



Summer 2017

Editor: Susie Vader

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Please send comments and articles to susie.vader@aecom.com

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Snake River Chapter Newsletter

<http://snakeriver.asse.org>

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Dr. Adams shares recreational noise testing study

Our June meeting featured Dr. Karin Adams, Director of the Environmental & Occupational Health Program at Boise State University, discussing the results of a noise exposure and audiometry study she conducted on indoor hockey officials. Karin noted that 50 million people in America suffer from hearing loss including 1 in 5 teens, 1 in 5 adults, and 3 in 5 veterans returning from war. Noise exposure can cause health effects as well as temporary and permanent hearing loss. Any exposures over to 85 dBA for intermittent or prolonged periods of time can cause hearing loss and once you have lost it, you can't get it back.



While Dr. Adams was at Colorado State University, local hockey officials contacted the associated OSHA consultation program for help determining why their young hockey officials were having problems with their hearing and ringing in their ears. Coincidentally, they had just added a visor to their helmet to provide eye protection. Dr. Adams took on the project as part of her PhD work and conducted two years of noise monitoring with dosimeters and also audiometric testing.

Recreational noise continued on page 4

Upcoming Meetings

Executive Committee Meeting	
9-5-17; 11:30-12:30 Café Ole, Milwaukee St., Boise	Please confirm date and location with snakeriverasse@gmail.com
Chapter Meetings	Technical Session
8-15-17; 11:30 to 1:00 Idaho Pizza Co. 6724 N Glenwood St, Boise RSVP: snakeriverasse@gmail.com	Basic Gas Safety by Monty Hall, Intermountain Gas
9-19-17: 6:30 pm to 8:30 pm No host bar at 6:00. Sockeye Grill, 3019 N Cole Rd, Boise RSVP: snakeriverasse@gmail.com	Volunteer Recognition Dinner AND 2017 Ada County Flood Operations Review by Crash Marusich, CEM, Ada County Emergency Management
10-17-17: 7:15am to 8:30am Albertsons Office, BSSC Trng Rm 3 250 E Parkcenter Blvd, Boise RSVP: snakeriverasse@gmail.com	Blow Away the Haze, Treasure Valley Drug Trends from Opiates to Marijuana by Rob Stevenson, Drug Free Idaho
11-21-17: 11:30 to 1:00 Idaho Pizza Co. 6724 N Glenwood St, Boise RSVP: snakeriverasse@gmail.com	Nuclear Weapons Safety by Jon Turnipseed

Chapter News

Brad Giles receives Lifetime Achievement Award



Snake River Chapter member Brad Giles, CSP, PE, STSC, PE, Grad IOSH, received the 2017 Lifetime Achievement Award at the ASSE Safety 2017 Professional Development Conference in Denver. With over 40 years of experience, Brad currently serves as ASSE Director at Large and BCSP Ambassador. He has served as Past Chairman for the National Construction Safety Executives, Past President and Director for BCSP, Trustee

of the ASSE Foundation, and Advisory Board Member for Murray State University. He is an ASSE Fellow, and has received the BCSP CSP Award of Excellence, ASSE Presidents Award, and ASSE Construction Safety Professional of the Year. We are proud to have him as part of our chapter! Congratulations Brad!

Learn about natural gas safety at our August 15th lunch meeting!

Monty Hall from Intermountain Gas will discuss natural gas, liquid natural gas, meter sets, and safety issues that everyone needs to know at our August 15 lunch meeting.

When: August 15, 2017; 11:30 to 1:00
Where: Idaho Pizza Co., 6724 N. Glenwood St., Boise

Please bring a friend and join us! Please RSVP at snakeriverasse@gmail.com.



Snake River earns Platinum!

Snake River Chapter received the Platinum Award for the 2015-2016 year. ASSE considers platinum-level chapters to be those that meet the most rigorous standard of excellence and are considered to be strong role models for other chapters to emulate. Congratulations to Page Rost and his team!



SRC officers accepting the award from left: Kozzette Bennett, Page Rost, Susie Vader, and Josh Bollinger.

