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Spirit of the Season!

Every year with the end of summer there is a sense of sadness and closure. The heat, fun, and freedom that comes with summer is gone and all we have to look forward to is the incredible coldness and finality of winter.

That transition seems to last only a few weeks as we all prepare for the most festive and family oriented holidays of the year. Children head back to school, weeks are spent on planning Hallowe'en costumes and parties, then it happens.

The first snowfall paints the town in freshness and light, washing away the dark dead grasses, weighing down the boughs with thick, wet flakes. The pristine beauty of winter puts a little spring in everyone's step. Just enough to keep out the cold.

The crews muster their energy to complete a few last shifts before returning home to their families and friends and from that point on, each day passes marking one day closer to Christmas.

No matter what you celebrate, what stories and history you believe, the magic of the season breathes life into each of us. It reminds us of our youth; of good times past, and the opportunity to create new memories with friends and family.

We take the time to pull boxes from storage and decorate our homes with excitement and cheer. Gifts are crafted and bought with fervor to ensure the utmost of excitement from our loved ones on Christmas morning. And the food, the wonderful cookies, cakes, pastries and pies that preclude the

season are tempting treats for us all.

The days themselves are hectic but in the end we all still look forward to this magical time of year. The spirit of the season is contagious and it's no different for us at Bear Slashing.

We love the smiles and laughter that fill our office throughout the holidays. Every worker's smile is a little bigger and a little brighter as they say goodbye for the holidays. Perhaps the best part is when they return with the same big bright smiles, sharing their winter stories.

This season we wish all our workers and clients, their families, and friends the very best of the

Spirit of the Season!



Lauzon Lowdown-Safety Kits

Don't get stuck out in the cold. For your comfort, safety and peace of mind you should carry an emergency road kit in your vehicle. Make sure that if you use anything that you replenish the supplies. These are a few ideas to have in your kit:

- Blanket
- Extra clothing and footwear
- Emergency non-perishable food and some water bottles
- Candles in a deep tin
- Waterproof matches
- First aid kit
- Flashlight with extra batteries
- Fire extinguisher
- Booster cables
- Ice scraper
- Snowbrush
- Paper towels or rags
- Road map
- Compass
- Sand, road salt or kitty litter
- Shovel
- Also if you have a cell phone carry it with you

There are many extra items that you can add to your kit but these are just a few suggestions.



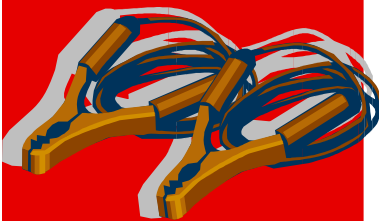
A Word From the Woods

Turn up the safety when turning up the heat this winter. In Alberta alone fires related to home heating, increase 150% in winter months, due to greater use of heating equipment to keep out homes warm against the frigid temperatures outdoors.

The good news is that there are a few things that you can do to help prevent heating-related fires from occurring. Most of these may seem simple but you may be surprised how often they occur!

- Keep one meter of space between all heating equipment and anything that can burn.
- Never use an oven for heating your home
- Have qualified professionals install stationary space heating, water, or central heating equipment
- Turn portable heaters off when leaving the room or going to bed
- For fuel burning space heaters always use the proper fuel as specified by the manufacturer
- Make sure the fireplace has a sturdy screen to prevent sparks from flying into the room
- Burn only dry seasoned wood.
- Make sure all fuel-burning equipment is vented to the outside to avoid carbon monoxide poisoning
- Install and maintain carbon monoxide alarms to avoid the risk of carbon monoxide poisoning
- If you smell gas in your gas heater do not attempt to light the appliance. Turn off all the controls and open doors and windows. Call a gas service person to fix the issue right away!
- Test smoke alarms at least monthly.

Taking a few moments to inspect your heating equipment will keep you and your loved ones safe and healthy.



