

Holiday Safety Slogans

"The best gift you can give your family is YOU; please be safe."

"Light up your tree – not your home! Practice electrical safety."

"Don't drive if you're tipsy, buzzed or Blitzen. Call or ride or stay sober."



Water Recovery - Jacksonville, FL

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Note from Leanne

As we come to the end of another year, I wanted to take this time to extend my appreciation to everyone for your hard work and dedication throughout the year. 2015 has been an eventful year, with significant growth and organizational change all across our Family of Companies. Each event presented us with various challenges and opportunities for development; our organization and employees all responded positively, and for that, I am extremely grateful.

Additionally, please take a moment to say thank you to those individuals with whom you work. Our coworkers are often considered to be our second family, a group of people with whom we

spend a significant amount of time and who we trust to help keep us safe. Your coworkers have worked hard to ensure you get home safe every night, just as you did your part to help them make it home safe. Let them know how much you appreciate their efforts and then reflect on everything you did this year to do the same for them.

Finally, I look forward to working with everyone in 2016 and having another safe and successful year. To everyone, across our Family of Companies, I hope you all have a very Merry Christmas and a Happy New Year!

Employee Referral Program

The MER Family of Companies is always searching for the safest, most talented people to join our Team. We believe that our group of talented employees is the best resource to find these types of candidates. MER would like to remind our employees about the MER Employee Referral Program. This program is designed to drive recruitment efforts by rewarding employees who refer high-quality people to the MER Family. Below are the key points to know about our referral program:

- ◆ An employee is eligible for a referral bonus only when referring external candidates.
- ◆ If the candidate is hired, the referring employee will receive a referral bonus of \$200 after the new employee begins work.
- ◆ After the new employee completes 90 days of service, the referring employee will receive an additional referral bonus of \$300.
- ◆ There is no maximum amount of referral bonuses that a referring employee can earn.
- ◆ Positions not covered by the MER Referral Program are Temporary Personnel, Interns and Independent Contractors.

To take advantage of this program, make sure you complete an Employee Referral Form (available from Team HR or Team Recruitment) and submit it along with a copy of the applicant's resume. If you have any questions, please contact our Recruitment Team at (904) 353-5651. Good luck!



Did you know?

- ◇ Although salting and sanding can neutralize black ice, be aware that salt loses its effectiveness at about 15° F or colder.
- ◇ If you are driving on ice-covered roads, your stopping distances will be anywhere from three to 12 times longer than if you were braking on a dry road. (Health and Safety Ontario)
- ◇ Up to 10 percent of your body heat can be lost through your head, so it's important to wear a hat in cold outdoor working conditions. (LiveScience.com)
- ◇ Two things to avoid before shoveling snow are caffeine and nicotine, because they increase your heart rate and may cause your blood vessels to constrict, thereby increasing your risk for a heart attack.

Winter Driving Safety

“There’s a world of difference between being comfortable with winter driving and being good at it”, says Mark Cox, Director of Bridgestone Winter Driving School. “There are some simple things that every driver should do that they are just not aware of,” says Cox, “things like using all the traction that’s available for one thing at a time.”



In winter conditions, you need all the traction you can get, and entering a curve while braking or accelerating is going to reduce traction, possibly leading to an unrecoverable skid. Cox says the proper technique involves braking before the corner and steering into it without brakes applied.

5 Winter Driving Errors

- 1. Failing to monitor outside temperatures.** A road may look wet, when in fact it’s starting to freeze. The closer the outside temperature gets to freezing (32°F), the more slippery it becomes; the most dangerous conditions occur right at freezing.
- 2. Overestimating the handling abilities of a 4-wheel-drive vehicle.** Such vehicles may accelerate better than other vehicles in winter conditions, but may not brake or corner any better.
- 3. Failing to identify a skid as quickly as possible and take corrective action.** Cox says drivers first must identify whether the front or rear of the vehicle is beginning to slide.
 - If the car is skidding at the front, ease off the accelerator and turn the steering wheel back just a little toward straight to regain traction and control.
 - If the rear end is starting to skid, look to where you would rather be going and turn your steering wheel in that direction. As you turn into the skid, GENTLY accelerate to bring the vehicle back under control.
- 4. Making abrupt moves, i.e. braking, accelerating or steering aggressively.** Any of these quick moves can put you in a ditch or worse.



