



# BEAR PAW PRESS

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## Family Days

Family day is an annual holiday in February where workers are provided a designated day off to spend doing quality things with their families.

This one day is important, as all of them are, but the focus on family is one of the things in life that keeps our batteries charged. So when you are thinking of this day, really think of all days and how you find balance and time to enjoy all the things that you love.

While it may not be feasible to go on a holiday every week, it is possible to incorporate some of those holiday feelings and fun events into your at home schedules to maximize your family time.

Studies have consistently proved that having a family meal with your children will aid them in receiving better marks in school, reduce their likelihood of abusing drugs and alcohol, as well as assist in the management of social issues.

All those positives and you get to sit down and enjoy each others company for an hour! That is a good plan. Other things to consider are family fun nights, whether they are in the house or out you can plan a monthly or weekly activity such as bowling, playing Wii, card games, board games, charades, and other fun and stimulating group events.

Children love to use their imagi-

nations and love to have the security of a family network. Take the time to plan yours and ensure that you and your family are getting their daily dose of love.

These good seeds that you plant today will grow and grow. One day they will sprout seeds of their own and that positivity and love will come back to you.



## A Word from the Woods— Refocus

Well now that all the hustle and bustle of Christmas is over and we have nicely settled into the year 2010 this is a good time to refocus and get back on track. January is significant for being the beginning of another new exciting year. A fresh start, clean slate, new day, and so on.

For most of us though, we are just getting our bearings back in January and haven't really thought about what the new year will entail.

Think of all the things that you wanted to do last year and

never got around to, be it personal or work related. Make a list of things you want to accomplish this year or even in life. Instead of just looking at your list from time to time post it where you will look at it often and consciously make the list happen!

Some of your list may be chores around the house, some may be travel plans, or even health and financial changes. If you don't consciously decide what you want to do the likelihood of it happening is far, far less.

Don't sit back just watching the years go by. Instead, you need to re-focus and get involved in your own life. Be your own master and make things go!

Get out there and live each day like there may be no tomorrow. Don't put things off. Instead achieve, do, experience. You can't change the past, but you sure can look forward to the future.

For all of us the future is as bright as we want it to be!

-Roy





## Secrets of the Super-Healthy

I am sure you all know someone who conveniently escapes the current virus or flu—every time!

These people are the ones who never use a sick day, and seem to have been born with super healthy genes or a powerful immunity to disease that helps them move easily though their lives seemingly unaware that they are even susceptible to these persistent illnesses.

What are they doing that you're not? Here's some tips

for health living so that you may be more like them instead of being envious of them.

- Exercise to raise your heart rate, oxygenate cells, and increase circulation, this releases endorphins, the "feel good brain chemicals"
- Drink green tea and eat plenty of broccoli and apples, they contain antioxidants that helps the immune sys-

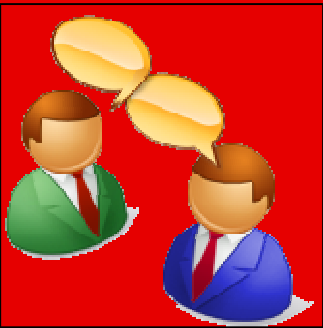
tem when its under stress

- Stop worrying, worry produces stress which then produces high levels of cortisol and other stress hormones. Stress hormones lower immunity and increases your chance of becoming ill
- Maintain a positive attitude.

(continued page 3)

The single biggest problem with communication is the illusion that it has taken place.

George Bernard Shaw



## Lauzon Lowdown— Communication

Ever give an assignment to an employee and wonder why when you get the work back that it is nothing like what you had thought you asked for?

Such situations may take place when an employee is not truly aware of what is requested of them. Ineffective or poor communication is frustrating for everyone involved. For employees this may become a source of conflict. Lack of effective communication may lead to:

- Misunderstandings
- Lack of information
- Decrease in employee's performance

If a manager is able to communicate their ideas clearly so that the employees know specifically what is asked of them, they will perform their jobs more effectively. They will know exactly what is expected

and required, enabling them to produce the quality of work that the employer is expecting.

A good style of management is a positive approach to communication, Some solutions for poor communication are:

- A manager/supervisor should make sure that their communication style is positive and effective
- Any problems that arise should be communicated both among the employees and up to the supervisors
- If the atmosphere inside the company is encouraging for effective communication, this will allow the employees to clearly realize how important communication is for each staff member personally.

- Communication should always be two way, allowing employees to not only listen but always to have a chance, and be encouraged to ask questions, express their own ideas
- Feedback is as I see it the most important line of communication, allowing the employee to see that what they have accomplished has made a difference for the company.

Improving communication skills over time will make you more effective and productive in the workplace. Also you will have less stress and more rewards in you personal career.

We all can use some work on our communication skills, and our skills will develop over time.

