

The Dell Group

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THE ADVISOR

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Your Free Newsletter of
Management Information

**SPECIALIZING IN SAFETY, ENVIRONMENTAL AND
HUMAN RESOURCES TOPICS**

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SAFETY SLOGANS DON'T SAVE LIVES

It's tough to bring professionalism to a trade that actively looks to make itself look stupid.

There's only so many hours in the day and only so many resources, and if we are wasting either it's tough to go to the well and ask for help and money. And let's face it, as safety professionals we too love to make fools of ourselves. On one hand, we are perpetual victims, unloved, over-worked, and most of all, under-staffed and under-funded. On the other hand, we spend our scarce time and meager resources doing things that don't reduce the risk of injuries, reduce our operating costs, or do really much of anything. Chief among the waste of time activities that make us look like soft-headed goofballs that are completely out of touch with any semblance of reality is the creation and promotion of safety slogans.

What is the purpose of safety slogans? Deming specifically signaled out slogans in his tenth point for management, "Eliminate slogans, exhortations, and targets for the work force asking for zero defects and new levels of productivity. Such exhortations only create adversarial relationships, as the bulk of the causes of low quality and low productivity belongs to the system and thus lies beyond the power of the work force."

Do safety slogans create adversarial relationships? In a way they do. The fact that we post safety slogans imply that were it not for our little gems of wisdom the great unwashed would stick their entire heads in the machinery. At their worst, safety slogans patronize and demean the worker. Am I stating things too strongly? I don't think so. Safety slogans don't raise awareness of safety; it raises and reinforces the awareness that safety professionals think themselves superior to the people who turn wrenches for a living. It widens the gulf between blue and white collar. And while safety professionals may not recognize Deming for his genius, I think he hit the nail on the head with this point. If we believe that all but the rarest injuries are the result of either unintended actions (human error/accidents) or poorly calculated risks, then a pithy saying isn't likely to have much of an effect.

Safety First

Who among you has ever read a safety slogan and thought, "holy crap, I've been approaching my life completely wrong, I'm completely turned around on this. I need to make some changes".

The long and the short of it is that safety slogans serve no purpose, offer no benefit, and yet we devote precious time and money to thinking them up, launching campaigns around them, and promoting them as if they were a crucial part of our efforts to lower risks.

So Why Do It?

Why do we persist in engaging in an activity that does nothing but make us look ridiculous in the eyes of the organization. And make no mistake, thinking up safety slogans doesn't garner safety professionals the respect or esteem of the organization simply because they coined the phrase

“Safety: It’s Better Than Dying.” We do it because we like it, and we never asked the question “is this activity in the furtherance of safety?” Sometimes misguided executives press us to come up with a slogan and eager to curry favor, we rush forward in an orgy of sycophantic fervor, delighted at the exposure to the C-suite. Trust me when I tell you this is exposure you can do without. As uncomfortable as it may be, we are better served by declining this request and fetching coffee and bagels instead. Exposure that perpetuates the C-suite view of safety as simpletons who you call when you want something a kindergarten teacher would refuse to do. Far better to explain to the executive that your finite time would be better spent engaging in an activity that would return real business results. Not a lot of safety professionals would feel comfortable speaking up to an executive, but your first interactions with executives set a tone for the relationship; do you want to be taken seriously? It begins here.

What’s Wrong With Having A Little Fun With Safety?

When I have rallied against safety slogans before, I invariably get some soft-baked safety guy roll his eyes, smirk, and ask, “What’s wrong with having a little fun with safety?” I am something of an expert in fun (I have had fun that will forever keep me out of any elected office, has gotten me barred from entire countries, and damn near got me killed on multiple occasions), and I am here to tell you that if you think that coming up with safety slogans is fun you are out of your mind; you are doing “fun” completely wrong. I wouldn’t even categorize thinking up safety slogans as amusing or as a brief respite from mind crushing boredom. Let me be clear: I think safety slogans are stupid and make us look like simpletons. Deming was right, we have got to get rid of them.

Written by Phil La Duke, [first published here](#).

