



## Editor's Briefs

"I feel the earth move under my feet; I feel the sky tumbling down; I feel my heart start to trembling Whenever you're around," the verse sung by Carole King came to my mind shortly after I experienced the shake Tuesday night. More than three dozen aftershocks followed the quake, the largest registering magnitude-3.7 on the following Wednesday afternoon around 4 p.m., nudging me out of my comfortable, ergonomically correct chair.

A magnitude 5.6 earthquake centered in the foothills east of San Jose rocked the Bay Area on Tuesday night, October 30th, shaking up residents over a broad area but producing no immediate reports of significant damage, officials said. This big quake struck on one of the many fault lines running underneath the bay area, the Calaveras Fault, just east of San Jose. It was a seismic throat-clearing of sorts, a warning to the more than 7 million people who inhabit the nine-county Bay Area region, from Silicon Valley to wine country.

The "Big Seven" earthquake faults slash the San Francisco Bay area like claw marks on a map, tracing lines that parallel the coast. Most are little-known to us, but each has the potential to trigger disaster. Recent research shows the Calaveras Fault intersects with the Hayward Fault, currently considered the most dangerous in the region.

Under certain circumstances, a quake on one fault can transfer energy to another, adding instability and potentially triggering events on the other fault, seismologists said. The linkages remain murky, even to experts. Other big faults intersect in the Bay Area, possibly raising the stakes when quakes hit near their intersections.

California's best-known fault, the San Andreas, is thought to touch the San Gregorio Fault, which skirts the coast along Half Moon Bay and Monterey. The Rodgers Creek Fault and the Hayward Fault meet at the north end of San Pablo Bay, near Vallejo.

In addition to the Big Seven, hundreds of smaller faults form a latticework of cracks beneath the region, perhaps a dozen of which could snap and generate moderate quakes.

A hypothetical trench dug around the Bay Area would reveal hundreds of these small fissures, according to experts. The faults, they say "occasionally just pop off."

I am reviewing my employer's plan for the workplace and shall adopt and implement a custom plan for the home. May I suggest that you do the same?

## Upcoming Chapter Meeting

**December 11:** California Fire & Building Code Update; Mr. Reinhard Hanselka will present on the major Fire and Building code changes that will go into effect January 2008 in California.

The Toys for Tots program will be at work. Bring in an unwrapped new toy valued at \$20 or so and your meeting meal costs will be waived. All toys donated will be picked up by the United States Marines Corp for distribution to the disadvantaged youth in our community.



## Milestone of ASSE Membership

**25 Years of Service:**  
**Lewis Bass, P.E.**  
**Paul E. Norton, CSP, CIH**

**50 Years of Service:**  
**Theodore C. Raia**





## **ASSE Government Affairs**

ASSE is looking for some input from its members on how the California ergonomics standard works in practical terms. Below is our Position Statement, adopted in 1997 and updated in 2005.

Ergonomics is a national issue that affects the safety profession and members of ASSE. The Society believes that efficient/effective ergonomic systems benefit the American private sector. Eliminating ergonomic hazards increases productivity, quality, profits, and the country's ability to compete on a global level. To these ends, the American Society of Safety Engineers has taken the following position:

The Society believes there is not a one-size-fits-all approach to ergonomics. Control measures should be designed to eliminate ergonomic stresses specific to the results of the ergonomic evaluation and; provide for effective follow-up mechanisms. Safety and health professionals, ergonomists, engineers, and other trained specialists can provide valuable assistance in various aspects of the improvement process.

Efficient/effective systems are more successful when there is a partnership between management and employees. Successful ergonomic systems incorporate employee participation and results in discussion across all levels and directions of an organization.

The Society supports the use of voluntary national consensus standards when appropriate, and is currently a member of the Z365 Standards Committee, the American National Standard addressing cumulative trauma disorders. The Society recommends reviewing the standard if there will be public sector policy making addressing ergonomics.

