data regarding workplace injuries. The California Professional Firefighters, the bill’s sponsor, notes that Form 300A posting requirement may benefit workers on a particular worksite, but it does not provide the public an opportunity to review. DIR indicates that certain information on the forms required to be posted online will need to be redacted to comply with the Public Records Act (PRA) and Information Practices Act. This results in additional workload and costs.

Cal-OSH Standards Board to Update Working Surfaces (HORCHER)

May 4, 2018

The Occupational Safety and Health Standards Board (Board) proposes to adopt, amend or repeal provisions of Title 8 of the California Code of Regulations relating to Working Surfaces to match recent updates made in the 29 CFR 1910.

The Board will hold a public hearing starting at 10:00 a.m. on June 21, 2018 in the Council Chambers, Room S249 of the Pasadena City Hall, 100 North Garfield Avenue, Pasadena, California. Written comments may also be submitted to the Board’s office. The written comment period commences on May 4, 2018 and closes at 5:00 p.m. on June 21, 2018. Comments received after that deadline will not be considered by the Board unless the Board announces an extension of time in which to submit written comments. Written comments can be submitted by mail to Sarah Money, Occupational Safety and Health Standards Board, 2520 Venture Oaks Way, Suite 350, Sacramento, CA 95833; or by fax at (916) 274-5743; or by e-mail sent to oshsb@dir.ca.gov.

The Occupational Safety and Health Standards Board intends to adopt the proposed rulemaking action pursuant to Labor Code Section 142.3, which mandates the Board to adopt regulations at least as effective as federal regulations addressing occupational safety and health issues. The U.S. Department of Labor, Occupational Safety and Health Administration (OSHA) promulgated regulations addressing walking-working surfaces as 29 Code of Federal Regulations, Part 1910:

Subpart D Sections 1910.21 through 1910.30 Subpart I, Sections 1910.132, 1910.139, 1910.140, Appendix D to Subpart I, and Appendix C to Subpart I


The Board is relying on the explanation of the provisions of the federal regulations in Federal Register, Volume 81, No. 223, pages 82494-83006, November 18, 2016, as the justification for the Board’s proposed rulemaking action. The Board proposes to adopt regulations which are the same as the federal regulations except for editorial and format differences.

OSHA revised and updated the general industry standard on walking-working surfaces. Walking working surfaces means any horizontal or vertical surface on or through which an employee walks, works, or gains access to a work area or work station. As such, the Federal Final Rule covers a broad scope: ladders, step (See Government Affairs, page 8)
bolts and manhole steps, stairways, dockboards, scaffolds and rope descent systems, fall protection and falling object protection, training requirements, powered platforms for building maintenance, vehicle-mounted elevating and rotating work platforms, manlifts, personal fall protection systems, powered industrial trucks, overhead and gantry cranes, pulp and paperboard mills, textiles, sawmills, telecommunications and electric power generation, transmission, and distribution.

Due to the size of the Federal walking-working surfaces regulation and the number of California regulations affected, the Federal regulation is being incorporated into the California regulations in segments. This notice addresses:

Fixed and Portable Ladders ☐ Mobile Ladder Stands and Scaffolds ☐ Stairways ☐ Step Bolts and Manhole Steps.

California is proposing to maintain its current structure regarding the existing regulations and proposes to add Section 3279 to address pole steps and manhole steps.

The federal changes to its general industry safety order affect California’s General Industry Safety Orders, High Voltage Electrical Safety Orders, Elevator Safety Orders, Petroleum Safety Orders - Drilling and Production, and Telecommunication Safety Orders. Future notices will encompass the remaining parts of the federal regulation.

The proposed regulations are substantially the same as the final rule promulgated by Federal OSHA. Therefore, Labor Code Section 142.3(a)(3) exempts the Board from the provisions of Article 5 (commencing with Section 11346) and Article 6 (commencing with Section 11349) of Chapter 3.5, Part 1, Division 3 of Title 2 of the Government Code when adopting standards substantially the same as a federal standard; however, the Board is still providing a comment period and will convene a public hearing. The primary purpose of the written and oral comments at the public hearing is to:

1. Identify any clear and compelling reasons for California to deviate from the federal standard; 2. Identify any issues unique to California related to this proposal which should be addressed in this rulemaking and/or a subsequent rulemaking; and, 3. Solicit comments on the proposed effective dates.

The responses to comments will be available in a rulemaking file on this matter and will be limited to the above areas.

The Board evaluated the proposed regulations pursuant to Government Code section 11346.5(a)(3)(D) and has determined that the regulations are not inconsistent or incompatible with existing state regulations. This proposal is part of a system of occupational safety and health regulations. The consistency and compatibility of that system’s component regulations are provided by such things as: (1) the requirement of the federal government and the Labor Code to the effect that the State regulations be at least as effective as their federal counterparts, and (2) the requirement that all state occupational safety and health rulemaking be channeled through a single entity (the Standards Board).

**Editor’s Note:** Do you have an item of interest, safety-related event, sister-organization meeting, special accomplishment or other newsworthy article that you would like to share with your fellow San Diego ASSE members? Send it to me via email no later than the 15th of the month and I will do my best to get it published. Here are some conditions: news articles, reports and other text-based submissions should be limited to a maximum of two pages, 10—12 pitch font. Artwork or graphics (flyers or posters) should be single-page, preferably in MS Word or MS Publisher format. If you are “borrowing” a news item previously published somewhere else (i.e., not your own original work), please provide the source and whether or not you have permission to reprint it. All submissions should be emailed to Newsletter@sandiego.asse.org. Please also provide your contact information, including name, email address and phone number.
Did You Resolve to Get Your ASP/CSP This Year?

Thinking about working on your ASP/CSP? If so, that’s outstanding and we are pulling for you! If you’d like to receive personal coaching for your ASP/CSP preparation, contact our Chapter President-elect Enrique Medina, CIH, CSP to start the ball rolling.

By becoming part of our ASP/CSP Study Group Community you will get support, advice, tips, prep course reviews, and post-test debriefing from your peers to assist you in studying for the ASP/CSP professional certification exams. This free service is open to all Chapter members, and members of allied organizations, and you can join at any time.

Enrique can be reached at: (619) 297-1469. Or President-elect@sandiego.asse.org

Congratulations to the Chapter’s newest CSP, Jodie Brown!!!

Peer to Peer (P2P) Resource Directory is Available Now

Do you need help with a safety issue or question? The P2P Resource Directory can help you. SD ASSE Chapter members can now download the P2P directory matrix from the chapter website’s News tab at sandiego.asse.org/news. You will be directed to the password protected ASSE member login to download the current list.

