Recent data and on-the-ground experience indicate that the challenges and opportunities of safety are in shift. Occupational injuries as a whole continue to decline across industry in parallel to the focus in recent years on increasing awareness of and adherence to good SH&E practices. Another trend, however, suggests that this picture is not what it appears to be. While injuries as a whole have declined, fatalities have not. Federal safety data show that fatal work-related injuries actually increased by 2% from 2003 to 2004. Among older workers, the increase was 10%; for fall-related fatalities, the rise was 17%. This curious trend, decreasing total injuries, but increasing fatalities, suggests the existence of a collective blind spot in safety practice.

In our experience, the difficulty is not with the safety mechanisms themselves, but rather with the organizational culture in which those mechanisms must function. We think it is not an accident that the terms “injury-free culture” and “zero-incident culture” have become so popular in recent years. In our experience, many organizations inherently understand the connection between culture and safety performance. What they often do not understand is exactly what role culture plays in safety outcomes, particularly in preventing fatalities. This article examines the issues surrounding fatality prevention and its relation to reducing exposure generally, and it presents a model for how to understand where culture fits within an organizational safety mechanism.

Injuries, Fatalities & Exposure

Twenty years ago, the prevailing theory of accident causation was that injuries came from “either” employee behavior “or” from faulty equipment. It is easy to see how this dichotomy got started. Media reports of accidents (a plane crash, a train wreck, an explosion at an industrial plant) tended to define the cause as “either” operator error “or” a failure of machinery. This dichotomy gained wide acceptance, and safety thinking focused on finding the “one” cause of an undesired event.

While gains were made during this time, this approach’s simplicity obscured the development of a more sophisticated and descriptive picture of how undesired events occur. Inevitably, this thinking leads to unsustainable conclusions, e.g. that equipment simply malfunctions independently of how it is designed and maintained or that workers work unsafely in complete isolation from the system configuration or from the management practices under which they work. Instead, we have come to understand that workers interact with a configuration of equipment, procedures, systems and technology that we call the working interface. This interaction constitutes a system, and this system has a multitude of variables influencing it. These variables include facility and equipment design, training systems and frequency, the quality of leadership onsite and the climate and culture of the workplace.

This system is where exposure to injury exists. Ultimately, all safety efforts are aimed at reducing or eliminating exposure within this configuration. While there is some debate about the frequency...
NY American Society of Safety Engineers Oppose Law to Amend a City Code

The Metropolitan Chapter of the American Society of Safety Engineers (ASSE) has expressed opposition to a proposed law (Proposed Int. No. 650-B) to amend the administrative code of the City of New York by requiring permits for atmospheric biological, chemical and radiological detectors.

In a letter to New York Mayor Michael R. Bloomberg, ASSE Chapter President Stephanie Altis-Gurnari, CSP, stated that ASSE joins others, including the American Industrial Hygiene Association (AIHA), in voicing concern about the negative impact this legislation will have on the practices of safety, health and environmental (SH&E) professionals.

Founded in 1911, ASSE is the oldest and largest safety organization representing more than 31,000 SH&E practitioners located worldwide. These professionals are committed to preventing workplace fatalities, injuries and illnesses. Hundreds of ASSE Metropolitan Chapter members work in all areas of New York City’s five boroughs in all industries including transportation, construction, healthcare and insurance.

“Enacting the proposed bill will hinder our members’ ability to adequately help employers protect employees and the public in many ways,” Altis-Gurnari wrote. “We understand the need to take measures to protect New York City’s citizens from unnecessary fear of harm from biological, chemical and radiological threats, however, this proposal will not accomplish its aim if it makes every SH&E professional subject to its restrictions and penalties.”

Altis-Gurnari urged the city to work with ASSE members to help better define the devices included in this bill and to find better ways to communicate with the public about the use of atmospheric biological, chemical and radiological detectors in the course of normal business.

Among the concerns with the bill are the definitions for alarm, biological agent, biological detector, chemical agent, and chemical detector. ASSE believes these are “so broadly written that the definitions would include instruments that SH&E professionals use on a daily basis and have nothing to do with measuring security risks.”

For instance, Altis-Gurnari noted, our members use instruments almost daily that would be covered by these definitions to measure air quality and the presence of chemicals and biological elements that could pose a threat to workers as part of their professional practice. If enacted as written, they would be subject to misdemeanor fines for simply doing their job in helping protect workers from common workplace threats.

