



March 10, 2009 General Membership Meeting **Hotel Biltmore, Santa Clara, CA — Meeting starts at noon...**

Topic: Developing a Safety Culture Management System

Most safety leaders now recognize that a focus on lagging indicators such as OSHA recordables is like driving a car staring in the rear-view mirror. Leading indicators, however, have too often been described as merely behaviors. In fact, a more comprehensive, systemic approach is required that can record, report and reward based on employee proactive involvement in safety, health and other corporate concerns. Over time, this system should encourage and monitor progress towards a top-to-bottom shift in roles: Clock-Punching employees become Systems Thinkers. Supervisors become Coaches. Managers become Leaders. In other words, the culture change occurs first by a fundamental shift of perspective: the company is a world-class team and the employees are world-class athletes competing in the mother of all Olympic Games! This new perspective requires a steering mechanism.

A CULTURE IN BALANCE

Such a mechanism is best implemented as web-based, with access from all quarters. Installed at refineries, construction companies and others, The Safety Culture Management System developed by KL&P Motivation is an example of such a method. Employees are given a Pin# and password, allowing them to sign on to their own account, view a gallery of awards chosen by their safety committee, and redeem points from their balances earned for performing any number of committee-chosen activities. Points are earned any one of four ways:

1. Discretionary Effort, such as performing a JSA, submitting a near-miss report, conducting a tool-box talk, etc.
2. On-the-Spot recognition for correct behaviors, such as proper lifting methods, correct use of PPE, etc.
3. Education through an integrated online e-learning feature, completing multimedia modules and quizzes. These training modules might include hearing conservation, crane safety awareness, fall protection, etc.
4. Management awards in the form of points for crew or company milestones, such as meeting incident-free goals, housekeeping contests and so on.

Speaker: *American Society of Safety Engineers Greater San Jose Chapter Member Jon Kaufman is a frequent speaker and exhibitor at safety conferences and leads a team of 16 marketing and motivation professionals. After studying under W. Edwards Deming in the 80's and working with Dr. Steve Simon, the father of the safety culture movement, Jon developed the Safety Culture Management System in 2003. Clients as diverse as AT&T, Kroger, Tesoro Petroleum and Oldcastle Materials rely on KL&P to deliver solutions that engage and inspire their internal and external audiences.*





Opportunities Abound

*Call for Qualified Members to become Chapter Officers, Chapter Year 2009-10
Open Positions: President-Elect, Secretary, Treasurer, Delegates (2)*

By Tyler Nguyen, President-Elect

"In like a lion, out like a lamb" I think of college basketball March Madness and all that go on in the month that also marks the end of the first business quarter and then onto spring which means the arrival of things all anew. Today though I am committed to support Ms. Betsy Leff, our Committee Chairperson, to recruit, consider, nominate, lobby for, and present a slate of candidates willing to put forth time and effort during the upcoming year to serve you, ASSE members, as your chapter officers.

Once our current President, Mr. Jay Jamali becomes Past President on July 1, 2009 yours truly President-Elect ascends to the Presidency. The President-Elect position is a two-year term serving members in the Greater San Jose and surrounding areas. All other elected officer positions (Secretary, Treasurer, Delegate) require a 1-year commitment and are described as follows. Our chapter's geographical area include the entire counties of Santa Clara, Santa Cruz, San Benito, and Monterey and certain zip codes in Alameda and San Mateo counties (see proposed Bylaws adopted January 2009 and posted on our web page <http://assesj.org> under the "Chapter Leadership" tab). Please peruse the Bylaws to view a complete description of all chapter officers' authority and responsibilities to carry out operational and management duties on your behalf. The Bylaws also describes in detail the nomination and election process of officers.

President-Elect

Term of office: July 1 to the following June 30.

Qualifications:

*Must have been an ASSE member in good standing for at least one year prior to election and
Be either a Professional Member or Member of ASSE*

Secretary

Term of office: July 1 to the following June 30.

Qualifications:

*Must have been an ASSE member in good standing for at least one year prior to election
Can be a Professional Member, Member or Associate Member of ASSE*

Treasurer

Term of office: July 1 to the following June 30.

Qualifications:

*Must have been an ASSE member in good standing for at least one year prior to election
Can be a Professional Member, Member or Associate Member of ASSE*



Delegate to the House of Delegates—2 Delegates represent the Greater San Jose Chapter based on number of members

Term of office: July 1 to the following June 30.

Qualifications: Must have been an ASSE member in good standing for at least one year prior to election and Be either a Professional Member, Member or International Member of ASSE

Prohibition: Members of the Society Board of Directors and Practice Specialty Administrators cannot serve as Chapter Delegates

I invite you all to consider volunteering to partake in this democratic process. Betsy Leff is in charge of the Election Committee. Nominate yourself or recommend someone to Betsy whom you think is suitable and able to perform the required tasks of a chapter officer. Send Betsy an e-mail at the address below:

B.Leff@scbglobal.net



Training News and Networking Opportunity


The 5th Annual Statewide Safety Training & Construction Management Expo take places at Cosumnes River College (Greater Capitol/Sacramento area) on April 7-9, 2009.

This is the link to view the registration brochure or to register on line <http://www.sacexpo.com/>

For More Information, Contact:

Heidi Hughes, Events Director,
916-442-8991 x121
heidi@sbxchange.net

Jim Neely, Safety Coordinator,
916-442-8991 x114
jneely@sbxchange.net





Chapter Officers 2008-09

President

Jay Jamali

President-Elect

Tyler Nguyen

Past-President

Mira Rubin

Delegate

Fred Norton

Delegate

Mostafa Pournajat

Treasurer

Mostafa Pournajat

Secretary

Ron Scholtz

Membership

Jim Beeby

Jobs Coordinator

David Krack

Professional Development

Conference Coordinator

Betsy Leff

Government Affairs

John Steele

Newsletter Editor

Brenda Buescher

Vice President - Special Projects

Jack Hahn

Upcoming Chapter Meetings



April 14, 2009	Emergency Response Team: Best Practices	Jay Jamali, CSP, CHMM
May 12, 2009	Accident Photography	Jon Moldestad LLC, Analytical and Forensic Safety Consultant
June 9, 2009	Seismic Mitigation to Minimize Earthquakes and Other Disasters' Damage to Your Prop- erty	Glen Granholm, Project Manager, Essrig Taylor Construction, Inc.
July 14, 2009	A Psychologist's Per- spective on Safety Leadership: How to Motivate Safety Behav- iors in 4 Simple Steps	Thomas E. (Ted) Boyce, Ph.D. , President and Sr. Consultant Center for Behavioral Safety LLC