Quotables

“Having served on various committees, I have drawn up a list of rules: Never arrive on time; this stamps you as a beginner. Don’t say anything until the meeting is half over; this stamps you as wise. Be as vague as possible; this avoids irritating the others. When in doubt, suggest a sub-committee be appointed. Be the first to move for adjournment; this will make you popular; it’s what everyone is waiting for.” – Harry Chapman

“A conference is a gathering of important people who singly can do nothing, but together can decide that nothing can be done.” – Fred Allan

“The problem with the rat race is that even if you win, you’re still a rat.” – Lily Tomlin

Keeping Cool in the Summertime

A 56 year old man died of heat stroke hand-harvesting tobacco leaves, according to the National Institute for Occupational Safety and Health (NIOSH). The man started working at 6 a.m., took a short mid-morning break and a 90-minute lunch break. Mid-afternoon, a supervisor observed the man working slowly and reportedly instructed him to rest, but the man continued working.

An hour later, the man appeared confused and coworkers carried him to the shade and tried to get him to drink water. The man was taken by ambulance to an emergency department, where his core temperature was recorded as 108°F and died, despite treatment.

On the day of the incident, the local temperature was approximately 93°F with 44 percent relative humidity and clear skies. The heat index (a measurement of how hot it feels when both actual temperature and relative humidity are considered) for the day was in the range of 86–112 F.

Outdoor workers are exposed to two forms of heat stress: internal metabolic (body) heat generated by exertion (hard physical labor) and environmental heat arising from working conditions. Moderate-to-high air temperature, particularly with high humidity; direct sun exposure; heavy or vapor-barrier clothing; and lack of adequate water, rest periods or cooling off conditions all contribute to environmental heat stress and can make exertional heat stress worse.

NIOSH warns that workers of all ages are susceptible to heat-related illness, and their symptoms quickly may become worse after exposure. It is important for outdoor workers to acclimate to local weather conditions, as that may help reduce heat stress effects. Workers who are new to a worksite or returning from an absence of four or more days gradually should increase their work load and heat exposure over a week. When a spike in temperature or a heat wave occurs, workers lose their acclimatization to the environment, and the risk of heat stress increases.

OSHA does not have a specific standard that covers working in hot environments. Nonetheless, under the OSH Act, employers have a duty to protect workers from recognized serious hazards in the workplace, including heat-related hazards.

In 2013, OSHA cited the U.S. Postal Service for a serious safety violation in connection with the heat-related death of letter carrier James Baldassarre, who collapsed on July 5, 2013 after walking his route in Medford, Mass., for about 5 hours in 94-degree heat.

On a day when the heat index exceeded 100 degrees, Baldassarre was carrying a mail bag weighing up to 35 pounds. The area was under a heat advisory from the National Weather Service. He died the next day as a result of heat stroke.

OSHA's investigation found that the U.S. Postal Service exposed workers to the recognized hazard of working in excessive heat by failing to implement an adequate heat stress management program that would have addressed and informed mail carriers of how to identify, prevent, and report symptoms of heat-related illnesses.

"As we move into the summer months, it is very important for workers and employers to take the steps necessary to stay safe in extreme heat," said OSHA Assistant Secretary Dr. David Michaels. "Drinking water often, taking breaks, and limiting time in the heat are simple, effective ways to prevent heat illness."

Prevention is the best way to avoid heat-related illness. Employers, field supervisors, and workers should follow the recommendations below to reduce the risk of heat-related illness and establish a heat-related illness prevention program that includes the following measures:

- Training for supervisors and workers to prevent, recognize, and treat heat-related illness.
- Implementing a heat acclimatization program for workers.
- Providing for and encouraging proper hydration with proper amounts and types of fluids.
- Establishing work/rest schedules appropriate for the current heat stress conditions (an industrial hygienist may need to be consulted).
- Ensuring access to shade or cool areas.
- Monitoring workers during hot conditions.
- Providing prompt medical attention to workers who show signs of heat-related illness.
- Evaluating work practices continually to reduce exertion and environmental heat stress.
- Monitoring weather reports daily and rescheduling jobs with high heat exposure to cooler times of the day.

Last year OSHA released a free application for mobile devices that enables workers and supervisors to monitor the heat index at their worksites. The app displays a risk level for workers based on the heat index, as well as reminders about protective measures that should be taken at that risk level. Since its launch, more than 130,000 users have downloaded the app, according to OSHA. Available for Android-based platforms and the iPhone, the app can be downloaded in English and Spanish.

