

# BEAR PAW PRESS



## Inside this issue:

Main	1
Eye Safety	1
Lauzon Lowdown— Mama Told Me	2
Bear Notes and Quotes	2
Deep Thoughts by Russ	3
Sleep Easy	3
Cancer Awareness	4
How Much Can I Lift?	4

## Special points of interest:

- New hire on page 2
- Tips for better rest on page 3
- Cancer awareness on page 4

## Spring-a-Ling!

Are we getting older or are winters getting longer? Don't answer that. It just doesn't matter. The point is that spring is making itself known and it feels good!

Time to break out the patio furniture, dust off the cobwebs in the gardening shed, and say hello to the new season, if you haven't already, that is. Along with the new plus zero temperatures is moisture and a lot of clean up. The snow was a blissful blanket that covered up all the debris hanging out over winter.

The next couple of weekends be sure to plan some time with your family or neighbors to do some spring cleaning. Clean out any gutters, window sills, vents, and drains that are clogged from

winter or fall. Be sure to use proper safety practices to if you are working at heights or on slippery surfaces.

Now is a great time to make sure your fire alarms, CO2 monitors, and so forth are working properly and have fresh batteries. Maybe even squeeze in a drill for the family too!

Best yet, you can get outside and pick up the garbage that has blown into your yard over winter and toss it before it makes its way around the community. A little bit of time and

effort now will go a long way to beautifying the landscape later.

Bear Slashing is planning cleanup activities over the next month and we look forward to a fresh new start. There is nothing that feels quite like a clean house, or shop, or yard!



**Have fun & happy spring!**

## Eye Safety

Why is eye safety at work important? Eye injuries are very common at the workplace and more than 2,000 people injure their eyes at work each day. About 1 in 10 injuries require one or more missed workdays. Between 10-20% of injuries will cause temporary or permanent vision loss.

Using the right eye protection at work can lessen the severity or even prevent eye injuries in up to 90% of all incidents that occur in

the workplace.

Common causes of eye injuries are flying objects, tools, particles, chemicals, harmful radiation and any combination of these or other hazards.

Your best defense against an eye injury is to know the eye safety dangers at work, to complete an eye hazard assessment, and eliminate the hazards before starting work. Use machine guarding, work

screens or other engineering controls and **always** use proper eye protection. You should wear safety eyewear whenever there is a chance of an eye injury or you are passing through areas that pose eye hazards.

Every job requires different eye protection depending on what the hazards are. There are various CSA approved eye wear for all your needs. Be familiar with your options—and use them!

Do the difficult things while they are easy and the great things while they are small. A journey of a thousand miles must begin with a single step.

~Lao Tzu



## Lauzon Lowdown— Mama Told Me There'd Be Days Like This

Dealing with Difficult People.....I am sure you know the type. The co-worker who takes your good ideas and claims them as their own. The parent who refuses to let you grow up, even though you are in your 40's with a family of your own. The "friend" who is always judging you and who never has a nice word to say—about anyone.

We all have at least one difficult person in our lives, and if you only have one, consider yourself blessed.

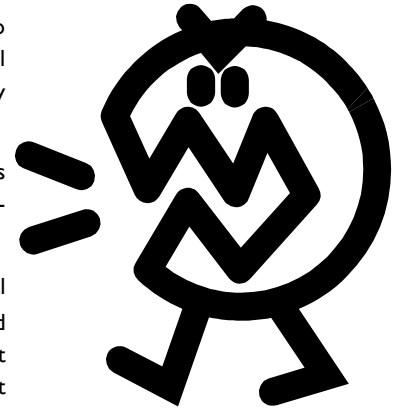
So how do you deal with difficult people without lowering your own standards? Or how do you prevent them from stressing you out to the point where it affects your day to day life and health?