2017 Meeting Schedule

Breakfast Meetings (7:15-8:30am)	Lunch Meetings (11:30am-1pm)	Evening Meetings (6:30-8pm)
July - No Meeting	August 15, 2017	September 19, 2017
October 17, 2017	November 21, 2017	December 2017 No Chapter Meeting Happy Holidays!

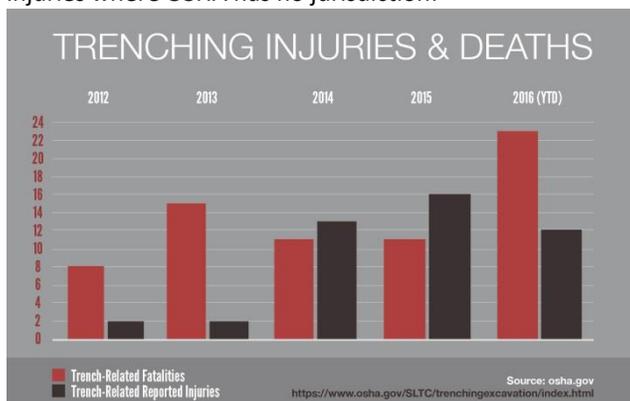
Dave Kearns shares OSHA Updates

Dave Kearns, MPA, CIH, Area Director for OSHA, shared OSHA Updates at our May meeting. He noted that OSHA is in a state of flux; they just got a new Secretary of Labor, there is no assistant secretary, and many rules are being litigated or paused.

In 2015 an average of 13 workers were killed on the job every day. Nearly 3.8 million work-related injuries and an estimated 50,000 died from occupational diseases, but there are probably ten times more.

Since June 2015, OSHA in Idaho investigated 16 fatal incidents including six in agriculture, two in logging, and four in construction. In half of the fatalities, English was not their first language. He noted that OSHA does not have jurisdiction over the biggest cause of workplace deaths—vehicles.

Dave noted that trenching deaths have more than doubled in the last five years. There were also many fatalities and injuries where OSHA has no jurisdiction.



Research has shown there are certain commonalities in fatalities. The accidents are preventable, it is seldom the first time it has happened, there is an emphasis on “getting the job done,” and 93% are male.

Dave emphasized the importance of a safety culture that is learned through interactions and observations. Research shows that employees must be involved in a meaningful way and must feel that they can raise concerns *and respond* accordingly. Senior management and vision is crucial and supervisors are key to a good culture.

Dave then summarized major OSHA rules and initiatives over the last year.

OSHA adjusted their penalties for the first time since 1990. Serious violations are now \$12,675/violation; Willful or repeated violations are now \$126,749/violation, and failure to abate beyond the abatement date are now \$12,675/day.

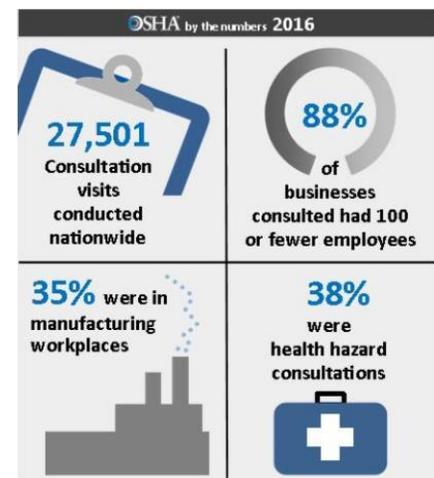
The silica rule enforcement has been extended to 9-23-17 for Construction and 6-23-18 for General Industry. The walking-working surfaces and PPE (fall protection) rule has been updated to incorporate new technology and industry practices, increase consistency with the construction standards, and add new requirements for personal fall protection equipment. OSHA’s resources can be found at www.osha.gov/walking-working-surfaces.

OSHA expanded reporting requirements and all employers must report to OSHA all work-related fatalities within 8 hours and in-patient hospitalization, amputations, or losses of an eye within 24 hours. Report to the nearest OSHA office during business hours or to the OSHA 24-hour hotline at 1-800-321-6742 or report online at www.osha.gov/report.

