



ASSP NORTHEAST FLORIDA CHAPTER NEWSLETTER – AUGUST 2019

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Ten Essential Traits of Respected Field Safety Professionals

As safety professionals, one of most important keys to our success is in how we interact with the teams we support, whether it is operations leadership or the employees in the field. In this article, the importance of those interactions with the workforce, as well as the importance of how to approach and interact with those professionals in the field, will be discussed.

As we know, culture change can take time. In fact, it may take years in some instances. So, never discount the impact you can have on an entire organization by winning the hearts and minds

of employees, even if it is one person at a time.

The following ten traits will help in educating and influencing employees to do the right thing. And ideally, this information will also assist you with building your reputation as a respectful, trusting, and caring professional. And we all want to achieve that, don't we?

1. Dress for Success:

Arrive at the job site dressed in proper personal protective equipment (PPE). Park in a safe manner in accordance with all company rules and procedures. Be mindful that employees typically pay attention to the little things. And be prepared to go to work right away. Don't be the person fumbling around putting on PPE for ten minutes before engaging in interaction. No points will be won in this scenario.

For those interactions back at the office, you'll want to



dress professionally even if it means having a second set of clothes. Professionalism is critical in interaction at all levels. Remember, perception is reality.

2. Lead by Example:

When approaching crews, always model the proper behavior. Never, compromise a safety rule. Always wear every piece of required safety gear and always follow every safety rule.

Safety professionals and management must always model the behavior they expect from their employees. Wear the PPE and follow every safety rule. Bottom line, "Walk the Talk."

3. Give Respect to Gain

Respect:

Approach employees in a respectful manner. This is the most-important aspect of a successful safety interaction. Think about how you would like to be approached if you were in that person's shoes. Look for opportunities to identify positive actions the crew is taking and share those

observations with the foremen and crew.

When dealing with an unsafe condition or action, whether it's a significant concern or a minor violation, your success or failure will depend on how you approach the employee, foremen, and the situation. Typically, taking the individual aside and having a "one on one" discussion goes a long way to build trust and respect.

Additionally, approaching someone from a position of concern for his or her welfare, in a sincere manner, can resolve an issue and change behavior.

4. Seek to Understand:

When an issue is identified, ensure that the job leader or the foremen are involved and aware of the situation. After all, they are responsible for the safety of their job site. If an imminent danger situation is observed, immediate response is required and action needs to be taken right away to make the job safe.

Discussions with the foremen

and or crew can take place after correction of the unsafe condition.

For less serious situations, work with the foremen or leader to understand why a potential condition exists. Ask questions to understand why the job is set up the way it is. There may be a reason for the deviation, or the foremen will own up to the error and will often make a correction without further engagement. If this occurs, thank the foremen for their actions and ask for the same support in the future.

5. Build Influence:

This is especially important for new safety professionals just starting with a company. This is not about making friends or being liked. This is about effective human interactions, often referred to as "emotional intelligence."

How you interact with people will impact how they perceive you and your intentions regarding their safety. Your success is directly related to how you



interact with those in the field and how they perceive you. If you come across as the "safety police," you might get momentary compliance, but not culture-changing respect. Coming across as a caring individual and being known for being respectful and fair-minded will win hearts and minds in the culture change initiative.

It should be noted that even if you are not a new safety professional and have been in the safety organization for years, it is never too late to change your approach. Employees are always watching how we interact with them and notice when things change, even subtle things. It's never too late to start those positive interactions that build influence.

6. Learn the Work:

Field employees appreciate it when you take an interest in learning their work. They take great pride in the work they do and usually are willing

to teach you everything you want to know about the work.

This will go a long way in building relationships and, with that, all-important influence. It will also give you a better understanding of the job and potential hazards of the work.

Just be sure you do not get in the way or put yourself in an unsafe position.

7. Leave the Clipboard in the Truck:

This is about employee interaction, not about checking off a box on a list. Get out, shake hands, and don't be afraid to get a little dirty if necessary.

Ask employees what can be done to enhance the safety of their job. Be a good listener when engaging in dialogue. If you offer to follow up on an issue with an employee, do so. Nothing will damage your credibility faster than not following up on something you said you would do.

