

SOCIETY UPDATE

THE NEWSLETTER OF THE AMERICAN SOCIETY OF SAFETY ENGINEERS

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ASSEF/AIHF Team to Offer Research Grant

As part of a new partnership forged between ASSE and the American Industrial Hygiene Assn. (AIHA), the respective foundations of each organization are teaming to offer a joint safety and health research grant. Both foundations are taking applications for the \$12,000 grant (which could grow to \$20,000 depending on the quality of the selected proposal), which will be awarded to a researcher exploring the issue of "developing future safety cultures in industry."

All submissions will be reviewed by a Joint Research Committee, whose members include **Edwin P. Granberry Jr.**, FAIC, CES, ASSEF Chair; **Larry Oldendorf**, P.E., ASSEF Research Committee Chair; **William Philips**, P.E., Research Committee member; and AIHF Trustees Gayla McCluskey and Pat Paulus. "The ASSE Foundation is pleased to embark on this new partnership with the AIHA Foundation," says Granberry. "It reflects a genuine commitment by these two groups to advance the environmental, health and safety profession through the support of applied research."

The goal of the program is to identify and develop innovative ways to enhance safety cultures in the next 10 years. Applications will be evaluated by the degree to which the described activity meets the following core selection criteria:

- proven history of effectiveness;
- measurability of results/outcomes;
- transferability to other work environments;
- efficient use of resources;
- well-defined target population.

Applications should address the following points/issues:

- Analyze the value of management-employee involvement in jointly developing safety and health cultures within various industries/occupations.
- Analyze methods of measuring quantitative units of performance for various safety culture elements and characteristics (i.e., beliefs, values).
- Develop a set of definitive conclusions conducive to supporting/developing effective safety cultures in specific work environments.



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Appreciate Your Regional Vice President

As Senior Vice President, I have the honor and privilege of chairing the Council on Member and Region Affairs (CoMRA). CoMRA consists of the eight regional vice presidents (RVPs) who represent the geographic areas. These representatives are your voice at CoMRA and Board of Directors (BoD) meetings. By region, the RVPs are as follows:



Mark D. Hansen, P.E., CSP, CPE
Senior Vice President

- I - Brian A. Clarke, CSP**
- II - Sam Lybarger, CSP**
- III - Michael W. Thompson, CSP**
- IV - John S. Fleming**
- V - Jack R. Vetter, P.E., CSP**
- VI - Jack H. Luckhardt, CSP, ARM**
- VII - Warren K. Brown, CSP, ARM, CSHM**
- VIII - Douglas Pastore, CIH**

We are fortunate to have these eight volunteer leaders who give of themselves to ensure the future viability of the profession. They contribute their free time to serve the Society and its members in order to improve the profession and enhance the professional. To see just how much free time, allow me to explain some of their duties.

During the course of a two-year term, each RVP meets with each chapter in his region. With as many as 25 chapters in some regions, this entails a major time commitment. At least two or three times per year, RVPs hold regional operating committee (ROC) meetings, at which all chapter presidents discuss the status of activities and current issues. (This process is a little different for regions with areas managed by area directors, but the commitment is quite similar.) RVPs provide status reports to CoMRA and BoD, as well as information regarding pressing issues for council and Board action.

All RVPs attend the annual Leadership Conference; some also serve on committees and task forces for this event, which may require additional meetings throughout the year. The RVPs also attend the annual House of Delegates (HoD) meeting held at the Professional Development Conference (PDC). Typically, RVPs also attend the PDC for continuing education purposes, as well as meetings with ASSE members.

In addition, significant time commitments are required between all of these meetings to handle action items and deal with Board issues. Lastly, RVPs handle daily calls from members regarding region-related issues. Who knows how much time *that* requires! So, let's add all this up:

Event	Time Commitment (days)
1. Attend Chapter meetings	25
2. Attend ROC meetings	3
3. Attend CoMRA meetings	5
4. Attend the Leadership Conference	1
5. Attend HoD meetings	1
6. Attend BoD meetings	4
7. Attend the PDC	4
8. Participate in one or more committee or task force	2
Total	45

Overall, the time commitment appears to be minimal. When considering 365 days per year, this equates to about 12 percent. However, for a more-accurate assessment, let's compare this commitment to available free time. Assuming 11 holidays

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Mission Statement

To provide communications covering all Society activities, services, benefits, position statements, actions of the Board of Directors, House of Delegates, bylaws changes and related activities of interest to members of the American Society of Safety Engineers. Further, *Society Update* is a vehicle to recognize individual members, chapters, regions, areas, divisions and the profession. The newsletter also provides a forum for commentary by Society membership on areas of interest and concern in all Society operations. Opinions and conclusions expressed in this publication are the authors' and do not necessarily reflect the opinions of *Society Update* or ASSE. All members and units of the Society are encouraged to submit news, pictures and comments to *Society Update* for publication.

Thompson Assists Airline Passenger

On a recent Southwest Airlines flight bound for Phoenix, AZ, **Marcy Thompson**, CSP, COHN-S, put her experience as an occupational health nurse to use to help a 75-year old woman who fainted in the aisle. Thompson determined the spell was caused by a reaction to medication, and subsequently used an ammonia inhalant to help the woman regain consciousness. "Being in industry as opposed to a hospital setting, we have to rely on our skills, because we don't have the support or the equipment to back us up," notes Thompson. The woman's condition was monitored for the remainder of the flight and was reported as stable upon landing. Southwest presented Thompson with a letter of appreciation and a round-trip ticket on any of its national flights.