Dave outlined a number of valuable resources including:

- Whistleblower protection: www.whistleblowers.gov
- Young workers: www.osha.gov/youngworkers
- Safety and Health Program Management Guidelines: www.osha.gov/shpmguidelines/SHPM_guidelines.pdf
- Fall Prevention Campaign: National Safety Stand-Down
- Heat Illness Prevention Campaign
- Compliance Assistance and on-site Consultation
- Interactive Hazard IDTool: www.osha.gov/hazfinder
- *QuickTakes*, a free e-newsletter with OSHA updates.

It was a very informative session and everyone left with a much better understanding of safety culture, recent rule changes, and the vast amount of compliance and safety resources available from OSHA.



Recreational Noise *continued from page 1*

The pilot study concluded that 100% of the hockey officials were exposed to hazardous levels of noise >85dBA from the whistle and 56% of indoor hockey officials experienced temporary hearing losses that may contribute to permanent hearing loss.

The final study included an otoscopic exam, noise dosimetry, questionnaire, and pre- and post-game audiometry. She concluded that 100% were exposed above 85 dBA (average 93 dBA) and 86% experienced ≥10dB threshold shift.

She also conducted a study of the visor using a manikin with no visor, a 2.75" visor, and a 4" visor. She found the visor was increasing their noise exposure at the ear by about 3 dBA. The longer visor was the worst, likely because its shape reflected the whistle noise, concentrating it at the ear.

The issue needs further research including alternative helmet visor design, alternative whistle design (maybe placement on top of helmet), and/or hearing protection that allows communication. To watch a recording of this presentation, please go to Technical Sessions at <http://snakeriver.asse.org/>.

ASSE News

HOD approves name and dues changes; "no go" on the logo

ASSE's House of Delegates (HOD) voted on several measures at the annual meeting June 19. The delegates approved changing the name to American Society of Safety Professionals (ASSP), but the proposed logo was not approved. Instead, they voted to maintain the Society's traditional shield logo, changing the "E" to a "P." The logo change is contingent on members ratifying the HOD vote to change the organization's name. An email ballot on the name change was sent to members in late June and voting will end August 13, 2017.

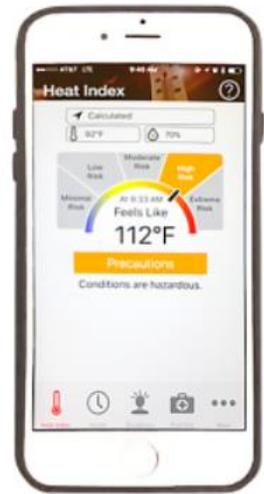
The delegates approved a stepped dues program for student members who have recently graduated. Student members will receive a complimentary membership the year they graduate and ASSE will then discount their first year of paid membership by 50%. In the second year of paid membership, these members will pay 100% of dues.

The delegates also approved a \$30 dues increase for members in the U.S. that will raise dues from \$150 to \$180. The increase will be phased in at a rate of \$10/year for 3 years.

SH&E News

Download the new heat safety app!

NIOSH and OSHA recently released a new Heat Safety Tool App that replaces the 2011 OSHA version. This app calculates the heat index at outdoor worksites using a smartphone's geolocation capabilities to pull current weather conditions from NOAA satellites. Based on the calculated heat index, users are provided updated recommendations based on the 2016 "[NIOSH Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments](#)."



The app provides temperature and humidity data, the current calculated heat index, and associated precautions for the risk level. It also provides an hourly feature so you can determine the hottest hours of the day along with the corresponding risk level and precautions. At the bottom of the screen you can find symptoms and first aid.