OSHA also is partnering with the National Oceanic and Atmospheric Administration to incorporate worker safety precautions when heat alerts are issued across the nation. NOAA will include pertinent worker safety information on its heat watch Web page.

Quotables

By working faithfully eight hours a day, you may eventually get to be a boss and work twelve hours a day. – Robert Frost

Bowling Alley Worker Strangled In Pinsetter

OSHA says a pinsetting machine's operating parts were improperly exposed, and that caused the death of a bowling alley worker.

David Geiger, an employee at Northwest Lanes in Fairfield, OH, was killed in November, when he was trying to retrieve a bowling ball from the lane. His hooded sweatshirt got caught in the pinsetter and he was asphyxiated.

Geiger, 53, had worked in the bowling alley business for 30 years.

OSHA issued \$45,500 in fines for eight serious safety violations to Northwest. Inspectors found three violations that they say were directly related to Geiger's death:

- Northwest lacked a program for preventing unintentional operation of machinery during servicing and maintenance including unblocking jams (lockout/tagout)
- Equipment, including pulleys, belts and shafts, lacked guards to prevent workers from coming in contact with operating parts, and
- Employees were exposed to energized electrical components.

"Northwest Lanes had identified issues with its 1970s-era equipment, but it did not ensure workers were protected from dangerous parts," said Bill Wilkerson, OSHA's area director in Cincinnati.

In a similar incident, OSHA cited AMF Bowling Centers for three serious and three repeat violations following the death of a worker at its Addison, TX, facility.

The worker was killed on Feb. 21, 2011, after being caught in a pinsetter machine while clearing a jam. The worker's arm got caught, and he was pulled into the machine. OSHA said the pinsetter hadn't been de-energized or locked out before the worker tried to clear the jam. It also lacked machine guards.

Initial penalties were set at \$112,600. In a formal settlement, AMF agreed to pay \$91,600.

The incident at Northwest provides a good reminder for employees who work near moving machine parts: They should avoid wearing loose clothing or jewelry that could get caught and cause them to be pulled into the machine.

OSHA UPDATE

Silica rule expected in 2016

Director for the American Industrial Hygiene Association, Aaron Trippler reports “everything seemed to be in place for publishing a final rule” before the construction industry asked OSHA to consider new data that shows the agency underestimated the cost of the final rule by 20 percent. This puts OSHA on the spot. If the agency reopens rulemaking to review the data, the delay could push finalization beyond 2016. But if the agency ignores the request, the construction industry might have a challenge it can take to court to halt the final rule.

New reporting requirements: Employers required to report fatalities and severe injuries and illnesses

As of January 1, 2015, employers covered by federal OSHA are now required to report work-related fatalities within 8 hours and work-related in-patient hospitalizations, amputations and losses of an eye within 24 hours of finding out about the incident.

Previously, employers were required to report all workplace fatalities and when three or more workers were hospitalized in the same incident. The updated reporting requirements have a life-saving purpose: they will enable employers and workers to prevent future injuries by identifying and eliminating the most serious workplace hazards.

Employers currently have two options for reporting these severe incidents. They can call their nearest area office or the 24-hour hotline at 1-800-321-6742. For more information and resources, visit OSHA's [web page](#) on the updated reporting requirements, and watch the [video](#) explaining the new reporting requirements.

All employers must report work-related fatalities within 8 hours

Within 24 hours, work-related:

- Inpatient hospitalizations
- Amputations
- Losses of an eye

Report Incident

Call 1-800-321-6742 (can be used during all hours)

Call your nearest OSHA area office (during normal business hours)

EPA UPDATE

EPA Proposes Reporting and Recordkeeping Requirements for Nanoscale Materials

EPA is proposing to use the Toxic Substances Control Act (TSCA) to obtain data regarding health and safety exposure on nanoscale chemical substances already being used in the marketplace. EPA's proposal would require one-time reporting and recordkeeping from manufacturers or processors of chemical substances as nanoscale materials. The purpose of this process is to help EPA determine if further action is needed under TSCA.

EPA Grants to Reduce Runoff Contributing to Algal Blooms

The Environmental Protection Agency announced the award of 14 Great Lakes Restoration Initiative grants totaling over \$17 million to fund projects that will improve Great Lakes water quality by preventing phosphorus runoff and soil erosion that contribute to algal blooms and by reducing suspended sediments in Great Lakes tributaries.