A professional member of the Boston Chapter, Thompson is ASSE's Vice President, Finance, and a member of the Society's Management Practice Specialty. She is senior safety engineer with ON Semiconductor Corp.'s East Greenwich, RI, facility. ■



Marcy Thompson, CSP, COHN-S

Hofman Commended for EPA/DNREC Pilot Program Contributions

Lauded for his demonstrated knowledge, expertise, professionalism and willingness to volunteer, Central Pennsylvania Chapter professional member **Richard K. Hofman**, CSP, CIH, received a letter of commendation for his participation in the Environmental Protection Agency's (EPA) and Delaware Dept. of Natural Resources and Environmental Control's (DNREC) "Safety Compliance Alliance" pilot project, under Section 112(r) Risk Management Program (RMP) of the Clean Air Act. Proposed by

University of Pennsylvania's Wharton School Risk Management Processes Center, the project's main purpose was to determine the feasibility of using outside audits as an alternative to traditional regulation implementation of RMP requirements.

The letter, from EPA's regional administrator Bradley Campbell and DNREC's Nicholas DiPasquale, cited Hofman's efforts and the fact that they "now recognize that third-party auditing at facilities

significantly increases compliance with regulations and helps prevent environmental problems, and reduces public health risks to nearby communities." Hofman reviewed a local chemical plant's program to prevent or minimize the consequences of an anhydrous ammonia release, and his detailed report confirmed DNREC's assessment of the firm's risk management program when they first reviewed the facility.

The correspondence further notes that Hofman's report was "one of the most detailed and should help [the plant] as they continue to expand their program." Tim Fisher, ASSE's manager, professional affairs and standards, adds, "The results support ASSE's contention that using the expertise of the private sector will go a long way in enhancing and improving occupational safety and health in the U.S."

A 17-year member of ASSE, Hofman is also a member of the Society's Consultants, Healthcare, Industrial Hygiene and Management practice specialties. He holds a degree in environmental management/science, and is currently vice president of Hofman Safety & Industrial Hygiene Consulting in Lebanon, PA. ■

McGlothlin Named TSJC Faculty Member of the Year

Charles W. McGlothlin Jr., P.E., has been named Trinidad (CO) State Junior College (TSJC) Faculty Member of the Year. A manager and educator for more than 30 years, he teaches occupational safety and health, and serves as faculty advisor for ASSE's TSJC Student Section, which has been named the best student section in the nation twice during the last five years. TSJC is the only two-year college to have received this recognition in the award's 24-year history.

A professional member of the Pikes Peak Chapter, McGlothlin serves as Chair of the Student Member Activity Task Force, and is an active member of ASSE's Professional and Educational Standards Committee. He served on the ASSE Curriculum Committee that developed outcomes-based curriculum requirements, which the Accreditation Board for Engineering and Technology adopted in November 2000 as the standard for accreditation of an associate's degree in occupational safety and health.

McGlothlin has received many Society awards in recent years, including the Pikes Peak Chapter Outstanding Service Award; ASSE Certificates of Recognition as Technical Lecturer and Faculty Advisor; 1999 Pikes Peak Chapter President's Award; 1998 Outstanding Student Section Scholarship Award;

and the 1997 Pikes Peak Chapter Safety Professional of the Year. Additional awards include NIOSH Training Project Grant Awards in 1999 and 2000, the 1996 Program of Excellence Award by the Colorado Commission on Higher Education, and the 1995 Crawford and Co. Scholarship Award.

McGlothlin received his B.S. and M.S. in Engineering of Mines from West Virginia University, and is currently pursuing a Ph.D. at Colorado State University. He has completed coursework at the Harvard Business School, UCLA and the University of Pennsylvania. In addition, McGlothlin is an OSHA-authorized instructor of construction and general industry standards, and holds a Technical Education Credential in Occupational Safety and Health from the Colorado State Board for Community Colleges.

McGlothlin has served as the corporate officer responsible for health, safety and regulatory compliance for mining operations in three states, and has extensive industrial experience in safety program development and implementation, as well as in safety training of management and hourly workers in regulatory compliance and accident prevention. He is a registered professional engineer in three states, as well as a member of the National Society of Professional Engineers and Professional Engineers of Colorado. ■

ASSE Members Appointed to ACCSH

Assistant Secretary of Labor for OSH Charles Jeffress has appointed/reappointed several ASSE members to the Advisory Committee on Construction Safety and Health (ACCSH). The 15-member committee consists of five representatives each of employers and employees, two state government representatives, two public representatives and one member designated by the Secretary of Health and Human Services.

Newly appointed ASSE members

- Employer Representative: Northwest Chapter member **Daniel J. Murphy**, vice president risk control, St. Paul Fire and Marine Insurance, St. Paul, MN.

- Public Representative: **Thomas A. Broderick**, Greater Chicago Chapter professional member and executive director, Construction Safety Council, Hillside, IL.

- State Safety and Health Representative: North Carolina Chapter member **Kevin Beauregard**, assistant deputy commissioner/director of the division of occupational safety and health, North Carolina Dept. of Labor, Raleigh.

Reappointed ASSE members

- Employee Representative: **Stephen Cooper**, National Capital Chapter member, and executive director, International Assn. of Bridge, Structural and Ornamental Iron Workers, Washington, DC.