NOAA's National Weather Service
Heat Index

		Temperature °F (°C)															
		80(27)	82(28)	84(29)	86(30)	88(31)	90(32)	92(34)	94(34)	96(36)	98(37)	100(38)	102(39)	104(40)	106(41)	108(43)	110(47)
Relative Humidity (%)	40	80(27)	81(27)	83(28)	85(29)	88(31)	91(33)	94(34)	97(36)	101(38)	105(41)	109(43)	114(46)	119(48)	124(51)	130(54)	136(58)
	45	80(27)	82(28)	84(29)	87(31)	89(32)	93(34)	96(36)	100(38)	104(40)	109(43)	114(46)	119(48)	124(51)	130(54)	137(58)	
	50	80(27)	83(28)	85(29)	88(31)	91(33)	95(35)	99(37)	103(39)	108(42)	113(45)	118(48)	124(51)	131(55)	137(58)		
	55	80(27)	84(29)	86(30)	89(32)	93(34)	97(36)	101(38)	106(41)	112(44)	117(47)	124(51)	130(54)	137(58)			
	60	82(28)	84(29)	88(31)	91(33)	95(35)	100(38)	105(41)	110(43)	116(47)	123(51)	129(54)	137(58)				
	65	82(28)	85(29)	89(32)	93(34)	98(37)	103(39)	108(43)	114(46)	121(49)	128(53)	136(58)					
	70	82(28)	86(30)	90(32)	95(35)	100(38)	105(41)	112(46)	119(48)	126(52)	134(57)						
	75	84(29)	88(31)	92(33)	97(36)	103(39)	109(43)	116(47)	124(51)	132(56)							
	80	84(29)	89(32)	94(34)	100(38)	106(41)	113(45)	121(49)	129(54)								
	85	84(29)	90(32)	96(36)	102(39)	110(43)	117(47)	126(52)	135(57)								
	90	86(30)	91(33)	98(37)	105(41)	113(45)	122(50)	131(55)									
95	86(30)	93(34)	100(38)	108(42)	117(47)	127(53)											
100	87(31)	95(35)	103(39)	112(44)	121(49)	132(56)											



Adapted from NOAA [2012].

For more information on heat stress and educational products for safety and health professionals, employers, and workers, visit the NIOSH Topic Page on Heat Stress (<https://www.cdc.gov/niosh/topics/heatstress>).

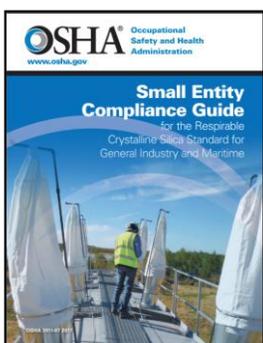
Earn points on your mobile device!

You can now earn BCSP recertification points by testing your knowledge of current safety developments as covered in articles from ASSE's Professional Safety and National Safety Council's Safety + Health magazines through a mobile application. You can earn 0.1 recertification points for each online quiz you pass. The BSCP's Recertification Quiz Program, on the MyBCSP app, is available on iTunes.

OSHA proposes to revoke portions of beryllium rule

OSHA proposed to revoke the ancillary provisions of the 19-17 beryllium rule for the construction and shipyard sectors, but retain the exposure limits (6-27-17, 82 FR 29182). The ancillary provisions they are proposing to remove include assessing employees' exposure to airborne beryllium, written exposure control plans, personal protective work clothing and equipment, establishing hygiene areas and practices, housekeeping measures, medical surveillance, medical removal for employees who have developed CBD or been confirmed positive for beryllium sensitization, and training. The general industry beryllium standard is unaffected by the proposal. Comments on the proposal are due 8-28-17. For more information, see <https://www.gpo.gov/fdsys/pkg/FR-2017-06-27/pdf/2017-12871.pdf> or https://www.osha.gov/beryllium/nprm_sectors/index.html

OSHA releases new silica guide for general industry and maritime



OSHA has released a Small Entity Compliance Guide for General Industry and Maritime (<https://www.osha.gov/Publications/OSHA3911.pdf>) to help small business employers comply with the agency's Final Rule to Protect Workers from Exposure to Respirable Crystalline Silica. The guide describes the steps that

employers are required to take to protect employees in general industry and maritime from the hazards associated with silica exposure. These requirements include: assessing worker exposures; using engineering and work practice controls to keep exposures below a specified safety threshold; and offering medical exams to certain highly exposed workers. Enforcement of the final rule in general industry and maritime began June 23, 2018.