If your company requires that a checklist be filled out,

do it back in the vehicle or the office.

8. Do Not Become an Enabler of Unsafe Behavior:

If you see something that is not proper or a violation of a safety rule, you will need to deal with it expediently. If you ignore it, you will enable a dysfunctional culture and you will undermine your credibility. Essentially, you become part of the problem and not the solution.

By ignoring an issue, you communicate to everyone on the job site that it is acceptable to take a safety shortcut. By dealing with the issue in a fair, firm, respectful way, you will establish yourself as someone who is consistent, professional, and caring.

9. Focus on the Positive:

Make it a point to identify positive things. Show your appreciation to the crew for a job safely done. Make sure the team's supervisor or manager is aware of what a good, safe job their employees are doing.



Success breeds success. Be specific in pinpointing those employees and the behaviors that went into making this a safe effort. Remember, this reflects on the boss, as well.

Make it a point to share these positive experiences with the leadership team when the opportunity presents itself.

10. Show Resiliency:

When things go wrong, listen to employees with empathy, ask for clarity, and paraphrase to indicate you heard their concerns and are truly interested in doing your best to understand their position.

Avoid defensive postures. And if you make a mistake, own up to it. People respect individuals who own up and accept responsibility. And it's being able to learn from those mistakes and bouncing back to your energetic, passionate self that is the mark of a true professional.

In closing, these are Ten Traits that will show employees you are a caring,

passionate professional, more interested in their going home safe to their families and loved ones than in being a "safety cop."

These techniques will enable you to build relationships and the all-importance influence to succeed in culture change, even if it does mean building it one person at a time.

Occupational Health and Safety Magazine

Online Edition

October 1, 2018

[OHS Magazine](#)

Naegleria Infection

If you happened to be around to see the premiere of the movie Jaws back in 1975, you'll perhaps recall that most people, me included, did not go in the water at the beach for a very, very long time. Well, the fear of water for many people is back; and it's for good reason. To find out why, please read on.

Overview of Naegleria Infection

Naegleria (nay-GLEER-uh) infection is a rare and usually fatal brain infection caused by an amoeba commonly found in freshwater lakes, rivers and hot springs. Exposure occurs during swimming or other water sports.

The amoeba, called *Naegleria fowleri*, travels up the nose to the brain, where it causes severe damage. Most people who have naegleria infection die within a week.

Millions of people are exposed to the amoeba that causes naegleria infection each year, but only a handful of them ever get sick from it. Health officials don't know why some people develop naegleria infection while others don't.

Avoiding warm bodies of fresh water and wearing nose clips while in the water may help prevent such infections.



Symptoms

Naegleria infection causes a disease called primary amebic meningoencephalitis (muh-ning-go-un-sef-uh-LIE-tis). This disease causes brain inflammation and destruction of brain tissue.

Generally beginning within two to 15 days of exposure to the amoeba, signs and symptoms of naegleria infection may include:

- A change in the sense of smell or taste
- Fever
- Sudden, severe headache
- Stiff neck
- Sensitivity to light
- Nausea and vomiting
- Confusion
- Loss of balance
- Sleepiness
- Seizures
- Hallucinations

These signs and symptoms can progress rapidly. They typically lead to death within a week.

When to see a doctor

Seek immediate medical attention if you develop a sudden onset of fever,

headache, stiff neck and vomiting, particularly if you have recently been in warm, fresh water.

Causes

Naegleria infection is caused by the Naegleria fowleri amoeba, which is commonly found in warm bodies of fresh water around the world, usually during the summer months. The amoeba is also sometimes found in soil. The amoeba enters your body through your nose, via contaminated water or dust, and travels to your brain through the nerves that transmit your sense of smell.

Only a tiny percentage of the millions of people who are exposed to Naegleria fowleri ever get sick from it. Why some people become infected after exposure and others don't isn't known.

The amoeba isn't spread from person to person or by drinking contaminated water. And properly cleaned and disinfected swimming pools don't contain the naegleria amoeba.

Risk factors

In the United States, millions of people are exposed to the amoeba that causes naegleria infection each year, but few people get sick from it. From 2007 to 2017, 40 infections were reported.