“These Great Lakes Restoration Initiative grants will be used for critical projects to prevent soil erosion and reduce phosphorus runoff that contributes to algae growth in the Great Lakes,” said Great Lakes National Program Manager, Susan Hedman. “Many of these grants target Great Lakes watersheds where there have been harmful algal blooms in recent years – such as Maumee Bay on Lake Erie.”

The projects funded by the GLRI grants announced today will be implemented by conservation organizations and by state and local governments:

- Chagrin River Watershed Partners Inc. (\$178,479), the City of Wickliffe, Ohio, and Cleveland Metroparks on a project to restore 640 feet of streams and wetlands in the Deer Creek/Gully Brook watershed. The project will reduce soil erosion and the quantity of nutrients and streambed sediment entering the Chagrin River and Lake Erie.
- Ohio Environmental Protection Agency (\$3,696,182) will retire 270 acres of cropland, restore six miles of streams, stabilize 1,000 feet of eroding stream banks and restore 70 acres of wetlands at eight locations in the Maumee River watershed to prevent phosphorus from entering Lake Erie.
- Western Reserve Land Conservancy (\$750,000) will purchase 1,000 acres of easements in northern Ohio's Grand River watershed -- protecting five miles of streams and 400 acres of wetland – to reduce nutrient runoff and soil erosion that impacts Lake Erie.

EPA awarded over \$25 million in grants to fund 29 projects to protect and restore the Great Lakes. Visit the [Great Lakes Restoration Initiative website](#) for more information.

CITATIONS & PENALTIES

Recycling Facility Fined for Repeatedly Exposing Workers to Machine, Fall and Confined Space Hazards

Behr Iron & Steel was issued five willful and nine serious safety violations after an OSHA inspection. The agency found workers were exposed to fall, confined spaces and dangerous amputation hazards during maintenance and while processing scrap metal at the company's facilities. Proposed penalties total \$366,400.

"Behr Iron & Steel continues to fail its workers by not implementing required safety procedures at its facilities, despite repeated OSHA violations and serious injuries to workers," said OSHA administrator, Nick Walters. "OSHA's investigation found that employees are exposed to amputation and other serious hazards when operating metal shredding equipment. Behr must make immediate health and safety program improvements. No worker should be subject to such conditions to earn a living."

Violations included exposing workers to operating parts of dangerous machinery during service and maintenance; and failing to use energy control procedures, use testing and monitoring or ventilating equipment, evaluate the permit space condition prior to entry, complete a permit-required confined spaces entry permit, and train and require employees to use rescue and emergency equipment.

Plant Risks Safety of Workers by Repeatedly Ignoring Amputation Hazards

Edsal Manufacturing Co. faces proposed penalties of \$294,300 for exposing permanent and temporary workers to unguarded, dangerous machines with moving parts. In response to a complaint, OSHA inspected the facility and saw workers endangered by machine hazards. The company has repeatedly ignored these risks, having been found in violation of safety and health standards four times in the last five years. This current inspection resulted in the issuance of five repeated and 16 serious violations.

"When a machine lacks safety features, one slip, and a worker can lose a hand," said OSHA Area Office Director, Kathy Webb. "With stakes this high, Edsal Manufacturing must ensure the safety and health of its 1,200 employees. This company has shown, time and time again, it does not take worker safety seriously. That attitude needs to change."

The company was also cited for failing to properly store pallets of paint, provide workers with training on hazardous chemicals, maintain fire extinguishers, inspect cranes periodically for safety issues, and provide welding screens and eye protection.

OSHA also cited KG Payroll & Staffing Services Corp., proposing penalties of \$11,000 for

failing to train workers on personal protective equipment and chemical hazards. The company provides temporary labor to the plant and is contractually required to provide training for any temporary workers it assigns. Temporary workers tend to be vulnerable because they often do the most hazardous jobs, lack proper training, and may experience language barriers.

Tableware Maker Faces Fines for Exposing Workers to Fall, Fire and other Hazards

World Kitchen LLC, was cited for 25 safety and health violations for exposing workers to a number of safety and health hazards. OSHA inspectors visited the plant after receiving employee complaints. The inspection revealed employees were exposed to crushing, amputation, electric shock, falls, and hearing loss. OSHA proposed penalties of \$108,000.

