



**Cleveland:**  
5075 Taylor Road  
Bedford Heights, Oh. 44128

**Columbus:**  
3524 Alward Road  
Pataskala, Oh. 43062

**Florida:**  
260 Aberdeen St.  
Dunedin, Fl. 34698

[www.safetycontrolstech.com](http://www.safetycontrolstech.com)

Toll Free: 1-800-204-1729

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NEWSletter

For all of your regulatory compliance needs

## Celebrating SCT's 10th Anniversary Year!

Our company, Safety Controls Technology, was started back in 1999, the same year investigations of a 3700 year old Egyptian town produced the oldest known examples of writing; 86 year-old Rosa Parks received the Congressional Gold Medal; a Federal Judge's ruling found Microsoft to be a monopoly; Daimler Chrysler introduced the PT Cruiser; John F. Kennedy Jr. went down in the Atlantic; and the Denver Broncos won their 2nd straight NFL Championship in Super Bowl XXXIII.

When you think about it, a lot of things have changed in the last 10 years. The most significant change, of course, being safety and security as a result of September 11, 2001 and the recession our country is experiencing. In spite of these and other changes, one thing remains the same, SCT is still providing excellent customer service and comprehensive engineering and occupational safety & health consulting service.



Starting off our ten year anniversary, SCT has incorporated green into our logo as a daily reminder of our commitment to Green Technology. This year we are ensuring that all of our Construction Management staff have the opportunity to receive LEED (Leadership in Energy and Environmental Design) Training; which will provide us with up to date information on the best practices and standards for environmentally sustainable construction so that we may pass along this added value to our customers.

Also, in our 10th anniversary year, we are continuing our support of "Hard Hatted Women" and the mentoring of women in non-traditional fields and occupations. We are continuing to develop our staff (our best sustainable resource!) by encouraging career development opportunities including: training, continuing education and apprenticeships. SCT is committed to providing the best customer service for all our products. We recognize that customer service begins and ends in the knowledge and commitment of our employees.

SCT wishes to thank our Customers; Clients; our Dedicated Employees; and our Suppliers as well as our other Friends & Associates, for all your support over our first ten years! Best Wishes for a safe and prosperous New Year! *Gail*



### SCT Spotlight... **Spotlight on ...Echelon Consulting Group** *é-shə-lān: A level of command, authority or rank. Any unit or group acting in a disciplined or organized manner.*

In 2002 when a labor & employment attorney and a human resource professional got together to serve the best interest of companies in the greater Cleveland/Akron area, a high-quality, service-based consulting firm, *Echelon Consulting Group*, was born. Today, Echelon Consulting Group has expanded its menu of services to meet the needs and requests of hundreds of companies, serving organizations both nationally and internationally. "Our mission is to develop a relationship with our clients, to be there for them when and as they need us, and to serve their needs in the most professional and ethical ways possible."

Safety Controls Technology would like to introduce you to a respected colleague and valuable business resource. When we meet someone in the business industry who we recognize as offering options and opportunities we believe to be of benefit to our clients, we are excited to pass our great contacts along. SCT is proud to introduce you to Echelon Consulting Group.

Echelon Consulting Group provides experienced consulting services in three major areas: Human Resources; Training & Development; and Business Strategy & Operations.

Along with his team of HR and Business professionals, CEO/President Nicholas Phillips has extensive experience in the field of training & development, with significant focus in organizational strategy & training initiatives, and management & leadership development.



*Nicholas Phillips  
CEO/President*

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## Drug Free Workplace...What can I do?

A safe, healthy and drug-free workplace is everybody's responsibility, and Safety Controls Technology wants to take the opportunity to educate your employees about steps they can take to help a co-worker who may have an alcohol or drug problem. By knowing what to do (and what not to do), employees can play a powerful role in improving workplace safety and encouraging co-workers with alcohol or drug problems to seek help.

First you need to recognize some of the signs when substance use is present in the workplace. Both on and off the job, symptoms of alcohol or drug use may be physical (chills, smell of alcohol, sweating, weight loss, physical deterioration); emotional (increased aggression, anxiety, burnout, denial, depression, paranoia); and/or behavioral (excessive talking, impaired coordination, irritability, lack of energy, limited attention span or poor motivation).

*It is important to note that if an employee displays any of these symptoms, it does not necessarily mean he/she has a substance abuse problem.*

### Signs that substance use may be a workplace hazard include:

- Creating mishaps, being careless and repeatedly making mistakes.
- Damaging equipment or property.
- Being involved in numerous accidents.
- Displaying careless actions in the operation of hazardous materials or equipment.
- Being unreliable, not being where he or she should be.
- Showing a lack of detail on performing routine job duties.
- Being unwilling to follow directions and being argumentative.
- Giving elaborate, unbelievable excuses for not fulfilling responsibilities.
- Disregarding safety for self and others.



Workers rely on each other for safety. If you have a substance use problem, or if you suspect substance abuse, report it to your supervisor or HR representative immediately and confidentially. As your drug-free workplace resource, SCT can help your business have a safe & healthy workplace.

**SCT Spotlight...** Nicholas has worked with companies in various industries including marketing, telecommunications, restaurant, retail, construction, manufacturing, healthcare, distribution centers, call centers, transportation, real estate development & management, among others. From assessment through deployment, Nicholas has devised & designed full-scale corporate university environments and has produced & instituted curricula in a broad range of areas. He has spoken to groups and has been published in papers and magazines discussing HR and training topics as well as his Forced Learning Theory of Adult Education. Holding a Master's Degree in Adult Learning and Development, as well as special accreditation in Emotional Intelligence, Nicholas and his team help companies of all sizes and in all areas of business. A few examples of the type of work that clients of Echelon Consulting Group have benefitted from include: HR Audits, Policies & Handbooks, Performance Appraisals, Recruitment & Retention Strategies, Performance Management, Management & Leadership Development, Training Needs Assessments, Professional Coaching, Organizational Development, Project Management, and more.