Vehicle Tips from Mike T.

- ❄ Winterize Equipment – Keep valves clear of liquid after use & clear all water lines.
- ❄ Store vehicles inside whenever possible.
- ❄ Plug block heater into power source on diesel vehicles using GFCI to prevent the possibility of fire.
- ❄ Keep buckets/bags of sand in your vehicle to assist in traction.
- ❄ Keep the following items in your vehicle during the winter (remember to pack these items if traveling to areas with cold weather conditions) :
 - Snow Brush/ Ice Scraper
 - Flashlight & Batteries
 - Snow Shovel
 - Warning Device
 - Windshield Washer Fluid
 - First Aid Kit
 - Cell Phone Charger
 - Extra Clothing/Blanket
 - Non-perishable Snacks

- 5. Not making your vehicle visible in winter conditions.** It doesn’t have to be dark out for your vehicle to be hard to spot. Keep your headlights on at all times.

Once the snow starts to fall, our driving skills are pushed to the limit; ensure you know how to drive properly in winter conditions.

www.safetysmart.com



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Holiday Safety

Holiday safety is an issue that burns brightest from late November to mid-January, the time when families gather, parties are scheduled and travel spikes. By taking some basic precautions, you can ensure your whole family remains safe and injury-free throughout the season.

Holiday Decorating – Even Angel Hair Can Hurt

Decorations are one of the best ways to get in a holiday mood; however, on average, 2-3 people are treated in emergency rooms every hour during the holiday season for decorating-related injuries. Consider the following:

- “Angel hair” is made from spun glass, and it can irritate your eyes/skin; always wear gloves.
- Artificial snow sprays can irritate lungs; follow the instructions.
- Decorating with lights? Check for exposed/frayed wires, loose connections or broken sockets.



- Holiday plants (including some Poinsettias) may be poisonous. *Poison Control Center: (800) 222-1222*
- Ensure indoor paths are clear of tripping hazards (i.e. wrapping paper, decor, toys, etc.)

Travel for the Holidays? Be Prepared

Automobile travel has the highest fatality rate of any major form of transportation. In 2013, 343 people died on New Year’s Day, 360 on Thanksgiving Day and 88 on Christmas Day, according to Injury Facts 2015. Alcohol-impaired fatalities represented 31% of the totals.

- Use a designated driver to ensure guests make it home safely after a holiday party.
- Make sure every person in the vehicle is properly buckled up no matter how short the distance.
- Put that cell phone away; distracted driving causes one-quarter of all crashes.
- Read and adhere to tips provided on Page 2 of this Safety Brief.

www.nsc.org/learn/safety-knowledge/Pages/news-and-resources-holiday-safety.aspx

Wellness Tips – 7 Ways to Eat, Drink & Be Merry

1. Meditate in the morning.

When you wake up, put a smile on your face and keep the mind clear by deepening your breath for a few minutes. Slowly get out of bed, sit on a pillow, back to the wall, and continue to meditate, letting the thoughts go. When peace comes to you, get up slowly and start your day.

2. Don’t forget to take your daily dose of gratitude.

During your meditation, shift focus to being grateful for the joys in life. There’s no better feeling than being thankful.

3. Exercise no matter what.

Take a brisk 20-minute walk; try to take long breaths. Use a stopwatch to see how many breaths you take in a minute. You might start with 10 breaths in a minute, then gradually decrease to 5 or 6 breaths. This helps reduce the need to overeat.

4. Make healthy choices.

Select small portions of the not-so-healthy food and stick to sal-

ads. Select one cookie or brownie and stay away from pastries. Don’t diet; make mindful good choices for your body.

5. Partake in veggie smoothies and drink water

Drinking a veggie concoction in the afternoon can give an energy boost, hydrate the body, depress appetite, add fiber, and create a sense of fullness and completion in the body and mind.

6. Limit your alcohol intake.

Drink a half glass of wine (skip the eggnog and Baileys). Wine is full of sugar and adds extra calories.

