



The Sierra Searchlight Chapter #164

Volume 10, Issue 1



Advancing Security Worldwide™

Chairman's Corner—Dean Hill



As we start the New Year, I'd like everyone to consider taking a greater interest in the Chapter and volunteering to

help out. It seems that it almost always falls to a handful of people who give of their time and resources in order to benefit the chapter. You'd be surprised how many things could be accomplished if everyone put in a little bit of time each month. Not only would it give us the opportunity to do more, it would also bring new ideas and perspectives, so that we can better provide the kinds of services and resources that are of interest to the members.

Case in point, we are still looking for

Legal update -GINA Update

GINA Is In Effect

The employment sections of the Genetic Information Nondiscrimination Act ("GINA") have been in effect as of November 21, 2009.

GINA was enacted as a result of Congress finding that new advances in ge-

netics, including deciphering the sequence of the human genome, have given rise to the potential misuse of genetic information to discriminate in employment. Signed into law on May 21, 2008, Senator Ted Kennedy described GINA as "the first civil

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NEXT Meeting:

- February 3rd @ 11:30 AM—**Please RSVP**
- Atlantis Casino "Grand Ballroom 6" on the 2nd floor
- Guest Speaker: Pat Fling - Big Brothers Big Sisters -
- Subject: The importance of mentoring and supporting the youth in our communities.

Officer information:

- Chairman—Dean Hill
- Vice Chair—Darrell Clifton, CPP
- Secretary—Ross Briggs
- Treasurer—Jesse Janzen

Opinions vary, if you disagree with any information provided, please let us know at:

jandress@nvenergy.com

CPP Review Questions-Security Principles and Practices

1. Which of the following is not an approved UL record safe classification:

- a. 350-4
- b. 350-3
- c. 350-2
- d. 350-1

2. The acceptable vault construction of insulated doors is a minimum reinforced thickness of:

- a. 12"
- b. 10"
- c. 8"
- d. 6"

3. Which of the following would



be an acceptable computer media storage classification?

- a. 350-4
- b. 450-4
- c. 250-4
- d. 150-4

4. UL classified safes must be anchored to the floor or weigh at least:

- a. 750 lbs.
- b. 1,000 lbs.
- c. 1,250 lbs.
- d. 1,500 lbs.

5. A "relock" on a vault automatically stops the bolt mechanism from operating when:

- a. A switch is flipped
- b. A timer is used
- c. When there is an attack on the door or combination lock
- d. Locked by remote con-

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Chairman's Corner—Dean Hill

someone to head up the Scholarship Committee and to act as our representative to the Foundation. These are actually a couple of the more important committees. It is through our participation in these programs that we meet some of the mandates of our charter; to advance the ideals and ethics of the Security Professional throughout the industry, and to support training and education in the furtherance of that goal.

There are many ways that these programs benefit the membership, including all the various

Scholarship and Award programs.

To illustrate this point; I have just sent off the Scholarship request for last year's candidate. Although a bit late, I still hope to be able to present our recipient with a scholarship for their continuing education.

Just last week I sent out a reminder about some of the other awards that are available to us, as the deadlines for those applications were nearly upon us. I am pleased to report that Alan Zajic has won the Allen J. Cross Award, which pays the costs to

attend one of the Certification Review Courses offered around the country. In addition, Jay Martin, CPP, submitted an application for the Timothy J. Walsh Award, which pays for APC 1 course. I hope to have positive news on that application by mid-February. In case you haven't checked out the cost for these training courses, the monetary value is definitely not insignificant! Additionally, we are hoping to offer at least two workshops this year, which

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Chairman's Corner—Dean Hill

will only be accomplished through volunteers from the membership. Although we recognize these training sessions as seminars, officially, they are not considered seminars unless they last for

more than a day, so they are designated as workshops.

I truly hope we can count on you to help to make this year one of the best ever for the Northern Nevada

Chapter!