OSHA launches ITA

OSHA launched the Injury Tracking Application (ITA) on August 1. The web-based form allows employers to electronically submit required injury and illness data from their completed 2016 OSHA Form 300A. The application is accessible from the ITA webpage (<https://www.osha.gov/injuryreporting/index.html>).

OSHA published a notice of proposed rulemaking to extend the deadline for submitting 2016 Form 300A to Dec. 1, 2017, to allow affected entities sufficient time to familiarize themselves with the electronic reporting system, and to provide the new administration an opportunity to review the new electronic reporting requirements prior to their implementation.

The data submission process involves four steps: (1) creating an establishment; (2) adding 300A summary data; (3) submitting data to OSHA; and (4) reviewing the confirmation email. The secure website offers three options for data submission. One option will enable users to manually enter data into a web form. Another option will give users the ability to upload a CSV file to process single or multiple establishments at the same time. A third option will allow users of automated recordkeeping systems to transmit data electronically via an application programming interface.

The ITA webpage also includes information on reporting requirements, a list of frequently asked questions and a link to request assistance with completing the form.

Check out the new HAZWOPER page!

OSHA has posted a new HAZWOPER Safety and Health Topics webpage at <https://www.osha.gov/SLTC/emergencypreparedness/hazwoper/index.html>. The page serves as a resource for workers and employers engaged in hazardous waste, emergency response, and cleanup operations involving hazardous substances. It includes sections on background, standards, general business, preparedness, Training FAQs, and Resources.



Fentanyl exposure risks for law enforcement and emergency response workers

Excerpted from NIOSH Science Blog posting June 22, 2017 by **Jennifer Hornsby-Myers, MS, CIH; G. Scott Dotson, PhD, CIH; and Deborah Hornback, MS**

Fentanyl is a powerful synthetic drug that is similar to morphine and heroin, but is 50 to 100 times more potent. Fentanyl and its analogs, such as carfentanyl, can pose a potential hazard to law enforcement, emergency medical personnel, and firefighters who could come into contact with these drugs through the course of their work day.

While there are important questions about the risks of different types of exposures (and resultant health effects) that might occur during law enforcement and emergency response activities, workers involved in these types of activities leading to potential exposures should



Credit: Bruce A. Taylor/NH State Police Forensic Lab

take prudent precautions. NIOSH provides interim recommendations for routine law enforcement activities following an arrest or execution of a search warrant—such as evidence collection—that may lead to potential exposures to fentanyl or related compounds.

Exposure routes are likely to vary based on the form of fentanyl and the circumstances of the event. Exposure through the skin, inhalation, and ingestion are all possible routes of exposure. Inhalation exposures can quickly result in respiratory depression. Recent news reports point to law enforcement officers being exposed to fentanyl through skin absorption while on the job. Additional research is needed to better understand the possible routes of exposure and means to prevent those exposures. Fentanyl and its analogs do not have established occupational exposure limits (OELs).

Standard safe work practices must be applied to all operations where fentanyl or its analogs are known or suspected to be present. Law enforcement officers should not eat, drink, or smoke in the area of the suspected fentanyl and should wash their hands and inspect clothing for contamination after performing any activity potentially involving fentanyl. It is important that a job hazard analysis be performed to determine the most appropriate level and type of personal protective equipment (PPE) to protect against respiratory and dermal hazards for specific tasks. At a minimum, NIOSH recommends the use of a P-100 half-mask filtering facepiece respirator (or higher), gloves, eye protection, and protective clothing to protect against possible fentanyl exposure. In the event of a large spill or release of fentanyl, NIOSH recommends that law enforcement vacate the area and call a hazardous materials incident response team for support.