Research should continue in both the public and private sectors. Public sector agencies, such as the National Institute of Occupational Safety and Health (NIOSH), should continue researching ergonomic related issues and identifying sound hazard control mechanisms.

If research and data justifies the need for a mandatory federal standard, the Society's position is that the standard should:

Be performance based and not use a one-size-fits-all approach to ergonomics.

Require an ergonomic evaluation and that the evaluation be performed by a person competent in ergonomic related issues. Emphasis should be placed on improvement versus overly detailed specifications. Safety and health professionals, ergonomists, engineers, and other trained specialists can provide valuable assistance in the evaluation process.

Be created through private/public sector partnership, such as the negotiated rulemaking process.

If you have any thoughts on how the standard works day to day, please share them with Dave Heidorn at [dheidorn@asse.org](mailto:dheidorn@asse.org). Your comments may be compiled but will be shared anonymously.





## 10 Career Killers: Workplace Behaviors that Assure Career Self-Sabotage

By John McKee

You're fired! This succinct phrase strikes more fear into the heart of the working man or woman than any other. Why is it, then, that many well-intentioned and reasonably astute professionals hear these words chronically throughout their careers, despite all best efforts?

Even with a small amount of insight, many aspiring professionals can learn how to maintain their good standing in the workplace and actually excel on the job rather than self-destruct. Employee turnover hurts not only those receiving their walking papers, but employers as well since this is a costly, though avoidable, expense.

With this in mind, serial "Labor Losers" can benefit by knowing these 10 key self-destructive workplace habits sure to endanger one's longevity on the job.

1. Not keeping your skill set current – The business landscape is ever-changing and there is more demand for jobs than supply. Not staying on par with colleagues and those vying for your job will be a death knell.
2. Failing to deliver results – Winners in business know that it's all about accountability. Those who harbor a sense of entitlement for simply having put forth effort, irrespective of the results of those efforts, are guaranteed to fall by the wayside.
3. Confusing efficiency with effectiveness – Those who think that communicating via e-mail replaces the need to actually talk with people around them fail to recognize the importance of personally connecting with others in today's highly automated and technological environment. Communicating in person whenever possible is imperative for success-seekers.
4. Believing that you are irreplaceable – There is no room for divas in the workplace. As soon as you convince yourself that you and only you can do the job right, your star will surely start to fall.
5. Knowing all the answers – The old adage remains true: knowledge is power. Professing to know it all can readily stagnate a career. Winners remain unceasingly interested in learning new ideas and approaches.
6. Surrounding your self with brown nosers – Losers like having people tell them how smart they are, whether or not it's true, while successful managers and other professionals accept and encourage intelligence and creativity in others.
7. Forgetting to give credit to others – Losers inappropriately take full credit for positive events despite the help or input received by others, while winners give credit where credit is due. Losers inevitably reap what they sow.
8. Failing to self promote – Bragging is one thing, but letting colleagues throughout your industry know of your success through case studies, promotion bulletins or other such tools is quite another. Losers often fail to recognize the importance of letting others know about their successes, or go about it in entirely the wrong way.
9. Losing perspective – Intuitive business people recognize that, despite their best attempts to do everything right, sometimes they approach roadblocks and seek the advice and perspective of a respected friend, colleague or even a business coach. Those who fail to recognize their shortcomings are destined for the unemployment line.
10. Failing to have a life plan – All very successful people have a clear life plan, whether memorized or actually written down. They create it, massage it and refer to it often.

John McKee is founder and president of BusinessSuccessCoach.net, and is the author of Career Wisdom and 21 Ways Women in Management Shoot Themselves in the Foot. He can be reached at (720) 226-9072, [john@businesssuccesscoach.net](mailto:john@businesssuccesscoach.net) or through his Web sites at [www.BusinessSuccessCoach.net](http://www.BusinessSuccessCoach.net) and [www.BusinessWomanWeb.com](http://www.BusinessWomanWeb.com).





