Note: This is the second of a 2-part series.

Climate Change

With these definitions in mind, it is a mistake to think about an organization’s “safety culture” or “quality culture.” The organization (or one of its subunits) has one underlying culture, and that culture has characteristics that may be more or less supportive of safety, quality, productivity or any other performance target. Thus, a more useful formulation than talking about safety culture is to ask whether an organization’s culture supports safety.

Climate is more readily changed than culture. As specific events occur that influence the organization, the climate for safety changes. The most striking example is the impact on safety climate immediately following a serious injury or fatality. Most of the time, such an event triggers a strengthening of the safety climate. However, this change often does not last over the long term.

Climate change is difficult to sustain because climate and culture influence one another. Culture is like a heavy magnet, and its stability tends to pull climate, like a lighter piece of metal, back into alignment. Thus, if the culture has characteristics that do not support strong safety performance, the short-term strengthening of safety climate will not last. Over time, the safety climate tends to return to the way it was, in a sort of equilibrium with the cultural characteristics of the organization.

Climate can, however, also influence culture. If culture is the magnet and climate a piece of metal attracted to the magnet, we can affect the magnet by anchoring the metal and providing enough metal mass to overcome the inertia of the magnet. If we make enough change in climate, support it for the long term and anchor it with sustaining mechanisms, equilibrium will be re-established through the shifting of the culture.

How it Works in the Real World

What does the interaction between climate and culture look like in practice? Consider the hypothetical case of a site in the immediate aftermath of a fatality resulting from a lock-out failure. At this location, the procedure called for a supervisor to verify the lockout before work began. The site had a very experienced workforce with low turnover, and it took great pride in being a productivity leader within its division. To avoid delaying the work, the facility had developed the shortcut of proceeding with locked-out work even if a supervisor was not immediately available to do the check.

A fatality occurred because the wrong equipment was locked out, and the equipment worked on remained energized. This incident had a profound effect on everyone at the site. Because of the prevalence of long-time employees, the victim of this event was well-known to all and people experienced a very personal sense of loss. In response, the site refocused on safety. They retrained everyone on appropriate lockout procedures and put up new signs to warn about the hazards of energized equipment. The supervisors re-
ASSE Expresses Concern Over New Confined Space Rule

The American Society of Safety Engineers (ASSE) has stated in a letter to OSHA’s Edwin G. Foulke, Jr. that the recent proposed rule on Confined Spaces in Construction is unduly complicated and fails to recognize current safety practices that have proven successful both in general industry and in construction.

“This rule, if adopted without significant changes, would provide for a significantly lower level of safety than what is currently required throughout the construction industry by the Z117.1-2003 standard,” ASSE President Michael W. Thompson, CSP, said in the letter, sent February 29.

ASSE serves as the Secretariat of the ANSI Z117 Accredited Standards Committee for Confined Space Entry.

“Rulemaking that provides less worker protections than that provided by a widely adopted voluntary consensus standard like Z117.1 goes against OSHA’s duty established under the National Technology Transfer and Advancement Act of 1995,” said Thompson.

Rather than adding clarity or advancing safety consistent with current industry safety practices, Thompson wrote, the changes offered in the proposed rule instead add a new level of complexity to confined space work while adding little new to the approaches already successfully being used to address confined space risks. It also fails to address key confined space topics including harmonization of confined space classifications, hazard assessment, assignment of responsibilities, and the continued allowance of a chest harness as part of a vertical confined space rescue effort.

Thompson was also concerned that the rule is not in harmony with the widely accepted Z117.1-2003 consensus standard. “Safety Requirements for Confined Spaces.”

A comparison of Z117.1 to the proposed rule demonstrates that the existing general industry regulations together with Z117.1 does have the necessary scope, breadth and detail to help employers manage successfully confined space safety matters within the construction industry, according to ASSE.

OSHA Announces a New Alliance with Scaffold Industry Association

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) has formed a new Alliance with the Scaffold Industry Association (SIA) to provide its members and others in the construction industry with information and guidance on the safe use of mast climbing scaffolding and aerial lift equipment.

“The collective expertise of OSHA and SIA can create a significant impact on the safety and health of men and women working in construction,” stated Assistant Secretary of Labor for OSHA Edwin G. Foulke, Jr. “Through our Alliance, we intend to develop products, programs and resources for employers and employees to help reduce fatalities and increase awareness of preventable injuries.”

