



# UPDATE

The Newsletter of the Council for Accreditation in Occupational Hearing Conservation

VOLUME 7 • ISSUE 2 • OCTOBER 1996

## How is the Hearing Conservation Program Working?

### Chairperson's Message

by Jeffrey C. Morrill, MS ~ Chair



OHCs are often asked to provide an update or an appraisal of the status of the hearing conservation program (HCP) by

the company's management. The determination of program effectiveness must be performed by the supervising professional (per OSHA), however, there are a number of indicators which the OHC can use to report to management on how the company is doing to support the overall effort.

### Step 1: STOP!

Hopefully there is a copy of the official company policy covering all

five aspects of the OSHA HCP Amendment. Review it! Is the document up-to-date? For example, is the most current version OSHA 200 (or is it 300 now?) Log referenced? At what level is STS being recorded, when are they lined out, and has the professional program supervisor provided documentation to endorse the methodology for each aspect of the company program?

These policy documents may include specifications for administration of the hearing protection program, purchase policy and even how HPDs are to be distributed to employees. This can become outdated with the changes in technology and new information and should be reviewed annually. This is an area where the company can incur liability. A few companies have discovered old policy documents prohibiting the use of HPDs for certain jobs, thus, providing rather incriminating documentation for plaintiff attorneys. The OHC can provide a valuable service to the company through identifying those

types of antiquated documents and bringing them to the attention of management.

These documents are an important part of the overall program success, as they provide direction, commitment and a legal basis for the organization to follow. The reinforcement of these through periodic review, revision and refresher training can greatly enhance the participation of management, supervisors and employees. The OHC should be well positioned to advise management on many aspects of these policies, particularly those which relate to the five areas of OSHA compliance.

### Step 2: LOOK!

Periodically take a stroll through your plant's mandatory hearing conservation areas to observe the overall use of hearing protection devices (HPDs) and if the employees seem to be inserting them deeply into the ear canal. Are the protectors in

*continued on page 2*

## Proceedings of the Fifth International Conference on the Effects of Noise on Hearing Now Available

The proceedings of the conference which took place in Goteborg, Sweden in May 1994, are published in the newly released book, Scientific Basics of Noise-Induced Hearing Loss, by A. Axelsson, H. Borchgrevink, R. Hamernik, P.A. Helstrom, D. Henderson and R. Salvi (editors). The book contains 36 presented papers that provide a comprehensive overview and update of our understanding of the biological effects of noise and strategies for controlling the adverse effects. The book is divided into the following four sections: biological basis of noise-induced hearing loss, experimental studies of noise-induced hearing loss, auditory performance changes with noise-induced hearing loss, and human studies of noise-induced hearing loss.

Copies of the text are available from Thieme Medical Publishers, Inc., 381 Park Avenue South, New York, NY 10010.

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## UPDATE

Published by the Council for Accreditation in Occupational Hearing Conservation, a not-for-profit organization dedicated to the establishment and maintenance of training standards for those who safeguard hearing in the workplace.

The *Update* is published three times a year. Articles should be submitted, with a black and white photograph of the author, by the first day of December, May, and September. The *Update* is available to individuals not certified by CAOHC at an annual subscription rate of \$15. Payment must accompany request:

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### Chairperson's Message, continued from page 2

the ear, are they around the neck, or cross ways in the ear canal? This should be a pre-audit tour where the OHC is only mentally counting the number of employees that appear to be out of compliance. If the employees become aware of what the plant walk-through is for, the HPD practice may quickly change and the OHC will not get a true picture of what is really happening day-to-day. It is particularly important to note the hearing protection practice of the supervisors, management, and the more tenured employees during this stroll.

Calculate the number of observed variations in terms of a percentage and this will provide management with at least a crude assessment of the overall participation. Even one employee found to be non-compliant in mandatory areas is unacceptable. This illustrates the probability that the company's policy has not been enforced consistently by the supervisors. If the incidence of non-compliance by employees is several percent or more, it is probably a pretty serious situation. If supervisors or management are found to be in the non-compliant group, then, a major overhaul of the hearing conservation program is in order. Management should be advised of these "tell tale" signs, good or bad.