ASSE notes that the proposed law subjecting the day-to-day practice of our members to file an emergency action plan (EAP) to be implemented in the event of an alarm is unfeasible given that the use of atmospheric biological, chemical and radiological detectors is often in unknown or unexpected circumstances and not a predictable event. Therefore any EAP filed would be vague and non-specific.

Several other concerns were expressed with the proposed bill. Altis-Gurnari welcomed the opportunity to represent SH&E practitioners as stakeholders in a cooperative process to help resolve the difficulties posed by the proposal and to continue to work to protect people, property and the environment.

OSHA Budgeted for $501.7 Million in FY 2009

President Bush’s record $3.1 trillion fiscal year 2009 budget includes a $15.7 million increase for OSHA from FY 2008. The agency’s $501.7 million FY 2009 request represents the first time an OSHA budget request has surpassed the half-billion mark.

The Department of Labor’s total FY 2009 budget request is $10.5 billion.

In a Feb. 4 briefing, OSHA administrator Edwin G. Foulke Jr. said the requested increase will support compliance assistance programs and enforcement of safety and health standards. “We are proposing to increase resources by more than $11.3 million to support enforcement programs, and $5.2 million to provide compliance assistance to employers and employees, especially small businesses,” Foulke said. The budget also would allow OSHA to hire 47 additional employees, the agency said. The budget request does not provide funding for the Susan Harwood Training Grants program, which received almost $9.5 million in FY 2008.
cialists and once again, his expertise was supported by his terrific presentation.

Our chapter is off a great start this year. We are assisting Habitat for humanity in providing them the much needed labor support to help build homes for those in need in our area. Our executive board has been busy programming for the next several months. In April, we hope to be once again participating in the Lincoln Tunnel Challenge Fun-Run/Walk for Special Olympics and will continue working together with Habitat for Humanity. We have several meetings planned as well as another PDC to provide you with opportunities to enhance your Safety knowledge.

Our next meeting is Thursday March 20th at Snuffy’s Pantagis, in Scotch Plains. This will be a joint meeting with the New Jersey Chapter of the American Industrial Hygiene Association (NJ-AIHA). We promise you great speakers and of course, great FOOD! Please join us.

If you are interested in serving on our executive board, please contact me. We are always looking for help with our several committees.

We hope to see you at our next chapter event. I welcome your comments or questions regarding our chapter. Please e-mail me at president@njasse.org.

Have a SAFE day!

Nazer Ali, CHMM, ASP, CPEA
President, NJ-ASSE

OSHA Establishes a New National Emphasis Program on Silica

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) today announced a new National Emphasis Program (NEP) to target worksites where employees are at risk for developing silicosis.

“Exposure to silica threatens nearly two million American employees annually,” said Assistant Secretary of Labor for OSHA Edwin G. Foulke, Jr. “Under this program, OSHA will work diligently to maximize the protection of employees and eliminate workplace exposures to silica-related hazards.”

The NEP compliance directive builds on policies and procedures instituted in the 1996 Special Emphasis Program and includes an updated list of industries commonly known to have overexposures to silica; detailed information on potential hazards linked to silica and about current research regarding silica exposure hazards; guidance on calculating the Permissible Exposure Limits (PELs) for dust containing respirable crystalline silica in the construction and maritime industries; and guidance on conducting silica-related inspections.

Two additional elements included in the directive are an evaluation procedure for recording reductions of employee exposures to silica, as well as information on outreach programs, partnerships and alliances with employers to share resources and training to reduce employee exposures. Silicosis is a disabling, nonreversible and sometimes fatal lung disease caused by breathing in a large amount of crystalline silica. Visit www.osha.gov for more information on hazard recognition and possible solutions to silica exposure.
of exposure events to injury events, it is generally accepted that many small and less severe events precede a single large or serious one. Those smaller or less severe events may be similar in type but lower in severity (e.g. small leaks vs. a large one) or may be precursors to a chain of events leading to the major event (e.g. not blanking a line leading to a major fire).

One reason that we see a disparity in the trends across industry is that fatalities often come from low-frequency, high-hazard activities. These activities are much more difficult to control than injuries that result from high-frequency, low-hazard activities. Our experience, however, is that when a single fatality occurs in a manufacturing environment, it is highly likely that its causal roots—the particular exposures to hazards that caused it—are occurring frequently in the working interface. Leaders are often slow to recognize this statistical fact. It is easier to think that the serious event represents a “fluke.” Most of the time the outcome is unusual, but the events leading up it are common.