The Alliance will also address reducing and avoiding exposure to fall and caught in/between hazards. The two organizations will work cooperatively to develop training and education programs for the construction industry. Through the Alliance, representatives will participate in OSHA and SIA conferences, meetings and events such as SIA’s 36th Annual Convention & Exposition. In addition, the Alliance will disseminate information through OSHA’s and SIA’s websites, as well as print and electronic assistance and media tools.

“The Scaffold Industry Association is both excited and energized to work with OSHA again on issues directly related to scaffold and access safety,” said SIA President John R. Miller. “The collective expertise of both OSHA and the SIA will significantly accelerate the delivery of training, education and information, specific to scaffold and access safety, while renewing both parties commitment to reduce accidents, eliminate fatalities and create a culture of safe work practices.”

SIA is a national trade organization, founded in 1972, to represent the scaffolding, aerial lift and access industry in the U.S. and worldwide. SIA promotes safety in these areas by developing educational and training courses, audiovisual programs, and codes of safe practices. It has over 1,000 member companies including aerial platform dealers and distributors; scaffold and shoring erectors and renters; plank and platform manufacturers and distributors; safety and engineering consultants; and government officials.
In addition, in April, we will be once again participating in the Lincoln Tunnel Challenge Fun-Run/Walk for Special Olympics as well as, we will continue working together with Habitat for Humanity.

**Next Meeting:** Our next meeting is Thursday March 20, 2008. The meeting will be held 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.

**NJ-ASSE needs you:** We are currently accepting nominations for our 2008-2009 executive board, if you are interested in serving on our executive board, please contact me directly. The position of *treasurer* is currently open. In addition, we are always looking for help and fresh perspective in our various other 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

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**Motivating Employees a Major Challenge, Wellness Pros Say**

Motivating and incenting employees to participate in their organization’s wellness programs is a heavily cited concern of wellness and health promotion professionals responding to the “Workplace Wellness Management Survey,” sponsored by WellnessJunction.

Among the expressed concerns of wellness managers were such comments as:

- getting employees to "buy in";
- participation and commitment;
- getting people engaged and participating;
- ample time for the employee to participate in any programming;
- how to retain employees once they are engaged in the program;
- the lack of individual employee motivation;
- getting people to use their memberships; and
- motivating additional participation.

The problem is employees “have so many work-related time constraints that sometimes it is difficult to get them to see wellness programs as a good use of their already limited time,” said a corporate nurse practitioner. “People start off with a great deal of enthusiasm, but unless continual reinforcement or some kind of incentive is offered, they tend to fall out … participation drops,” said a corporate wellness coordinator.

The link between incentives and participation was brought up by another survey respondent who cited incentive-based (premium reduction) health coverage that rewards plan participants who attain personal health improvement goals as an issue. "The healthcare system as we know it in America will financially self-destruct in the near future if more creative approaches are not introduced," said G. Gregory Tooker, president and principal consultant of a wellness services company. "Dollar savings incentives through reduction of personal health risk is the only way to move the majority of the population to change its lifestyle."

The balance between the promotion of wellness efforts “while many organizations are tasking employees to a greater extent in terms of productivity and output expectations and demanding longer hours in the workplace” is a dilemma, believes an EAP director.
minded everyone that they should be called to review all lockout work, and a requirement was added that called for a second worker to review the lockout before work began.

This is the typical response to a major incident—a response that focuses on climate but does not address the culture. We see renewed priority given to the exposure reduction processes and to safety. All of this is good but incomplete.

Part of the reason why this fatality occurred can be found in the culture of the organization. The people at this site were never unconcerned about safety and did not set out to ignore safety procedures. However, the culture was characterized by some important assumptions that worked against safety in subtle ways. Being the best in the division was important to personnel at the site, and they believed that being the best meant doing what they needed to do to achieve maximize productivity. It was also assumed that workers knew their jobs very well, so that having process steps checked by supervisors was not seen considered valuable.

In this organization, it is predicted that the changes made in the aftermath of the incident will not be sustained. The changes focus on the climate, and the culture is inconsistent with the safety-focused climate. Over time, as people increase their productivity and as supervisor and co-worker checks of lockout preparations repeatedly find no problems, the shortcut that had developed will return.

A necessary additional response in this organization would be to pursue further steps to solidify the climate change and to help it influence culture. For example, to improve the sustainability of the climate change, measures of adherence to the key procedures should be adopted and reported. The site should then adopt additional approaches that focus specifically on culture. The leadership at this site should consciously identify and practice leadership behaviors that change people’s underlying assumptions about the organization’s values and goals.