7. Be mindfulness and give.

Be mindful of everything you do and think. Thoughts can materialize into action. Instead of the buying frenzy, engage in volunteer opportunities. Being of service to those less fortunate gives a larger perspective about what others need, which can fill you up while shrinking appetites.

www.huffingtonpost.com/red-room/emjoan-moranem-7-tips-to_b_4441098.html

Fitness Challenge

Are You Truly Fit? Brutal Quick Test #2

There are fitness challenges—and then there are mental crucibles from Gym Jones.

These tests have been known to make men sweat waterfalls, collapse from exhaustion, speak in tongues, and even weep. But if you have the grit to make it through them, you’ll come out stronger, fitter, and better on the other side.

TEST #2: 10-Meter Murder

This test has you face ‘the moment’—point in a workout when you either persevere or quit.

Directions: Grab a stopwatch and head to a track. Set it for 1 minute and run 10 meters, resting for the time remaining in the minute. Next, run 20 meters, resting for the remainder of the minute. Keep adding 10 meters until you can’t beat the clock.

Your goal – 200 meters

www.menshealth.com/fitness/brutal-fitness-tests



Successful Acid Tank Cleaning



This month, we would like to highlight a recent ferric chloride (acid) tank cleaning job for a sewer treatment facility located in Winthrop, MA. This project was an excellent demonstration of proper pre-task planning, use of administrative controls and safe working practices.

Prior to beginning work, the MER site supervisor worked closely with the Client and MER's Logistics Coordinator to evaluate the hazards, determine appropriate staffing and resources, and create a safe work plan. Once the crew arrived on-site, the job scope and hazards (corrosive properties) were well discussed by the involved parties. Based on the pre-planning discussion, the MER team implemented a key administrative control to reduce the risk of exposure to the product: rather than enter the tank to perform the work, the MER team determined all the cleaning could be performed safely and effectively from outside the tank using a squeegee and vacuum hose, thereby reducing risk exposure for MER employees. Additionally, although the areas seemed well-ventilated, large bay doors in the area were opened to provide increased ventilation.

In addition to the administrative controls, the Job Hazard Analysis (JHA) morning meeting included reviewing the roles each employee would be filling, identifying and testing the closest eyewash/safety shower station, and the PPE needed to perform the work safely, which included a chemical suit (Saranex), full face respirator with GME-P100 cartridges, and PVC gloves for the ferric chloride solution. The job was completed in a professional manner safely and on-time; great job Randolph team!

Values

- Professionalism
- Integrity
- Mutual Respect
- Discipline

Employee Development

As 2015 ends and 2016 begins, it's a good time to start reassessing your current goals or create new ones. Essentially, there are two types of goals: "hard" goals (specific), which are typically best in the workplace, and "soft" goals (general and vague). Because outlining a "hard" goal can sometimes be a challenge, there are a few methods that can assist: SMART Goals and HARD Goals.



SMART Goals

Specific: Clearly define your target or end result. Avoid being vague and instead think about the who, what, where, when, why and how of your goal.

Measurable: Think about the numbers associated with your goal. How will you measure success?

Action-oriented: Develop a plan of action in order to achieve your goal. Make it as specific as possible.

Realistic: Make sure your goal is possible and reachable. You can always make additional goals once you've reached your initial result.

Time-bound: Set a deadline to motivate yourself towards change.

HARD Goals

Heartfelt: Develop attachments to your goals on a personal level. Use these connections to naturally increase the motivational power you put behind making your goals happen.

Animated: Create goals that are so vividly alive in your mind that to not reach them would leave you wanting. Use visualization and imagery techniques to sear your goal firmly into your brain including perspective, size, color, shape, distinct parts, setting, background, lighting, emotions and movement.

Required: Give procrastination, which kills far too many goals, the boot. Convince yourself and others of the absolute necessity of your goals; make future payoffs of your goals appear far more satisfying than what you can get today. This will make your HARD Goals look more attractive and amp up your urgency to get going on them right now.

Difficult: Construct goals that are optimally challenging to tap into your own personal sweet spot of difficulty. Access past experiences to use them to position you for extraordinary performance. Identify your goal setting comfort zone and push past it in order to attain the stellar results you want.

MORAN ENVIRONMENTAL RECOVERY LLC

Safety Brief

PHONE (251) 284-1525

FAX (866) 311-4762

EMAIL safety@moranenvironmental.com

To receive the Monthly Safety Brief via email, send request to the address above.