Some factors that might increase your risk of naegleria infection include:

- Freshwater swimming - Most people who become ill have been swimming in a freshwater lake within the previous two weeks.
- Heat waves - The amoeba thrives in warm or hot water.
- Age - Children and young adults are the most likely age groups to be affected, possibly because they're likely to stay in the water longer and are more active in the water.

Prevention

The CDC suggests that the following measures may reduce your risk of naegleria infection:



- Don't swim in or jump into warm freshwater lakes and rivers.

- Hold your nose shut or use nose clips when jumping or diving into warm bodies of fresh water.

- Avoid disturbing the sediment while swimming in shallow, warm fresh waters.

Mayo Clinic

Online Edition

[Mayo Clinic](#)

Did fake work documents bar injured employee from receiving workers' compensation?

An employee who had provided documents to show that he could work in the U.S. was injured on the job. After he applied for workers' compensation benefits, it was revealed that the documents were counterfeit. Would he still receive benefits?

Reiman Corporation in Wyoming hired Adalberto Gonzalez in April 2007; they then rehired him in 2008.

While filling out Form I-9 in 2007, Gonzalez presented a Social Security card and a permanent resident card.

Reiman's superintendent, Dave Brown, didn't make copies of those documents because the work site didn't have electricity.

At some point in 2007, Gonzalez was let go; but he was rehired in April 2008. Another Reiman superintendent, Leo Alvarado, hired Gonzalez this time. Reiman had a policy that allowed the rehire of former employees without completion of hiring documents, including the I-9, if the employer was hired within six months of his last employment with the company.

Gonzalez showed Alvarado a pay stub from his previous employment with Reiman, and the superintendent didn't require any other documentation.

A subsequent audit of Reiman's office found several employee I-9s were missing.

In May 2010, Alvarado had Gonzalez fill out a new I-9, and Gonzalez presented the same documents as in 2007.

Only one problem: The documents were fake. Neither Brown nor Alvarado noticed that the documents were fake when they saw them.

In 2011, Gonzalez was injured on the job. He was working on a highway bridge when a wood plank on which he was seated broke. He fell about 20 feet to the concrete below and suffered serious injuries to his face, teeth, right hand and right arm.

The Wyoming Workers' Compensation Division denied benefits to Gonzalez because the employee hadn't submitted documentation of his residency and authority to work in the U.S.

Both sides appealed, and the Office of Administrative Hearings (OAH) concluded that Reiman reasonably believed Gonzalez was authorized to work in the U.S. Therefore, he was an employee and entitled to



workers' compensation benefits. At this point, Reiman dropped its appeals in the case.

Gonzalez filed an appeal to a district court which affirmed the ruling of the Office of Administrative Hearings. Gonzalez then took his case to the Wyoming Supreme Court.

What the law says

In its recently-released opinion on this case, the Wyoming Supreme Court noted that the state's Workers' Compensation Act includes in its definition of an employee:

" ... and aliens whom the employer reasonably believes, at the date of hire and the date of injury based upon documentation in the employer's possession, to be authorized to work by the United States department of justice, office of citizenship and immigration services."

Gonzalez argued that for Reiman to reasonably believe he was authorized to work in the U.S., his employer must have in its possession all

documentation required by the federal Office of Citizenship and Immigration Services.

The OAH and district court both rejected this interpretation of the law, and the Wyoming Supreme Court did as well.

The state's highest court said that nowhere in its workers' compensation law did it require the federal documentation.

So, the court affirmed the OAH finding that Gonzalez was an employee as defined by the Wyoming Workers' Compensation Act, and therefore he should receive benefits.

Safety News Alert

Online Edition

October 20, 2015

[Safety News Alert](#)

U.S. Department of Labor's OSHA Requests Information on Table 1 of the Silica Standard for Construction

WASHINGTON, DC – The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) is requesting information and comment on Table 1 of the agency's [Respirable Crystalline Silica Standard for Construction](#). OSHA seeks information on additional engineering and work practice control methods to effectively limit exposure to silica for the equipment and tasks currently listed on Table 1. The agency is also requesting information about other construction equipment and tasks that generate silica that it should consider adding to Table 1, along with information about their associated engineering and work practice control methods.