Leaders could, for example, emphasize the value of double-checking critical procedures and talk about how this enhanced effort has prevented problems in safety and in other performance areas. They should

(Continued on page 7)

### Local VPP Approvals

The following New Jersey companies were approved for new or continued participation in OSHA’s Voluntary Protection Programs (VPP).

- **Novartis Pharmaceuticals**, East Hanover, NJ
In a recent issue of Society Update, we told you about ASSE’s Safety Suitcase, an educational tool that’s available for all members to use when visiting schools to talk about the SH&E profession. Thanks to generous donations from Northern Safety Co. and Safetyware Inc., the PR team now has eight kits available for members to check out.

Kristin Kelley, a professional member and President-Elect of the New Jersey Chapter, recently used the Safety Suitcase to present a PPE demonstration to kindergarten and second-grade children. “This is a great program,” says Kelley, senior corporate environmental, health and safety specialist with Benjamin Moore & Co. Kelley was working with an elementary school for the NAOSH Week Kids’ Poster Contest, and used the Safety Suitcase to talk to the kids about safety.

The program has been quite popular so far—members from regions I, VI, VII and VII have checked out a kit, some for two or more presentations in multiple classrooms. The PR team hopes that members and chapters will take advantage of this program in their efforts during NAOSH Week to raise awareness about safety and health at work.

For more information, visit the ASSE newsroom or contact Joanna Climer at (847) 768-3404.

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**Joe Schwed to Oversee Safety at World Trade Center Site**

Joseph M. Schwed, CSP, a professional member of ASSE’s New Jersey Chapter, has been named safety director of the World Trade Center site. In this position, he oversees ongoing construction of skyscrapers, a transit hub and a Sept. 11 memorial at the site. The Port Authority of New York and New Jersey (PANYNJ) hired safety managers for each individual project on the site, but new safety rules prompted the agency to hire a director to coordinate safety operations for the entire 16-acre site. “It’s critical that we carefully orchestrate the numerous safety programs where the equivalent of five Empire State Buildings will rise simultaneously,” says PANYNJ’s Anthony Shorris. Schwed, a former Port Authority employee, most recently was corporate manager of global HSE for Honeywell International.

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**Members Reach Out to Kids with ASSE’s Safety Suitcase**

In a recent issue of Society Update, we told you about ASSE’s Safety Suitcase, an educational tool that’s available for all members to use when visiting schools to talk about the SH&E profession. Thanks to generous donations from Northern Safety Co. and Safetyware Inc., the PR team now has eight kits available for members to check out.

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For more information, visit the ASSE newsroom or contact Joanna Climer at (847) 768-3404.

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**Meeting Announcement**

NJASSE and NJ-AIHA Dinner Meeting

Date: March 20, 2008
5:00 to 8:30
Dinner Buffet at 6:30

Topic: “Innovations in Fall Protection for the Construction Industry”
Speaker: Ken Bogdan, CSP - Vice President Commerce Risk Control Services

Topic: “Local Exhaust Ventilation Program Management”
Speaker: Brent Altemose, CIH, CSP - Principal Consultant SABRE Health & Safety

Location: Snuffy’s Pantagis Restaurant
Route 22 East, Scotch Plains, NJ

Cost: $25.00 for Members and Guests
Students and those unemployed are free

Register by Monday, March 17, 2008 at www.njasse.org

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**ASSE - New Jersey Chapter Executive Committee Officers 2007-2008**

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<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
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**Hello! My Name Is**

Welcome New Members!

- Hui-Min Hou
- Terrence P Ryan
- Jane McAnany Jacobson
- Henry Badillo
- Jowanna Bishop-Wright
- Ryan W Wagner
- James B Westervelt
- Kevin J Kuebler

NJASSE is happy to welcome our newest members. We look forward to having you at our upcoming meetings.
Certified Safety Professional Exams to Change in 2009

Two examinations that are part of the Certified Safety Professional credentialing process have been updated and will be put into use in 2009. The tests, “Safety Fundamentals” and “Comprehensive Practice”, have been updated to better reflect today’s required skills and practices, according to the Savoy, IL-based Board of Certified Safety Professionals. Future CSP candidates and those currently enrolled who purchase the tests after Jan. 1 will be subject to the updated versions. BCSP Examination Director Steven Schoolcraft said the updates should not result in significant changes to how candidates study for the exams.
This is part of my continuing series of useful links from the Internet. In this installment, we will look at pesticides. Pesticides, those chemicals that everyone seems to reach for during the spring of the year, looking to keep their homes clean and their plants safe. Regardless of what you think of it, Wikipedia is a great reference. So let’s begin by checking their website (http://en.wikipedia.org/wiki/Pesticide) for the definition of pesticide. A pesticide is a substance or mixture of substances used for preventing, controlling, or lessening the damage caused by a pest.