## Workplace Injuries and Illnesses Declined By Tyler Nguyen

The federal Department of Labor, Bureau of Labor Statistics released the results of the latest figures recorded for 2006 overall workplace injuries and illnesses. Not counting fatalities, the average rate was 4.4 cases per 100 equivalent full-time workers meaning for every 100 workers plying their trades in the United States that year, almost 5 of us were injured in some way that affected the quality of our lives outside of the work arena. It is heartening to know that this lower rate is a reflection of how well we've done to reduce accidents resulting in injuries or illnesses to our fellow workers.

My un-scientific poll talking to a number of claims adjusters and examiners in the area yielded similar conclusions in that the overall frequency of claims filed for workers' compensation benefits has dropped, especially since SB 899 went into effect. Some injured workers are actually feeling the adverse effects of this legislation; but that's another story.

### Post-Incident Paperwork Tips

If you have a collateral or incidental duty to act as a conduit during the process to get injured workers back to work, there are two forms to keep in mind after someone claims he/she was injured during the course of employment or arising out of employment. They are: Form 5020 Employer's Report of Occupational Injury or Illness and DWC Form 1 Employee's claim for Workers' Compensation Benefits. Make sure that you or the employee's supervisor get these two forms filed immediately.

The 5020 needs to be filled out and returned to your insurance carrier within 5 calendar days for them to make a determination on compensability.

The DWC 1 needs to be done as soon as possible because you have only one working day (after the injured worker or his/her representative completed and returned the form to you) to fill out the employer section and file a completed copy with your claims administrator.

While at it, you should cross check to determine whether the claim fits the criteria for your Cal/OSHA recordable database, meaning the 300 log and the 301 must be completed as well. In many organizations, the 5020s could be use in lieu of the 301s. That will save you some unnecessary effort toward duplicated forms.

## Chapter Officers 2007-08

**President** Mira Rubin

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**President-Elect** Jay Jamali

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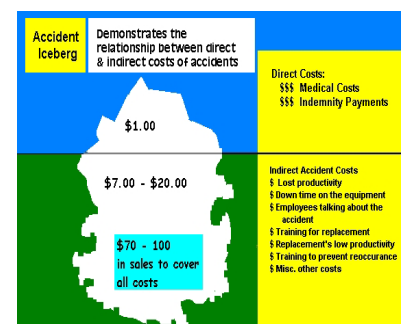
**Membership** Jim Beeby

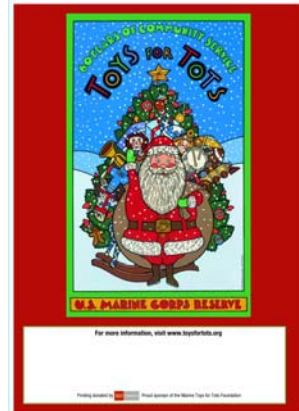
**Jobs** Joe Barsky

**Government Affairs**  
John Steele

**Newsletter Editor**  
Tyler Nguyen

**Webmaster** Joe Barsky





Greater San Jose Chapter Members,

Your executive committee, on your behalf, is sponsoring the annual Toys for Tots program in conjunction with our December 11, 2007 meeting. A toy goes a long way in bringing a ray of sunshine and joy to our kids during the holiday season. The United States Marines Corp have been instrumental in this effort year in and year out and we are glad to count them as a partner.

**Good News and Win-Win!** Bring a new unwrapped gift valued at \$20.00 or more for a child (boy or girl, ages 4 to 16) and receive your Chapter Meeting Lunch FREE. Or paying for your meal and donating a gift at the same time is also highly recommended. Check donations are also accepted. Please make the check payable to U.S. Marine Corp Toys for Tots Program.

Be sure to register on-line to reserve your seat in advance and to help us with the accommodations as the hotel needs an accurate count beforehand.

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*Happy Thanksgiving*  
*Merry Christmas*  
*Happy Hanukkah*  
*Merry Eid-al-Adha*  
*Happy Kwanzaa*  
*Happy Festivus*  
*Happy New Year*