"Any of these conditions could have cost World Kitchen employees their lives or their livelihoods," said OSHA's area director, Christopher Adams. "It's imperative that World Kitchen take swift, comprehensive, and effective action to eliminate these hazards and prevent them from happening again."

Plant workers also faced other hazards including eye and face injuries from working with corrosive chemicals without emergency eyewash stations, and burns and fire from improper use of flammable liquids. The company was also cited for a repeated violation for not recording all work-related injuries and illnesses in the OSHA 300 log.

Roofing Contractor Faces Contempt Charges and Prison for Ignoring Safety Hazards and Failing to Pay Fines

Roofing contractor Stephen Lessard's continued refusal to obey a federal court order to correct safety hazards and pay more than \$400,000 in fines could send him to jail. The Department of Labor has asked the 1st Circuit Court of Appeals to hold Stephen Lessard in civil contempt for defying a 2011 court order to correct violations cited by OSHA and pay \$404,000 in fines and interest for the violations levied from 2000 to 2011.

"We have asked the court to subject Mr. Lessard to strong sanctions, including incarceration, if he continues to flout the law and the court's earlier order," said Michael Felsen, the department's regional solicitor of labor for New England. "Seeking a contempt order, such as this, is a stringent and infrequent action, but one that is warranted in this case."

Despite all this, Lessard continues to break the law. In January, OSHA cited him for egregious willful, repeated and serious violations for fall-related hazards at another work site and fined him \$287,000. OSHA's [Stop Falls Web page](#) includes information on fall protection standards.

Husmann Corp. Fined for Willfully Ignoring Safety Hazards Following Death

A 58-year-old maintenance worker for Husmann Corp. was killed after he was pinned between a motorized scrap metal table and a railing at the company's Bridgeton, MO facility. An OSHA investigation found that Husmann failed to prevent the table from starting unintentionally. Husmann was cited with three willful and 12 serious safety violations and proposed penalties of \$272,250.

"This tragic loss could have been prevented," said Bill McDonald, OSHA's area director in St. Louis. "OSHA inspectors found workers at risk of life-threatening hazards because Husmann Corp. failed to train its workforce to prevent unintentional operation of dangerous machinery. This company needs to fix safety procedure deficiencies, so no other family is forced to suffer."

The company also failed to train workers on safety procedures and use effective safeguards for moving parts on machinery. Inspectors also found hazards related to powered industrial trucks.

Roofing Workers Wearing Proper Fall Protection Systems

OSHA cited Jasper Contractors with willful, repeated and serious violations after inspectors witnessed workers on top of roofs without fall protection during two inspections last year. The company received seven citations for safety violations. Proposed penalties total \$186,200.

Contractors Face OSHA Violations, Fines After Trench Collapse Buries and Kills Man

LeDonte McCruter, a 31-year-old day laborer, was killed when a 12-foot-deep trench collapsed and buried him alive. An OSHA inspection found that his employer, subcontractor Joshua Dailey, failed to provide cave-in protection to prevent the trench collapse and failed to notify OSHA of the fatality. OSHA issued one willful and two serious violations to Dailey and the general contractor, Otis Bates and Bates Construction. Proposed penalties total \$53,800.

Rescue personnel conclude their search after finding the victim's body.

"Mr. McCruter's employers knew they were placing him in mortal danger by not using cave-in protection, yet they allowed him to work in the trench," said OSHA Area Office Director, Ramona Morris. "His family is grieving the death of a loved one because his employer willfully failed to protect him from this known hazard."

OSHA issued a serious citation against Bates Construction for not providing cave-in protection. The agency proposed that Dailey be placed in its Severe Violator Enforcement Program for demonstrating indifference to its OSH Act obligations to provide a safe and healthful workplace for employees.