- Employee Representative: **William Rhoten**, director of safety and health, United Assn. of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the U.S. and Canada, Washington, DC. A National Capital Chapter member, Rhoten is also a member of the Society's Construction Practice Specialty.

- Employer Representative: Chesapeake Chapter professional member **Stewart Burkhammer**, P.E., CSP, vice president and manager of safety & health services of Frederick, MD-based Bechtel Corp. A Society Fellow, Burkhammer is also a member of the Society's Construction, International and Management practice specialties.

- Dept. of Health and Human Services: Southwestern Ohio Chapter member **Marie Haring-Sweeney**, Ph.D., National Institute for Occupational Safety and Health. ■

Moore Named ASTM Committee F18 Chair

North Carolina Chapter professional member **Edward L. Moore**, CSP, was recently named Chair of ASTM Committee F18 on Electrical Protective Equipment for Workers. The committee, which currently includes some 200 members, develops standards relating to tools, materials and equipment used to protect workers from electrical hazards.

Moore is a 26-year member of ASSE, and also serves as a director of the South Carolina Occupational Safety Council. He holds a B.S. in Industrial Engineering and Operations Research from Virginia Tech. Moore provides training, and workplace safety and health services for Chapel Hill, NC-based Healthcomp. In addition to consulting work, he has held occupational safety positions with Carolina Power and Light Co., and the U.S. Fidelity and Guaranty Co. ■

Prospective Authors

Sharing your expertise and ideas by writing an article for *Professional Safety* can help you make a lasting contribution to the safety profession—not to mention earn professional recognition and earn CEUs. To learn more about this rewarding experience, join members of the Editorial Review Board (ERB) for an informative session at ASSE's 2001 Professional Development Conference in Anaheim. Slated to run Monday, June 11 from 1:00 to 2:30 p.m., the session will provide attendees with writing tips and will examine style guidelines for manuscript preparation, methods of submission, and the blind peer review and evaluation process. The session will also feature an expanded question-and-answer session with ERB members, PS staff and past authors. To register for the conference, visit ASSE's Online Resource Center at www.asse.org. Reference session #513. ■

Bonfiglio Appointed to NACOSH

Salvatore J. Bonfiglio, CSP, a professional member of the Metropolitan Chapter, has been appointed to the National Advisory Committee on Occupational Safety and Health (NACOSH).

With 20 years' experience in the safety profession, Bonfiglio has worked in manufacturing, service, research and construction. During the 1980s, he served as a compliance officer with OSHA's Region II, and his work with OSHA throughout the 1990s to assist in its reinvention efforts was recognized by Vice President Al Gore.

Bonfiglio earned a bachelor's in Occupational Health and Safety from the Harry Van Arsdale School of Labor Studies (State University of New York). He is also certified in safety management, licensed by the city of New York and a cer-

tified ISO auditor. An active supporter of legislation that advances safety and health in the nation's workplaces, Bonfiglio has met with legislators, served as a member of the U.S. delegation to NAFTA meetings on workplace safety and testified before Congress.

A 15-year member of ASSE, Bonfiglio is also a member of the American Industrial Hygiene Assn., American Biological Safety Assn. and the Voluntary Protection Programs Participants Assn. (VPPPA). He is chair of the

Regulatory and Legislative Affairs Committee for VPPPA, and is past chair of its Region II chapter. He is currently global head of safety & risk management for Aventis Behring, LLC, a King of Prussia, PA-based pharmaceutical company. ■



Salvatore J. Bonfiglio, csp

Call for Presenters: Safety 2002

ASSE is seeking speakers and presenters for Safety 2002: Advancing the EH&S Profession, to be held June 9-12, 2002, in Nashville, TN. Sessions will be evaluated with respect to attendees and will last 1½ hours, of which 15 to 25 minutes will be devoted to questions.

If interested, submit an application form (available at www.asse.org); presentation title and a one- or two-page description; your name, address, education, current position, certifications, qualifications and speaking experience; a list of speaking presentations over the past five years; and contact information of three references. *Submissions must be postmarked by July 15, 2001.* Submissions may also be sent via e-mail to: pd-speaker@asse.org; the subject line should include ASSE 2002 and the topic area of your submission. For further information, contact ASSE, Director of Professional Development, 1800 E. Oakton St., Des Plaines, IL 60018-2187; (847) 699-2929. ■

A Letter from the Senior VP

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and 104 weekend days per year, total free time adds up to 115 days per year. Now, the commitment jumps from 12 percent overall to 39 percent of free time. So, time that they could have spent relaxing and doing other things, the RVPs are giving you approximately 40 percent of their free time. Imagine if you had your free time and weekends effectively cut in half. Hmmm . . . sounds like a significant commitment to me.

We must remember that these RVPs are volunteers who are not paid for their service. If we had to pay for their time on an hourly basis, I know that ASSE could not afford to hire any of these individuals. We are fortunate that these leaders have seen a need and stepped up to fill that need. Their tireless efforts help keep the Society running smoothly.

In all honesty, this is just the tip of the iceberg. When you consider the behind-the-scenes effort to support all of these activities—effort that takes evening and weekend time—this number increases significantly. I would guess it is more than 60 or 70 percent of free time.