The U.S. Drug Enforcement Administration recommends that law enforcement do not field test drugs if fentanyl is suspected (<https://www.dea.gov/divisions/hq/2016/hq061016.shtml>).

Wearing the appropriate PPE, the suspected substance should be collected and sent to a laboratory for analysis. Questions remain about the risks of exposures to fentanyl and its analogs. For example do dermal exposures represent a significant health risk for first responders, should an OEL be established for fentanyl, and are there other activities that would benefit from NIOSH providing best work practices?

Would your workplace benefit from a Health Hazard Evaluation specific to the issues surrounding fentanyl? The NIOSH Health Hazard Evaluation Program has previously conducted research on possible workplace hazards and provided recommendations to protect against possible drug-related exposures other than fentanyl. For more information on the Health Hazard Evaluation program including how to request an evaluation visit <https://www.cdc.gov/niosh/hhe>.

NIOSH updates ergonomics guide

The NIOSH Musculoskeletal Disorders Research Program recently updated the NIOSH Elements of Ergonomics Programs – a step-by-step guide to create, implement, and maintain an ergonomics program. The guide provides basic information useful for employers, workers and others in designing an effective ergonomics program to prevent work-related musculoskeletal disorders.

Classes & Conferences

ASSE Webinars

<https://learn.asse.org/live-webcasts>

ASSE – Ultimate Safety Standards Palooza!

09/27/2017 at 10:00 AM (EDT)

ASSE is pleased to announce ULTIMATE SAFETY STANDARDS PALOOZA (USSP). Your registration in this once-in-a-lifetime event grants you access to four live webinars – and 30 days access to ALL of our ANSI/ASSE Standards. If these standards were all purchased at one time the cost would be over \$8,000. Registering for USSP will get you an electronic copy of all of the ANSI/ASSE Standards for only \$1,250. This is a cost savings of 84%. Think this is too good to be true? It's not. Register today.

Free ASSE webinars for students

ASSE student members have free access to ASSE webinars. Enter your ASSE student member number when you register to automatically receive the free registration. <http://www.asse.org/education/virtualclassroom.php>

Job Opportunities

Safety/Health Consultant; Boise

This junior position provides occupational safety and health consultation services to private employers throughout Idaho. Through workplace inspection, hazard identification, safety and health written program development, and written reports that address Occupational Safety and Health Administration (OSHA) standards, the position assists clients to understand and comply with OSHA regulations that apply to their business.

Duties & Responsibilities:

- Travel to job-sites throughout Idaho. Travel is required a **minimum of 35% of the time**, and you must have a valid driver's license.
- Inspect private workplaces with respect to compliance with OSHA standards and other recognized safety standards (such as ANSI and NFPA).
- Recognize and inform employers of safety and health hazards within the workplace both verbally and in the form of a written report.
- Assist employers with the development of applicable written safety and health programs, including fall protection, lockout/tagout, hazard communication, confined space entry, hearing conservation, and bloodborne pathogens, amongst others.

- Attend training at the OSHA Training Institute in Chicago as part of your training requirements.
- Monitor biological and chemical contaminants in the workplace, as well as sample for noise.
- Develop an in-depth knowledge of OSHA rules and regulations through your work with small businesses.
- Conduct training for employers/employees regarding OSHA regulations, safety and health programs, and safe work practices. This training takes place on industrial sites and in classroom environments.

Minimum Qualifications:

- Bachelor's Degree in Safety, Industrial Hygiene, or related field, and up to one year's experience doing the same kind of work. Related fields of study include Environmental Health, Ergonomics, Health Physics, Toxicology, Chemistry, Fire Protection, or Construction Safety.
- Experience related to application of OSHA regulations.
- Experience in the use of industrial hygiene hazard monitoring equipment, including air sampling pumps and sampling media, direct-reading air quality instruments, and sound measurement instruments.
- Ability to write technical reports and program plans.
- Excellent written and verbal communication skills, including use of proper spelling and grammar.
- Valid driver's license and a personal vehicle available for work use.