BITS & PIECES

Amount the federal government budgeted for IT maintenance: \$58,400,000,000

Percentage of federal agencies whose servers have failed in the past twelve months: 94

Value of a cloud-computing contract awarded by the CIA to Amazon: \$600,000,000

Estimated number of customers whose data was stolen from Amazon subsidiary Zappos: 24,000,000

Estimated amount of taxes, and fees Colorado collected from the marijuana industry in 2014: \$76,152,468

Amount Texas collected from undocumented workers in 2014: \$1,608,534,000

Estimated number of people executed by all countries other than China in 2014: 607
By China: 1,000

Gigatons of cement used in the United States in the twentieth century: 4.4

Gigatons used in China in the past the past four years: 6.6

Percentage of roads in Sub-Saharan Africa that are passable year round: 16

Number of prison inmates per 1,000 people

In China: 1.2

In Russia: 4.8

In the state of Louisiana: 13.4

Estimated average amount Louisiana hospitals bill patients for compiling rape kits: \$2,000

Days a schizophrenic inmate in North Carolina was held in solitary confinement before
dying of thirst: 35

Amount the U.S. Navy paid the brother of a Navy intelligence official for 349 MK-15 silencers:
\$1,675,750

Total amount the silencers cost in parts and labor: \$10,000

Number of the silencers that effectively silenced the weapons: 0

2015 LEAD TRAINING SCHEDULE LEAD EXPERTS

Type, Length and Price	Location	Course Dates
<u>Contractor Initial - 40 Hour</u> \$795 Per Trainee	Toledo Cleveland Columbus	Sep 28–Oct 2 Aug 24–28 Oct 26–30 Dec 7–11 Aug 3–7
<u>Contractor Refresher - 8 Hour</u> \$195 Per Trainee	Toledo Cleveland Akron	Oct 6 Jul 28 Aug 18 Sep 22 Oct 20 Nov 24 Dec 15 Sep 3 Nov 13
<u>Worker Initial</u> \$595 Per Trainee <u>Worker Refresher</u> \$195 Per Trainee	The Contractor Initial and Refresher courses shown above satisfy Ohio Department of Health's requirements for Worker Classes. A Worker enrolling in these classes will be charged the lower fee shown in this section. Please call if you have <u>any</u> questions.	
<u>Inspector Initial - 24 Hour</u> \$475 Per Trainee <u>Inspector Refresher - 8 Hour</u> \$195 Per Trainee	Toledo Cleveland Columbus Toledo Cleveland Columbus	Sep 14–16 Aug 10–12 Nov 16–18 Jul 13–15 **Risk Assessor Refresher classes shown below satisfy the Inspector Refresher** **requirements of the Ohio Department of Health**
<u>Risk Assessor Initial - 16 Hour</u> \$320 Per Trainee <u>Risk Assessor Refresher - 8 Hr</u> \$195 Per Trainee	Toledo Cleveland Columbus Toledo Cleveland Akron	Aug 17–18 Aug 13–14 Nov 19–20 Jul 16–17 Oct 5 Jul 27 Aug 17 Sep 21 Oct 19 Nov 23 Dec 14 Sep 2 Nov 12
<u>Renovation, Repair and Painting Certification Initial - 8 Hour</u> \$189 Per Trainee	Toledo Cleveland Akron	Jun 29 Aug 31 Oct 8 Jul 30 Aug 20 Sep 10 Oct 14 Nov 9 Dec 3 Jul 9 Sep 4 Nov 30
<u>Renovation, Repair and Painting Refresher (Grandfather) - 4 Hr</u> \$95.00 per Trainee	Toledo Cleveland Akron	Jun 30 Sep 1 Oct 9 Dec 2 Jan 26 Jul 20 Aug 21 Sep 11 Oct 15 Nov 10 Dec 4 Jul 10 Aug 7 Sep 9 Oct 7 Nov 5 Dec 17

IF YOU HAVE ANY SPECIAL NEEDS OR NEED A REASONABLE ACCOMMODATION, PLEASE CONTACT US IMMEDIATELY

EPA RRP accredited classes for certification under Section 402 of TSCA

**YOU ARE NOT ENROLLED IN ANY CLASS UNTIL YOU RECEIVE WRITTEN CONFIRMATION FROM US.
CERTIFICATES WILL NOT BE ISSUED IF YOU ARE LATE TO CLASS. CERTIFICATES ARE HELD UNTIL PAID IN FULL.**

Licensing courses approved by the Ohio Department of Health
 ODH Requires Refreshers Taken During Second Year of License Period

RRP CLASSES ARE ADDED AS CLASSES FILL UP – CALL FOR ADDITIONAL DATES

On Site Classes Available, Closed Enrollment - Your Location / Your Students - Priced per Day, Call for More Information

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