So what is a pest?

Pests include insects, plant pathogens, weeds, mollusks, birds, mammals, fish, nematodes (roundworms) and microbes that compete with humans for food, destroy property, spread or are a vector for disease or cause a nuisance. (http://en.wikipedia.org/wiki/Pesticide)

If we break down the word and look at its roots, we see “pest” and “-icide.” A “-icide”

There are multiple ways of classifying pesticides.

Bactericides for the control of bacteria

Fungicides for the control of fungi

Herbicides for the control of weeds

Insecticides for the control of insects - these can be

Ovicides substances that kill eggs

Larvicides substances that kill larvae

Adulticides substances that kill adult insects

Miticides for the control of mites

Mollusccides for the control of slugs and snails

Nematicides for the control of nematodes

Rodenticides for the control of rodents

Virucides for the control of viruses

And the worst one of all, homicide killing of people

Let us now look at the agency that controls pesticides in the United States. That is the Environmental Protection Agency (EPA). They have FIFRA - the Federal Insecticide, Fungicide, and Rodenticide Act of 1996. The pesticide home page at http://www.epa.gov/pesticides/index.htm has links and more links to various topics. There is even a link to a child’s page that has games, posters and things to print and color.

In England, they have the Pesticide Safety Directorate. Their website includes a page of links to various pesticide safety databases. Most of the databases deal with the registration and components for the pesticides. You can find them at http://www.pesticides.gov.uk/psd_databases.asp

Before you or any employee uses a pesticide, you should have training. You need training on understanding the hazards of the pesticide but also labeling, storage and use. From wine country in California, comes an outline of a pesticide training program at: http://www.co.napa.ca.us/GOV/Departments/26400/Forms/written_program.pdf

Purdue University has a useful 34-page book on pesticides and MSDS that can be found at http://www.btny.purdue.edu/Pubs/PPP/PPP-37.pdf. If you change the pesticide to chemical then you can use this for general MSDS training. Continuing with MSDS is a site that I’ve often used when I want an MSDS on toothpaste or other common household items. The site is sponsored by the National Library of Medicine at the National Institute of Health.

Go to http://householdproducts.nlm.nih.gov/products.htm to find MSDS for a wide variety of common household products, including pesticides.

By understanding the product, the hazards and reading the label and MSDS, pesticides can be used correctly, safely and only target the pest they’re supposed to attack. Until next time...

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 Regulatory Post, 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-subscribe@yahoo groups.com. If you have ideas for the next Web Walking, send them to Barry at bweissman@hillmanngroup.com.

The Role of Culture in Fatality Prevention

(Continued)

communicate that their definition of being the best in their division is a reflection of a broad range of performance measures. Changes to make the culture more safety-supporting are likely to involve acting and communicating about issues well beyond safety itself.

Creating a Culture that Leads with Safety

Understanding and managing both climate and culture is critical to preventing fatalities and achieving and maintaining excellence in safety performance. The leaders in any organization need to understand the organization’s cultural characteristics and the extent to which these characteristics support the organization’s current goals. The behavior of leaders is an important influence on culture. Through the examples they set, the messages they send and the consequences they provide, leaders influence the behaviors of others, as well as their beliefs about what is acceptable and what is valuable to the organization. Strong safety leaders understand these factors and use culture to help drive safety performance, rather than become slaves to the unwanted manifestations of culture.

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 construction, 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 at their assigned branch(es) and job sites within their region. 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. www.valcourt.net.
Send resume to Valcourt Building Services, 663 Pennsylvania Avenue, Elizabeth, NJ 07201 Attn: Mike or E-mail to mmorosso@valcourt.net

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 goals are met. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

Insurance Risk Control Consultant — Northern NJ (Posted 2/2008)
Commerce 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 commitment is to consistently meet and exceed our client’s expectations by providing superior loss prevention services. Our goal is to work to make their operations safer and therefore more financially successful. Individuals committed to the Safety Field will flourish as a member of our team. Commerce offers generous benefits, 401(k) with corporate match, educational assistance and more! Pre-employment Background Check required. EEO m/f/v. 5-10 years of experience as an Insurance Risk Consultant or Safety/Manager/Trainer. Exceptional analytical, organizational, customer service, and presentation skills required. Bachelor’s degree in related field, PC proficiency required. CSP, CIH and/or ARMS designations are preferred. Interested applicants please send resume and salary requirements to anna.klimoff@yesinsurance.com

Industrial Hygiene and Safety Specialist – Livingston, NJ (Posted 2/2008)
We are searching for 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, Safety, health and training. Safety and industrial hygiene technical support to clients as a valued resource, indoor air quality surveys, Asbestos surveys, Potable water. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org.