Whether in need of professional assistance on a specific project or initiative, or looking for general support to assist existing Human Resource personnel, Training & Development departments, or other business units, Echelon Consulting Group promises to serve in an experienced, honest, and professional capacity.

Visit Echelon Consulting Group on the web at [www.Echelon-CG.com](http://www.Echelon-CG.com), call the office at 216-520-1010, or feel free to email Nicholas Phillips directly at [NPhillips@Echelon-CG.com](mailto:NPhillips@Echelon-CG.com).

### MEET SCT'S STAFF

Michael Bodnar	Gail Grueser	Nancy O'Keefe	Emanuel Sisamis
Vickie Cooper	Nick Guglielmo	Michael Olson	Joe Ventura
Carla Dretzel	Lee Jablonski	Andy Plavny	Beth Wood
Rocco Fana, Jr.	Michael Kmetz	Annette Plavny	Dan Wood
Tanaja Gravina (WA)	Barbara Merashoff	Dragan Savic	
	Louie Morganti	Harold Schultz	

BARBARA MERASHOFF



Barbara joined our Occupational Health department this January. Barb was the Center Coordinator for an occupational health clinic for 8½ years where she was responsible for overseeing and training urine-drug, breath-alcohol, and hair testing; as well as supervision of the staff.

Barbara has a bachelor's degree in Criminal Justice with an emphasis on Drug Enforcement from West Virginia State University. Barbara holds certifications in Urine Drug Collections; Urine Drug Collector Training; Breath Alcohol Technician; Hair Collection and Occupational Pulmonary Function Testing.

Barbara is well-versed in Ohio's BWC program, including ICD9 coding; CTP coding; filing FROIS and billing. She also was responsible for following injured workers' cases from intake to final discharge.

Barbara looks forward to having the opportunity to meet and collaborate with our clients. We are proud to have Barbara as a new member of our team.

Meet Safety Control's Newest Staff Members

ROCCO FANA



Rocco was hired as our Cost Reduction Specialist in December 2008. Prior to joining Safety Controls Technology he was the executive officer for the Greater Fort Worth Builders Association (2008) and the North Coast Building Industry Association (2004-2008).

As an Executive Officer, Rocco was the chief administrative officer and lobbyist, recommending and participating in the formulation of new policies as well as making decisions within the bounds of existing policies. Rocco also planned, organized, directed and coordinated the staff, programs and activities to ensure the association's goals and objectives were met.

Welcome Rocco, to the SCT Family!

*U.S. Air Quality Standards for Lead Now 10 Times Stronger*

(Washington, D.C. – Oct. 16, 2008) EPA dramatically strengthened the nation's air quality standards for lead, improving public health protection, especially for children. The new standards tighten the allowable lead level 10 times to 0.15 micrograms of lead per cubic meter of air (ug/m3). This decision marks the first time the lead standards have changed in 30 years.

More than 6,000 studies since 1990 have examined the effects of lead on health and the environment. Some studies have linked exposure to low levels of lead with damage to children's development, including IQ loss. Lead can be inhaled or can be ingested after settling out of the air. Ingestion is the main route of human exposure. Once in the body, lead is rapidly absorbed into the bloodstream and can affect many organ systems including a child's developing nervous systems.

Lead emissions have dropped nearly 97% nationwide since 1980, largely the result of the agency's phase-out of lead in gasoline. Average levels of lead in the air today are far below the 1978 standards. Lead in the air comes from a variety of sources, including smelters, iron and steel foundries, and general aviation gasoline. More than 1,300 tons of lead are emitted to the air each year, according to EPA's most recent estimates.

Course Offerings

For class schedules contact Safety Controls at 1-800-204-1729

- ◆ OSHA 10 Hour
- ◆ OSHA 16 Hour
- ◆ Fall Protection Competent Person
- ◆ Scaffolding Erector/Dismantler
- ◆ Scaffolding Competent Person
- ◆ Lead Worker
- ◆ Lead Worker Refresher
- ◆ Lead Supervisor
- ◆ Hazard Communications
- ◆ First Aid/CPR/AED
- ◆ Confined Space Competent Person
- ◆ ATSSA Flagger Training
- ◆ Drug-Free Workplace Employee Training
- ◆ Drug-Free Workplace Supervisor Training
- ◆ Drug-Free Workplace Train the Trainer





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**Watch Out! It's Flu Season...**

With Flu Season here, it is important to follow a few steps to lessen your chances of lying in bed with a box of tissues and cold medicine. Follow the tips below and you will reduce your risk of the sniffles.

**Wash your hands!** When washing your hands use warm water and soap for at least 15 seconds before rinsing thoroughly. If you work around a large number of people or with the public you will need to wash your hands more often. It is also a good suggestion to carry hand sanitizer and use it frequently.

**Drink your juice!** Study after study has proven that boosting your intake of Vitamin C will significantly increase your immune systems strength. Yes, try eating more citrus fruit and juice, but vegetables such as green peppers, also have a high amount of this key vitamins. You may also want to supplement your diet with an over the counter Vitamin C pill.

**Exercise!**



Light exercise 3 times a week has been shown to improve your immune systems functions. Depending on your abilities, the word light may vary. It could mean going for a walk for 20 minutes 3 times per week, or a brisk run for 30 minutes 3 times per week. Either way keep your exercise level at a pace that allows you to still easily hold a conversation with someone.

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