#### Step 3: LISTEN!

When employees arrive at their appointment for the annual hearing test, ask to see their hearing protectors. Inspect the protectors and ask how often they replace them, clean them, or lose them. Ask the employee to show you how they insert the HPD into the ear and ask them how often they wear them. Most employees will tell the truth, especially if there is not a very good enforcement program in place and if they have not been convinced of the benefit of the program. But, you have to ask them.

Often, employees will complain about the HPD's comfort, interference with speech communications, or prevention of the employee from hearing machines or work process. These may be very legitimate complaints and should be documented and followed up. If the OHC

cannot resolve the problem, the employee will probably not wear the HPD consistently. Fortunately, there are good solutions to virtually all of these complaints through a variety of selection, fitting and educational techniques.

If the employees do not have their HPDs with them at the time they come into the test, the probability is that they do not participate in the HCP. The OHC should keep an account of these observations, and the results of the informal employee interviews, to convey an accurate picture of participation for management. These types of surveys are an excellent means to help management understand and support the OHC's efforts.

The Missouri motto is *Show Me!* I have come to appreciate that saying tremendously in my career in hearing conservation. Compliance is often more a state of mind than reality. If we are to preserve hearing through effective hearing conservation, then we must insist (at a minimum) that all aspects of the OSHA regulation are in place. The benefit of an effective program should be improved safety and productivity, with improved human communication capability in addition to compliance.

Show me that all employees have had their annual hearing test. Show me that each employee has up-to-date noise monitoring information. Show me that all "problem audiograms" have been reviewed by the professional and referred as necessary. Show me that employees with STS have been properly retrained and counseled. Show me that the hearing protection program selection, training and supervision is in place. Finally, show me that the employees, supervisors and management support the program as an integral part of the employee health and safety program, day after day. When all of these pieces are in place, you can show management that the hearing conservation program is working well!

## Federal OSHA Reform and NIOSH Activity

(Excerpted from ASHA Audiology Listserv as posted by Evey Cherow, ASHA Audiology Branch Director)

In April 1996, Representative Cass Ballenger (R-North Carolina) introduced H.R. 3234; the Safety and Health Improvement Regulatory Reform Act. The three provisions in this bill of most interest to those involved in hearing conservation are:

- 1) OSHA standards would be subject to a cost-benefit analysis;
- 2) OSHA would reduce penalties by up to 100% for small business (defined as employers of 250 or fewer employees); and
- 3) OSHA would be prohibited from issuing citations and penalties for most paperwork violations including record keeping and the development of written plans for serious health and safety hazards.

The bill would also codify the state consultation program and prohibit OSHA from establishing inspection quotas. In June, Representative Ballenger requested comments from the Department of Labor on H.R. 3234. Robert Reich, Secretary of Labor, expressed concerns about the impact such legislation would have on worker safety and health. He stated, "... I am deeply concerned that H.R. 3234, if it becomes law, would represent a retreat on worker protections, rather than an advancement... As such, I believe that, as written, this legislation falls within the scope of Vice President Gore's veto threat earlier this year".

In April, H.R. 3234 was favorably reported out of the Subcommittee on Workforce Protections. The bill has now been scheduled for mark up by the full Committee on Economic and Educational Opportunities as early as August.

## Events

### Southern Course Director Workshop Offered

The October 1996 Course Director Workshop will be held Monday, October 7th at the Sheraton New Orleans in New Orleans, Louisiana.

This workshop is for CDs who are planning to initially certify, recertify the workshop method or are a CD who certified/recertified in 1991 or later. Initial certification and recertification applications should have been received by the CAOHC office at press time. If you need additional copies of the workshop materials, please call the CAOHC office at 414/276-5338. The Council is looking forward to a successful fall workshop.

### November Meeting in the Northwest

Prior to the November ASHA Annual Convention in Seattle, Washington, a CAOHC Course Director Workshop will be offered. This workshop will be held on Thursday, November 21, 1996 at the Seattle Hilton.

