



# Chapter Malama O Pa!



Take Care Lest You be Hurt!



ASSE Chapter Recognition  
2009-2010

## Chapter Officers 2010— 2011

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### Inside this issue:

Who's new at HI-OSH and who recently returned to the Advisory Committee? **2**

What motivates **Craig Shoji**—as he prepares to lead our Chapter for the next year **2**

Have you seen OSHA's Respiratory Protection video? If not, find out what it covers in this month's OSHA update. **3**

## Volume 2, Issue 8

## February 2011

### Core Values

Presentation by **Joaquin Diaz** on February 9th  
by **Les Onaka**



At our February Chapter meeting, **Joaquin Diaz** drew on his many

years of developing, implementing and directing successful safety programs to describe the key elements of any safety value system. In any organization, safety should not be a job (obligation) or priority (task), but rather a core value. The core values of an organization reflects the emphasis of management and a company's value system creates the foundation on which the culture is built. As an example, Joaquin presented the case of how Paul O'Neil (former Secretary of the Treasury in George W. Bush's cabinet), turned around Alcoa by changing its core values to make the company a much safer place to work.

Once safety becomes a value, leadership must demonstrate their commitment and communicate clearly their expectations for a high standard of safety

performance. They need to make themselves accountable as part of the organizational structure and set up a top-notch safety staff to provide the support to the employees. Active 2-way communication becomes a crucial part of the value system because of the need to provide useful and timely training and response to hazards and immediate investigation when the situation call for it.

According to Joaquin, the key elements of a safety value system should include:

- ⇒ Active engagement of all employees;
- ⇒ Demonstration of safety as a core value;
- ⇒ Focus on what's right (reward the good safety behavior);
- ⇒ Leading by example;

See Core Values (Continued on page 3)

**A Company's value system creates the foundation on which the culture is built.**

### A note from the Editor...

Years ago when I sat eating lunch, I saw a cockroach get captured by a praying mantis that in turn got captured

by a cardinal—all in the space of a few seconds. In much of our work we deal

See Editor (Continued on page 4)

## Member Profile: Craig Shoji

By Les Onaka

During the planning of the 2006 PacRim Conference, I noticed that **Craig Shoji** always listened to what others said and often raised the tough questions that the committee had to resolve before moving on. For that PacRim Conference, Craig co-chaired the Moderators Committee with his mentor at HEMIC, **Warren Ando**. Craig had persistently pursued his first job as a safety professional—Loss Prevention Representative—and convinced HEMIC to give him a chance. **Chulee Grove** (HCC professor and staunch ASSE supporter) had taught him the didactics, Warren was then teaching Craig the skills and tools he would need to survive in the real world of safety.

From that PacRim Planning Committee and in working with him on other committees since, I regard

Craig as a serious safety professional with a keen wit and poker-face. He feels that the best part about being a safety professional is helping others—whether helping a worker wear the safety equipment the right way or helping create viable safety

programs for all employees. Craig's most rewarding moments have come when people have thanked him for helping them.



See Craig (Continued on page 4)

## ASSE's March/April Virtual Classroom Offerings

**March 9: Electrical Safety Risk Management.** Dennis K. Neitzel, co-author of *Electrical Safety Handbook* published by McGraw-Hill, will discuss the established industry electrical safety standards

and electrical *safety* and risk assessment. Mr. Neitzel was a principal committee member of NFPA 70E.

See Virtual Classroom (Continued on page 3)

## HIOSH Advisory Committee Meeting February 17, 2011

Reported by Les Onaka

I walked up the stairs, as I usually do to the fourth floor of the Keelikolani Building where HIOSH has their offices. I stopped to use the restroom and had just emerged from it when I noticed a woman blocking the corridor looking through her bag. Just as I decided to scoot past her, she closed her bag and walked to the door leading to the HIOSH offices. She quickly opened the door, smiled at me and said "after you." Taken aback by this unexpected display of kindness, I thanked her and walked in. The woman, as I learned at the HIOSH Advisory Committee meeting, was Audrey Hidano, new Deputy Director or the State DLIR.

Briefly after Chairperson Joaquin Diaz opened the meeting, Dwight Takamine, new DLIR Director, addressed the committee, thanking us for the work we do. He had to leave for a legislative hearing, but Jennifer Shishido, back in the committee after an absence of about a year then took over from the HIOSH side. Jennifer painted a bleak picture of the HIOSH staffing outlook in terms of being a viable response team to safeguard employee safety and health. She noted that they are working on innovative ways to involve Hawaii's safety professional community in getting the job done until the staffing issues can be resolved. On the positive side, Gover-

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**HIOSH (continued)**

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nor Abercrombie has expressed his support of HIOSH.

According to Jennifer, the HIOSH staffing currently includes:

- ⇒ Five of nine safety inspectors;
- ⇒ Five of nine health inspectors (two are trainees);
- ⇒ Two of four consultants.

The staffing levels need to be minimally at 80% to be considered a viable state plan by OSHA.