The P2P directory lists San Diego chapter members who are willing to provide other members no fee advice on areas of their expertise as a professional courtesy. There are over 45 safety specialty categories listed. If you would like to be listed, just download the P2P registration form from the same website, complete it, and send it to chapter secretary Enrique Medina at President-elect@sandiego.asse.org. All members are welcome to sign up for the P2P.

Job-Line

By David Ferguson, CSP

Looking for a new job? Visit our job-line at http://sandiego.asse.org/current-openings/ to see current opportunities such as: Fleet Manager; Construction Safety Manager; Safety Services Consultant; Industrial Hygienist; Program Producer, OSHA UCSD; Sr. Risk Control Advisor; Safety Manager; Technical Risk Control Consultant, Commercial Insurance. Check out these and other great jobs today!

Membership Chair:

by Steve Workman, CEAS

Welcome to our new members!

Josef Britt Forensic Analytical Consulting Services
Angela Muffley City of San Diego
Michael Salatino Professional Building Consultants

New Members North County Section:

None
House of Delegates Report

By Gary Couture, MS-OSH, COSS

San Diego Chapter Delegates Allison Long and Gary Couture attended the House of Delegates meeting in San Antonio, TX on Sunday, June 3, 2018, held in conjunction with the 2018 ASSP Professional Development Conference and Expo. The following is a summary of the items of interest discussed at that meeting.

- In his “State of the Society” speech as the outgoing president, James Smith, M.S., CSP reported that during the past year, the Society had published 22 new or revised standards, including the new ISO 45001 (Occupational Health & Safety Management Systems). This was the most standards ever published in one year. An Active Shooter Technical Report was also published by the Society this year. He also discussed the historical signing of the Singapore Accord, a joint resolution of some 40 occupational safety and health (OSH) organizations worldwide. Another Society accomplishment during the past year was the formation of the first new Council in 20 years; the Council of Academic Affairs and Research.

- In the Society’s annual Financial Report it was noted that the Society received $18.9 million in revenue this past year, which was $1.7 million more than last year and $1.2 million higher than budget. There was a reported $17.5 million in expenses, leaving a profit of $1.4 million. This was tempered slightly by the sale of the old Des Plains, IL headquarters building at less than the previously assessed book value. Total Society membership increased by 2%.

- In the Foundation annual report it was noted that over $377,000 in scholarships and grants were given out in the past year. A total of 150 up-and-coming young safety professionals were sponsored at the Future Leadership Conference. Two Family Scholarship Fund recipients received scholarships of $10,000 each as the child of a parent killed in a workplace incident. An ongoing research study on Workplace Fatigue was funded for an additional year. The Foundation’s current assets were reported at $5.8 million. The annual “Parade of Checks” yielded a total of $63,663.00 to add to the Foundation’s assets.

- There was one motion presented by the Board of Directors to the House of Delegates for approval. This motion was to approve the 2018—2023 ASSP Strategic Plan. The Board participates in strategic planning on an annual basis. The strategic planning process in 2016 and 2017 identified four strategic pillars: member communities, education, standards, and advocacy (value of the profession). The new strategic plan aligns the Society’s efforts and focus on these four pillars. After the presentation of the motion and minimal discussion, a vote of all present delegates was taken and the motion passed unanimously. A copy of the new ASSP Strategic Plan can be viewed on the ASSP website.

In the Region 1 Caucus held on Sunday morning before the HOD meeting, a major topic of discussion was to capitalize on the Society’s new name to reach out to sister organizations such as SHRM, RIMS, AIHA, AGC and others who’s members’ roles and responsibilities include employee safety and health but never considered membership in ASSE because the lack of “engineer” status. The San Diego Chapter has already been doing this with our collaborative advertising of like-minded organizations’ events, offering sister organization members our “members” price at our breakfast meetings and PDCs, and participation in group community outreach events. We will continue this out-reach effort to increase our membership and provide greater benefit to the San Diego area safety community.

It should also be noted that at the Chapter Recognition Luncheon held on Monday, June 4, the San Diego Chapter was awarded the Gold Chapter award for the seventh consecutive year. President Allison Long received the award for Chris Malicki, who was Chapter President during the past year when the award was earned. A picture of the award can be seen on page 1. “Spoiler Alert”…the Chapter has already been notified that we have also earned the Gold award for this past 2017-2018 year under Allison’s leadership!
MONTHLY CHAPTER MEETING, JUNE 12

Installation of the 2018-2019 Executive Committee and Presentation of the Sam Cahan President’s Award

At this meeting:

Out going President Allison Long will recognize the 2017-2018 Executive Committee

Installation of 2018-2019 Executive Committee

Presentation of 2017 Sam Cahan President's Award

Presentation of Donation Items to San Diego Youth Services for Summer Survival Kit Drive (See next page for a list of items needed)

Admiral Baker Clubhouse
3604 Admiral Baker Road, San Diego, CA 92120

Registration and Breakfast begins at 7:15 a.m.
Welcome and Speaker begins at 7:30 a.m.

$15 Members* with RSVP by 6/8/2018 by 5:00 P.M.
$20 No RSVP by 6/8/2018 and for Non-Members/Guests

*Members include: ASSE, ACWJPIA, AHMP, AIHA, IHFM, RNCN, RIMS, PARMA, CPCU, PWI, WUSMA

RSVP/Registration: Please RSVP OR register with payment by credit card on the San Diego ASSE Chapter website events page using this link:

Please note: RSVPs and pre-registrations are very helpful in determining the head-count for the luncheon catering. Those who RSVP may still pay by check, credit card or cash at the door if preferred.

Directions: Interstate 15 to Friars Road East; left onto Santo Road (traffic light); immediate right on Admiral Baker Road; go STRAIGHT at STOP sign; pass the recreation area and part of the golf course; road curves to right at the driving range; keep going all the way to the club-house parking lot—a total of .9 miles from Santo Road.
2017-2018 Officers

PRESIDENT: Allison Long
President@sandiego.asse.org

PRESIDENT-ELECT: Enrique Medina, MS, CIH, CSP
President-elect@sandiego.asse.org

SECRETARY: Fernand Kuhr
Secretary@sandiego.asse.org

TREASURER: Teresa Bonilla
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PAST-PRESIDENT: Chris Malicki
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NORTH COUNTY SEC/TRES: Vaughn Osterhout
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SAN DIEGO ASSE EXECUTIVE COMMITTEE MEETING MINUTES

The Executive Committee met on Tuesday, May 1. Allison Long, Enrique Medina, Steve Workman, Gary Couture, Scott Simerson, Fernand Kuhr, Chris Malicki, David Ferguson, and Isaac Szmuilowicz.