You should attend if you are planning to initially certify, recertify by the workshop method or are a CD who certified/recertified in late 1991 or 1992. This will be the only workshop scheduled in the Northwest over the next two years. Workshop brochures and applications for both certification and recertification can be obtained by contacting Barbara Lechner at the CAOHC office. Registration fee for the November workshop is \$200 and includes one copy of the 3rd Edition of the *Hearing Conservation Manual*. All applications are processed through a Screening Committee and applications must be received no later than October 21, 1996.

CAOHC workshops offer continuing education units for their workshops. Additional information is available through the CAOHC office.

## Specialty Commission Proposed

The ASHA Clinical Specialty Board (CSB) is inviting comments regarding the recognition by ASHA of the proposed Specialty Commission on Hearing Conservation.

An application for establishment of a Specialty Commission on Hearing Conservation was submitted jointly to the CSB by the Military Audiology Association, the National Hearing Conservation Association, and the Air Force Audiology Association.

Application for recognition as a specialty area is a two-stage process. At this time, the application for the Specialty Commission on Hearing Conservation is in Stage I (letter of intent) of the process. Stage I is intended to provide the CSB with documentation regarding the appropriateness of identifying a particular area of practice as a specialty area, and to confirm that the petitioning group represents practitioners in that area. If the CSB rules favorably on the application, the petitioning group will have exclusive rights to proceed to Stage II (application for recognition) of the process in their area. Stage II provides details of the proposed program of specialty recognition.

The CSB has no power to create areas of specialty recognition. Its charge is to evaluate and respond to requests for establishment of specialty areas of practice. In doing so, the CSB weighs heavily the comments from consumers and practitioners.

To obtain a copy of the application contact Joan Maddock; e-mail address [jmaddock@asha.org](mailto:jmaddock@asha.org) or by phone 301/897-5700 ext 223. To receive a copy by fax-on-demand, call 202/274-4520. Responses and comments either in support or opposition may be sent to: Clinical Specialty Board, ASHA, 10801 Rockville Pike, Rockville, MD 20852. The deadline for responses is early September 1996.

## Editor's Correction

In the June, 1996 edition of the *UPDATE*, page 4, the article titled "Development of an AIHA Statement on a Recommended Criterion for Recording Occupational Hearing Loss on OSHA Form 300" as prepared by Elliott Berger, MS; Chair of the AIHA Noise Committee, contained an error in **The Position Statement**. The second paragraph of the Position Statement was an editorial aside not meant to be reflected as part of the Position Statement. The Position Statement as prepared by AIHA Noise Committee reads as follows:

### The Position Statement

This position statement was prepared by the Noise Committee of the AIHA in response to the Occupational Safety and Health Administration's (OSHA's) request in the Federal Register, dated February 2, 1996, for comment concerning the issue of appropriate criteria for recording occupational hearing loss on OSHA Form 300 (previously designated Form 200). The Committee reaffirms the 1987 AIHA position, which was at that time also approved by the Board of Directors of the AIHA [Driscoll, DP and Morrill, JC 1987], "A position paper on a recommended criterion for recording occupational hearing loss on the OSHA Form 200," AIHAJ 48(11), A-714-A-716].

### Recommended criteria for recording hearing shifts on Form 300

AIHA's recommendation is to record confirmed (i.e. persistent) work-related OSHA Standard Threshold Shifts (STSs) on Form 300. An STS is defined as a change from the baseline audiogram of 10 dB or more in the average of thresholds at 2000, 3000, and 4000 Hz in either ear, after adjustments for age correction. The mere fact of exposure to TWAs of 85 dB or greater is not sufficient to confirm

that an STS is work-related; rather, the complete procedure outlined on page A-715 of the 1987 position statement should be implemented. Also on page A-715 is discussion of the importance of recording confirmed 10 dB work-related shifts even though they may not represent compensable hearing loss.