Consider this the next time you see your RVP. I would even suggest that you show your appreciation and thank him for giving of his time to serve you and the members of ASSE. The RVPs deserve it. I'll even start: Thanks to all you RVPs for giving so much to ASSE. We appreciate you tremendously. ■



Mark D. Hansen, P.E., CSP, CPE
Senior Vice President

Every Vote Counts: ASSE Officers To Be Elected

Now that the debate about the nation's recent election is dying down, it's time to turn your attention to the election of ASSE's Board of Directors. M.E. "Eddie" Greer, CSP, current ASSE President-Elect, and Mark D. Hansen, P.E., CSP, CPE, current Senior Vice President, will succeed to the president and president-elect offices, respectively, effective July 1, 2001.

Candidates for other national offices are:

Senior Vice President

Jack H. Dobson Jr., CSP
James H. "Skipper" Kendrick, CSP

Vice President - Professional Affairs

Casey A. Conway, CSP
James D. Smith, CSP

Vice President - Professional Development

Warren K. Brown, CSP, ARM, CSHM
J. Brett Carruthers, CSP

In addition, ASSE's four odd-numbered regions will elect vice presidents to serve two-year terms on the Board of Directors. Candidates are:

Vice President - Region I

Brian A. Clarke, CSP
Arthur W. Robitaille

Vice President - Region III

Michael W. Thompson, CSP

Vice President - Region V

Doris A. Burns, CSP, ALCM
Jack R. Vetter, P.E., CSP

Vice President - Region VII

Darryl C. Hill, CSP
W. Dale Stewart II, CSP

The February 2001 issue of *Professional Safety* will feature biographical information on all candidates. On March 1, platform statements for all candidates will be available on ASSE's website (www.asse.org); through the Society's fax-on-demand service at (800) 380-7101; or by calling ASSE's Customer Service Dept. at (847) 699-2929. Ballots will be mailed to all voting members by March 1 and must be received by April 1 to be counted. Election results will be published in the May issue of *Professional Safety*. ■



Greater Chicago Chapter Celebrates 50 Years

The Greater Chicago Chapter recently commemorated its 50th anniversary with a celebratory luncheon at the Como Inn, Chicago. The afternoon was infused with reflection of the chapter's accomplishments over the past 50 years. Honored guest **George Greenwood**, the chapter's first president, was on hand, as was ASSE Executive Director Fred Fortman, who presented the chapter with a certificate to commemorate the occasion. Past President **Jim Smirles** reflected on the chapter's history: ASSE's 45th chapter, which began with about 25 members and now boasts more than 500, has been active since 1948. It was originally chartered as the Safety Engineering Society of Greater Chicago and received approval as an official ASSE chapter on April 15, 1950.

Instrumental in the overall national growth of the Society, Smirles noted that the first two executive directors of ASSE were

Greater Chicago Chapter members. The chapter has produced several national ASSE presidents and regional vice presidents, and many of its members have garnered recognition for their careers as safety professionals.

The chapter has conducted OSHA seminars at the University of Illinois, Chicago, and other safety-related seminars as well. Several members have participated in community service activities including most-recently, volunteering to answer telephones during a local PBS fundraising drive.

The Greater Chicago Chapter was the parent for other chapters in Illinois: The Greater Calumet Chapter in 1967; the Northeastern Illinois Chapter in 1982; and the Three Rivers Chapter in 1997. Citing these accomplishments of the past 50 years, Smirles says the chapter is looking forward to promoting the safety profession during the next 50 years and beyond. ■

New England Area PDC Surpasses Expectations

Nearly 300 ASSE members from the Northeast recently attended the New England Area Region VIII PDC, which was held in Sturbridge, MA. The two-day conference featured keynote speakers, presentations, breakout sessions and numerous exhibitors.

The conference opened as Region VIII Vice President **Douglas Pastore**, CIH, presented the Region VIII Safety Professional of the Year Award to Connecticut Valley Chapter member **David Gelpke**, CSP. Mike Morris, president and CEO of Hartford, CT-based Northeast Utilities System, presented an insightful keynote presentation, which addressed top management's role in a successful safety program. Society President **Samuel J. Gualardo**, CSP, provided a thought-provoking examination of traditional safety approaches as he opened the second day's activities. OSHA Region I Deputy Administrator Frank Gravitt concluded with an overview of OSHA's plans for the upcoming year, which included a look at the newly promulgated Ergonomics Standard.

Attendees took part in 24 concurrent sessions that included practical ergonomic approaches, home office issues and deep

tunnel rescue planning. State-of-the-art products were on display from 57 exhibitors, with individual product presentations given by DuPont and DBI/Sala. DuPont's "Demo-man" exposed various types of flame-retardant clothing to flash fires and displayed the resulting damage via a sensor-equipped mannequin. The DBI/Sala Fall Protection Trailer permitted live demonstrations of the correct use of various fall protection devices.

During a reception for attendees and exhibitors, a silent auction was held to benefit the ASSE Foundation. "Besides fully funding the region assessments," says New England Area Director **John Spath**, CSP, "we are making a significant contribution to the ASSEF on behalf of our chapters."

Through the support of PDC sponsors, exhibitors and the hard work of the PDC Committee, Gelpke, new committee chair, believes the region achieved its goal: organize a premiere safety, health and environmental event in New England. Spath adds, "The event was a success beyond my most optimistic expectations." The New England Area Chapters Region VIII 2001 PDC is scheduled for Nov. 27-28 in Warwick, RI. ■



Left to right: **Richard Jolliff**, **Thomas Moon**, **Robert Wilton** and **Daniel Della-Giustina**.