TREASURER’S REPORT

No report: The bank statement is not available on the first of the month. Members may view a copy of the report upon request to our President, Allison Long.

OLD BUSINESS

1. Review Minutes from April, 2017:
The April 3, 2018 EC Meeting Minutes were discussed and a corrected version (changed NC “Chapter” to NC Section) was approved by a motion by Gary Couture; a 2nd from David Ferguson and with all members voting Aye.

   • Allison Long discussed availability of better selection of food and beverages at a cost increase of $15 per person (declined).
   • Better signage to our seats is considered confusing according to Petco liaison but they will provide maps.

3. ROC Meeting
   • SD ASSE will be the host for the 2019 ROC 1 Spring Meeting.
   • Hosting requires the Chapter to vet hotels, provide meeting space, plan a dinner, and possibly provide a Saturday tour or event. As many as 30 people could attend the general meeting, up to 45 at the dinner social.
   • The ROC recommended SD ASSE identify a Student Affairs Liaison. Chris Malicki updated the EC with his work to empanel educators/administrators for Health and Safety (certificate/degree) programs at Cuyamaca College, Southwest College, and the OSHA Training Institute and a student affairs liaison may materialize from that work.

   • SD ASSE is to send the Governmental Affairs Chair to Stan Geist. And the ROC recognized the Chapter for its outstanding Newsletter Governmental Affairs section

4. Social Media Committee Redesign
   • Chris Malicki will provide a “training” session on YMLP website code to new Social Media Committee Chair Claire Wilson.

NEW BUSINESS

1. Professional Development Conference (PDC) discussion.
   • A team of EC members met last month to discuss plans for the SD ASSE 2019 PDC.
   • Steve Workman is the PDC committee chair.
   • Most of the EC present volunteered to work on the 2019 PDC.

   • Brooks Carder offered to provide a 4 hour (Saturday) training in “Strategic Planning” that would be given to the EC and any Chapter members who are interested. Fernand Kuhr offered a meeting place for the training. Allison Long will contact Brooks for some available dates.

(See Executive Committee on next page)
San Diego ASSE is excited to announce that at the breakfast meeting on July 10, items will be collected for donation to San Diego Youth Services. This is just one way that our great Chapter has chosen to give back to the community by supporting this organization that builds futures for at-risk youths. Acceptable donation items include:

- Gift Cards of any denomination (department stores, movie tickets, etc.)
- Bottled water and/or Refillable water bottles
- Underwear is always needed - boxer shorts for the guys and regular underwear for women
- Sunblock
- Caps with visors
- Always a shortage of ethnic hair products for African American youth
- Regular laundry detergent pods
- Dryer sheets
- Canned meats
- Dried pastas
- Sleeping bags (used are ok)

Please join us in supporting this worthwhile community organization. We look forward to seeing you all on July 10.

Allison Long
San Diego ASSE Chapter President
(Executive Committee, continued from page 12)

COMMITTEE REPORTS

1. **NC Section** – NC Section is on track with the Technical Tour at VSP on 5/17. The confirmation vote of the NC Section Officer Slate will be held at that time and the Section Operating Committee meeting will be held after the tour.

2. **Programs** – Chris Malicki reported that speakers for are scheduled through September 2018. Chris will email the EC with any changes or additions to the speakers list.

3. **Membership** – Steve Workman gave Brooks Carder a member list and template for a letter to send to new members.

4. **Public Affairs** – Isaac Szmuilowicz reported on the success of the Chapter’s association with the American Red Cross. He volunteered on the Chapter’s behalf April 28 for the Sound the Alarm event in San Marcos, CA. On May 5th the Red Cross will supply smoke alarms and education for residents in San Isidro.

5. **Government Affairs**— Scott Simerson stated he has received correspondence from a GA liaison from ROC1.

6. **Newsletter** – Gary Couture reports that the May issue of The Safety Net would be complete on May 1, 2018.

7. **Website** – Nothing to report.

8. **Jobline** – David Ferguson reported there are 9 openings on our jobline.

Next EC Meeting: June 5, 2018 – Call-in meeting

Next Event: June 12, 2018—Chapter Officer installation and San Diego Youth Services Summer Survival donation collection.

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Calendar of Special Events:

**June 2018**

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Summer Safety
Join SD ASSP and celebrate another year of fantastic major league baseball.

Overlooking Third Base, the Skyline Patio features gorgeous views of downtown San Diego and combines a semi-private place for us to socialize and enjoy the game. Enjoy all-you-can-eat food and beverages and kick back and relax for a game against the AZ Diamondbacks.

Date: Saturday, September 29, 2017
Game time: 5:40 PM (come early!)
Cost (each): ASSP Member: $60
ASSP Family Member: $60
Non-Member: $65
Late registration (after Aug. 17): $70

- Member rate extended to other professional organizations such as AIHA, PARMA, SAME, etc.
- All registrations after August 17 are $70.
- Registration closes September 14.
- No refunds will be provided for any reason.

For more information contact: Allison Long  ASSE.Allie@gmail.com
760-703-8499

Click HERE to register! Or go to the San Diego ASSP website/Events page.
AGC CALIFORNIA & AGC SAN DIEGO JOINT HEALTH & SAFETY CONFERENCE

JULY 11TH, 2018
9AM- 3:30PM
@ AGC Training Facility

Get connected with some of the best minds in safety, health, corporate wellness, emergency preparedness, and risk management. Such relevant exhibitors and high-quality speakers will make this a must-attend conference!

- Breakfast/Lunch
- Guest Speakers
  - Cal/OSHA, Fed OSHA, Industry Experts
- Safety Demonstrations
- Safety Professional Networking

WE HOPE YOU’LL JOIN US!

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Fax: 858-558-8444
It’s official: ASSP moves to new name, website and social channels

Jun 01, 2018

PARK RIDGE, Illinois — The world’s oldest professional safety society transitioned today to a new brand that includes a new name, refreshed logo, redesigned website and rebranded social media channels. The American Society of Safety Professionals (ASSP), with more than 37,000 members worldwide, represents the many diverse disciplines that make up the dynamic occupational safety and health community.

“We’re evolving with our profession to stay at the forefront of workplace safety advancements,” said ASSP President Jim Smith, M.S., CSP. “Our members are involved in various management systems and technical safety areas such as risk assessment, hazard identification, injury prevention and workers’ compensation. They also work to improve human and organizational safety performance. It’s an exciting time to be part of our organization.”