### Specific details regarding recordability of hearing shifts

In the 1987 AIHA position, statements were made concerning the requirement for a 30-day retest, and presumption of a persistent STS in the absence of such a retest. Those statements were based upon the OSHA requirements in the Hearing Conservation Amendment pertaining to a retest, potential notification of the employee concerning any hearing changes, and subsequent follow-up [29 CFR 1910.95 (g)(7)(ii)]. However, in the current OSHA proposal it would appear that all shifts meeting the OSHA recordability-criterion, confirmed or otherwise, are to be recorded on Form 300, and then later lined out if found not to be persistent. This urgency in recording shifts, regardless of confirmation, does not appear justified, and creates additional burdens for the employer. A more efficient, and yet suitably protective and accurate approach is recommended as follows:

- **Only confirmed (i.e. persistent)** work-related STSs are to be recorded on Form 300, unless a follow-up audiogram is not administered as described in the following bulleted item. The steps involving confirmation of STS and work-relatedness include an optional follow-up audiogram and the procedures summarized in the following section of this document, which are described in greater detail on page A-715 of the 1987 position statement.

- If a follow-up audiogram is not administered within 30 days of the initial determination of the STS, or if the follow-up audiogram confirms the STS, then the shift is considered persistent, and if determined to be work related, must be recorded on Form 300.

- If a follow-up audiogram is given within 30 days of the initial determination of the STS that does not confirm the STS, nothing is to be recorded on Form 300.

### Clarification regarding current OSHA proposal on work relatedness

The current OSHA notice of proposed rule making appears to make the presumption of work relatedness whenever an STS is detected, whether or not it is confirmed, as long as the employee is exposed to TWAs "in excess of 85 dB." The AIHA position does not support this recommendation, but rather requires confirmation of the persistence of the STS, as well as consideration of the employee's prior occupational and non-occupational exposure, evaluation of calibration records and the audiometric environment, investigation of related activities and personal medical conditions that could influence thresholds, and age corrections, before a hearing loss is presumed to be work related. See page A-714 of the 1987 position statement for a discussion of possible causes of a measured change in hearing, and page A-715 for suggested steps to follow in the determination of work relatedness.

### Procedure for lining out STSs from the Form 300

It is widely recognized that many occurrences of STS will be temporary in nature. Therefore, it is valuable to identify shifts in hearing while they are still temporary so that follow-up action can be taken before they become permanent. However, it is inappropriate to record such temporary shifts as indicative of the occurrence of occupational illness. Furthermore, companies are usually hesitant to record any incidents on Form 200 (proposed to be Form 300), even if lining out the event at a later date is an option. Therefore, the procedures in the preceding sections are intended to avoid needless recording and line outs. Despite these efforts, line outs may be necessary and should be permitted with the following stipulation:

- At the discretion of the reviewing professional, within 15 months of the initial identification of the STS, any STSs which are not confirmed by

subsequent retesting or otherwise found to be not work related may be lined out on Form 300. Documentation justifying line outs must be provided and should be retained with the employees' records.

The 15-month time frame was selected since employers are only required to test hearing on an annual basis, and thus the recommended time frame should provide sufficient opportunity and leeway to apply the results of a succeeding annual test to the final determination of persistence and work relatedness.

### Response to OSHA queries

Implicit in the AIHA position are answers to other of OSHA's questions.

•The recommended recording criterion is 10 dB for reasons described in the 1987 position paper and in attachment #2. In brief, AIHA disagrees with OSHA's assertion that an extra 5-dB allowance is needed to account for audiometric variability. The AIHA guidelines for evaluating work relatedness take audiometric calibration shifts into account; such audiometric errors occur infrequently and should be avoided. Random measurement variability can be reduced through retesting, and AIHA's recommendation that only persistent confirmed shifts be recorded minimizes this problem. It is unfair to allow additional true hearing loss among employees in hearing conservation programs with stable data in order to account for data deficiencies in poorer programs.

•Baselines for Form 300 should either be the original audiogram or the revised baseline [as defined in 1910.95(g)(9)]. Although the OSHA criteria for revising baseline audiograms are general in nature allowing a wide latitude of professional judgment, the results of a five-year effort of an ad hoc committee of the National Hearing Conservation Association (NHCA, March 1996) have recently resulted in specific consensus professional guidelines for baseline revision, that merit consideration.