Consider an example. We observe a car crash on the road. For unknown reasons, the driver swerved into oncoming traffic. He was not wearing a seat belt and was thrown from the car and killed. What is the probability that the driver usually wore a seat belt but did not do so on that day? It could happen, but the likelihood is very low. It is much more likely that the driver frequently did not wear a seat belt, and the day of the accident was no exception.

Similarly, a worker falls to his death from an elevated surface, and the incident investigation finds that he was working on inadequate scaffolding and not wearing fall protection. What is the likelihood that inadequate scaffolding and failure to wear fall protection are rare events within that facility? It is possible, but the likelihood is low. It is more likely that these hazards occur with regularity and have previously produced smaller events like near misses or minor injuries. Further, this means that the culture of the organization tacitly accepted these events. Then culture’s role in fatality prevention is

(Continued on page 6)

The George Washington Bridge spans the Hudson River, connecting New York City to Fort Lee in New Jersey. The GWB is considered one of the world's busiest bridges in terms of vehicle traffic; in 2004, the bridge carried 108,404,000 vehicles, with current estimates of nearly 300,000 vehicles daily. The GWB span is the fourth largest suspension bridge in the United States.

The bridge contains two levels, an upper level with four lanes in each direction and a lower level with three lanes in each direction, for a total of 14 lanes of travel. Additionally, the bridge houses a path on each side of the bridge for pedestrian traffic.

Groundbreaking for the new bridge began in October 1927, a project of the Port of New York Authority. The bridge was dedicated on October 24, 1931, and opened to traffic the following day. Initially named the "Hudson River Bridge," the bridge is named in honor of George Washington, the first President of the United States. The Bridge is near the sites of Fort Washington (on the New York side) and Fort Lee (in New Jersey), which were fortified positions used by General Washington and his American forces in his unsuccessful attempt to deter the British occupation of New York City in 1776 during the American Revolutionary War.

When it opened, the bridge had the longest main span in the world; at 3,500 ft, it nearly doubled the previous record of 1,850 ft, which had been held by the Ambassador Bridge. The total length of the bridge is 4,760 ft.

As originally built, the bridge offered six lanes of traffic, but in 1946, two additional lanes were provided on what is now the upper level. A second, lower deck, which had been anticipated in the original plans, was added, opening to the public on August 29, 1962. The additional deck increased the capacity of the bridge by 75 percent, making the George Washington Bridge the world's only 14-lane suspension bridge, providing eight lanes on the upper level and six on the lower deck.

The original design for the towers of the bridge called for them to be encased in concrete and granite. However, due to cost considerations during the Great Depression and favorable aesthetic critiques of the bare steel towers, this was never done. The exposed steel towers, with their distinctive criss-crossed bracing, have become one of the bridge's most identifiable characteristics.

(Continued on page 6)
Welcome New Members!

- Joseph Bellardino
- Paul E Malarcher
- Omar Lopez
- Stephen C Sordilo
- Dominic L Agnese
- David G Novitski
- Timothy J Mazza

NJASSE is happy to welcome our newest members. We look forward to having you at our upcoming meetings.

---

DeWALT Recalls Cordless Drills due to Fire Hazard

Name of Product: DEWALT Cordless Drills 

Hazard: The trigger switch of the cordless drill can overheat, posing a fire hazard to consumers.

Incidents/Injuries: DEWALT has received 11 reports of trigger switches overheating. No injuries or property damage have been reported.

Description: This recall involves DEWALT individual cordless drills listed below:

- The model number is printed on a sticker on the side of the unit. The date code is embossed on the bottom of the unit. Units stamped with an “M” following the date code have been repaired and are not included in this recall. The packaging of repaired drills has a green dot sticker near the UPC label.

Remedy: Consumers should stop using the drills immediately and contact DEWALT for the location of the nearest service center to receive a free inspection and, if necessary, free repair.