Scholarships Awarded to WVU Student Section Members

At a recent West Virginia University Student Section meeting, student members **Robert Wilton** and **Thomas Moon** received \$250 scholarships. Based on their grades, involvement with ASSE as a whole, and reputation for quality and professionalism in the student section, the scholarships were presented by Northern West Virginia professional member **Richard Jolliff**, manager of safety, environmental and workers' compensation for Morgantown, WV-based Swanson Plating Co. Also on hand were **Daniel Della-Giustina**, professor and advisor for the student section, and **Michael Klshis**, safety and environmental faculty advisor and Vice President of the Northern West Virginia Chapter. ■

Safety Research Fellowship Program

The ASSE Foundation and the Liberty Mutual Research Center (LMRC) are offering two safety research fellowships at the LMRC in Hopkinton, MA, during the summer of 2001. The program is designed to encourage research activity in safety; enhance participants' understanding of safety research; and provide a forum for linking safety professionals, industry needs and quality research programs.

The program is open to anyone with an interest in safety research. To obtain a copy of the guidelines and applicant instruction sheet, visit www.asse.org/foundat.htm, or contact ASSE's Customer Service Dept. at (847) 699-2929. *Application deadline is April 1, 2001.* ■

ASSE/AIHA Research Grant

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- Recommend applications of specific safety culture enhancement and development methods for targeted workers and industries.

Applicants will be notified during April 2001 of the committee's selection for the grant. Selected applicant must prepare a report suitable for publication by Nov. 1, 2001. Award-winning programs will be featured and acknowledged during ASSE and AIHA annual conferences.

Application deadline is March 1, 2001. To obtain a copy of the application form, visit www.asse.org/foundat.htm. For further information, contact Mary Goranson, Foundation Manager, at ASSE Foundation, 1800 E. Oakton St., Des Plaines, IL 60018; (847) 768-3412. ■

ASSE Foundation Donors

This list reflects donations and pledges of \$50 or more made between Jan. 1 and Dec. 31, 2000. ASSE gratefully acknowledges these contributors for their generous support. Their commitment to the Foundation is appreciated.

Corporations:

Visionary (\$15,000+)

American Society of Safety Engineers
DaimlerChrysler Corp. Fund
Ford Motor Co.
Liberty Mutual Research Center
Summit Training Source Inc.

Counselor (\$10,000 - \$14,999)

UPS Foundation

ASSE Chapters:

Advocate (\$1,000 - \$2,499)

Augusta Chapter
Chesapeake Chapter
Southwest Chapter

Contributor (\$100 - \$999)

Gold Coast Chapter
Greater Baton Rouge Chapter
Greater Chicago Chapter
Greater Detroit Chapter
Orange Coast Chapter
Penn-Jersey Chapter
South Florida Chapter

General (under \$100)

Southwestern Ohio Chapter

Individuals:

Visionary (\$1,500+)

Carol A. Bacon
Kenneth Brock
Fred & Carolyn Fortman
Edwin P. Granberry Jr.
Karl & Beth Jacobson
Thomas J. Reilly
Del & Betty Tally
Marcy & Michael Thompson

Counselor (\$1,000 - \$1,499)

D. Jeff Burton
Jack Dobson
Eddie & Martha Greer
Sam & Pam Gualardo
Frank & Anne Perry
Janice Simon Clark

Advocate (\$250 - \$999)

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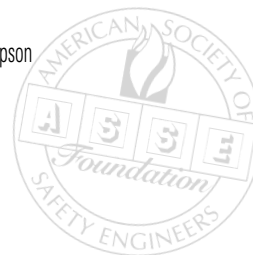
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Alvin S. Williams
Randy Williams

Matching Gift Companies:

Aon Foundation
Citigroup Foundation
FM Global Foundation
Glaxo Wellcome Inc.
Liberty Mutual Group at the Boston Foundation
Marsh Risk Consulting
Safeco Insurance Co.



Professional Development Conference: Your Key to Success

Abundant opportunities exist for the EHS professional at this year's Professional Development Conference (PDC), Safety 2001: Advancing the EH&S Profession, slated for June 8-16, 2001, in Anaheim, CA.

Safety 2001 features expanded educational programs and sessions on leadership/management, ergonomics, construction, human behavior and international health, and an expanded Fundamentals of Safety and Health track. This year's exposition will feature a Start-up Park for small companies, and a hands-on demo area.

The final brochure will be mailed with your February issue of *Professional Safety*. To register, visit www.asse.org, or call ASSE's Customer Service Dept. at (847) 699-2929. See you in Anaheim! ■

Behavioral Safety Symposium: February 15-16, 2001

It's not too late to register for ASSE's Behavioral Safety Symposium, which will be held Feb. 15-16 in Orlando, FL. You'll learn the newest concepts, directions and perspectives on behavioral safety from the leaders in its field, including **Scott Geller**, **Thomas Krause** and **Dan Petersen**. Robert Epstein, Editor-in-Chief, *Psychology Today*, will explore the science of human

behavior. In addition, 14 concurrent sessions will be offered on best practices to achieve success and avoid pitfalls in behavioral safety management. Among the many sessions offered, you'll learn the direction behavioral safety is taking in the 21st century; innovations in

behavioral safety methods; how to increase the effectiveness of behavioral safety programs; the employee's perception of behavioral safety; and how to select the best safety management approach. To register, visit www.asse.org, or call ASSE's Customer Service Dept. at (847) 699-2929. ■

Sponsorship Program

ASSE Sponsorship Program opportunities are still available. Through this program, sponsors can enhance their image, create greater visibility and public relations, distinguish themselves from competitors and help build relationships with key EHS professionals. Participants will receive acknowledgment on the conference program's recognition page and an announcement in the post-conference review issue of *Professional Safety*. For more information on sponsorship, contact Tracy Flaherty at (847) 768-3448.