•Presbycusis corrections should be permitted as described in the 1987 AIHA paper.

### Supporting technical information

Dr. Julia Royster has applied the calculation procedures of ANSI S3.44-1996 to compute expected hearing loss resulting for typical occupational noise exposures, and she along with Mr. Andrew Stewart, has also analyzed a number of industrial audiometric data bases. Their observations and conclusions, (supporting document #2

and #3), substantiate the recommendations described above.

The supporting documents referred to in the position statement are available from AIHA.

### Supporting Documents:

- (1) D.P. Driscoll and J.C. Morrill, "A Position Paper on a Recommended Criterion for Recording Occupational Hearing Loss on the OSHA Form 200," *Am. Ind. Hyg. Assoc. J.* 48:A-714-A716 (1987)
- (2) Technical comments provided by Dr. Julia Royster, Environmental Noise Consultants, Inc.
- (3) Technical comments provided by Mr. Andrew Stewart, ELB & Associates.

## New ANSI Standards Available

Two revised and one new ANSI standards are now available for purchase. The following is the name and a brief description of each standard. For ordering information, please contact: Standards Secretariat, Acoustical Society of America, 120 Wall Street, 32nd Floor, New York, NY 10005-3993; phone 212/248-0373, fax 212/248-0146.

ANSI S3.6-1996 Specification for Audiometers. A revision of S3.6-1989. The standard contains specification of audiometer types, including high-frequency audiometers. Further, the standard lists reference threshold levels for supra-aural earphones, insert earphones, bone conduction, sound-field, and high-frequency and specifies narrow-band maskers. (Work Group Chair, Rufus Grason)

ANSI S3.22-1996 Specification of Hearing Aid Characteristics. A revision of S3.22-1987. The standard describes air conduction hearing aid measurements including several new sections one of which is measuring telecoil responses. (Work Group Chair, David Preves)

ANSI S3.44-1996 Determination of Occupational Noise Exposure and Estimation of Noise-Induced Hearing Impairment. This is a new ANSI standard. The abstract is as follows: "The standard is an adaptation of the International Standards Organization (ISO) 1999:1990(E). Unlike the ISO standard, this standard allows assessment of noise exposure using a time/intensity trading relation other than a 3-decibel increase per halving of exposure time. This standard presents, in statistical terms, the relationship between noise exposures and changes in hearing threshold levels for noise-exposed populations. This standard can also be applied to the calculation of the risk of incurring hearing handicap from sustained daily exposure to noise. Guidance is provided as to the measurement of noise exposure." (Work Group Chair, Dan Johnson)

## International Standards on the Internet

Copies of standards are available through an electronic information service from the International Standards Organization (ISO) via the Internet World Wide Web. To access the standards via the WWW users have a couple of options: *www.iso.ch*

- 1) connect to the Uniform Resource Locator (URL) — ~~http://www.iso.ch/~~
- 2) link via the service from the ANSI WWW address — <http://www.ansi.org/home.html>.

Hard copies of ANSI, ISO or IEC standards are also available from ANSI Customer Service, 11 West 42nd Street, New York, NY 10036; phone 212/642-4900, fax 212/302-1286.

## Help Wanted

**Audiologist/OHC** wanted for growing Industrial Hearing Conservation Program. Experience/knowledge of mobile testing, all aspects of hearing conservation programs, account maintenance, computer database, marketing, vehicle service, etc. Substantial travel required. Audiologist would also perform clinical work. Need to have excellent PR skills, organized and professional. Salary based on experience, benefits, profit sharing. Start time flexible—end 1996 or beginning 1997. Contact: Rehder Hearing Clinic, #360, 1537 Avenue D, Billings, MT 59102, (406) 245-6893. Contact: Betty Jean Dutton

*The Update publishes job opportunities in the field of hearing conservation, from both employers and employees. If you are an employer and would like to advertise an available position, please send your classified ad in writing with a \$15 check or money order to CAOHC, 611 E. Wells Street, Milwaukee, WI 53202-3816.*

## Seeking Employment

**Shawn D. Miller, COHC**, seeking a position performing on-site occupational health testing in the Oklahoma area. Contact the CAOHC office for further information.