# Deep Thoughts by Russ

Don't know a good thing until it's gone? Success is not defined by obtaining everything you want, but by enjoying and appreciating everything you have. Learn to enjoy what you have. Individuals who appreciate what they have tend to be happier than others that are trying to convince themselves that if they had more they would then be happier.

Stop comparing yourself with Joe next door take a look around. Joe may look like he's got a great life with his fancy home, nice cars, swimming pool in the back yard. But is he really happy, or is he too busy working to pay for all these things to actually sit back and enjoy time with his loved ones and enjoy his beautiful home and surroundings.

I want to challenge the common perception that it is only possible to enjoy your leisure time. In particular the professionals stuck in the 9 to 5 grind who longs for the weekend and in the process has given up on trying to find pleasure

in the ordinary experiences we have every day.

Appreciate beauty, each day we come across beauty in a number of shapes and forms. Most people have become so accustomed to this beauty that it goes largely unappreciated.

Connect with nature, nature is an amazing healer for stress and strains of our modern lives. Eat lunch at a park instead of at your desk. Watch a sunset, or just get out and enjoy your surroundings.

Laugh—the most wasted of all days is one with out laughter. Never be too serious to smile or too busy to laugh. Surround yourself with fun people and don't get caught up in your own sense of importance.

Enjoy simple pleasures, a good cup of coffee when you awake, time spent with family. Slow down and for a moment and take the time to appreciate these ordinary events, life will instantly become more enjoyable.

Connect with people, so many

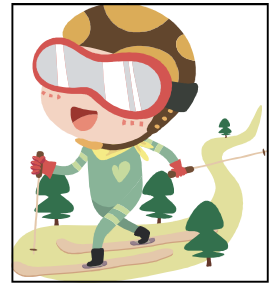
times its our relationships with people that give us the most happiness in life. Maybe the best way to enjoy our job is not to think you will be happier with a raise or promotion but to build a rewarding relationships with your co-workers.

Learn new things, there is a strong link between learning and happiness. There is no excuse to not to learn something new each day.

Celebrate your successes, during a normal day we have minor successes. It may vary from dealing with a difficult customer to being complimented on your great work.

I am still learning how to do a lot of these techniques to see the beauty in my own life but each day that I do is a day filled with more happiness and greater reward.

-Russ



## Secrets of the Super Healthy— continued

- Develop a diverse network of friends. Those who are extroverted and who spend time among different groups of people are less prone to heart disease and live longer
- Sleep—give your body 8hrs of uninterrupted sleep night after night. This builds immunity to keep you healthier
- Take care of you dental health, gum disease can hurt more than your teeth and gums. The bacteria in your mouth can cause other diseases in your body as well
- Avoid excessive caffeine intake and mood-altering lifestyle drugs that can have some serious, long-term, negative health effects
- Avoid processed foods, fast food and sugar. Incorporate more fruits and vegetables into your daily diet. A high fiber, low calorie, low fat diet is the best way to eat to stay heart healthy
- Take 10 minutes each day to meditate, relax, and just think about your day. This time allows your brain to process ideas and rest.





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## Audit Awareness

Each year we participate in the annual audit. Some years, every third in fact, the audit is conducted by a third party auditor and the other two years of the cycle they are performed internally by trained personnel.

Also each year we try to give workers a little bit more information about the audit process and how it affects them. This year we would like to share with you some information about what our safety program is built upon and the reasons for that.

Enform is our certifying partner. By choosing Enform as our certifying partner we agree to abide by their standards, the basic safety program guidelines and comply with the requirements for maintaining our Certificate of Recognition.

Our HSE Program has been developed in accordance with these guidelines and contains specific sections of information which are meant to be beneficial for the worker. These basic sections include:

- Management Commitment
- Hazard Assessment & Control
- Rules & Safe Work Practices

- Training
- Communication
- Incident Reporting & Investigation

Additional elements included in the program also cover:

- Inspections
- Preventative Maintenance
- Emergency Response

During our annual audit the purpose is to measure how well we, as a company, are achieving our goals as they are outlined within our own HSE program. We strive every year to improve on our performance, communication, and documentation.

Bear Slashing is very pleased with the strides we have taken from season to season and year to year. We have our workers to thank for our achievements and would like to thank you all again for helping us to complete this years audit which will be conducted February 15-30th.

## Safety Trends

Safety is an every changing venture. We must be vigilant about staying on top of industry and government rules, as well as being familiar with new ideas and techniques that are coming into play.

This past year there has been a huge push to move from simply having a safety program, which covers the basic elements of safety, to having a program which specifically addresses the legislation pertaining to individual companies.

Legislation is included in our manual to specifically outline the requirements of the company, supervisors and workers. However, we must all take the initiative to become familiar with what legislation means, how it applies to us, and how we can work to adhere to these rules.