Thank you, Dean



<http://www.lmsdefense.com/asis>
 email: asis@lmsdefense.com
 775-200-0962

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CPP Review Questions-Security Principles and Practices

- trol.
6. Security vaults differ from safes that:
- They are tested by Underwriters Laboratories for burglary resistance
 - They do not have both fire and burglary resisting properties.
 - Steel is used
 - They are permanently affixed to the building.
- Answers:
- 1) b 2) d 3) d 4) a 5) c 6) d
1. The weakness of the burning

- bar as a burglary tool is:
- It will not burn through concrete
 - Produces large volumes of smoke
 - Actual heat is not intense enough
 - It requires tanks of hydrogen
2. Which of the following is not correct with regard for safes:
- UL classification labels removed from all safes exposed to fires

- Record safes are designed to resist fires only
 - Money safes have accredited fire resistance
 - Quality equipment should be purchased only from reputable dealers
3. The symbol "TRTL" indicates:
- Safe is resistant to torches
 - Safe is resistant to tools
 - Safe is resistant to torches and tools
 - Nothing pertaining to

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Legal Update -GINA Update

rights bill of the new century of the life sciences." The law incorporates many of the familiar definitions, remedies and procedures from Title VII, and similar to Title VII, it covers employers with 15 or more employees.

Purpose: Title III of GINA prohibits an employer from discriminating or retaliating against an employee based on genetic information, restricts the acquisition and disclosure of such information, and requires that genetic information be kept confidential.

What is genetic information?

The term "genetic information" refers to information about an in-

dividual's genetic tests, the genetic tests of family members of the individual, and the manifestation of a disease or disorder in family members of such individual. Genetic information does not include information about the sex or age of an individual. **What are genetic tests?** "Genetic tests" refer to the analysis of human DNA, RNA, chromosomes, proteins, or metabolites that detect genotypes, mutations, or chromosomal changes. Genetic tests are used to detect gene variants associated with a specific disease or condition, such as the genetic variant that

evidences a predisposition to breast cancer or Huntington's disease. The results of routine tests that do not measure DNA, RNA, or chromosomal changes, such as complete blood counts and cholesterol tests, are not protected under GINA.

What are employers prohibited from requesting or doing?

GINA prohibits employers from requesting genetic information from applicants, employees, or other individuals; from requiring that applicants or employees provide genetic information; or from purchasing genetic information about an appli-

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Training and Development Opportunities!!!

ASIS Training opportunities are available in a variety forums and locations. For more information, and a complete list, visit www.asisline.org , call 703-519-6200,

or write to education@asisonline.org

02/12/2009 Crisis Management: Introduction to the Response Plan and Advanced Topics
Learn More Redondo Beach, California

02/25/2009 Cracking the Personality Code - Hire Right the First Time

Learn More Webinar or visit <http://www.asisnn.org>



Guest Speaker-Andrea T. Schultz

Our guest speaker for January was Andrea T. Schultz from the Department of Homeland Security . Andrea provided information on the resources available to business and security personnel through the DHS. Some of the topics covered included How to respond to Active Shooter, including posters, brochures and pocket guides which can be found on

http://www.lpinformation.com/Portals/0/DHS_Active_Shooter_ProgramOverview.pdf

Andrea covered the FEMA Risk Management Series – which covers procedures for safe rooms and shelter procedures for terrorist attacks and natural disasters found at

<http://www.fema.gov/plan/prevent/rms/index.shtm>

Additionally she provided a training video to provide information to help identify and report suspicious activities in the work place. The video can be an invaluable tool for training retail and commercial employees to be more cognizant of the activities surrounding them in their everyday duties.

