



Bear Paw Press

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Bear Notes

It's been rainy, stormy and hot this Summer but we've enjoyed the days regardless. Long weekends, siestas and day trips with the family are all part of what makes summertime so much fun.

This year we are thankful yet again to be celebrating the safe and happy conclusion of a successful working season which has led us to over 1100 days of No Lost Time Incidents!

As a company we are 3 years LTI free and that is a great accomplishment. We have added a banner to the front fence to allow us to track the safe days of work on a monthly

basis and let the community know that we are pleased to be committed to the safety of their families, and their environment.

A new season is on the horizon and with it are new initiatives for growth and progress. Together with all of our staff and contractors we look forward to the new season and plan to make it a safe and healthy one for all our workers.

Congratulations Team on a job well done! You have each worked hard to meet the growing demands of our Clients and Government.

Together we have achieved many of our goals. We continue with our efforts to improve systems and bring Bear Slashing Ltd. to a higher level of safety each and every year.

We count on you for your continued support and wish you a great and fun summer.

Congratulations & Thank you!
Danny & the Team

1100 DAYS - NO LOST TIME

Special points of interest:

- It may take workers 4-7 days to become fully acclimatized to working in the heat.
- Choose your attitude, and improve your mood
- Outdoor workers are high risk for skin cancer

Beat the Heat

It takes the average person anywhere from 4-7 working days to become fully acclimatized to working in the heat; but this process may take up to three weeks for some individuals.

Each person is different, people who are in good health and physically fit tend

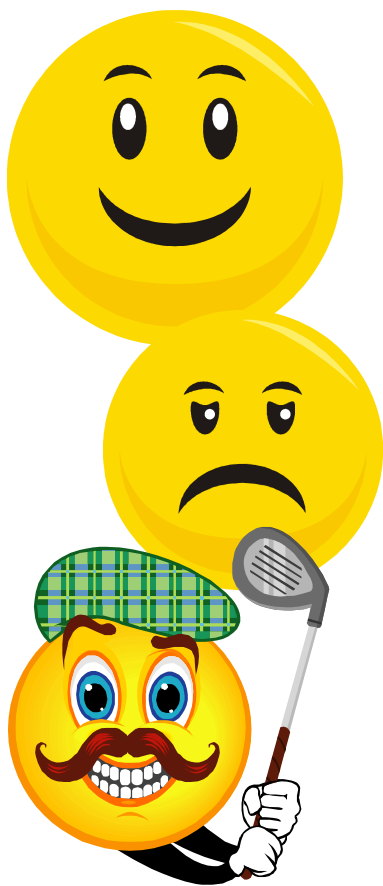
to adjust faster and more easily.

Always monitor yourself and your co-workers when working in extreme temperatures.

Heat stress is the overall heat load on the body, including environmental heat and inner body heat produc-

tion due to working hard. Mild or moderate heat stress may be uncomfortable and may affect performance and safety, but it is not usually harmful to your health.

When heat stress is more extreme, the possible health effects include:



Lauzon Lowdown-Choose Your Attitude

Have you ever noticed how one person can stub their toe and shake it off while the other needs serious first aid? Although we don't yet fully understand the mind/body connection, we do know that a positive attitude can:

- Help improve mood, self-esteem and sense of well being
- Decrease depression, anxiety and hostility
- Lessen pain and other bodily symptoms
- Speed recovery
- Enhance immune function
- Extend longevity

We also know that, to a great

extent, our attitude is determined by how we decide to think about events. This "self-talk" whether it is positive or negative, is so powerful that it determines not just our emotions, but the condition of our physical and mental well-being too. This means you get to choose!

Three simple action steps to help optimize your emotional health:

1. **Acknowledge that you're in control.** The great thing about your attitude is that it's yours. You cannot control what others say or do, but you can control how you react to it.

2. **Be thankful.** Put things in perspective. See value in the things you do have like life, love, family, hobbies—whatever that may be.

3. **Don't worry about the small stuff.** Remember what's important, and ignore the little things. Focus on the larger picture and you'll find less frustration in your daily interactions with others. The things that matter most are your health and happiness and your family's health and happiness.

Your attitude is yours—so choose it wisely.

Dallas

'We tend to forget that happiness doesn't come as a result of getting something we don't have, but rather of recognizing and appreciating what we do have.'

~Frederick Keonig

Deep Thoughts by Russ

Productivity is important in every business and it is even important in your own home. We all want to maximize our time so there is 'more room' for the things we truly enjoy.

Are you wondering why your eight hours of work is taking you ten or twelve hours to complete? Interruptions are the enemy of work; these can range from a co-worker asking you questions, phones ringing, texts and emails to a forgotten meeting or commitment. If people want to get things done, they've got to get rid of interruptions. You need longer periods of uninterrupted time to actually get your work done. So if you have a task that needs

completing, avoid the interruptions. Close your office door so co-workers walking by realize you are busy and they won't bother you.

When your done with your work or need a break, now is the time to go back and check those things out. Check your email and send your replies, respond to any phone messages you might have had. Then if your task that you were working on isn't complete you can go back to it, or on to the next task that needs completion.

