



**Risk and
Insurance
Management
Society, Inc.®**

L.A. RIMS NEWS

The Newsletter for Risk and Insurance Management Professionals

December 2005

President's Message



Dennis Healy
President
L.A. RIMS Chapter



Thank you

To all the members of the Los Angeles Chapter of the Risk and Insurance Society, I want to say thank you.

I look back at the past year with mixed feelings. As with any organization when you enter into a role you have an idea of what the role is and how you will perform your duties. It is only once you are in that role that you realize the challenge that awaits you. I have always prided myself on a challenge and I am glad I accepted this one. My feelings are mixed because I feel there is so much more I can do. It is time however to turn the position over to the next candidate, Scott Ritto who will serve as President next year.

As the Past President, I will work closely with Scott. I am looking forward to that.

A couple of things I would like to highlight as part of my last Presidents Message.

- 📌 **During this year we lost our Administrative team. This has been an outsourced function for**

Calendar of Events



L.A.RIMS Luncheon

January 18, 2006

👉 Speaker:

**John Schaefer, Sr., Vice
President of Risk Management
at ABD Insurance and Financial
Services**

👉 Venue



👉 Topic:

**Knowledge is Power – If it is
Shared Properly**

If you feel that senior management doesn't understand what risk management is accomplishing, it may be because you don't have an effective risk management reporting system. If you are using the wrong format, sending information to the wrong people, or distributing too much information, you may find that your message is getting lost.

John Schaefer will explain how you can

the Chapter for many years. Our team presented rate increases to the Chapter we could not accept due to financial reasons. As a result of this, Board members stepped up and assumed responsibilities for these roles. Just like our members, our Board is made up of volunteers who have full time employment. Even with the limited resources we were able to get the job done.

📌 During the year 2005, we registered more attendees for our luncheons than in recent years. We had luncheons that had over 100 attendees. I am sure you will remember the Pat Ryan lunch. That was our first luncheon without outside administrative help. We tried a second firm and that was not as successful as we had hoped so we are back to doing this ourselves. Thanks to the members and their understanding in these difficult times.

For the great news

- 📄 A redesigned web site that has received the attention of the National Chapter in New York.
- 📄 Our Job Placement services assisted numerous members in transition.
- 📄 Networking is still alive and well. We established relationships with several recruiters and are sharing information with our membership each month on opportunities.

Next year we have two new members joining our board. **Kurt Leisure**, Risk Manger from the Cheesecake Factory and **Wendy Macy**, Risk Manager from the LA Unified School District. You will be hearing more about that early next year.

It has been a pleasure to serve as your President.

I wish you all a very safe and happy holiday season!◆



create effective risk management reports that build your credibility, promote your success, and protect you against management's allegations of surprise. John brings experience from risk management, information technology, finance and consulting to this entertaining presentation.

ABD Insurance and Financial Services is now the 14th largest U.S. retail broker, provides insurance brokerage, employee benefits consulting, and risk management solutions to clients across the United States and around the world.◆

Health & Safety

President Bush Plans to Nominate New OSHA Administrator

President Bush has announced his "intention to nominate" Edwin G. Foulke, Jr., of South Carolina, to serve as assistant secretary of labor, or head of OSHA. According to the White House, Foulke is a partner with the law firm Jackson Lewis, LLP in Greenville. He previously served as chairman of the Occupational Safety and Health Review Commission.

A biography of Foulke obtained on his law firm website states that he has written a number of books on the subject of occupational safety and health. Among those is *Labor and Employment Law Manual*, which he co-authored for the South Carolina Bar Association in 2004.◆

Does your workplace require hardhats?



Try writing the name on the back of the employee's hardhat

Consider this safety idea: Write the employee's name on the back of the hardhat.

In case someone needs to get their attention in an emergency, it could save precious seconds.▲



Having a Problem Staying Awake at Work?

Help is on the way for employees who work late hours or perform shift work and have trouble staying alert. A new drug under research at the Wake Forest University School of Medicine is promising to temporarily improve work performance and reverse the effects of sleep deprivation on the brain.

A recent study reported that the drug, known as ampakine, is designed to act on a brain receptor involved in cell-to-cell communication. The communication between the cells allows the drug to not only improve job performance after sleep loss but also under normal conditions. The study appeared online August 22, 2005, in the journal *Public Library of Science – Biology*.

Unlike other stimulants, researchers said the drug acts differently from caffeine and other stimulants in that it doesn't cause side effects such as hyperactivity, distorted thinking or extended wakefulness.

So far, the drug has been tested with positive results in humans and monkeys who were sleep deprived. If the drug is ever approved by the Food and Drug Administration, researchers said it would be a breakthrough for safety-and-health workers, as well as military personnel who have to function at peak performance despite large sleep deficit .◆

Be Aware of the Warning Signs of Workplace Violence

Employee violence continues to plague American workplaces.

How do you know when an employee will resort to violence?

You can never be sure, but you should always keep your eyes open for signs.

“People rarely commit a violent act out of the blue, and people don't just snap,” says the Santa Clara County (California) Domestic Violence Council.

“A violent act is almost always preceded by a number of warning signs or changes in behavior.” As the council says, “A troubled employee becomes a troubling employee,” to the point where co-workers become afraid of this person.

Here's an abbreviated list of possible warning signs developed by the council:

- ◆ Veiled or open threats of violence
- ◆ Irritability, belligerence, or hostility
- ◆ Excessive focus or boasting of weapons collections
- ◆ Changes in behavior-deterioration of work performance or becoming inappropriately withdrawn, increasingly angry, agitated, or out of touch with reality

- ◆ A resumption or escalation of drug and/ or alcohol abuse
- ◆ Reacting with great stress to workplace events such as layoffs, discharges, demotions, etc.
- ◆ Blaming others or holding grudges
- ◆ Depression, paranoia
- ◆ “In your face” behavior
- ◆ References to or identification with mass murderers and infamous incidents of workplace violence.

Use caution and good judgment in evaluating troubling employee behavior. Even if an employee displays one or more of these signs, it doesn't mean that he or she will necessarily become violent.

Some of these signs may be symptoms of other problems-emotional, financial, family, or personal.

Always use good judgment when evaluating the behavior of others.

Try to talk to the employee before things get out of hand.

If that fails, consult with mental health experts from your Employee Assistance Program or an outside healthcare resource. But whatever you do, **don't wait for violence to erupt before you act.**

LEGISLTATION

New Standard Covers Safety Management

A fresh new standard covering the basics for safety and health management systems is now available through the American Society of Safety Engineers (ASSE).

The Z10 standard was formulated by the American National Standards Institute and covers the basics for planning, implementation, operation and evaluation of occupational safety systems.

The new standard is available through ASSE for \$65 (for members). ASSE also plans to hold an audio conference this winter on the standard.

For info, call 847-699-2929 or go to: asse.org and key "Newsroom"



Government Notices on Workplace Safety

Here's SCA's digest of key notices that appeared recently in the Federal Register (FR) or on OSHA's Web site concerning workplace safety issues. Contacts, dates of publication and page numbers are included for your quick reference.

HAZARDOUS MATERIALS

There are times when Department of Transportation (DOT) labels for biohazardous materials are OK instead of OSHA labels.

That's according to a new Standard Interpretation letter from OSHA.

OSHA will accept DOT's "infectious substance" label instead of the "biohazard" label on packages where DOT requires its label on shipped containers.

The entire response is on the Web.

Info: www.sinpurl.com/biohaz