There are several versions in progress and can be found at <http://www.dhs.gov/criticalinfrastructure>

Still one of the frontline concerns, the HINI virus can be confusing and quickly cause panic. Andrea reviewed a site for Pandemic Influenza H1N1

information sharing <http://www.cdc.gov/SocialMedia/Campaigns/H1N1/buttons.html>

The Disaster Preparedness



web site at www.ready.gov provides step by step procedures to help prepare for disasters not only in the workplace, but at home as well. There are far too many to resources to list them all you can find more information and

Guest Speakers-continued

helpful inks at

<https://cvpipm.iac.anl.gov>

Or by contacting

Andrea T. Schultz DHS/IP

Andrea.Schultz@dhs.gov

CFSteam@hq.dhs.gov

703-235-2852



Ramon Barboza is a
trainer and consultant with
Guardian Quest in Reno and

spoke to the group briefly regarding some of his upcoming team building events. If you are interested in scheduling team building events for your team you can find out more about Ramon at <http://www.ccrpc.org/police/instructors/barboza.htm> Or you are interested in finding out more about the 7 habits for law enforcement you can visit http://www.great-online.org/Conference/PDF/Barboza_7%20Habits%20GREAT%20Manual.pdf



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Legal Update -GINA Update

cant or employee. No matter how the information may have been acquired, the use of genetic information to discriminate or retaliate is prohibited. GINA does not cover an individual's manifested disease or condition that the employee is experiencing symptoms, being treated for, or that has been diagnosed. There are six limited circumstances in which an employer may acquire genetic information:

(1) Where an employer inadvertently requests or requires genetic information. This exception is commonly referred to as the "water cooler problem" in which an employer unwittingly receives otherwise prohibited genetic information in the form of family medical history through casual conversations with an employee or by overhearing conversations among co-workers.

(2) When health or genetic services are offered by the employer, including services offered as part of a voluntary wellness program, and the employee provides prior, knowing, voluntary, and written authorization. Only the employee (or family member if the family member is receiving genetic services) and the licensed health care professional or board certified genetic counselor

providing such services may receive the information, and the information may only be disclosed to the employer

in aggregate terms that do not disclose the identities of specific employees.

(3) When an employer requests or requires family medical history from the employee to comply with the certification provisions of the Family and Medical Leave Act ("FMLA") or under state family and medical leave laws. For exam-



ple, an employee requesting leave to care for a seriously ill relative may disclose family medical history when completing the required FMLA certification.

Since this information is still subject to GINA's confidentiality requirements, the information must be placed in a

separate medical file and treated as a confidential medical record.

(4) Related to the purchase of commercially and publicly available materials that may include family medical history. For example, an employer would not violate GINA if it learned that an employee had a breast cancer gene by reading a newspaper article profiling the employee and several women living with the knowledge that they have the

gene. The exception does not include family medical history contained in medical databases or court records.

(5) To engage in the genetic monitoring of the biological effects of toxic substances in the workplace. Employees must receive written notice of the monitoring, and where the monitoring is not specifically required by federal or state law, the employer

must obtain an employee's prior knowing, written, and voluntary authorization. There are specific monitoring and authorization requirements.

(6) For employers that engage in DNA testing for law enforcement purposes as a forensic lab or for

Legal Update -GINA Update

purposes of human remains identification. This is a very limited exception that permits an employer to require genetic information from its employees, but only to the extent that such genetic information is used for the analysis of DNA identification markers for quality control to detect sample contamination and maintained in a manner consistent with such use.

Example of prohibited discrimination: GINA makes it an unlawful employment practice for an employer to refuse to hire, to discharge, or otherwise discriminate against any employee with respect to the compensation, terms, conditions, or privileges of employment, because of the employee's genetic information. For example, if an employee mentions that his father had sickle cell anemia, which is a serious disease passed down through families, the employer may not fire the employee because the employer believes the employee may someday get sick.

Confidentiality requirements: Any genetic information that an employer possesses about an individual must be treated as a confidential medical record of the individual and must be maintained in separate form and in a separate file. An employee's genetic infor-

mation may not be disclosed except for the following reasons:

(1) as a result of the employee's written request, (2) to an occupational or health researcher who is conducting research of human subjects in compliance with federal law, (3) in response to a court order, (4) to government officials investigating compliance with GINA if the information is relevant to the investigation, (5) to the extent that such disclosure is made in connection with the employee's compliance with the certification provisions of the FMLA or state family and medical leave laws, or (6) to a federal, state or local public agency regarding information related to an employee's family member's manifestation of a contagious disease, disorder or illness that presents an imminent hazard of death or life-threatening illness, as long as the family member is notified of such a disclosure.

