



Bear Paw Press

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Hey—What's Going On?

A few words with our Fleet Manager, Gary Hey, will quickly fill you in on his biggest project of the month—ROPS.

The ultra-organized, long time worker for Bear Slashing has taken the latest assignment and run with it. The result? A fabulous new roll over protection system built specifically for our crew trucks.

This safety initiative is being put into place throughout industry and specifically requested by our clients to improve worker safety. While the idea of ROPS isn't new, the

advancement of system designs is.

We have worked with manufacturing specialists to achieve specific fit, form, and function to best serve our needs and will be installing the protective device in at least 20 of our crew trucks before the end of the year.

Plans to continue installation throughout the remainder of the fleet will be developed in the new year.

We are happy to be stepping on board with this safety initiative, and believe that all com-

panies should see the moderate price tag as a small price to pay when it comes to ensuring worker safety.

The new design is an external protection system that provides substantial protection from crush injury to occupants of the vehicle by protecting the occupants zone.

Minor modifications are required to the vehicle to allow for installation making it a very easy and quick installation.

Great job in selecting our new ROPs!

News from the Joint Health and Safety Committee

News from the Joint Health and Safety Committee!

We have met and assessed our needs to improve upon the existing heating, ventilation, and air conditioning system currently installed within the Bonnyville shop.

After consulting with several local experts, we believe we have come up with a suitable solution to increase the air exchange rate within the shop

and improve the overall air quality.

Maintaining heat and air quality within a welding and mechanical facility can be quite a challenge and we are excited to be working with Shop Supervisor and JHSC member, Dan Frocklage, who took a personal interest in helping to find a responsible solution.

We are excited about this new advancement in the shop and

look forward to hearing feedback from our workers!

The installation will be complete before the end of October and will include a 50' long infrared heater, a 4500CFM exhaust fan and a 30x30 low leakage inlet damper complete with actuator, gas permit, and gas line to the heater.

We look forward to getting feedback from our workers on the system!

'Autumn is a second spring, when every leaf is a flower'

-Albert Camus

Deep Thoughts by Russ— Communication

I'm talking but nobody's listening. Or are you talking and I'm

not listening. I was once quoted as saying, "I only really hear about 10% of what you say!" and even though I was joking, that comment has come back to get me more than once!



What it boils down to is this.

When somebody is speaking to you they are giving you the gift of their time and thoughts. For whatever reason, they feel they have some value to share with you. So treat them with **R E S P E C T**.

R– take **RESPONSIBILITY** for what you say/feel without blaming others.

E– **EMPATHETIC** listening—truly work to hear them.

S– be **SENSITIVE** to differences in communication styles.



A Sound You Can Live With

Beep, Beep, Beep.....a sound you can live with. October is fire safety prevention month. 65% of home fire deaths happen in the homes with no smoke alarms at all, or none that are working. When there is a fire, smoke spreads fast and you need smoke alarms to give you time to get out.

- Make sure you have installed alarms, in their

P– **PONDER** what you hear and feel before you speak.

E– **EXAMINE** you own assumptions and perceptions.

C– keep **CONFIDENTIALITY**– if a person cannot trust you, they will be reluctant to communicate.

T– **TOLERATE** ambiguity, because we are not here to debate who is right or wrong.

You have the ability to set the tone. How you present yourself, smiling or frowning, relaxed or tense. Always try to be calm, gentle, and matter of fact. If you have a talker on your hands then let them know, "I really want to hear what you have to say, but I am pressed for time right now. Can we meet up later?" They will understand.

Don't forget the power of cheerfulness, and use humor if appropriate. Phrasing your statements positively, you will be more likely find yourself communicating with a willing

participant than if you start out negatively.

Give people a little personal space too. Talking 3 inches from somebody is definitely not respectful, and neither is shouting.

Non-verbal communication also plays a major factor when communicating. People mirror the moods of those around them, watch the other person's posture, gestures, and facial expressions. Watch for restlessness or other expressions of discomfort, anxiety, or nervousness.

Quality communication is especially important in the realm of emails. Forgotten caps locks can get you into a world of trouble. Sending off an inappropriate acronym to your boss may also get you into some hot water.

Read your email over before you press that send button.

Think. Then act.

Listen. Then speak.

proper locations. In bedrooms, outside each separate sleeping area and on every level of the home, including the basement.

- Test alarms at least monthly by pushing the test button.
- Replace batteries in alarms at least once a year...if the alarm chirps this is a warn-

ing the battery life is low.

- If cooking fumes or steam sets off nuisance alarms, replace the alarm with an alarm that has a hush button, this will reduce the alarms sensitivity for a short period of time.

It just takes a few minutes each month to ensure the safety of your loved ones.

Lauzon Lowdown-The Power of Positive Thinking

A positive attitude in the workplace can make a big difference. I spend my days at work but at night I am a dad. This is one of the best jobs I have ever had and it teaches me a lot too.

Having a positive attitude is something we are born with. We are born believing we can do anything. We can't sit up but we keep trying, fall down, get hurt, cry, and keep going. That's not enough. We want to stand, run, jump, and on and on.

As I watch my children, I see in them the ability to believe in themselves and I know that, part of it is just nature and the path of life, but a good part of it is what they are hearing from us as parents. We tell them, "You can do it! Keep going! Good job! Try again! Almost!" and so on. We reinforce the power of positive thinking over and over again on a daily basis. We do it so much that it overcomes any negative that they can possibly think.

At some point in our lives, some of us

start to switch to the other side and hear more negative and start to *believe* more negative. This has a major impact on our expectations for ourselves.