Manager, Corporate Environmental and Safety Affairs – Location: Nutley NJ (Posted 1/2008)
Responsibilities generally include providing safety, health, and environmental (SHE) 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.

Tully Construction Company is looking for a Site Safety Officer for a project in Staten Island. This job is nearest to the Outer Bridge Crossing on 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 training, with 2 years of Safety Management experience. Duties include daily site auditing. For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org Contact: William Ryan, VP Risk Management, TCC @ 718 446-7000/214 or bryan@tullyconstruction.com

LIBERTY MUTUAL INSURANCE CO. This position will be responsible for consulting with HIS personnel and Healthcare Administrators on safety program improvements. Workload will consist of companies from the healthcare, service and manufacturing industries. Experience/knowledge of ergonomics is a plus. Job duties will include: planning, developing and delivering service commitments for our healthcare book of business to ensure for a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org Contact: Lori Adams, RN, COHN – Managing Consultant – National Market Loss Prevention – Westcon, MA – (800) 762-5026 x 73833 – lori.adams@libertymutual.com

Environmental, Health and Safety Specialist – Piscataway, NJ (Posted 1/2008)
GE Healthcare is seeking a EH&S 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 hazard 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 databases... 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 Mariia.Piccirillo@iff.com. Use reference “Global HACCP Specialist – Union Beach, NJ” when sending resume.

Safety Coordinator

DIIJIM Harris/ACEM – Iselin, NJ
We are seeking a Safety Coordinator with a minimum of 5 years project safety experience preferably in Construction Management roles. Appropriate training certificates including OSHA 40 Hour Construction Safety training and related college degree in a professional safety association are preferred. Strong computer proficiency in MS Office including Excel and PowerPoint and travel are required. The ideal candidate... For a complete description and listing of this and other employment opportunities you are encouraged to visit our website www.njasse.org Please submit your resume by applying online at http://www.dmjmharris.com/Careers/brassring.jsp. For more information contact Jim Caouette at 212-973-2999 or James.caouette@djmjharris.com

Project Manager/Sr. Consultant
Aon Global Risk Consulting
We have an excellent career opportunity available for a Project Manager / Sr. Consultant to: Manage projects to assure goals and objectives are directed at controlling the cost of risk and attained with services delivered exceeding our client’s expectations. Develop and implement multi-disciplinary risk management strategies to control risk. Understand internal and external resources and matching appropriately to client requirements. 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 at Michael.murray@aon.com

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.
This Ad Space Available!!!

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

Photo of the Month
Hey, I Think I See the Roach Coach
Anyone Want Coffee?

This photo scurried around the internet recently, so if you’ve seen it already, come back next month. If not, isn’t it great? Workplace ingenuity at its best. Sort of like the guys serving as counterweights on those fork-lifts a few months ago. And it probably would work fine for five minutes or so, but personally, the only walking the plank I want to see is in old pirate movies. Too many things that can go wrong. Notably, the three orange-hatted counterweights getting distracted or starting to fool around. The guy on the business end of the plank obviously has work to do. Should he really be playing on a teeter-totter?

Lincoln Tunnel Challenge
5K Fun Run/Walk

Sunday, April 20, 2008
22nd Annual
Lincoln Tunnel Challenge
Fun Run/Walk
Weehawken

Meeting Schedule 2007 - 2008

<table>
<thead>
<tr>
<th>Month</th>
<th>Topic</th>
<th>Location</th>
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| March 20, 2008 Dinner Meeting | Joint Meeting with NJ AIHA  
“Innovations in Fall Protection for the Construction Industry”  
“Local Exhaust Ventilation Program Management” | Snuffy’s — Scotch Plains |
| April 23, 2008 | Atlantic City Safety Expo — Joint meeting with Metro NY, Penn Jersey and Long Island Chapters | Trump Plaza — Atlantic City |
| May 8, 2008 | Joint Meeting with Penn Jersey—Tour | TBD                       |
| May 22, 2008 | Spring PDC - NAOSH Week - Risk Assessment Theme | Chubb Training Institute Warren, NJ |
| June 2008 | Webinar | TBD |