Model Number | Date Codes
---|---
DC920 | 200723 through 200742
DC930 | 200625 through 200746
DC935 | 200627 through 200746
DC936 | 200635 through 200746
DC940 | 200635 through 200746

---

Additional Product Safety Recalls

- Campbell Hausfeld Recalls Air Compressors Following Fires
- North American Breaker Co. Recalls Counterfeit Circuit Breakers Due to Fire Hazard
- AutoZone Recalls Booster Cables Due to Electrical Hazard

U.S. Consumer Product Safety Commission

---

DEWALT for the location of the nearest service center to receive a free inspection and, if necessary, free repair.

Consumer Contact: Call DEWALT toll-free at (888) 742-9168 between 8 a.m. and 5 p.m. ET Monday through Friday or visit firm’s Web site at www.DEWALT.com

---

Meeting Announcement

NJASSE and NJ-AIHA Dinner Meeting

Date: March 20, 2008
Location: Snuffy’s Pantagis Restaurant
Scotch Plains, NJ

For more information visit us online at www.njasse.org

---

ASSE - New Jersey Chapter
Executive Committee Officers 2007-2008

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Nazer Ali</td>
<td>732-335-3460</td>
</tr>
<tr>
<td>President-Elect</td>
<td>Kristin Kelley</td>
<td>973-252-2642</td>
</tr>
<tr>
<td>Vice-President</td>
<td>Frank Gesualdo</td>
<td>800-900-4875 X2263</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Alex Ruiz</td>
<td>732-445-2550</td>
</tr>
<tr>
<td>Secretary</td>
<td>Daniel Rollino</td>
<td>212-479-4133</td>
</tr>
<tr>
<td>Immediate Past-President</td>
<td>Bob Sagendorf</td>
<td>908-276-1000</td>
</tr>
<tr>
<td>Area Director: (NY/NJ)</td>
<td>Hector Santiago</td>
<td>516-745 8462</td>
</tr>
</tbody>
</table>
Web Walking With Weissman
By Barry R. Weissman, REM, CSP, CHMM, CHS-IV
Vice President—Hillmann Group, LLC

This is part of my continuing series of useful links from the Internet. In this installment, we will look at getting information from the State’s website. Being that we’re in New Jersey, we’ll look at our state’s web pages. Most of the states have the same web address format. That is http://www.state.(two_letter_abbreviation).us. For example, New Jersey’s home page is http://www.state.nj.us and New York is http://www.state.ny.us, etc. Many, but not all of the states also use http://www.nj.gov or similar. Governments are split into three branches: the executive, the legislative and the judicial branch. Each branch has its own website. And to enforce everything are departments and agencies who each have a website. The executive branch is the Governor and his office. You can link to the Governor’s page from the NJ homepage or use http://www.nj.gov/governor/. From this site you can download photos of the governor, get copies of his speeches or read some news from his office. For what’s going to impact us at work, we need to know what the legislature is doing: the Assembly (in New Jersey) and the Senate. You can either link to their website from the main page. Click Services A-Z, then L, then Legislature or http://www.njleg.state.nj.us/. One feature of the NJ Legislature page that I especially like is the email notification system of actions on pending legislation. For example, I want to know what, if anything, the legislature is doing about “toy safety.” I enter that term in the search box and low, and behold, we find A992 has been introduced. Going back to the main legislature’s home page, I scroll down to the Subscribe box, click and follow the instructions to enter the bill numbers that I’m interested in. When there is action on that bill, you will receive an email. Spend some time on this page by clicking on the various links, especially those on the left side of the page. For example, how many of you, have ever read the New Jersey’s Constitution? What most of us need to read are the State’s Statutes. If you click that link on the left, you are taken to the State’s Statue’s page. The URL for that page is 161 characters long. To make it easy on you, I use a conversion site that shrinks the URL to 25 characters. That page can be found at http://tinyurl.com/2458sc. (See note at end.) We have the judicial branch at http://www.judiciary.state.nj.us/. You can either use the URL or link to it from the State’s home page or the Legislature’s home page. View the webcasts of the New Jersey Supreme Court or download some forms...all from links on this page. Finally, we have the various agencies and departments of the State. If you don’t have them book marked as favorites, then the easiest access is from the State’s homepage, clicking on Departments/Agencies, then scrolling down to the group you want.

Some that may be of interest to you:
- Department of Environmental Protection - http://www.state.nj.us/dep/
- Department of Labor and Workforce Development - http://lwd.dol.state.nj.us/labor/
- Department of Health and Human Services - http://www.state.nj.us/health/

Some other useful links are:
- Right to Know program - http://www.state.nj.us/health/eh/rtkweb/

I hope you will now have a better understanding of the State’s website and easier navigating and once you click on a page you may want to come back to...bookmark it.