We are the only ones who can plan and chart our own paths. We are in control and the choices we make will have an affect on everything we do. For every 'no' you hear you need to counteract that with a hundred 'yes' responses.

Positive attitudes are infectious, and you can help to create a positive attitude in the workplace by being the change you want to see. Refuse to participate in negative conversations. When you're in a meeting or when you encounter a challenge, instead of dwelling on who's fault it is, or on the challenge itself, steer the conversation to focus on how the issue can be overcome. You might seem a bit odd to others at first, but your attitude will begin to affect change. Keep at it and keep focused on your goal of affecting change. Soon

people will be drawn to you, because they can't help but like being in the company of somebody positive.

You will be what you think you can be. So set your stars high and shoot for the moon. You can do it! You are good! You are kind! You are smart enough! It is never too late to make good decisions and positive changes. Make one today.

You will improve your personal and professional relationships as well as self esteem. People like others who are positive. It is like a people magnet!

And hey, if my kids can do it—so can you!



Getting your ZZZZs

After starting your automobile, your battery gets recharged as you drive so it's ready to start your car again. Proper sleep each night is the way you "recharge" your body and stay healthy.

During periods of rest, your body is busy repairing itself, counteracting the effects of stress and strain from your busy life. Studies show that most of us get enough sleep. But it's the **quality** of that sleep that most profoundly affects its healthful benefits, including reducing stress.

We sleep in cycles of approximately 90 minutes. This includes a period of light sleep

that gradually leads to a very deep sleep and then back to a lighter sleep.

We've all experienced the groggy feeling that results from being awakened during the deepest part of our sleep cycle.

Worse, if circumstances regularly prevent us from entering the deepest part of our sleep cycle, we don't feel fully rested and our feelings of stress intensify. Parents of newborn children can vouch for this!

Dreaming is an important part of restful sleep. Even if you don't remember your dreams, sleep scientists confirm that we all, in fact, do dream. Dreams

are accompanied by REMs – rapid eye movements. As if watching our own personal "movie" behind our closed eyelids, our brains project images and situations, that we call dreams. Apparently dreaming is vital to our health.

Experiments in which subjects are deprived of the dreaming state suffer from irritability, poor judgment and even hallucinations.

While much attention is given to the healthful benefits of proper exercise, proper rest is an equally important part of good health and stress reduction.

Sleep Like a Baby

People who say they sleep like a baby usually don't have one!

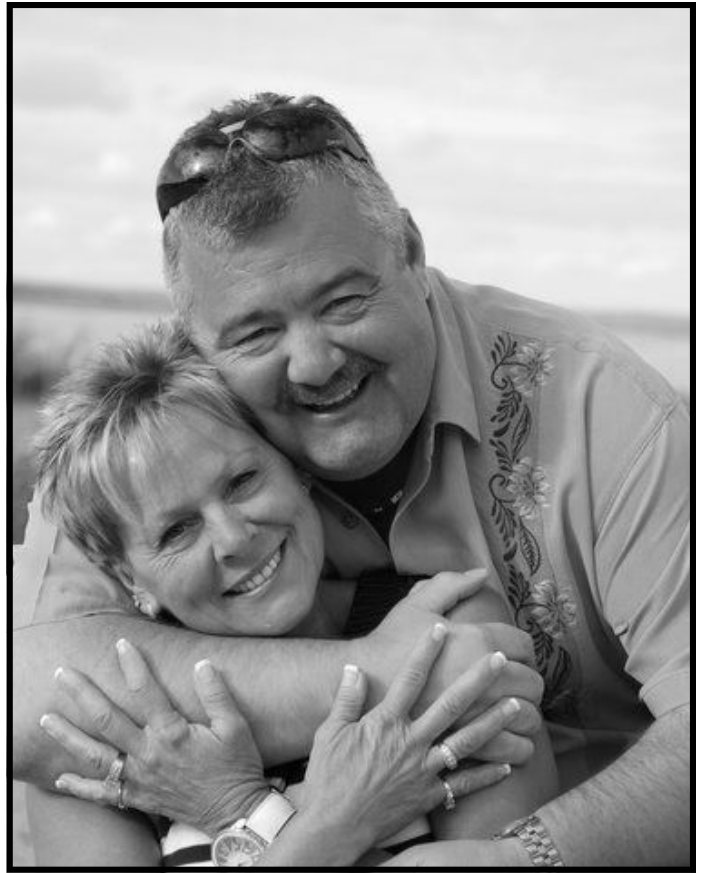
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Little Bear's Warm Wishes

Autumn is one of the most beautiful times of year as we transition from the warm summer months into the busy and brisk winter. Crisp fall days are highlighted with rich colors and warm sunlight to break through the cool air.

I love this time of year because it is a prelude to a season filled with family time. The little ones are back in school and mom's are back in the coffee shops enjoying a couple hours of morning freedom. Hallowe'en is just around the corner and fast behind it is the fun of Christmas and New Years.

Time with family is precious. It is time we never get back and can never place a value on. Your children and

grandchildren are life energy sources for your spirit. Whenever you are down, they reboot you and pick you right back up again.

The way they say your name, bat their eyelashes, and wrap their chubby little arms around your neck for the bestest squeezes ever is indescribably soothing, because there is nothing as pure and honest as a child's love.

This season enjoy your moments with loved ones. Treasure the gifts they have to give to you through their thoughts, words, and deeds. Enjoy their humour and uniqueness, their laughter and sincerity. Dedicate time for each person who is special and important to you over the

coming months and ensure that you have one on one time with each of them.

Making them a priority will feel good to you *and* to them!

I wish you all a very happy and safe Autumn filled with sweet thoughts, tender hugs, and warm wishes.