In addition, OSHA is seeking comments about whether to revise paragraph (a)(3) of the [Respirable Crystalline Silica Standard for General Industry](#) to broaden the circumstances under which general industry and maritime employers would be permitted to comply with Table 1 of the silica standard for construction.

Information submitted will allow OSHA to consider new developments and enhanced control methods for equipment that generates exposures to silica, and provide additional data on exposures to silica from equipment and tasks using a variety of control methods under different workplace conditions. Expanding Table 1 to include additional engineering and work practice control methods, equipment, and tasks could provide employers with more flexibility and reduce regulatory burdens while maintaining protections for employees.

If information submitted in response to this request indicates that revisions to the silica standards are needed, the agency will then publish the proposed revisions in the Federal Register for public comment.

Comments must be submitted by October 14, 2019. Comments and materials may be submitted electronically at <http://www.regulations.gov>, the Federal e-Rulemaking Portal, or by facsimile or mail. See the [Federal Register notice](#) for submission details.

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

The mission of the Department of Labor is to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

OSHA TRADE RELEASE

August 14, 2019

[OSHA Trade Release](#)

Job Market Links

General Employment Links

[ASSP](#)

[BCSP General Safety Jobs](#)

[BCSP Construction Safety Jobs](#)

[BCSP Industrial Hygiene Jobs](#)

[EHS Careers](#)

ASSP Chapter Links

Find us on the web at:

[ASSP NFL](#)

Find us on Facebook at:

[ASSP NFL](#)



Local Chapter Officers and Chairs

Elected Officers

- President - Bob Dooley
- President Elect - Eric Gray
- Secretary - Steve Wilson
- Treasurer - Ravyn Tyler
- Delegate - Yaniv Zigagi

Appointed Chairs

- Membership Chair - Mark Gibson
- Newsletter Chair – Bob Dooley
- Nominations Chair – Steve Brown
- Past President - Steve Brown
- Program Chair - Dan Hemsall
- Social Chair – Open
- Social Media Chair - Vernon Adams
- SPY Awards Chair – Open

Local Chapter Information

The North Florida Chapter of the American Society of Safety Professionals, formerly the American Society of

Safety Engineers, was chartered in 1952 and currently has more than 165 members.

Professional meetings are held nine times per year in the Jacksonville area. Meeting notices are distributed and RSVP's are returned by email. If you are a member of ASSP and are not receiving notices by email, please email the [Chapter Secretary](#).

Help Wanted – We Need Leadership Volunteers

If you are interested and able to devote time to the local chapter, please contact [Steve Brown](#), Nominations Chair, for details.

We believe that you will enjoy the experience and comradery and we most-certainly appreciate your help.

Local Chapter Meeting Schedule

September 18, 2019

NEFSC (Northeast FL Safety Council) to present their staff members and capabilities that are available to its members. This will be followed by networking.

Location: NEFSC

1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207

11:30 Lunch & Networking
12 Noon Meeting

October 17, 2017

Worker's Compensation

Location: NEFSC

1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207

11:30 Lunch & Networking
12 Noon Meeting



November 20, 2017

JEA Laboratory Services Tour

Location: JEA
1002 N Main Street
Jacksonville, FL 32206
11:30 Lunch & Networking
12 Noon Meeting and Tour

December 2019

Winter Social

Details TBA

January 15, 2020

**Alternative Confined Space
Entry Processes - Maritime**

Location: NEFSC
1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207
11:30 Lunch & Networking
12 Noon Meeting

February 19, 2020

**Active Shooter/Workplace
Violence**

Location: NEFSC
1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207
11:30 Lunch & Networking
12 Noon Meeting

March 18, 2020

Annual OSHA Update

Location: NEFSC
1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207
11:30 Lunch & Networking
12 Noon Meeting

April 15, 2020

Ergonomics

Location: NEFSC
1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207
11:30 Lunch & Networking
12 Noon Meeting

April 24, 2020

Worker's Memorial

Location: NEFSC
1725 Art Museum Drive
Building B, Classroom D
Jacksonville, FL 32207
11:30 Lunch & Networking
12 Noon Meeting

May 20, 2020

TBA

For all meetings, please RSVP
to Steve Wilson at

steven_wilson1@me.com.

Cost: Members: \$15

Non-Members: \$20