ASP & CSP Exam Study Software Available

To help prepare for the BCSP certification examinations, two new CD-ROMs are available from ASSE.

Developed by **Hamid Kavianian, CSP**, whose BCSP examination preparation workbooks have been distributed by ASSE since 1996, the software features questions that challenge understanding and knowledge.

- Study sessions discuss key concepts and illustrate problem-solving solutions.
- Practice exams provide correct solutions for all problems.



- Difficult questions may be bookmarked for future review.
- Random-question generator creates a new question set for each practice session.
- References provide a complete bibliography for additional study.
- Programs provide a simulated exam with final percentage scores in all subject areas and total score.

To order, visit www.asse.org, or call ASSE's Customer Service Dept. at (847) 699-2929. ■

Certificate in Safety Management: A Career Advancement Opportunity

ASSE's Certificate in Safety Management program is a beneficial way to enhance your career in safety. The program consists of three required courses: Safety Management Part I: Fundamental Concepts; Safety Management Part II: Program Management and Evaluation; Corporate Safety Management; and various electives, which can be selected from any seminar or symposia offered by ASSE (except the Professional Development Conference). To receive the certificate, participants must earn a total of 7.5 CEUs, and all courses must be completed within a five-year period. For more information, visit www.asse.org, or call ASSE's Customer Service Dept. at (847) 699-2929.

Several individuals have recently earned the certificate. Their names are listed below. ■

Recent Recipients of the Certificate in Safety Management

- Charles J. Edgecomb**, corporate quality/safety manager, Macsteel Service Centers USA, Bensalem, PA
- Fred C. Goodine**, chief safety officer, Washington Area Metropolitan Transit Authority, Washington, DC
- Martin J. Laskey**, safety and environmental engineer, Klein Tools Inc., Chicago, IL
- Ralph M. Bocian**, safety coordinator, Ergon WV Inc., Newell, WV
- Sally C. Douglas**, environmental, safety and health coordinator, Sandia National Laboratories, Albuquerque, NM
- Stephanie D. Steinberger**, technical services manager, Direct Safety Co., Tempe, AZ
- Gordon E. Tate Jr.**, safety and environmental manager, Clarke American, San Antonio, TX
- Mark R. Hurst**, occupational safety and health manager, U.S. Navy Engineering Field Activity Northwest, Poulsbo, WA
- L. Edward Hughlett**, area safety and health manager, Marine Terminals Corp., Oakland, CA

Workplace Violence Continues to Plague U.S. Offices

"Seven Die in Workplace Rampage. Co-Worker of Victims Arrested." That headline, from *The New York Times*, speaks volumes about the Dec. 26, 2000, massacre in a small Wakefield, MA, office.

Such incidents have become all-too-familiar (as the sidebar below illustrates), yet they remain an enigmatic problem. What can employers do to prevent acts of violence on their premises? "The best course of action is to review workplace violence prevention policies, and conduct a risk assessment and vulnerability audit," ASSE says. Last year, the Society released a "Workplace Violence Survey and White Paper," a joint project between ASSE's Risk Management/Insurance Practice Specialty and the Risk and Insurance Management Society. The document outlines several steps a company can take to prevent workplace violence—or reduce its impact should an incident occur.

1) Upper management must promote a clear anti-violence corporate policy by addressing the issue in a formal written policy that is communicated to all employees.

2) Human resources personnel should examine and improve hiring practices, implement pre-screening techniques, conduct background checks, encourage employees to report threats of violent behavior, establish termination policies and provide post-termination counseling.

3) All employees should be trained to

recognize signs of aggressive or violent behavior, and all managers should be trained in threat assessment and de-escalation techniques.

"Workplace violence exacts far more than a financial toll," ASSE explains. "Employees witnessing violent acts in the workplace report increased levels of stress and lower morale, which not only can affect them negatively in their day-to-day lives, but can lead to decreased productivity and increased absenteeism and turnover." To obtain a copy of the *Workplace Violence Survey and White Paper*, visit www.asse.org/violencesurvey122700.doc. ■

Major Shootings in the Workplace Since 1995

March 20, 2000: Terminated employee Robert Harris, 28, fatally shot five people at a Dallas-area car wash.

Dec. 30, 1999: Housekeeper Silvio Izquierdo-Leyva, 36, fatally shot five co-workers at Tampa's Radisson Bay Harbor Hotel.

Nov. 2, 1999: Copier repairperson Byran Uyesugi, 40, fatally shot seven people at a Xerox Corp. facility in Honolulu.

Aug. 5, 1999: Truck driver Alan E. Miller, 35, fatally shot two co-workers at a Pelham, AL, office, then killed a former co-worker.

July 29, 1999: Former day trader Mark Barton, 44, killed nine people at two Atlanta brokerage offices and later committed suicide.

March 6, 1998: Former Connecticut Lottery Corp. accountant Matthew Beck, 35, fatally shot four lottery executives, then himself.

Dec. 18, 1997: Terminated employee Arturo R. Torres, 43, killed four former co-workers at a maintenance yard in Orange, CA; he was shot to death by police.