ASSP’s revised brand better reflects its current membership and positions the Society for growth with young safety professionals. The new name better tells prospective members that they need not be engineers to join the organization. ASSP members work in every industry around the globe, creating safe and healthy work environments by preventing injuries, illnesses and fatalities. Sound safety practices lead to increased productivity, higher employee satisfaction, improved business outcomes and a better reputation.

Followers of ASSP on social media can check out the Society’s new Twitter feed, revamped Facebook page and updated LinkedIn company page. ASSP’s social channels are an easy and effective way to stay informed of the latest workplace safety news, educational opportunities and global events.

The Society’s website is now www.assp.org, featuring a complete redesign that showcases ASSP’s strategic priorities of education, advocacy, standards and member communities. Visitors can more readily access the information they need, trusting ASSP as an authoritative, go-to source for expertise. The new website presents useful content that answers questions and solves problems for the occupational safety and health community. It also features single sign-on and real-time purchasing capabilities that enhance the overall customer experience.

The Society was founded as the United Association of Casualty Inspectors in 1911 as a result of the tragic Triangle Shirtwaist Factory fire that killed 146 garment workers in lower Manhattan. It was the deadliest industrial disaster in New York City history, leading to reforms that improved workplace safety. The Society’s name shifted in 1914 to the American Society of Safety Engineers. Last year in a historic vote, members approved the change to ASSP.

ASSP’s new brand will be on display at its Safety 2018 Professional Development Conference & Exhibition in San Antonio, taking place this Sunday through Wednesday (June 3-6) at the Henry B. Gonzalez Convention Center. The global event will bring together more than 5,000 safety professionals from 40 countries to learn a wide range of best practices, industry trends and the latest product innovations in the occupational safety and health field.

About ASSP — Working together for a safer, stronger future

For more than 100 years, the American Society of Safety Professionals has been at the forefront of helping occupational safety and health professionals protect people and property. The non-profit society is based in the Chicago suburb of Park Ridge. Its global membership of over 37,000 professionals covers every industry, developing safety and health management plans that prevent injuries, illnesses and deaths. ASSP advances its members and the safety profession through education, advocacy, standards development and a professional community. Its flagship publication, Professional Safety, is a longtime leader in the field. Visit www.assp.org and follow us on Twitter and Facebook.
OSHA Proposes Rule to Ensure Crane Operators Are Qualified To Safely Operate Equipment

May 18, 2018

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration today announced a proposed rule to increase the safety of America’s construction sites. In addition to providing long-term clarity regarding crane operator certification requirements, the proposal reinstates the employer duty to ensure that a crane operator is qualified to safely operate equipment.

Under the proposed rule, a change to the categories of certifications for crane operators would ensure more operators are able to meet the requirement. The proposal discontinues a 2010 requirement, which never went into effect, that crane operator certification must include the crane lifting capacity for which the operator is certified. The proposal would expand the type of certification programs for crane operators.

Comments on the proposed rule may be submitted electronically at http://www.regulations.gov, the Federal e-Rulemaking Portal, or by facsimile or mail. See the Federal Register notice for submission details. Comments must be submitted by June 20, 2018.

OSHA recently published a final rule extending the operator certification compliance date until November 10, 2018, in order to provide the agency with additional time to complete this rulemaking to address stakeholder concerns related to the Cranes and Derricks in Construction standard.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA’s role is to ensure these conditions for America’s working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.

U.S. Department of Labor Publishes Proposed Extension of Some Beryllium Standard Compliance Dates

May 31, 2018

Rule would extend compliance deadline for specific requirements of the beryllium standard for the general industry sector

WASHINGTON, DC – The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) today announced a proposed rule that would extend the compliance date for certain ancillary requirements of the general industry beryllium standard to Dec. 12, 2018. This extension applies to all processes, operations, or areas where workers may be exposed to materials containing beryllium that fall under the scope of the general industry standard.

The Notice of Proposed Rulemaking (NPRM) for a Limited Extension to Select Compliance Dates for Occupational Exposure to Beryllium in General Industry will be published in the Federal Register on June 1, 2018. The extension allows OSHA to complete a planned NPRM that is designed to clarify the standard and to simplify compliance. This proposal will benefit employers covered under this regulation to avoid potential confusion and ensure employers implement necessary and appropriate requirements to protect workers.

OSHA has also issued a memorandum stating that the ancillary requirements that are affected by this rulemaking will not be enforced until June 25, 2018. Any provisions for which the standard already establishes compliance dates in 2019 (change room and showers) and 2020 (engineering controls) are unaffected by this rulemaking.

The public may participate in this rulemaking by submitting comments during the 30-day comment period. Click here for information on submitting comments on the proposed rule.
Washington — New guidance from NIOSH is intended to help protect health care workers from exposure to illicit, non-pharmaceutical fentanyl, a synthetic opioid considered up to 50 times more potent than heroin.

Nurses, nursing assistants, physicians, technicians, therapists, phlebotomists and pharmacists are among the workers who may be exposed to fentanyl, according to NIOSH. Primary routes of exposure include inhaling powders or aerosols, making contact with mucous membranes, and ingestion. Also a concern is secondary exposure to items that break the skin, such as needlesticks.

Any primary exposure “can potentially result in a variety of symptoms that can include the rapid onset of life-threatening respiratory depression,” NIOSH states. Brief skin contact, however, is not likely to trigger an overdose and can be treated with prompt decontamination.

NIOSH advises workers who face potential fentanyl exposure to:

- Coordinate with emergency personnel to determine patients’ potential contamination levels and assess possible hazards.
- Refrain from touching your eyes, nose or mouth after coming in contact with surfaces in areas of possible contamination. Don’t eat, drink, smoke or use the restroom in these areas.
- Wash hands or other unprotected skin with soap and water after possible exposure. Don’t use alcohol-based hand rubs, as these could boost absorption through the skin.
- Consider using personal protective equipment such as disposable filtering facepiece respirators, goggles, powder-free nitrile gloves and sleeve covers.

Health care workers who care for patients with suspected or confirmed fentanyl exposure should launder their clothes at an in-house facility, if available. Separate exposed clothing and place in a labeled polyethylene bag.

The Centers for Disease Control and Prevention notes that it has not compiled occupational exposure data for illicit fentanyl, and that federal or consensus occupational exposure limits don’t exist. The agency adds that it intends to update the recommendations as new research is made available.

Washington — More than 20 percent of workers are obese, don’t get enough physical activity or are short on sleep, according to a recent study from NIOSH.

Using 2013 and 2014 data from the Behavioral Risk Factor Surveillance System, researchers looked at workers from 29 states and 22 occupational groups.