Chemical Storage

Getting ready to put away chemicals that you are no longer going to be using during the winter months? You will need to prepare a list of all the chemicals at the workplace, list them using their common name and trade name, with its chemical composition and the name and address of the supplier and manufacturer.

Make sure that your Material Safety Data Sheets are available to workers who may come into contact with the chemicals, and that

chemicals in the workplace are properly labeled. (see the 3 types of labels below) Suppliers are required to provide detailed labels with controlled products but it is the employers responsibility to ensure that such labels are in place when the chemical is received and that the label is not removed, destroyed or changed.

If a label is destroyed or damaged it is up to the employer to provide a label which identifies the product and tells how to handle it safely,

and indicates the availability of a MSDS for the chemical. All MSDS should be updated at least every 3 years, and may be available in hard copy or on an accessible working computer.

Chemicals must be stored safely and incompatible materials must be segregated. All individuals working with, or supervising those who work with, hazardous materials must have WHIMIS education and site-specific training.



Supplier Label

Found on original containers. The minimum requirements are:

- Chemical name
- Hazard information
- Handling information
- First aid information
- Reference to MSDS being available

Workplace labeling(on secondary containers, or supplier containers to replace damaged or missing labels)

Recommended for containers in use for more than 1 week. Min requirements are:

- Chemical name
- Safe handling information
- Statement of an MSDS is available

Other means of Identifications(on secondary containers) in requirements are:

- The chemical name as it appears on the supplier label is preferable
- A name known to all users and workers in the area may be used

- A chemical formula may used if the name of the chemical is virtually unknown or
- Well known acronyms may be used only if that identifier is normally used on supplier labels or literature
- WHIMIS label (pictogram), used to identify the known or expected hazard of the material

Back To The Basics

Preventing lower back pain, there are a few simple steps you can take to prevent injury— in particular, you can reduce if not eliminate, the manual handling of materials at work.

The most common cause of lower back pain is overuse, which strains the spinal column and the tendons, muscles and other tissues that support the spine and allow it to function. Even motions that

seem harmless can cause damage and strain if they are repeated hundreds of time a day. Even lifting something as light as a pencil from the ground can result in back pain if the lift involves twisting or and awkward body position.

Lower back injuries may not always be noticed initially, many people who are injured have stiffness and reduced range of motion, pain may or many not be present.

In many cases the stiffness and pain go away over time without medical treatment. Maintaining near-normal activity levels and avoiding bed rest are key factors in recovery unless otherwise stated by your doctor.

So start slow and keep up a regular pace. The important thing is to keep moving! A little bit at a time and continually throughout each day. You can do it!



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Deep Thoughts by Russ

Ever had a job when the team moral just wasn't what it should be? Just by changing the strategies that we use to motivate our employees, we can greatly change the outcome of their work. It may take some getting used to changing your ways but soon you'll notice the results, which will be improved by team member attitudes, better team behaviours, and increasing work productivity.

Most ideas can be implemented merely by a change in team accountability or the way the manager or leader communicates with the team and encourages the team to grow itself.

1. Be positive and set a good example for the team
2. Share information on projects and business openly

3. When possible let the team work though their conflicts, but be ready to resolve negative conflict and bad situations before team morale is damaged.
4. Give feedback for improvement when necessary in a positive and thoughtful way.
5. Show appreciation for the work the team does using different methods for rewarding team and members.
6. If a team request or member idea is not understood, ask for clarification or examples.
7. Actively listen to team com-

Always treat your employees exactly as you want them to treat your best customers
-Stephen R Covey

8. Allow the team to evaluate its leader and suggest improvement ideas to help the team with respect, trust, and confidence in their leader.
9. Show confidence in the team by supporting their work and needs.
10. Do periodic team assessments with the members on how the team is doing as a way to increase awareness of what is right. Be sure to identify opportunities for improvement.

A leader sets the tone of the work. Each one of us plays the role of leader some place in our lives.

Be the leader you want to be led by!