Sept. 15, 1997: Terminated assembly line worker Arthur H. Wise, 43, allegedly opened fire at an Aiken, SC, parts plant, killing four.

April 24, 1996: Firefighter Kenneth Tornos killed four superiors at a Jackson, MS, firehouse.

April 3, 1995: Former employee James Simpson, 28, fatally shot five people at a refinery inspection station in Corpus Christi, TX, then killed himself.

July 19, 1995: City electrician Willie Woods fatally shot four supervisors at C. Erwin Piper Technical Center in Los Angeles.

Source: *The Associated Press*

A Member's Perspective on Workplace Violence

Following the Wakefield tragedy, **Duane R. Grange**, safety director for Selectemp Employment Services in Eugene, OR, shared this story with ASSE staff. No one was killed or injured in this case—largely because the employer recognized the need for preventive action—but the incident illustrates the very real potential for tragedy.

In spring 2000, I had just completed (some two weeks earlier) a training program on violence in the workplace in a local office. On this particular morning, one employee seemed distraught. Her supervisor learned that this employee and her husband had argued most of the night and she feared he might show up at the office.

At this point, her supervisor contacted the manager. They agreed that they needed a plan in case the husband did arrive. They took the following steps—and informed all employees about their plan.

1) Informed the staff of the situation so that all employees would be on alert should the husband show up.

2) Established a verbal code to alert staff if he arrived.

3) Reassigned personnel to the rear of the office. One sentry was posted up front to monitor the door and window.

4) Contacted the local police and informed them about the developing situation.

5) Instructed staff to leave through the back door should the husband arrive. It was made clear that the supervisor would use a cell phone to call the police and that the manager would make contact with the husband to give staff enough time to vacate the office. If everything went according to plan, the manager would then leave through the back door as well, leaving the husband in the office alone.

About two hours after the office opened, the husband was seen driving into the parking lot. The sentry notified the staff, who were instructed to exit through the back door. According to the plan, the manager greeted the husband. When he asked to see his wife, the manager said she would go get her. The manager then walked down the hall and out the back door, leaving the husband in the office alone.

By then, the supervisor had contacted the police, who quickly arrived and surrounded the office. An hour-long stand-off ensued. When the husband finally surrendered, the police discovered he was armed; he told them he had planned to kill his wife. He was convicted and is now serving out his sentence at the state prison.

ASSE Staff Makes Holidays Brighter for Local Children

For the second year, ASSE headquarters staff helped bring smiles to a few young faces in the Chicago area during the holiday season. By participating in the "Letters to Santa" program, sponsored by the *Chicago Sun Times*, ASSE employees answered 41 letters from first-, second- and third-grade children in Chicago public schools.

Addressed to the famous man from the North Pole, some letters asked about the reindeer, others inquired about Mrs. Claus. The children wrote about their parents, siblings and friends, and asked all sorts of questions ("How do you make the toys?"; "Is it cold at the North Pole?"; "Is your job hard to do?").

For the past 14 years, the program has helped needy children from more than 150 homeless shelters, hospitals, Head Start programs and schools in impoverished neighborhoods. This year, some 46,000 children received gifts through the program.

Left to right: Anne ▶
McCarthy, Maggie Murphy
and Tracy Flaherty were
among the staff participants
in this year's "Letters to
Santa" program. Toys, shoes
and school supplies were
delivered to the Douglas
Taylor Elementary School in
Chicago, where they were
distributed to needy children.



In all, 31 ASSE staff members participated in the program, which was organized by ASSE staffers Sally Madden, manager, human resources and administrative services, and Marge Krumpolz, executive secretary. Gifts included toys, such as dolls, trading cards and stuffed animals, shoes, sleeping bags and school supplies.

ASSE hosted a "wrapping party" and provided a pizza lunch for the hungry Santa's helpers. The gifts were then delivered to the Douglas Taylor Elementary School in Chicago, where they were distributed to the children before the winter recess. "The employees were really enthusiastic about participating in this program," says Madden. "It's rewarding for staff to reach out to the community and help those less fortunate—especially when they're children." Staff plans to continue its participation in the program next year. ■

Share Your Best Practices!

NAOSH Week: May 6-12

In its continued efforts to raise awareness of the importance and benefits of effective workplace safety management programs, ASSE has again joined with the Canadian Society of Safety Engineering (CSSE) and Mexico to support North American Occupational Safety and Health (NAOSH) Week. The purpose of this multinational awareness week is to focus the attention of all employers, employees and the general public on the importance of preventing injury and illness in the workplace.

In honor of NAOSH Week, which will be held May 6-12, 2001, ASSE is seeking out the best international occupational safety practices. Let us know what you, your company, agency, industry or community does to implement occupational safety practices internationally. We will highlight these best practices in all of ASSE's NAOSH Week communications. If you would like to participate in any ASSE-sponsored activities during that week or if you've already planned some activities, please let us know that as well.

Call, fax or e-mail your information to ASSE's Public Relations Dept.: Diane Hurns, (847) 768-3413, dhurns@asse.org; or Anne McCarthy, (847) 768-3404, amccarthy@asse.org; fax (847) 296-3769. For more information on NAOSH Week, visit www.asse.org or www.csse.org. ■



The Society hopes to highlight best practices during NAOSH Week, and urges everyone to participate.