They found that approximately 16 percent to 36 percent of workers had a body mass index of 30 or higher, and 1 in 5 workers said they had not engaged in any leisure-time physical activity in the past month. In addition, about 31 percent to 43 percent of respondents averaged less than seven hours of sleep a night.

Study results also showed that transportation and material moving workers had significantly higher prevalence of all three risk factors when compared to all workers. Three occupational groups had a higher prevalence of shortened sleep time compared with other workers: production, health care support, and health care and technical services.

Obesity, lack of sleep and physical inactivity can lead to serious illnesses, such as Type 2 diabetes and heart disease, NIOSH states, adding that, “obesity and physical inactivity negatively affect the U.S. economy, with annual health care costs estimated at $147 billion for obesity and $117 billion for inadequate physical activity. Evidence suggests that workplace factors such as working long hours and shift work may increase the likelihood of short sleep, obesity and physical inactivity.”

The researchers say more research is needed to identify and control workplace factors that contribute to these risk factors.

The study was published in December in the Journal of Occupational and Environmental Medicine.
Serious work-related injuries and illnesses cost U.S. employers more than $1 billion a week: report

Boston — U.S. employers spent more than $1 billion a week on the most disabling injuries and illnesses in 2015, according to the Liberty Mutual Workplace Safety Index, an annual ranking of serious, nonfatal workplace injuries based on direct workers’ compensation costs.

Although the safety index’s top 10 most serious injuries and illnesses total decreased 1.5 percent from 2014, medical and lost-wage costs increased 2.9 percent. Overall, the cost of disabling injuries and illnesses reached nearly $60 billion, with the top 10 injuries and illnesses accounting for nearly $52 billion.

Overexertion involving outside sources was the leading cause of disabling injuries for the fourth consecutive year, costing employers $13.7 billion. Other injury causes—in identical order as last year—and their related costs were:

- Falls on same level ($11.2 billion)
- Falls to lower level ($5.9 billion)
- Struck by object or equipment ($5.3 billion)
- Other exertions or bodily reactions ($4.2 billion)
- Roadway incidents involving motorized land vehicle ($3.2 billion)
- Slip or trip without a fall ($2.3 billion)
- Caught in or compressed by equipment or objects ($2.1 billion)
- Struck against equipment or object ($2 billion)
- Repetitive motions involving micro-tasks ($1.5 billion)

“To effectively improve safety, each employer needs to understand the root causes of the most serious workplace injuries they experience, and the ways to effectively mitigate these through training, equipment and work design,” James Merdino, general manager of risk control at Liberty Mutual, said in a May 8 press release.

Researchers used data from Liberty Mutual, the Bureau of Labor Statistics and the National Academy of Social Insurance to compile the safety index.

Colorado study shows marijuana use more prevalent among workers in certain ‘safety sensitive’ jobs

Denver — In Colorado, marijuana use among workers in certain jobs “in which workers have responsibility for their own safety or the safety of others” exceeds that of the state’s general workforce, according to a recent study from the Colorado Department of Public Health and Environment.

Researchers analyzed data from the Behavior Risk Factor Surveillance System on more than 10,000 respondents who reported using marijuana at least once in the previous month.

They found that worker use in construction and extraction (16.5 percent); farming, fishing and forestry (16.5 percent); and health care support (15.8 percent)—all considered safety-sensitive occupations—was greater than in the state’s overall workforce (14.6 percent).

For safety-sensitive occupations in transportation and material moving (10.3 percent) and health care and technical (3.1 percent), however, the prevalence was lower than the state’s overall workforce.

Marijuana use was lower in industries that perform regular drug testing, such as health care and social assistance (7.4 percent); utilities (5.8 percent); and mining, oil, and gas (5.2 percent).

“Understanding the industries and occupations of adults with reported marijuana use can help direct and maximize impact of public health messaging and potential safety interventions for adults,” the researchers said. “Awareness of possible employee recreational marijuana use can inform employer policies regarding drug use and workplace impairment.”

Colorado is one of 29 states and the District of Columbia that has laws legalizing marijuana for recreational or medical reasons.

The report was published April 13 in the Centers for Disease Control and Prevention’s Morbidity and Mortality Weekly Report.
Too much sitting may lead to cognitive decline, dementia: study

Los Angeles — Long periods of inactivity may lead to atrophy of the part of the brain responsible for memory, according to a preliminary study from the University of California, Los Angeles.

Researchers surveyed 35 people between the ages of 45 and 75 who did not have dementia about their physical activity levels and the average hours per day they spend sitting over a seven-day period. Participants also underwent MRIs, which provided a high-resolution image of the medial temporal lobe, the region of the brain involved in the formation of new memories.

The researchers — who cited past research on the connection between physical activity and the delay of the onset of dementia and Alzheimer’s disease — found that more sitting led to thinner medial temporal lobes, which can be an early sign of cognitive decline and dementia in middle-aged and older adults. They stress, however, that their findings do not prove that excessive sitting causes thinner brain structures — only that increased sedentary time is associated with thinner brain regions.

“The finding … is clinically relevant and suggests that reducing this behavior may be a possible target for interventions designed to improve brain health in middle-aged and older adults,” the researchers said. “Better understanding the effects of sedentary behavior on our brains is important given the global epidemic of physical inactivity and sedentary lifestyles.”

The researchers also concluded that physical activity, no matter the level, does not compensate for the harm done by sitting for extended periods.

The study was published April 12 in the journal PLOS ONE.

Safety training falls short for immigrant workers at small construction companies: study

Washington — Immigrant construction workers employed by small companies do not receive the same amount of safety and health training as their counterparts at larger companies, according to a recent study from NIOSH and the American Society of Safety Engineers.

Researchers analyzed survey responses from 268 construction business representatives. They found that non-native workers in companies with fewer than 50 employees received less training than those in companies with 50 or more employees — both when joining the organization and at ongoing, monthly intervals. Training encompassed multiple categories, including pre-job instruction, federal and state requirements, and OSHA 10-hour training for construction. The researchers also found that immigrant workers in small companies were less likely to fulfill each type of safety training.

Other findings:

- Only 5.9 percent of immigrant workers at small companies received 11 or more hours of initial safety training — 38.2 percent received three to 10 hours and 55.9 percent received two hours or less. For larger companies, those figures were 20 percent, 48.5 percent and 31.5 percent, respectively.
- 61.8 percent of immigrant workers at small companies received two or less hours of monthly training, compared with 42.9 percent at larger companies.
- Supervisors spoke the same language as immigrant workers at 37.5 percent of small companies, compared with 68.9 percent of larger companies.