Note: http://tinyurl.com is a website that I find very useful for doing what you just saw, shrinking a very large URL to something manageable.

Barry is Vice President with the Hillmann Environmental Group, LLC. He is a past president of the New Jersey Chapter and is currently the Government Affairs Chair. In addition, he hosts RegulatoryPost, an email newsletter that help to keep you aware of happenings in Trenton, Washington and the various agencies. You can sign up for this free service by sending a blank email to: RegulatoryPost-subscribers@yahoogroups.com.

If you have ideas for the next Web Walking, send them to Barry at bweissman@hillmanngroup.com.

Visit Us on the Web
http://www.njasse.org/

The Role of Culture in Fatality Prevention
(Continued)

to create an environment where hazards of any type are not tolerated.

How Culture & Climate Influence Exposure
All of us who have worked in more than one company recognize that there are intrinsic differences among organizations in how people interact and the values that are reflected in their work. In every organization, there are “right ways” to do things or organizational norms of behavior. Because these characteristics influence the way things get done in an organization, it is reasonable to assume they have an impact on safety. But few people interested in improving safety fully understand how culture influences safety and how to make changes in culture.

To begin, it is helpful to understand that culture and climate, although often used synonymously, are different. By culture, we mean the shared values and beliefs of an organization, commonly described as “the way we do things here.” The culture can also be thought of as the shared norms for behavior in the organization, often motivated by unstated assumptions. Culture is sometimes described as the “unwritten rules” of the organization.

Climate, on the other hand, describes the prevailing influences on a particular area of functioning (such as safety) at a point in time. Climate should be discussed in the context of being the climate for something: safety, quality, service, etc. It reflects employee perceptions about what gets rewarded, supported and expected in a particular setting.

Thus, culture is something that is more deeply embedded and long-term. It takes longer to change and influence organizational performance across many areas of functioning. Climate, on the other hand, changes faster and more immediately reflects the attention of leadership.

This is the first of a 2-part series

Thomas Krause is Chair of the Board and Co-Founder of BST (www.bstsolutions.com), a global provider of safety performance solutions. Established in 1979, BST has worked with more than 2,000 client sites in 49 countries. Krause has authored four books and more than 50 articles on performance improvement, culture change and leadership. His most recent book, Leading with Safety, was published in 2005.
Regional Safety Manager—NJ (Posted 2/2008)
Growing specialty contracting, waterproofing and restoration company needs a self starting safety manager who can work independently to formalize current safety & training programs. Reporting to the Regional Manager, the Regional Safety Manager will provide leadership and subject matter expertise to support regional efforts to prevent and mitigate injuries and illnesses to our employees and those affected by our business operations. Position requires the training of workers, monitoring, developing and conducting safety meetings and assisting branch and field management to promote effective safety programs and job site safety. This position will have full authority and responsibility for creating and maintaining an accident free workplace. Great opportunity in a growing, financially strong and stable company. Send resume to Valcourt Building Services, 663 Pennsylvania Avenue, Elizabeth, NJ 07207; Attn: Mike or E-mail to mamoroso@valcourt.net.

Site Safety Manager—Atlantic City, NJ (Posted 2/2008)
Tishman Construction Corp is looking for a Site Safety Manager. Responsibilities include: Responsible for safety management of the project. Minimum of 5 years of hi rise construction experience. Surveys construction projects to identify and evaluate physical conditions, safety practices, hazardous situations and compliance with established safety standards. Reviews history of accidents and claims, and prepares reports and recommendations as required. Coordinates safety of the project as a whole schedule, loss history, upcoming activities, etc. and provides stimulus for proactive loss control efforts. Reviews reports and presents. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

Division Safety Manager—Northern NJ (Posted 2/2008)
Our client, a large civil construction company, is looking for a bright, energetic safety professional with great communication skills to take over the role of Division Safety Manager for their Eastern Division. Potential candidates must have the ability to communicate with workers at all levels of the organization. This position will be responsible for setting the safety standards for the division and ensuring that all corporate For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

For immediate consideration please contact: Ryan Garton, Consultant—Priority Resources Group—1-800-552-3254—rgarton@safetyrecruiters.com—www.safetyrecruiters.com