**Joan H. Smith, RT COHC**, would like to assist employers with hearing conservation programs in the Southwestern area of Florida. Contact the CAOHC office for further information.

*If you are an OHC looking for employment, please send a cover letter and your most recent resume. There is no charge to certified OHCs for this service.*

## Lechner Becomes CAOHC Coordinator



Barbara Lechner joined CAOHC in December 1995 as Administrative Coordinator, serving as staff contact for Course Directors and Occupational Hearing Conservationists. She handles phone calls from individuals seeking information about their certification as well as processing all certification and recertification applications. Ms. Lechner is also the staff liaison to the Screening Committee, which reviews all applications for new and recertifying Course Directors.

Previously, Ms. Lechner was an Account Manager working with marketing and sales concerns for privately owned companies in Illinois and Wisconsin. Please call Ms. Lechner at (414) 276-5338 with questions you may have about CAOHC.

## CAOHC Comments

- Thank you for your response to the address update form we included in the last issue of the *Update*! It is vital to keep the CAOHC office informed of any changes to your name, address, phone number or degree/titles. Otherwise, we won't be able to keep you informed of industry information or notify you when it is time for recertification. You can call, write or fax this office anytime with these changes.
- One of our Course Directors let CAOHC know how pleased she is to have the CAOHC *Hearing Conservation Manual*, 3rd Edition, as a textbook for presentations in CAOHC courses. This comment combined with the rave reviews from the fourteen participants is a strong indication that CAOHC is effectively supporting both leadership instruction and student comprehension. "...thanks to the CAOHC directors for making our job easy and rewarding."

## CAOHC Quiz

Questions and answers compliments of the Third Edition of the CAOHC *Hearing Conservation Manual*.

1. Sound can travel in air and water, but not in solids. (True or False)
2. Explain the difference between NIOSH and OSHA.
3. How soon after the beginning of an employee's noise exposure must the baseline audiogram be performed? When is the best time to perform the baseline?
4. How often do noise-exposed employees need to be trained? Does all of the training need to be carried out at the same time?
5. If an employee's audiogram shows an STS and a retest is performed, the retest must be done within \_\_\_\_ days of the annual audiogram.

1. False
2. NIOSH is located in the Department of Health and Human Services. It conducts research, develops criteria, and performs Health Hazard Evaluations. OSHA is located in the Department of Labor. It makes regulations and enforces them.
3. Six months, or 1 year if company relies on mobile test services. Before any exposure to potentially hazardous noise.
4. At least once a year. No
5. 30 days of the annual audiogram.