What should employers do to comply with GINA? Policies should be modified to include a statement that the company does not discriminate based on genetic information. Additionally, employers should ensure that they do not inquire about an employee's

family medical history, unless necessary for FMLA or state leave certification, or request any type of genetic testing as part of any medical exams conducted on applicants with conditional job offers or employees taking fitness for duty examinations. Further, employers should ensure that personnel records, such as FMLA certifications that contain genetic information related to employees, are stored in a confidential file. The EEOC has issued an updated poster, which can be located at http://www.eeoc.gov/employers/upload/eeoc_self_print_poster.pdf and poster supplement, which can be located at http://www.eeoc.gov/employers/upload/eeoc_gina_supplement.pdf. The EEOC has not yet issued its final regulations to clarify the definitions and practical application of GINA. When the final regulations are published, they should provide formal guidance related to the employers' obligations.

The Workplace WORD, Dec 30, 2009 issue. Snell & Wilmer L.L.P.

BOARD MEMBERS' CONTACT INFORMATION ALL VOLUNTEERS!!!

- Chairman Dean Hill: deanmhill@gmail.com
- Vice-Chair Darrell Clifton, CPP: dclifton@circusreno.com
- Secretary Ross Briggs: Ross.Briggs@boomtownmail.com
- Treasurer Jesse Janzen: jjanzen@sienareno.net
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- Program Chairperson Chris Brockway, CCP: chris89434@yahoo.com
- Scholarship Chairperson Open
- Chapter Newsletter Editor Jennifer Andress: jandress@nvenergy.com
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- ASIS Foundation Rep Open
- Certification Representative Dennis Smith, CPP: ds6470@charter.net
- Chapter Photographer Ken Braunstein: kb@unr.edu
- Audit Chair Mike Gach: gachandassociates@charter.net

CPP Review - Security Principles and Practices

- torches or tools
4. Illumination intensity minimums for lighting of the perimeter of a restricted area is:
- a. 0.15 foot candles
 - b. 0.40 foot candles
 - c. 1.00 foot candles
 - d. 2.00 foot candles

5. The temperature at which paper may be destroyed is:
- a. 200° F
 - b. 250° F
 - c. 300° F
 - d. 350° F
6. Electronic process media can begin to deteriorate at:
- a. 100° F

- b. 125° F
 - c. 150° F
 - d. 200° F
- Answers:
- 1) b 2) c 3) c 4) b 5) d 6) c



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ASIS CHAPTER #164 MONTHLY TREASURER REPORT

JANUARY 2010
JESSE JANZEN, TREASURER



ATTENDANCE

Paying Members:	29
Paying Guests	7
Complimentary Guests:	2
Total Attendees:	34

LUNCHEON PROFIT/LOSS

Total Membership Collections 01/06/10	\$ 895.00
Atlantis Luncheon Bill 01/06/10	\$ 562.65
Luncheon Profit	\$ 332.35

GENERAL FUND (Checking Account)

BEGINNING BALANCE		\$ 9017.01
Credit 01/11/10	Deposit (Luncheon Proceeds)	\$ 895.00
Credit 01/12/10	Transfer (form Savings)	\$ 1000.00
 SUBTOTAL		 \$10912.01
 Debit 01/11/10	Check #1767 (Atlantis Casino Resort)	 \$ 562.65
Debit 01/12/10	Check #1769 (ASIS Foundation)	\$ 500.00
 ENDING BALANCE		 \$ 9849.36

SCHOLARSHIP FUND (Savings Account)

BEGINNING BALANCE		\$ 4490.13
Credit 12/31/09	Interest Payment	\$ 0.12
SUBTOTAL		\$ 4490.13
Debit 01/11/10	Transfer to Checking	\$ 1000.00
ENDING BALANCE		\$ 3990.13

NOTES:

"Luncheon proceeds" includes annual dues of \$220.00, lunch charges of \$640.00, door prize ticket purchases of \$10.00, and miscellaneous collections of \$25.00 for a total of \$895.00.