Correction

From the December 2000 issue: The new Standards Committee Appointments Table (pg. 9) contained inaccurate information. **Edwin P. Granberry Jr.** was appointed as the primary representative to the Z359 Committee on Fall Protection. **Thomas V. Fleming** was appointed as the alternate representative to the Z136 Committee on Lasers. *Society Update* regrets the errors.

We Need Your E-Mail

It's no secret. Technology is changing the way we do business. Like many other organizations, ASSE is increasingly using e-mail as a primary method of communicating with members. So, it's vital that we have your current e-mail address in our database. Please send your e-mail address to customer.service@asse.org. Along with your name, please include your member number in your message. ■

ASSE Asks ACGIH to Cease Work on Repetitive Motion TLV

In a recent letter to the American Conference of Governmental Industrial Hygienists (ACGIH), ASSE urged the group to “cease work” on development of a threshold limit value (TLV) for repetitive hand motions. In its letter, the Society noted that ACGIH’s action “has the potential to circumvent and undermine both the consensus standards and regulatory processes in which ASSE and the entire safety and health community participate,” and specifically cited the ongoing efforts of the ASC Z365 committee (for which National Safety Council is secretariat) to develop national consensus standards in this area.

As reported in the October 2000 issue of *Professional Safety* (pp. 19, 47), the draft TLV targets use of the hand, wrist and forearm and is intended for “mono-task” jobs performed for four or more hours per day. According to ASSE, unlike OSHA’s

recently published final ergonomics rule which “has been informed by numerous stakeholder meetings, public hearings and the opportunity for public comment . . . the activities of ACGIH in developing the draft TLV have not been subject to an open process of standards development wherein all affected parties may fully and effectively participate. Under the present circumstances, ASSE finds the action of ACGIH inappropriate.” ■

ASSE Adds BNA Updates to Website

ASSE has added weekly OSHA updates from the Bureau of National Affairs to its website. The updates will highlight safety-related congressional and regulatory activities on Capitol Hill and throughout the country. To view the updates, visit www.asse.org and follow the *Occupational Safety and Health Reporter* link.

ASSE Questions Need for MSHA Hazard Communication Rule

In comments recently sent to Mine Safety and Health Administration (MSHA) Director Carol Jones, ASSE questioned the need for the agency’s HazCom Interim Final Rule, which was published in the Oct. 3, 2000, *Federal Register*. The Society also questioned the timing of the rule—which was released one day after MSHA’s new Part 46 training rule took effect; noted MSHA’s apparent oversight in not citing existing standards—including several ANSI national consensus standards that specifically address issues addressed by the proposed rule; and opposed the agency’s exclusion of safety professionals from some areas covered by the rule.

In the letter, ASSE President **Samuel J. Gualardo**, CSP, noted that while ASSE recognizes the need to protect workers from exposure to hazardous chemicals, the interim rule appears to parallel many requirements already covered in other standards. “ASSE agrees that there is a need to protect workers from exposure to hazardous chemicals,” he said. “However, many members from the mining

industry have questioned whether this proposed rule is superfluous.”

Gualardo also noted the potential conflict with the global harmonization system (GHS) initiative currently under OSHA’s stewardship. “ASSE is concerned that by the time MSHA’s new standard is promulgated, litigated, implemented and accepted by the mining community, the GHS initiative will come into play, requiring additional and significant changes to the newly developed industry programs,” he said, adding that this would be an even greater obstacle if the GHS initiative is tied to ISO proposals, which is a distinct possibility. “Safety professionals will be responsible for implementing the MSHA rule as well as any other subsequent HazCom rules and standards, and these could be inconsistent,” Gualardo stated. “Confusion and unnecessary costs could result, as could the possibility of compromising the safety of workers.”

To obtain complete text of the letter, visit www.asse.org/ngcomm51.htm. ■

Society Congratulates O’Neill, Praises His Commitment to Safety

ASSE recently sent a letter of congratulations to Alcoa Chair Paul O’Neill, President-Elect Bush’s nominee for Secretary of the Treasury, and offered its expertise to help the Treasury Dept. pursue safety-related initiatives. “ASSE has worked with the Treasury Dept. in the past on issues such as tax credits for occupational safety and health programs, and with the U.S. Customs Dept. on the use of recognized safety markings on imported products,” stated ASSE President **Samuel J. Gualardo**, CSP. “We stand ready to assist you when there is a need for expertise in such matters.”

The Society also lauded O’Neill’s commitment to safety at Alcoa, as evidenced by the large number of employees who are ASSE members. “Almost 150 Alcoa employees belong to ASSE,” Gualardo said. “We believe this is a strong testament to the integrity and commitment [to safety, health and the environment] of Alcoa’s senior management team. As CFO of the U.S., we will encourage you to speak out on the need for American workplaces to enhance occupational safety and health, and environmental management programs. You have first-hand experience regarding how such programs can positively impact an organization’s bottom line and position it to compete more efficiently on the international level.”

To obtain a copy of the letter, visit www.asse.org/ngcomm54.htm. ■

For Your Information

NIOSH: Construction Safety Resources

The National Institute for Occupational Safety and Health (NIOSH) has launched a new website that provides a wide range of material on construction safety in English, Spanish and other languages. The Electronic Library of Construction Safety and Health (eLCOSH) includes pocket cards, how-to manuals, newsletters, research reports, training manuals and overheads, bibliographies, regulations, and summaries of CD-ROMs and videos (and where to get them). Visit www.cdc.gov/niosh/elcosh/elcoshom.html. ■