Be sure to remain focused on your initial goal though—it is easy to get distracted. Take

your breaks and lunches away from your desk, go outside, walk around. This way when you come back from your break you actually feel like you had one. This will make it easier to focus on your tasks that need completing.

Use your micro-breaks and time immediately before or after lunch time to see what co-workers wanted to discuss with you, catch up. By doing these few small things you will find that you in fact get your work completed during your work hours and won't be taking work home with you. And you will feel less stressed by having it all completed.

Shun the Sun to Reduce Skin Cancer Risk

Any worker who works outdoors and are regularly exposed to the sun for long periods of time are at high risk for skin cancer. According to the Canadian Dermatology Association (CDA), the danger for outdoor workers is the fact that they are often in the sun when the sun's harmful ultraviolet (UV) radiation is at its strongest, between 12 noon and 2pm.

Good news is that skin cancer is largely preventable and that you can take precautions while under the sun.

Reduce exposure to sunlight. Try to limit the amount of time you work outdoors in the sun, especially from 11:00am to 4:00pm when the sun's rays are the most intense. Seek shade from buildings, trees, canopies as much as possible. Be aware that white sand, water, concrete, snow,

and ice can reflect from around 10% to 85% of the sun's ultraviolet radiation.

Wear protective clothing and sunglasses. Wear clothing that covers as much of your body as possible, made from fabrics which do not let light through. For additional protection wear wrap-around sunglasses that absorb UVB and UVA radiation, and a wide-brimmed hat. If you wear a hard hat, attach a back flap to cover the back of your neck and a visor for the front of the face

Use protective sunscreens. You should generously apply a broad spectrum (UVA and UVB protection) sunscreen of SPF 30 or higher to all areas of exposed skin, 20 minutes before working in the sun. Reapply it as directed by the manufacturer's instructions, usually every 2 hours or more often if

you are perspiring heavily. Remember your lips and apply a broad spectrum, SPF 30 lip balm.

Sunscreens should be used in addition to, not instead of, working in shade and wearing suitable clothing, hats and sunglasses. Sunscreens are not intended to extend the exposure time to sunlight, but rather to reduce the effects of sunlight when you have to be in the sun.

Examine your skin regularly for any unusual changes. The danger signs include any wound, sore, or patch of skin that won't heal or constantly scales. Also examine for any growing lump, particularly if brown or bluish in color. Get medical care for anything that looks suspicious rather than wait until the problem becomes untreatable.

Direct sunlight has a luminous efficacy of about 93 lumens per watt of radiant flux, which includes infrared, visible, and ultraviolet light. Bright sunlight provides illuminance of approximately 100,000 lux or lumens per square meter at the Earth's surface.

Beat the Heat (Con't)

- Edema, which generally occurs among people who are not acclimatized to working in hot conditions. Swelling is often most noticeable in the ankles.
- Heat rash which is tiny red spots on the skin. They cause a prickling sensation. The spots are the result of inflammation caused when sweat glands become plugged.
- Heat cramps are sharp pains in the muscles that

may occur alone or be combined with one of the other heat stress disorders. Cramps most often occur when people drink large amounts of water without sufficient electrolyte replacement.

- Heat exhaustion is caused by excessive loss of water and salt. Symptoms include heavy sweating, weakness, dizziness, nausea, headache, etc.
- Heat stroke is heat-

induced giddiness and fainting induced by temporarily insufficient flow of blood to the brain while a person is standing.

So when working in the heat make sure you have plenty of fluids, as well as food or drinks to replace your electrolytes. Watch for signs and symptoms in yourself and co-workers.

Effects often aren't felt until after you are out of the sun, so be prepared and preventative!



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Safety Scene—Young & New Workers



Training is a continual process from the first, to the last, day of work.

Did you know that new, young and inexperienced workers are five times more likely to be injured at work in their first four weeks on the job?

It makes sense. These workers are often unable to perceive the hazards and risks because they lack experience; they may over-rate their own skills; young workers in particular may be adrenaline junkies and thrive on risky behavior, both on or off the job; and they may have difficulty understanding and applying general orientation training.

We take several steps to educate our young and new workers through full orientation, online safety training, site orientations, and mentoring; but, employee orientation training

isn't a one-style-fits-all proposition. People learn in different ways and at different rates. For effective orientation, considerations must be given to the time, place, and course content to avoid overload.

5 Objectives of New Worker Safety Orientation

When providing worker orientation, key objectives are training workers to:

1. Understand their role in a safe workplace;
2. Follow safe operating procedures;
3. Know the hazards of their workplace;
4. Use protective equipment;
5. Comply with the rules.

After orientation occurs, the

worker is integrated into their workplace and training from Supervisors and senior workers takes place.

Communication is essential to ensure the new worker is advised on the work they are performing; correct procedures; emergency response, and so forth.

Training is an ongoing process and for new or young workers who are facing not just a new job, but one of their first jobs, it is important to take the time to train them properly.

Never assume a worker is familiar with a task. Always review the work and discuss proper protocols. This way you can help everyone stay safe.