ANSWERS

# Upcoming OHC Certification and Recertification Courses\*

Approved March 31, 1996

Date	City	Course Director	Phone	Date	City	Course Director	Phone
10/15	Detroit, MI	Thomas Simpson	313/ 577-6754	11/19	Brooks AFB, TX	Maj. Robert Edris	210/536-2844
10/15	America Samoa	George Cook	910/ 665-1818	11/19	Merrillville, IN	Jaclin Proctor	219/ 738-2528
10/16	El Paso, TX	John Elmore	800/ 357-5759	11/20	Las Vegas, NV	John Elmore	800/ 357-5759
10/16	Birmingham, AL	Melette L. Meloy	205/980-0180	11/20	Houston, TX	Jane Prince	713/869-6664
10/16	Augusta, GA	Thomas L. Schroder	706/774-8666	11/20	Birmingham, AL	Melette L. Meloy	205/980-0180
10/16	Riverdale, GA	Jiovanne Hughhart	770/996-2861	11/20	Albany, NY	Timothy Swisher	412/ 367-8690
10-16	Boise, ID	Rick Bowman	208/376-3591	11/21	Montgomery, AL	Dr.Curtis Smith	334/887-6302
10/16	Murfreesboro, TN	Kenneth Stockdell, Sr	615/890-5160	11/26	Chapel Hill, NC	Andy Stewart	919/967-2228
10/17	Newport News, VA	Henry Hecker	575/ 874-4665	12/2	Las Vegas, NV	Jane Prince	713/869-6664
10/18	Tallahassee, FL	Jane Prince	713/869-6664	12/3	Greenville, SC	Stephen Guryan	864/ 235-9689
10/21	Pearl Harbor, HI	Dennis Sekine	808/ 474-0632	12/4	Piscataway, NJ	Ellen Kelly	908/238-1664
10/21	Bethesda, MD	Lynn Cook	310/295-1202	12/4	Toledo, OH	Herbert Greenberg	419/885-3848
10/21	Edgewood, MD	Dr. Tom Helfer	410/671-3797	12/4	Houston, TX	John Elmore	800/ 357-5759
10/22	Oakbrook Terrace, IL	Robert Connelly	847/ 382-3095	12/4	New Orleans, LA	Melette L. Meloy	205/980-0180
10/23	San Diego, CA	John Elmore	800/ 357-5759	12/4	Bellevue, WA	Mary McDaniel	206/706-7352
10/23	Shelton, CT	Phyllis Sochrin	203/735-4327	12/4	Maple Shade, NJ	Richard Stepkin	609/ 435-7200
10/23	Rockford, IL	Lawrence Clayton	815/399-5279	12/4	Atlanta, GA	William Wolfe	770/475-2055
10/23	Boston, MA	Nancy Peterson	617/267-4730	12/5	Naples, Italy	Gail Neumann	39/81/724-4500
10/24	Kittanning, PA	Douglas Callen	412/543-7068	12/5	Pittsburgh, PA	Roger Angelelli	412/ 831-0430
10/24	Neenah, WI	Joseph Chiarello	610/ 667-1711	12/7	Pt.Bragg, NC	Lt.Col James Jerome	910/ 396-2588
10/28	Edgewood, MD	Dr. Don Cifrax	410/671-3797	12/7	Memphis, TN	Verna McHaney	901/ 377-6041
10/30	Green Bay, WI	Paul Kurland	414/499-6366	12/9	Piscataway, NJ	Ellen Kelly	908/ 238-1664
10/31	Oklahoma City, OK	Jane Prince	713/869-6664	12/9	Albuquerque, NM	Jane Prince	713/869-6664
11/1	Phoenix, AZ	Kathryn Deppensmith	713/869-6664	12/9	Seattle, WA	Steven Hewkin	360/476-3286
11/4	Portland, OR	Rodney Atack	503/228-6479	12/9	Brooks AFB, TX	Robert Edris	210/ 536-2844
11/5	Decatur, GA	Charles Russell	404/294-4672	12/10	Kansas City, MO	Linda Ratliff	816/471-3900
11/5	Wellesley, MA	Pamela Gordon	617/891-9124	12/10	St.Louis, MO	David Levine	314/968-4710
11/6	Chapel Hill, NC	Andy Stewart	919/967-2228	12/10	Oakbrook Terrace, IL	Robert Connelly	847/ 382-3095
11/6	Brownsville, TX	John Elmore	800/ 357-5759	12/11	Indianapolis, IN	Allan Gross	317/841-1065
11/6	Omaha, NE	Thomas Norris	402/391-3982	12/11	Chapel Hill, NC	Andy Stewart	919/967-2228
11/7	San Diego, CA	Jane Prince	713/869-6664	12/11	Orlando, FL	John Elmore	800/ 357-5759
11/7	Brooks AFB, TX	Robert Edris	210/ 536-2844	12/12	Birmingham, AL	Jane Prince	713/869-6664
11/11	Westmont, IL	Natalie Stukas	708/241-0990	12/13	Memphis, TN	Verna McHaney	901/ 377-6041
11/12	Long Beach, CA	Linda Ratliff	816/ 471-3900	12/14	Oklahoma City, OK	Robert Russell	405/376-5171
11/13	Phoenix, AZ	John Elmore	800/ 357-5759	12/16	Normal, IL	J.Curtis Tannahill	309/ 438-5803
11/13	Birmingham, AL	Jane Prince	713/869-6664	12/16	Louisville, KY	Jane Prince	713/ 869-6664
11/13	Cleveland, OH	William Wolfe	770/475-2055	12/18	Birmingham, AL	Melette L. Meloy	205/980-0180
11/13	Dallas, TX	Dean Harris	970/586-0702				
11/13	Sunnyvale, CA	Catherine Mahaffie	408/985-8665				
11/19	Greensboro, NC	Omar Juarez	910/665-1818				

\*The listed dates indicate day one of the scheduled classes; certification courses are 20 hours in length; recertification classes are 8 hours.