Overcoming language barriers improves safety, the researchers said. They recommend increasing awareness and training “to provide employers with the appropriate resources to reduce these risks.” Possible focus areas include effective communication through conversation and dissemination of occupational safety and health training materials.

The study was published in the March issue of the journal Safety Science.

Safe-in-Sound award nomination period opens

Washington — NIOSH and the National Hearing Conservation Association are accepting nominations for the 2019 Safe-in-Sound Excellence in Hearing Loss Prevention Award.

The award honors people and organizations that have introduced effective practices or innovations to help prevent occupational noise-induced hearing loss and tinnitus.

To nominate an individual or organization, send a letter highlighting the initiatives and success of the hearing loss prevention program via email to Safe-in-Sound Review Committee Coordinator Scott Schnei-
The past experiences of successful historical figures still can apply today—particularly those associated with human nature.

W. Edwards Deming frequently stated that an ultimate aim of quality was to create joy in the workplace.1 We should remind ourselves of that aim on a regular basis.

I recently discovered a document that both surprised me and warmed my heart. A German executive with whom I had struck up a long conversation at a recent conference gave it to me. The letter detailed “instructions for captains” from Baron Friedrich von Steuben, a former Prussian officer who brought discipline approaches and training to George Washington’s army at the height of the Revolutionary War. He ultimately became Washington’s Chief of Staff. The letter, which is quoted below, appears to have been written at the request of Washington. It indicated to me that von Steuben was aware of the value of joy in the workplace.

“A captain cannot be too careful of the company the state has committed to his charge. He must pay the greatest attention to the health of his men, their discipline, arms, accouterments, ammunition, clothes, and necessaries. His first object should be, to gain the love of his men by treating them with every possible kindness and humanity, inquiring into their complaints, and when well founded, seeing them redressed. He should know every man of his company by name and character. He should often visit those who are sick, speak tenderly to them, see that the public provision, whether of medicine or diet, is duly administered, and procure them besides such comforts and conveniences as are in his power. The attachment that arises from this kind of attention to the sick and wounded, is almost inconceivable; it will moreover be the means of preserving the lives of many valuable men.”

If this letter marks a high point in our philosophy of how to treat subordinates, I personally experienced a low point in the summer of 1960 between high school and college. I worked in an automotive assembly plant in the Kansas City area. My father had been an executive there, and considering what I had heard from him I fully expected to see a collection of lazy workers who needed strict controls to perform at all. In fact, I experienced nothing to support that perspective. Instead, I saw a group of workers who were very discouraged about the terrible quality of the cars they were producing.

The gulf between management and hourly workers was vast. Although supervisors in white shirts frequently rode by in golf carts, none ever spoke to me during my tenure. It took about two weeks on the job for me to dislike management!

The hostility toward management clearly was reflected in the workers’ performance and ultimately in the quality of the vehicles. It would have been very unlikely for a worker to suggest something that would improve the process. It would be assumed, almost certainly correctly, that management would not listen. Beyond that, however, from time to time workers actually would damage the vehicles. One day that I remember vividly, every fourth or fifth car arrived in my position with the shattered glass of the windshield lying inside the car. Later I worked in final repair, where completed vehicles were inspected and defects (hopefully) corrected. Many vehicles arrived with dents, which certainly did not happen without assistance from the workers. The fact that the automotive company was able to turn this around under Deming’s tutelage indicates that hostility toward management is not a fundamental characteristic of workers.

In later years, I learned that this automaker’s philosophy apparently was derived from the work of Frederick Taylor. His 1911 book, Principles of Scientific Management,2 was perhaps the most influential management book of the 20th century. During his involvement with manufacturing plants, Taylor perceived that the employees were working much more slowly than necessary. Rather than attempt to find out why, he developed methods of asserting control over the workers. His crowning achievement was to establish piece rate as the most efficient compensation structure. This quote represents a low point in the philosophy of how to treat subordinates, establishing a fundamental distrust between labor and management, “…hardly a competent workman can be found in a large establishment, whether he works by the day or on piece work, contract work, or under any of the ordinary systems, who does not devote a considerable part of his time to studying just how slow he can work and still convince his employer that he is going at a good pace.”

If workers did not have bad motives, however, why would they attempt to slow down work? One answer should have been obvious to Taylor. The work that he observed was incredibly dangerous.

Although statistics are difficult to gather for that time, I found a report from the Bureau of Labor Statistics indicating that the fatality rate of workers in the iron and steel industry in 1907 was approximately 2.2 per 100 workers per year.3 Under such hazardous conditions, workers were most likely to slow down and use caution in hopes of surviving. Driving up the pace of work certainly would have increased the danger. There was no Occupational Safety and Health Administration, and the unions were weak. There was nothing to protect the worker other than his own ingenuity.

(See Carder, on page 23)
Management’s belief that workers are not motivated to do a good job becomes a self-fulfilling prophecy. Why should workers be treated with respect? If workers are not treated with respect, why should they go out of their way to help the company? In fact, disrespect is so corrosive that it has been found as a leading factor in violent crimes, including homicides.\(^6\) With this automotive maker’s workers, the violent crime was taken out on the vehicles. Although I do not condone this practice, it is predictable. Disrespect is an inevitable result of Taylor’s philosophy.

Deming, of course, was more like Washington. He noted, “The present style of reward ... Squeeze out from an individual over his lifetime his innate intrinsic motivation, self-esteem, dignity. They build into him fear, self-defense, extrinsic motivation. We must preserve the power of intrinsic motivation, dignity, cooperation, curiosity, joy in learning.”\(^6\)

The auto manufacturer was ultimately a beneficiary of Deming’s philosophy. The company’s director of quality at the time of Deming’s work told me the thing that gave him the most pride, relating to Deming’s transformation of the company, was seeing senior executives and hourly workers sitting side by side in a class, clearly demonstrating respect.

The company’s chairman said in his book that the one thing a plant manager could be fired for was a failure to know his/her employees.\(^7\) The chairman would tour plants with the managers and carefully evaluate the relationships that existed.

Although I am sure there have been ups and downs, Washington’s philosophy appears to have survived in the U.S. Army. In his book about the transformation of the army after Vietnam, James Kitfield tells a story about Lt. Col. Jack Galvin (eventually a four-star general). Toward the end of the war, Galvin was ordered by his commander to launch an attack on a well-fortified enemy position. Galvin knew that his men would take heavy losses for an objective of little value. Consequently, he refused the order, knowing that it was a court martial offence. His commander did not press for court martial, but he did insert the following paragraph into Galvin’s fitness report: “Lt. Col. Galvin puts consideration for his men before that of the mission,” which was intended to be a rebuke.