\$1000 from the 2009 scholarship fund was transferred from savings to checking for scholarship to John J. Silver. An additional \$500.00 award is pending.

\$10.00 from door prize collections was deposited into the general fund (checking) instead of the scholarship fund (savings). This will be rectified in the deposit following the next luncheon.

January Meeting Minutes

ASIS International Chapter #164: Meeting Minutes 01/06/2010



Chapter Chairman Dean Hill called the meeting to order at approximately 12:15pm, and led the Pledge of Allegiance.

- The chapter adopted the budget report and the minutes from the December meeting without opposition.
- A “thank you” was offered from the Chairman regarding RSVP’s to the meeting in order to better plan for seating.
- There was continued discussion on the suggestion presented in December by Ron Sathre regarding an independent audit to insure budgetary transparency. Mike Gach volunteered to lead the Audit Committee.
- A motion was adopted to award a scholarship from the 2009 budget reserves. The proposal was to send \$500 to the Foundation requesting matching funds of \$500. When we get the \$1000 check back from them, we will add the other \$500 to it to reach the \$1500 scholarship award..
- A motion was made to take \$500 from the 2010 budget (General Fund) to be awarded to a chapter member of who shows aptitude, desire, and need, to be used toward ASIS Certification. The motion was adopted unopposed.
- Al Zajic offered a suggestion to increase tracking of chapter funds by the utilization of Duplicate Checks for future purchases.
- Membership Committee had no report.
- Law Enforcement Appreciation Committee had no report
- The Webmaster reported that some progress was being made on the website ...specifically the meeting days had been added. Also there was a Memoriam for a long-time chapter member, Richard Wright.

Regular business was closed, and Chairman Hill introduced Consultant “Ramon Barbosa” to give a short presentation on a seminar proposed for local participation.

Chairman Hill then introduced the primary speaker for the event, “Andrea Shultz”. Ms. Shultz represents the Department of Homeland Security, Office of Infrastructure Protection, Commercial Facilities Sector. She presented an extremely informative power-point presentation on the duties of her department, and its purpose in assisting the public and private sector with locating training materials that can assist in a wide variety of areas.

Ms. Shultz also passed out a pamphlet on Training Resources for the Commercial Facilities Sector, and presented an eight-minute film to the assemblage that was very well received.

After a short question and answer period, Chairman Hill adjourned the meeting at approximately 1:25pm.

**Northern Nevada ASIS,
International, Chapter #164**



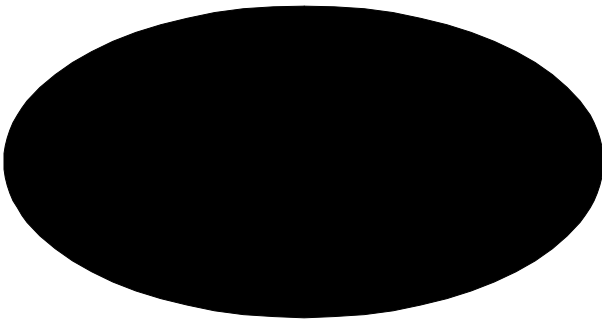
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Dues are due for 2010

Address Label here



New Members

Allen Bowser, CPP
Gary Potter
Frederick Piry

ASIS, International Certifications

Philip Bennett—CPP	Douglas Laird—CPP
Chris Brockway—CPP	Dennis Smith—CPP
Russell Brooks—CPP	Jerry Higginson-CPP, PCI
Cheri Bryant-CPP	Jay Martin, CPP
Darrell Clifton-CPP	Allen Bowser, CPP