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## CAOHC Council Members and Their Represented Organizations

<p><b>Chair</b> <i>American Industrial Hygiene Association</i> <b>Jeffrey C. Morrill, MS (1997)</b> Impact Health Services, Inc. 920 Main Street, Suite 700 Kansas City, MO 64105-2008 Office: (816) 471-3900</p> <p><b>Vice Chair</b> <i>American Speech-Language-Hearing Association</i> <b>Susan Cooper Megerson, MA CCC-A (1998)</b> Impact Health Services, Inc. 920 Main Street, Suite 700 Kansas City, MO 64105-2008 Office: (816) 471-3900</p> <p><b>Secretary-Treasurer</b> <i>Military Audiology Association</i> <b>Richard W. Danielson, PhD (1998)</b> Walter Reed Army Medical Center HSHL-5ES Washington, D.C. 20307-5001 Office: (202)782-8607</p> <p><b>Immediate Past Chair (Ex Officio)</b> <i>American Association of Occupational Health Nurses</i> <b>Barbara Panhorst, EdD RN COHN (1998)</b> Occupational Health &amp; Safety Consultants 220 Whittlin Way Taylors, S.C. 29687 Office: (864)292-0201</p>	<p><i>American Speech-Language-Hearing Association</i> <b>Larry Higdon, MS CCC-A (1994)</b> Audiolabs/Sound Advice Co. P.O. Box 161073 Austin, TX 78718 Office: (512) 261-8844</p> <p><i>American Academy of Otolaryngology Head &amp; Neck Surgery</i> <b>Robert A. Dobie, MD (1999)</b> University of Texas Health Science Center Dept. of Otolaryngology - Head &amp; Neck Surgery 7703 Floyd Curl Drive San Antonio, TX 78284-7777 Office: (210) 567-5655</p> <p><i>American Association of Occupational Health Nurses</i> <b>Nancy A. Craft, RN COHN-S (1996)</b> Navy Environmental Health Center 2510 Walmer Avenue Norfolk, VA 23513-2617 Office: (804) 363-5581</p> <p><i>American College of Occupational &amp; Environmental Medicine</i> <b>Michael G. Holthouser, MD MPH (1997)</b> 5 Southbrook Lane Pittsfield, MA 01201 Internet: occdoc@ix.netcom.com</p>	<p><i>American College of Occupational &amp; Environmental Medicine</i> <b>Alex F. Sanchez, Jr., MD (1998)</b> Director of Occupational Medicine, Nalle Clinic 1918 Randolph Road Charlotte, N.C. 28207 Office: (704) 342-8231</p> <p><i>American Industrial Hygiene Association</i> <b>Dennis Driscoll, MS PE (1997)</b> Associates in Acoustics, Inc. 718 Aspen Place Evergreen, CO 80439 Office: (303) 670-9270</p> <p><i>Military Audiology Association</i> <b>William H. Monk, MA CCC-A (1997)</b> Bio-Acoustics Division HSHB-MO-F OHMIS Management Office #570 Aberdeen Proving Ground, MD 21010 Office: (410) 671-2926</p> <p><i>National Safety Council</i> <b>Eva Barnard, RN BA COHN (1996)</b> Morovic &amp; Associates HC80 Box 260 Grand Marais, MN 55604 Office: (218)387-9107</p> <p><i>National Safety Council</i> <b>Jill Niland, CIH CSP (1998)</b> National Safety Council 1121 Spring Lake Drive Itasca, IL 60143-3201 Office: (708) 775-2226</p>
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