HIOSH also needs the input of the Hawaii safety professional community and other stakeholders on the following OSHA standards:

- ⇒ Hexavalent chromium standard revision contact **Chuck Beneke** with your input;
- ⇒ Acetylene standard revision;
- ⇒ Steel erection technical amendment to standard;
- ⇒ Cranes and Derricks in Construction Final Rule contact **Joaquin Diaz** with your input.

**Core Values (continued)**

*(Continued from page 1)*

- ⇒ Setting clear expectations; and
- ⇒ Developing and maintaining trust between all levels of the organization.

As with all other core values, safety needs to be integrated into everything the organization does. Staff training and development needs to have safety steps and job hazard analyses in all policies and procedures. All jobs need to be done using a standard safe and correct way. Any assessment of the quality of job performance must also include the minimization of risk to the employee, his/her co-workers, the community and the environment. With the successful integration of safety as a core value, safety becomes part of the standard operating procedures and the only correct way to follow protocol and do the job.

**OSHA Update**

**OSHA's 40th Anniversary.** To commemorate its 40th anniversary, on February 24, 2011, OSHA released a timeline that shows its accomplishments over the first 40 years. President Richard Nixon signed the Occupational Safety and Health Act of 1970 into law on December 29, 1970. It created the Occupational Safety and Health Administration which opened its doors on April 28, 1971,

**Respiratory Protection Video.** In a Trade Release on February 11, 2011, OSHA released its Respiratory Protection Video. The 33-minute video provides an excellent explanation of the use of various types of respirators and facemasks. The video provides details on the correct use of the various respirator and surgical mask types and also the employer's responsibilities with regard to the organizational Respiratory Protection Plan. It addresses the more common myths workers may have about respiratory protection. Watch it on-line at the OSHA website or download it for free.

*See OSHA (Continued on page 4)*

**Virtual Classroom (cont'd)**

*(Continued from page 2)*

**March 29-30: Virtual Symposium on Law for the Safety Professional.** Registering for this two-day symposium will provide the registrant with access to webcasts or recordings of sessions for 30 days after the symposium ends. Learn what to look for as early indicators of exposure to potential liability. Discover how to incorporate legal principles into safety management and also communicate better with legal counsel.

**April 6: Silent Danger: The Five Crucial Conversations that Drive Safety.** Through engaging stories and captivating examples, Dr. David Maxfield will explain why the greatest danger in safety comes from silence. Learn how to avoid this and to teach others to find the courage to speak out when the safety and well-being of others are at stake.

Please visit [virtualclassroom@asse.org](mailto:virtualclassroom@asse.org) for more information or to register for any session.

## Visit Your Chapter Website Often for the Latest News



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[www.assehawaii.org](http://www.assehawaii.org)

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- Got safety news? Let me know and I'll post it.
- Got safety ideas? Let me know I'll post it.
- Got safety training? Let me know I'll post it.

**Web motto: Working in partnership with industry and government for a safer tomorrow!**

### OSHA Update (continued)

*OSHA (Continued from page 3)*

**Cranes and Derricks rule.** Since the final rule went into effect on November 8th of last year, OSHA has been working with stakeholders both through webinars and on an individual basis to explain the requirements. A 60-minute PowerPoint presentation is available for viewing on OSHA'S Cranes and Derricks webpage along with other resources, including frequently asked questions, to help with the understanding.

**OSHA Enforcement Guidance for Personal Protective Equipment (PPE) in General Industry.** With an effective date of February 10, 2011, this directive for OSHA enforcement personnel replaces the inspection guidelines issued in June 1995. It incorporates the final rule on Employer Payment for Personal Protective Equipment issued in November of 2007 and also lists PPE and other items exempted from employer payment requirements.

### Editor (continued)

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with uncertainty and rapid changes. I think it great that we all have the ASSE and Hawaii Chapter to help us with this. If you are not a member, join. If you are a member, please come to our meetings to enjoy the full benefit of your membership.



### Craig (continued)

*(Continued from page 2)*

In 2009, I had the privilege of attending the Society's Leadership Conference held annually in Chicago. Craig and **Howard Hendricks** also represented our Chapter. After the conference ended, Craig and I braved the 45° F weather to walk to a nearby mall to pick up some *omiage*. During the hour or so I spent walking and shopping with Craig, I saw a different side to Craig Shoji—that of the dedicated family man who had to travel a lot but thought often of his family back home.

In 2009 our Chapter faced a serious leadership problem—our president-elect had moved out of state and **Neil Yamamoto** had to extend his presidency to a second term (we had to amend the by-laws at the 2008 PacRim meeting to do this), but we still needed a president-elect to succeed him. At that crucial point, Craig stepped up and said he would run for the office for the sake of the Chapter.

Having had a tough time himself, Craig advises safety professionals just starting out their careers to be persistent. Instead of getting discouraged, he feels that they need to get involved with the safety community. Showing your face and speaking and listening to safety professionals and participating in safety organizations, like the ASSE Hawaii Chapter, is an excellent way to do this.