This issue of the newsletter contains several thought provoking articles.

**ISHM Supports EHS management at all levels in all departments**

As safety professionals one of our responsibilities is to train and help the next generation of EHS leaders. ISHM is 'all in' on this subject and will assist you in helping others become certified with the ONLY certifications that focus entirely on the wide spectrum of management leaders must know. By using this form you can receive either merchandise or help with your annual renewal fee. By helping others you can help yourself.

Interested in writing an article on EHS management? If so send us one with 300-500 words. When reviewed and approved it will be included in a newsletter.

Larry

**Visit the ISHM Website**

**Determining Preventability of Collisions**

A cornerstone of defensive driving involves the determination of preventability should the driver become involved in a collision. A preventable motor vehicle incident is one in which the driver failed to do everything that they reasonably could have done to avoid it.

Simply stated, a preventable collision is evidenced by circumstances where there were no actions taken by the driver which in anyway contributed to the occurrence of the collision. In other words, the driver must drive in such a way that they commit no errors and control the vehicle for the conditions of the road, the weather, or the traffic. Which
driver was primarily at fault in the collision, who received a traffic citation, or whether a claim was paid has absolutely no bearing on preventability.

Due to the potentially costly nature of motor vehicle collisions, all collisions should be analyzed and a determination of preventability should be made. Where the collision was preventable by the driver, the driver should be counseled, given additional training, given time off without pay, placed on probation, transferred to non-driving duties, disciplined in other ways, or employment terminated according to corporate, union, and governmental guidelines.

Although the circumstances can be complex, most vehicle collisions are preventable by the driver. However, management deficiencies and/or lack of management action should be thoroughly reviewed as part of the process of determining preventability. The legal obligation of the company not only for driver safety but the safety of the general public as a whole must be considered.

An incident review board should be established to determine preventability. Members should consist of a representative from the safety department, a representative from the fleet operations department, a representative from the maintenance department, and a professional driver who is thoroughly familiar with traffic conditions and the everyday hazards of the job. The review board should determine whether the vehicle collision was preventable or non-preventable and whether or not it is chargeable to the driver.

Determining the root cause of the collision is of the upmost importance. The committee chair must stress that there is a difference between preventability and fault. The facts should be analyzed by the review committee to consider all conceivable conditions.

After all the facts have been reviewed, members of the review committee should vote by secret ballot whether the collision was preventable or non-preventable. The chair should count the ballots and only cast a vote in the event of a tie.

The chair of the review committee should inform the driver in writing of the committee's decision and if the decision was that the collision was preventable then the reason(s) should be provided in the written decision. The safety director and/or the driver's immediate supervisor should then conduct a meeting with the driver to discuss corrective measures.

Jan Rosenberg, CSP, CSHM, CPCU, ARM, AIM, CPM

How to communicate with management
As EHS managers we must find ways to communicate with those in the 'c-suite'. Tom Slavin has made several presentations on the topic that included excellent methods of getting your EHS message to the 'top'. The ASSE president in a monthly message titled The business of safety offers his suggestions on the subject.

6 Considerations for a Safe Employee Dismissal
We have all heard about a disgruntled employee returning to work and causing problems sometimes using a firearm. Every organization needs a policy on how to deal with dismissal. Some companies have even provided training to those involved in this action to help predict if someone is a threat. This article offers some great suggestions.

STAY SAFE!!!!

Is wearable technology in your future?
This interesting blog from NIOSH offers an insight to this innovation.

Position Available
Environmental Health and Safety Manager
Fresh Express - Salinas, California
Fresh Express - Harrisburg, Pennsylvania
Position Overview: At Chiquita/Fresh Express, the Safety Manager is responsible for all facets of Safety/Health/Security and regulatory compliance. The Safety Manager will act as a resource to all Fresh Express Plants and will ensure compliance to all local, state and federal laws.

Detailed duties and responsibilities:
* Champion safety health environmental issues for fresh food processing/distribution facilities with more than 500 unionized or/and non-union employees.
* Standardize safety processes, safety policies, and reports.
* Develop new strategies to improve management education, accountability, coaching and support.
* Develop active and well-focused incentive programs that reward safe behavior and accident prevention without creating culture of entitlement.
* Help with capital justifications regarding compliance issues.
* Positioning safety in a broader context, integrating with food safety and quality
* Approve safety engineering project upgrades
* Help to instill management accountability for safety and health issues within their department/facilities
* Conduct mock OSHA inspections and serve as the regulatory liaison for both safety and environmental regulators.
* Drive environmental compliance issues.
* Conduct management level training in safety and health
* Administer workers compensation insurance programs.
* Manage on site Security for facilities
* Ensure that the exposure Control Plan in accordance with the Bloodborne pathogen standard codified as 29 CFR 1910.1030 and with the first aid standard codified at 29 CFR 1910.151 is thoroughly followed and provides the necessary support to the Occupational Health Nurse, as needed.
* Perform other duties as assigned.

Minimum Qualifications:
* Bachelor of Science in Safety, Occupational Health, Industrial Engineering or related field
* 3 - 5 years of management and safety/health/security experience
* Knowledge of OSHA, DOT, and Environmental regulations.
* Effective written and verbal communication skills.
* Ability to train associates at all levels of the organization.
* Must work well with others in a team atmosphere.
* Must be able to understand and respond to a diverse population.
* Must have strong multi-tasking skills.
* Computer literacy including specialized databases and programs used to manage safety and security at the site.
* Must be able to withstand frequent exposure to a cold/wet environment
* Bilingual English/Spanish preferred.

Contact:
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