Insurance Risk Control Consultant—Northern NJ (Posted 2/2008)
Commercial Risk Control Services (CRCS) is a leading provider of Insurance Risk Control consulting and Safety Training services specializing in Occupational Safety, Health and Environmental Services. CRCS is seeking a qualified consultant to serve our Northern New Jersey clients. Our focus is on our clients’ specific needs and in developing customized loss control programs that get results. Our company is looking to grow and exceed our client’s expectations by providing superior risk and loss management services. Our goal is to work to make their operations safer and therefore more financially successful. Individuals committed to the Safety Profession will flourish as a member of our team. Commercial offers generous benefits, 401K with corporate match, educational assistance and more! Pre-employment Background Check required. EEO mf/d/v 5-10 years experience as an Insurance Risk Consultant or Safety/Risk Manager/Trainer. Exceptional analytical, organizational, customer service, and presentation skills required. Bachelor’s degree in related field, PC proficiency required. CSP, CIH and/or ARM designations are preferred. Interested applicants please send resume and salary requirements to Ann.Kilmony@insure.com.

Industrial Hygiene and Safety Specialist—Livingston, NJ (Posted 2/2008)
We are seeking an Industrial Hygiene and Safety Specialist with a minimum of 3 to 5 years experience. The position duties entail the following, but is not limited to: Industrial hygiene exposure surveys, EHS audits and inspections, Environmental Assessments, Safety and health training, Safety and industrial hygiene technical support to clients as a valued resource, Indoor air quality surveys, Asbestos surveys, Asbestos air sampling and air monitoring for renovation services. For more information or to submit a resume with salary requirement: Gary Schwartz, CIH, CSP, CMC—PHASE Associates, LLC—973-597-0750—FAX: 973-597-6465—gary@phaseassociates.com

Manager, Corporate Environmental and Safety Affairs—Location: Nutley NJ (Posted 1/2008)
Responsibilities generally include providing health, safety, and environmental (HSE) support and guidance to Roche pharmaceutical and diagnostic plant, research and administrative sites (creating awareness and motivation for SHE topics; educating and consulting on SHE topics). This position has a strong emphasis on occupational health and safety, and transport safety, yet offers the candidate opportunities to expand into other SHE areas. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

For more information and to apply online, visit: www.rocheusa.com/career and enter requisition #7044 on the job search page.

Site Safety Officer—Staten Island, NY (Posted 1/2008)
Tully Construction Company is looking for a Site Safety Officer for a project in Staten Island. The project is an MTA Modular Building of a Bus terminal. The applicant should have an active ASSE membership, a 30 hour OSHA card in 1926 CFR, First Aid and CPR, OSHA 1910 Subpart OHS, and OSHA 1910 Subpart R training. This is a free service offered to NJASSE chapter members, their employers and supporters of NJASSE. We charge “recruiters” $50 per job posting.

Summer Safety Intern—Northern NJ (Posted 1/2008)
We require a strong student with an interest in safety and environmental science to assist our employees in the summer. College credits earned will be a plus. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

For more information or to submit a resume with salary requirement: Gary Schwartz, CIH, CSP, CMC—PHASE Associates, LLC—973-597-0750—FAX: 973-597-6465—gary@phaseassociates.com

Environmental, Health and Safety Specialist—Piscataway, NJ (Posted 2/2008)
GE Healthcare is seeking an EHSS Specialist to be responsible for the implementation, training and maintenance of environmental, health and safety regulatory compliance and standards. Responsibilities: Promote a healthy and safe work environment. Implement and maintain laboratory safety, hazardous communications, waste management, personnel protective equipment and other programs in compliance with OSHA. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

To Apply to go www.gecareers.com—Job# 757000

Global Hazard Communication Specialist—Union Beach, NJ (Posted 1/2008)
International Flavors & Fragrances (IFF), currently has an outstanding opportunity at our Union Beach, NJ facility. This individual will ensure regulatory compliance of IFF products in terms of appropriate classification, correct hazard and transportation labeling, and preparation of corresponding safety data sheets. Review and interpret chemical regulatory information from suppliers, product data bases and/or internal For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

Please send resumes with salary history or requirements via email to Maria.Picciuro@iff.com. Use reference “Global HAZCOM Specialist—Union Beach, NJ” when sending resume.

