This is the year that we must update the CSHM exam questions. We commissioned a psychometric report on the performance of each individual question on the current exams and it showed that several questions were
too difficult and some were too easy. Those must be changed to assure a fair evaluation of potential CSHMs knowledge.

Since we must replace questions we could use your help in writing new ones. They must come from the approved reference book list that can be found at Appendix a of the Exam Guide. If you have one of these references in your library and could develop some questions you would get 1 COC point for every 5 approved questions.

Please let us know if you can and will!!!!!!!!!!!!!!!

This year the Safety Professional of the Year award was placed on hold. We had a difficult time locating an affordable venue for the presentation. Stay tuned for next year's version of the award.

We often get inquiries from folks wanting to know when their COC due date and/or their renewal date happens to be. Each time a person renews they receive a letter with a wallet card that has the renewal date, and if appropriate, the COC due date. I, personally, had to enter the information in my calendar as soon as the card arrived.

Larry

Visit the ISHM Website
They want to work here they gotta know English!!

We have all heard that. BUT is it the right thing?

So, how does that affect overall safety? See what a front-line safety professional has to say.

What o What Are We Gonna DO!!!!!

Most of the safety professionals I know have been adamant that alcohol/drug impaired workers cannot be on the job. Alcohol is fairly easy, there are easy test to administer to determine level of alcohol in a person's system and there are standards that we can use to establish suitability to work. Drugs not so easy. An excellent article on the subject was written by Dan O'Brien and published in the August edition of ISHN News. It is Worth Your Time.
Question: Can you please explain why the anti-retaliation portion of OSHA's new electronic tracking of injuries rule is so controversial?

Response: Actually, the entire electronic tracking of injuries rule is controversial, not just the anti-retaliation portion. On May 12, 2016, OSHA issued a final rule titled "Improve Tracking of Workplace Injuries and Illnesses." The rule can be broken down into two overarching categories. First, the rule requires certain employers to submit injury and illness data to OSHA that employers were previously required to compile and maintain, but not submit. Going forward, the data must be submitted to OSHA in a new electronic format. The rule applies to:

1. a. Establishments with 250 or more employees that are currently required to keep OSHA injury and illness records must electronically submit information from OSHA Forms 300, 300A, and 301; and
2. b. Establishments with 20-249 employees that are classified in certain industries with historically high rates of occupational injuries and illnesses must submit information from OSHA Form 300A.

The submission of recordkeeping data to OSHA is controversial because OSHA will publish this information on its website. Thus, the employer's competitors, customers, contractors, vendors and suppliers will have access to this information. Not only does this amount to publicly shaming the employer, but it puts the employer at a significant business risk based on information that is potentially misleading.

Second, the rule creates a new provision barring an employer for retaliating or discriminating against any employee for reporting a work-related injury or illness. This provision provides OSHA with an additional enforcement tool to cite employers for taking retaliatory actions against an employee for reporting an injury or illness, even if the employee did not file a whistleblower complaint under Section 11(c) of the Occupational Safety and Health Act.
The anti-retaliation portion of the rule is controversial in light of comments OSHA made in the Preamble regarding how it intends to interpret the rule. Specifically, in the Preamble, OSHA expressed its belief that 1) post-incident drug testing may discourage employees from reporting injuries, and 2) safety incentive programs based on lagging rather than leading indicators may also discourage employees from reporting injuries. While the rule does not expressly prohibit post-incident drug testing or safety incentive programs based on lagging indicators, OSHA indicated that it may cite an employer if it believes that employees have not properly reported injuries or illnesses because of the employer's drug testing policy or safety incentive program. Needless to say, the ramifications are significant.

*Darren Hunter is a partner and an experienced OSHA practitioner in the Chicago law firm of Rooney Rippie & Ratnaswamy LLP. This column does not constitute legal advice or the formation or proposal of an attorney-client relationship to or with any person or entity. In addition, this column should not be understood to represent the views of ISHM, the law firm, the individual attorneys at the firm, or of any of the firm’s clients or former clients*