According to Kitfield, Galvin was more proud of that fitness report than of the Distinguished Service Cross, the Silver Star, or any other medals and campaign ribbons he brought back from Vietnam. The fact that Galvin ended his career with four stars indicates that the value of taking care of military troops is still present.\(^8\)

My personal experience is that the Army is on the right track. In the late 1990s, I had the opportunity to visit the Army’s National Training Center at Fort Irwin, where I observed Col. H.R. McMaster (now a four-star general and national security advisor) in action. He clearly respected and was admired by his men. Although there may have been many changes in the Army between the Revolutionary War and the present era, it brought joy to me to see the relationship McMaster had with the troops. There was joy in that workplace.

Today’s managers need to decide which of these models they will follow. Not surprisingly, I prefer Washington’s way. I believe that bringing joy for others into the workplace will generate positive results for managers and the entire organization.

References


Brooks Carder, PhD
ASSP San Diego, Membership Chair
Carder and Associates LLC
PRODUCT SAFETY RECALLS:


4. ALDI Recalls Deep Fryers Due to Fire and Burn Hazards: https://www.cpsc.gov/Recalls/2018/ALDI-Recalls-Deep-Fryers-Due-to-Fire-and-Burn-Hazards


12. IKEA Recalls Bicycles Due to Fall Hazard: https://www.cpsc.gov/Recalls/2018/IKEA-Recalls-Bicycles-Due-to-Fall-Hazard


Smithfield, RI — Honeywell Safety Products has issued a voluntary recall of approximately 82,500 hard hats, stating that the equipment may provide insufficient protection from impact and put wearers at risk of head injury.

According to the April 24 recall notice, Fibre Metal E2 Cap and North Peak A79 models are affected. The Fibre Metal E2 hard hats have manufacture dates of April 2016, May 2016, December 2017 or January 2018. The affected North Peak A79 equipment has a No. 4 mold identification and was manufactured between April 2016 and January 2018. Manufacture dates and mold numbers can be found on the underside of the hat brim.

Affected customers should stop using the hard hats immediately and contact the manufacturer by phone at (888) 212-6903 from 8 a.m. to 5 p.m. Eastern, Monday through Friday, to obtain a product credit or voucher equal to the price of the recalled helmet. Users also can visit honeywellsafety.com and click “Voluntary Product Recall” on the right side of the website for more information.
## U.S. DOT National Highway Traffic Safety Administration Vehicle Recalls

### NHTSA Recall ID Number: 18V238
**Manufacturer:** Ducati North America  
**Subject:** Fuel Sprays When Cap is Removed

<table>
<thead>
<tr>
<th>Make</th>
<th>Model</th>
<th>Model Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>DUCATI</td>
<td>PANIGALE V4</td>
<td>2018</td>
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</table>

### NHTSA Recall ID Number: 18V239
**Manufacturer:** Ducati North America  
**Subject:** Fuel Leak from Tank Breathing System Valve Plug

<table>
<thead>
<tr>
<th>Make</th>
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<th>Model Years</th>
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<tbody>
<tr>
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### NHTSA Recall ID Number: 18V247
**Manufacturer:** Volkswagen Group of America, Inc.  
**Subject:** Driver’s Frontal Air Bag Inflator May Explode

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<tr>
<th>Make</th>
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<td>VOLKSWAGEN</td>
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<td>PASSAT WAGON</td>
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### NHTSA Recall ID Number: 18V244
**Manufacturer:** Automobili Lamborghini  
**Subject:** Incorrect GVWR on Certification Label/Part 567

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<tr>
<td>LAMBORGHINI</td>
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### NHTSA Recall ID Number: 18V248
**Manufacturer:** BMW of North America, LLC  
**Subject:** Electric Auxiliary Water Pump Failure

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<td>BMW ACTIVEHYBRID 7</td>
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<td>MINI JCW CONVERTIBLE</td>
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<td>ROLLS-ROYCE GHOST</td>
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### NHTSA Recall ID Number: 18V252
**Manufacturer:** General Motors LLC  
**Subject:** Glass Not Fully Tempered/FMVSS 205

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NHTSA Recall ID Number : 18V257
Manufacturer : Kia Motors America
Subject : Clutch Actuator Oil Leak may cause Fire

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NHTSA Recall ID Number : 18V260
Manufacturer : Hyundai Motor America
Subject : Clutch Actuator Oil Leak may cause Fire

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<td>IONIQ HYBRID</td>
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NHTSA Recall ID Number : 18V262
Manufacturer : Volkswagen Group of America, Inc.
Subject : Rear Shocks may have Poor Welds

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NHTSA Recall ID Number : 18V271
Manufacturer : Mercedes-Benz USA, LLC.
Subject : Headlight Adjustment not Sealed/FMVSS 108

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NHTSA Recall ID Number : 18V273
Manufacturer : Mercedes-Benz USA, LLC.
Subject : Insulation Mat may Deform and cause Fire

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<thead>
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NHTSA Recall ID Number : 18V275
Manufacturer : Ford Motor Company
Subject : Water may Enter the Trailer Tow Module

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NHTSA Recall ID Number : 18V278
Manufacturer : Chrysler (FCA US LLC)
Subject : Seatbacks may not have Openings for Air Bags

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NHTSA Recall ID Number : 18V282
Manufacturer : Chrysler (FCA US LLC)
Subject : Fuel Leak may cause Fire

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**NHTSA Recall ID Number :** 18V267  
**Manufacturer :** General Motors LLC  
**Subject :** Fire Extinguisher May Be Clogged or Inoperable

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<th>Make</th>
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<td>CHEVROLET</td>
<td>SILVERADO 2500</td>
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<td>SILVERADO 3500</td>
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<td>SAVANA</td>
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<td>SIERRA 1500</td>
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**NHTSA Recall ID Number :** 18V268  
**Manufacturer :** Honda (American Honda Motor Co.)  
**Subject :** Improperly Installed Passenger Air Bag

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**NHTSA Recall ID Number :** 18V272  
**Manufacturer :** Mercedes-Benz USA, LLC.  
**Subject :** Oil in Active Curve System may Leak

<table>
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<tr>
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<td>GL550</td>
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<td>GL63</td>
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<tr>
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<td>ML63</td>
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**NHTSA Recall ID Number :** 18V277  
**Manufacturer :** General Motors LLC  
**Subject :** Liquid may Leak into Power Window Switch