Safety Coordinator
DMJ Harris/ACOMIC—Iselin, NJ
We are seeking a Safety Coordinator with a minimum of 5 years project safety management experience preferably in Construction Management roles. Appropriate training certificates including OSHA 40 Hour Construction safety training and related college degree with membership in a professional safety association are preferred. Strong computer proficiency in MS Office including Excel and PowerPoint and travel are required. The ideal candidate will have a proven track record of successful implementation and integration of OSHA and environmental programs. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

To apply please contact Tracy Kanterman, Aon Recruiter at tracy.kanterman@aon.com or Michael Murray, Director at 212-479-4138 or Michael.murray@ars.aon.com

Corporate EHSS Specialist
Benjamin Moore—Flanders, NJ
Responsible for monitoring and interpreting laws and regulations with respect to environmental protection, DOT hazardous materials and other related areas. Will assist all Company departments with overall compliance, adherence to the company’s safety and environmental policies and implementation of NCPA Coatings Car program. Will jointly work with manufacturing, distribution retail, administrative and product development groups to develop and implement EHSS programs. Specifically, this position will be responsible for applicable environmental programs as well as transportation compliance related to For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

The above listings may have been condensed at the newsletter editors discretion—for a complete description and listing of these and other employment opportunities you are encouraged to visit our website www.njasse.org. This is a free service offered to NJASSE chapter members, their employers and supporters of NJASSE. We charge “recruiters” to post position announcements with possible exception to postings within the chapter’s geographical area.
Safety Matters

March 2008

<table>
<thead>
<tr>
<th>Sun</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8</td>
</tr>
<tr>
<td>9</td>
<td>10</td>
<td>11</td>
<td>12</td>
<td>13</td>
<td>14</td>
<td>15</td>
</tr>
<tr>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
<td>22</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>24</td>
<td>25</td>
</tr>
<tr>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>31</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Schedule of Events

3/20/08 — Joint NJASSE & NJ-AIHA Meeting — Snuffy’s — Scotch Plains

This Ad Space Available!!!
NJASSE Chapter Newsletter Advertising Rates

<table>
<thead>
<tr>
<th></th>
<th>Single Issue</th>
<th>Annual (10 issues)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Card</td>
<td>$20.00</td>
<td>$170.00</td>
</tr>
<tr>
<td>1/4 Page</td>
<td>$50.00</td>
<td>$425.00</td>
</tr>
</tbody>
</table>

Contact the Newsletter Editor, Bill Flaherty newsletter@njasse.org for more information

Employer-Pays PPE Rule Takes Effect February 13th

OSHA’s final rule on employer payment for personal protective equipment (PPE) takes effect Feb. 13. Under the rule, employees have until May 15 to implement the PPE payment requirements.

OSHA had considered the rulemaking since 1999 before finalizing it in November. Employers will have to pay the full cost for almost all PPE used by their workers.

The agency anticipates that the rule will result in more than 21,000 fewer occupational injuries per year.

Meeting Schedule 2007 - 2008

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 2008</td>
<td>Dinner Meeting with NJ AIHA</td>
<td>Snuffy’s — Scotch Plains</td>
</tr>
<tr>
<td>April 2008</td>
<td>Atlantic City Safety Expo Joint Meeting with Metro NY</td>
<td>Trump Plaza – Atlantic City</td>
</tr>
<tr>
<td>May 2008</td>
<td>Tour</td>
<td>TBD</td>
</tr>
<tr>
<td>May 2008</td>
<td>Spring PDC - NAOSH Week - Risk Assessment Theme</td>
<td>TBD</td>
</tr>
<tr>
<td>June 2008</td>
<td>Webinar</td>
<td>TBD</td>
</tr>
</tbody>
</table>

Photo of the Month

What Exactly Does the “Not” in “Not-A-Step” Mean?

Yes, it looks like a step. Feels like a step. Shaped like a step. But doggone it, it isn’t a step.

Doesn’t matter how good your balance is. Doesn’t matter if you just have one more little task to do. Doesn’t matter that you don’t have a bigger ladder. Doesn’t matter that you do have a bigger ladder back at the shop but you’re in too much of a hurry to go get it.

None of that matters. It isn’t a step. Stay off of it. Step ladders are wobbly enough, and when you topple off, you are just going to fall that much farther, and it is going to hurt that much more.