First, understand that you needn't take the words or actions of the difficult person personally. They have nothing to do with you and everything to do with them. Most of the time, difficult people are insecure, lonely and unhappy people

who try to bring others into their web of misery. Don't fall for it! Maintain your sanity and composure.

Here are a few suggestions for dealing with difficult people:

- Take the proverbial deep breath and don't lash out. Just because the bait's out there, it doesn't mean you have to bite it.
- Difficult people love to get a reaction from others. It fuels their feelings of power. When you fail to react and practice restraint prior to responding, it helps to diffuse a potentially volatile situation.
- Do not allow anyone to steamroll you. Be assertive, set boundaries, know when it's time to walk away.
- Sometimes it's best to take a time out, and to decompress. Think



before you respond.

- Know when to walk away from a relationship, a family member, or even a job. You owe it to yourself to take care of you, especially if a relationship has become abusive.

When the difficult person fails to get the reaction they are seeking from you, they will move on to their next victim. Oh, and make sure that you're cultivating plenty of healthy and mutually respectful relationships in your life— the kind that really matter!

## Bear Notes & Quotes

We are really excited to welcome Leighsa Shanks as our new Finance Officer for the company. She comes to us from a local accounting firm and has many years of experience in the accounting industry.

Leighsa is adjusting well to the new position and is looking forward to meeting everyone at the annual Supervisor's Meeting in May!

Chantal has also been a welcome member to the team and has

proven to be a valuable asset as payroll clerk. Welcome Chantal!

The annual audit has completed its documentation collection portion of the audit process and is now moving into the second of the two 45 day windows, which includes processing the information collected and generating reports. Thank you to all the Supervisors and Workers for contributing during this very important activity!

Nicole is preparing all the safe work hours and job information for the safety awards program for 2009. A letter will be sent to all employees that qualify for safety awards for 2009.

April 29th will mark the 3 year anniversary of No Lost Time incidents for our company. This is a great achievement and has taken time and dedication from each one of you! Great work!

In Canada 4 of 10 workers believe the stress they experience at work is such that it creates a positive impact upon their work performance.

3 of 10 workers believe stress plays a negative role in their performance and 1 of 10 believes it does not have an impact on their workplace performance.

## Deep Thoughts by Russ

Ever go to work and come home feeling like you have gotten nothing accomplished? Do you have a desk with a mountain of papers that you push from one side to the other side each day and that pile just keeps getting higher? If you have answered yes then it sounds like time management might not be one of your strong suits. However, it is a critical business skill to learn, especially in the fast paced world in which we live and work today.

Here are several time management tips that may help you to “pull it together” and get more done on the job. By doing this you will feel less stressed and more comfortable when you’re in control of your daily activities.

- Emails— if you are one of those people with an ever full inbox then you need to commit to checking email 3 or 4 times a day only. Turn your email off so you are not tempted to look at it every fifteen seconds.
- Resolve to handle each

email only once. Read it and then act on it (respond to it, forward it to someone else for action etc.). File important emails away in the correct folders or delete ones you do not need.

- Organize your next day’s “To Do” list before you leave work for the day. Prioritize each task. When you get to work start with the most important tasks before you do anything else
- Break large projects down into more manageable tasks. It’s easier to work on one small step at a time then to look at the whole project.
- Avoid multi-tasking whenever possible, you will find you have a lot of projects started and none of them finished.
- Make sure you have scheduled some breaks into your day. Productivity

will decrease if you sit at your desk for hours at a time.

- Reward yourself when you’ve completed a job well. This is a terrific way to stay motivated and on-task.
- Get enough sleep, exercise and eat healthy foods...all these will help with concentration and efficiency on the job.
- Be sure to create a healthy work/home balance. Don’t sacrifice your family for your career.

If you are overworked then you need to communicate this to your Supervisor before it impacts your job performance.



Good time management helps to get things done

## Sleep Easy

If you find yourself yawning throughout the day, it may be because you aren’t getting enough sleep, or high quality sleep. The problem? It may simply be the amount of light you’re exposed to.