<table>
<thead>
<tr>
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<tbody>
<tr>
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<tr>
<td>GMC</td>
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**NHTSA Recall ID Number :** 18V287  
**Manufacturer :** Porsche Cars North America, Inc.  
**Subject :** Stress Corrosion Cracking of Control Arm Shafts

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<tr>
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**NHTSA Recall ID Number :** 18V295  
**Manufacturer :** General Motors LLC  
**Subject :** Turn Signal and Headlight Switches may Malfunction

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<tr>
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<td>STREET TRIPLE</td>
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NHTSA Recall ID Number: **18V279**

**Manufacturer:** Chrysler (FCA US LLC)

**Subject:** Lower Control Arm Separation

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<tbody>
<tr>
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NHTSA Recall ID Number: **18V280**

**Manufacturer:** Chrysler (FCA US LLC)

**Subject:** Incorrect Transmission Park Rods Installed

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<thead>
<tr>
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<tr>
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<td>GRAND CHEROKEE</td>
<td>2018</td>
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<tr>
<td>JEEP</td>
<td>WRANGLER</td>
<td>2018</td>
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<tr>
<td>RAM</td>
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NHTSA Recall ID Number: **18V291**

**Manufacturer:** General Motors LLC

**Subject:** Driver’s Seat Belt Tensioner Cable May Separate

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<tr>
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NHTSA Recall ID Number: **18V304**

**Manufacturer:** General Motors LLC

**Subject:** Fuel Leak in Rollover After Crash/FMVSS 301

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<td>CHEVROLET</td>
<td>CRUZE</td>
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NHTSA Recall ID Number: **18V332**

**Manufacturer:** Chrysler (FCA US LLC)

**Subject:** Cruise Control cannot be Cancelled

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<tr>
<td>RAM</td>
<td>5500</td>
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</table>
HELPFUL LINKS AND OTHER INFORMATION

American Industrial Hygiene Association: http://www.aiha.org/
American Red Cross: http://www.redcross.org/
American Society of Safety Professionals NEW Main Website: https://www.assp.org/ NEW
ASSP Center for Safety and Health Sustainability http://www.centershs.org/ NEW
ASSP Learning Library: http://www.safetybok.org/ NEW
ASSP Risk Assessment Institute https://www.assp.org/advocacy/risk-assessment-institute NEW
California Division of Occupational Safety and Health (DOSH), (Cal/OSHA): http://www.dir.ca.gov/dosh/
Center for Disease Control and Prevention (CDC): http://www.cdc.gov/
Environmental Protection Agency (EPA): http://www.epa.gov/
FEMA “Be Ready” Website: http://www.ready.gov/
Mine Safety and Health Administration (MSHA): http://www.msha.gov/
National Institute of Health Sciences (NIH): http://www.niehs.nih.gov/
National Institute of Occupational Safety and Health (NIOSH): http://www.cdc.gov/niosh/
Occupational Safety and Health Administration (OSHA) Main Website: https://www.osha.gov/
San Diego ASSP Website: https://sandiego.assp.org/ NEW
US Chemical Safety Board (CSB): http://www.csb.gov/
Long-term Newsletter Editor bids farewell, new Editor to step up

To my fellow San Diego ASSP Chapter members, colleagues and friends,

It is with a great deal of mixed emotions that I sit down to write this final missive. Who knew, when I agreed to take on the role of Newsletter Editor way back in July of 2012, that I would still be sitting here today after crafting, cobbiling and creating some 72 newsletters, each averaging about 20 or more pages. (This one is a whopping 30 pages!) That’s over 1400 pages of pictures, articles, technical information, events, website links, op-eds, recalls and member submissions transmitted to over 300 of you San Diego area Occupational Safety & Health Professionals. I hope you have found my efforts beneficial, or at least mildly interesting.

Of course, I cannot claim sole responsibility for the content of each issue. Each of your Executive Committee members has contributed valuable information from their individual perspectives, including the President’s Catch, Government Affairs, Job Line, Membership, Secretary’s Meeting Minutes, Treasurer’s Financial Reports, Public Affairs, PDC Chair, and Special Events Chairs. Members-at-large, such as Steve Thompson, Cathi Marx, Steve Workman and Brooks Carder have contributed many educational and thought-provoking original articles over the years.

Our Chapter, and the Society as a whole has experienced a great deal of change and growth over the past six years, and I have been privileged to observe, participate and report on it in both of my positions as Newsletter Editor and Chapter Delegate. Such issues as the restructuring of the Society’s governance model, the Society’s new name and logo, and even the creation of our North County Section have all been interesting and exciting opportunities to be involved in; to speak up and have a say in, representing your opinions and preferences. I have been elected yet another year to serve and represent you as Delegate, and I will continue to approach that responsibility with the same diligence and dedication as I have in the past.

Even as I am typing this, I am thinking back on all the monthly editions I have created, and wondering why I am stepping aside and leaving this cherished role. I have truly enjoyed my tenure as editor of this newsletter. I will dearly miss my time and hands-on involvement with the gathering and dissemination of information to you, the many readers of this newsletter. But I also feel it’s time to let go and allow another Chapter member the opportunity to serve. As evidenced by the lateness of this issue, my obligation of time and attention to my “paying gig” has increased significantly lately, and finding the hours needed to focus on making this a quality, worth-reading product each month has become more and more difficult.

As it turned out, the timing was fortuitous; just as I was informing the Nominations Committee of my intentions to step down, another Chapter member was speaking with one of the Executive Committee members about becoming more actively involved in the chapter. Allow me to introduce that individual to you. Richard Cortopassi is a former student of mine at Cuyamaca College. As a student, I found him bright, articulate and well-spoken. He was one of those students who took his studies seriously and strove to do his best in every assignment. He is an experienced Safety Professional and is knowledgeable in Microsoft Publisher, the software used to create this newsletter. He is also excited at the opportunity to be of service to our Chapter and its members. I have full confidence in Richard and expect that you will notice very little change in the newsletter, except possibly a subtle reflection of Richard’s style of wordsmithing. I look forward to reading the new newsletter under his editorship.

So, as I reluctantly bring this message, and this edition of *The Safety Net* to a close, I wish you all farewell. I’m not really going anywhere; I will still continue my active membership in the chapter, and there have been some not-so-subtle suggestions of other opportunities for involvement at the Regional or even Society level. We’ll have to see where that leads!

I’ll close with the immortalized words of Sgt. Phil Esterhaus of Hill Street Blues, “Hey, Let’s be careful out there!”

Sincerely,

*Gary Couture*,  MS-OSH, COSS

“Past” Editor, *The Safety Net*