Preferentially, you will have:

- Recent experience in an OSHA/state consultation or compliance program, including use of the OSHA Information System.
- Be a Certified Safety Professional through the Board of Certified Safety Professionals, or a Certified Industrial Hygienist through the American Board of Industrial Hygiene.

The successful candidate will possess the interest, experience, and/or ability to promote cultural competency and/or diversity.

Salary and benefits: \$37,000 to \$40,200 per year, plus an excellent benefits package is available for eligible employees: <http://hrs.boisestate.edu/careers/benefits/>.

Required Application Materials: Please attach to your online application a cover letter indicating your interest and qualifications for this position. Attach a resume that includes employment history (and dates of employment).

Apply online at: <https://boisestate.taleo.net/careersection/ex/jobdetail.ftl?job=170643&tz=GMT-06%3A00>

The deadline for application is 11:59pm August 25, 2017.

Worker's Compensation, Safety and Risk Management Specialist; Ataraxis

Reports to: Stephen Cilley, CEO
Exempt, Full Time

Objective: Track, review, underwrite and manage Ataraxis company workers' compensation policies and client workers' compensation policies to mitigate risk and support a safe work environment for Ataraxis and its client companies.

Position Summary: This position is responsible for analyzing and pricing risk regarding the Ataraxis Workers' Compensation policy(s), analyzing injury reports and workers' compensation claims, monitoring, assisting, evaluating and reporting claims, working with insurance company adjuster to resolve the claims. In addition, the position assesses risk at the client level by performing inspections and reviews of safety practices at client locations.

- The primary location for this position will be the Ataraxis office in Boise. There will be some field work and inspections for safety, but primary location is the office.
- DOE
- Benefits –first year with two weeks of PTO, 100% employee premium paid by employer, voluntary dental, vision and life. We provide \$10k in life insurance to employee. We have a 401k, cafeteria 125 and an EAP.

Essential job duties/functions:

Underwrite/review company and position information for clients participating in or anticipating joining the Ataraxis work comp policy.

Communicate with sales and operations on workers' compensation policy pricing

Properly classify job codes for proper pricing and risk and manage policies and pricing within the HRIS system.

Ability to go onsite at client locations and perform risk assessments and safety inspections.

Provide information to employees about workers' compensation benefits.

Manage work comp claims from First Notice of Claim through the lifetime of the claim.

Coordinate with Ataraxis Human Resources and client managers regarding loss time, reasonable accommodation, leave of absence, ADA, etc.

Reconciliation of premium invoices working in conjunction with the payroll and accounting departments.

Prepare, review and finalize annual policy audits with insurance carrier.

Work with the agent to set up new policies in expanded territories and new states of operation.

Other responsibilities as assigned.

Competency or Position Requirements:

3+ years of Workers' Compensation underwriting and/or claims handling experience

Associate or Bachelor's degree in related field of Safety and/or Risk

OHST, ASP, CSP, or ARM certification desired

OSHA, EPA, DEQ, and DOL knowledge

Excellent oral and written communication skills, including presentation skills

PC literate, including Microsoft Office products

Effective analytical and interpretive skills

Strong organizational skills

Ability to work in a team environment

Fundamental knowledge of the insurance industry, claims, and the insurance legal and regulatory environment

Possesses a functional and developing knowledge of the legal statutes and procedures

Send resume to Ataraxis; Attn: S. Cilley:

Scilley@ataraxispeo.com

Picture your job posting here!

Do you have a job opportunity of interest to our readers?

Please send information to snakeriverasse@gmail.com and we will post it in the newsletter and on our website (subject to review).

Check out ASSE career resources

ASSE career resources provide extensive support to your career advancement needs. Whether you are searching for the top candidate or your next professional opportunity, H&S Jobs enables you to find the best candidates and opportunities in the field. Members can post jobs at a discounted rate. Go to: <http://jobs.asse.org/>

Go to: <http://jobs.asse.org/jobseeker/search/results/> and search by Idaho (or other state) or by job function.

Disclaimer: The Snake River Chapter does not endorse, support, or guarantee accuracy of any of the job postings.