Drowsiness at work is experienced by many shift workers who have difficulty sleeping well because their work schedules conflict with their bodies’ natural sleep-wake cycles.

Melatonin, which is a hormone produced by the pineal gland in the brain, affects both our desire to

sleep and the quality of our sleep. Darkness enhances melatonin production, while light inhibits it.

Shift workers typically experience drowsiness when at work and suffer from insomnia when they try to sleep during daylight hours. This is the same affect which happens when we change the clocks and immediately expose ourselves to more light.

Night Lights can also disturb the normal production of melatonin, and interfere with your ability to get a good night’s sleep. So make

sure your bedroom is completely dark. Create a darker environment by using light-blocking shades, lined curtains or even an eye mask to block out all light.

The key is balance. You need light but you also need dark. Elderly often do not have enough light and this disrupts sleep patterns too. Getting outside more, or increasing the level of light in their homes during the day and early evening hours may actually alleviate the major cause of their sleep distress!

7402-50th Ave.  
Bonnyville, A.B.  
T9N 2G8

Phone: 780-828-8048  
Fax: 780-828-1913  
E-mail: bonnyville@bearslapping.com

### *April 22, 1970*

*The world's first Earth Day is held.* US Senator Gaylord Nelson of Wisconsin announced his idea which included a nationwide environmental teaching day in the fall of 1969. A New York group headed up a national movement and the break came when Mayor Lindsay agreed to shut down 5th Avenue for the event.

The first Earth day celebrated with participation from 20 million Americans and included coast-to-coast rallies. Universities held protests against environmental deterioration and existing groups fighting against environmental spills and wildlife extinction were natural supporters of the event.

1990 saw rise to 200 million participants in 141 countries, and in 2000 over 1 billion worldwide participated.



## Cancer Awareness

April is national Cancer month. This is a great time to spread awareness locally and in the workplace. Cancer causing agents seem to be everywhere these days from the tanning booths to the charcoaled chicken on your barbeque. Being aware of potential carcinogens is the first step to reducing your exposure. Knowing your risks and controlling them is standard practice in the workplace and should be carried home with you too.

In 2009 Alberta citizens were diagnosed with over 15,000 new cases of Cancer. The leading types for men were prostate and colorectal; for women, breast and lung. Preventing Cancers is a team effort between citizen, industry, and government. Together we must all be aware and know the facts about environmental risks and other factors.

Check out the Canadian Cancer Website at [www.cancer.ca](http://www.cancer.ca) to read more information about:

- Knowing your body
- Getting checked
- Family genetics
- Artificial hormones
- Viruses and bacteria
- Cancer and the environment
- Special environmental contaminants

## How Much Can I Lift?

There is no specific law regarding the maximum weight a worker can lift. As well, restricting loads to a particular weight does not guarantee safety. You may in fact injure yourself reaching awkwardly to pick up a very light load, or by slipping and losing you balance while handling a modest load.

Some ways to prevent injury are to:

- Try to reduce the weight and size of the object you are lifting
- Keep objects you lift as close to your body as possible
- Have lifts begin at knee level but go no higher than shoulder level

- Avoid rotating or twisting movements when lifting or lowering a load
- Avoid awkward postures
- Make sure you stance is comfortable and solid
- Lift loads smoothly
- Pace you work

Employers can help out too! Planning and monitoring for safe job execution is just as important as the actual execution of work.

- Reduce or eliminate heavy and repetitive lifting
- Reduce the weight and size of the object to be lifted
- Replace lifting and lower-

ing by pushing and pulling, or using mechanical lifting devices

- Provide workers with adequate clearance and headroom in their work areas
- Rotate workers among tasks which do not include lifting
- Reduce the distance between the worker and objects being lifted
- Suit lifting tasks to the worker's capabilities
- Keep track of symptoms and injuries
- Have an ergonomic assessment done of the job and work area.