

Connecting

DECEMBER 2020

NEWS FOR MANAGERS & MECHANICS

Being Happier...Even In The Middle Of A Pandemic

Happiness isn't all about feeling positive. In "normal times", these emotions can be feelings such as passion, excitement, and joy. During this time, they may simply be calmness and a lack of anxiety. Learning how to be happier at work can be a challenge at the best of times. Here are two simple ideas to increase your well being now.

Rethink your notion of progress

Making progress on our meaningful goals makes us feel happy – and when we're not making progress, our happiness can be reduced. The disruption the pandemic has wrought is a major inhibitor of our work-goal progress for most of us. It can be easy to feel bad, upset and anxious, especially when we compare our progress now to how we were doing before.

Being mindful of this is helpful: instead of comparing your productivity to pre-Covid-19, compare your productivity since Covid-19. As you adapt to your new work life, are you making incremental improvements along the way? And consider what new goals you have created on which you're making progress. For many of us, this is fulfilling intentions to be better spouses, parents, family members and friends, as we spend a lot more time with loved ones and checking in more often with those for whom we didn't always have time in our pre-Covid-19 lives.

Allow fulfilment of these personal goals to fill your happiness in new ways that could even compensate for your reduced work productivity. Side note: improving your daily planning can also help improve your progress and productivity.

Regain human connection

As social creatures, a huge part of our meaning and purpose comes through our personal relationships at work and at home. Covid-19 has forced us to shut down a huge component part of our happiness. It would be easy to lose touch and become self-isolated in our caves, but it's important now more than ever to reach out and connect with colleagues, friends and family, especially when there are ample technologies to enable this.

This is particularly important for work reasons because, when we work during quarantine, we tend only to reach out to people for instrumental reasons (such as when we need them to do something for us, or vice versa). And, when we do get on that conference call, connecting virtually rather than face-to-face, we are more likely to stick only to tasks and not allow time to catch up personally. Taking time to connect with co-workers about topics other than Covid 19 or school changes is a helpful way to de-stress and find happiness.



DEADLINE FOR
Christmas Wish
is
WEDNESDAY!

Make sure every driver has signed the authorization form for the Drug and Alcohol Clearinghouse Query

CDL
DRUG & ALCOHOL
CLEARINGHOUSE

A query for all CDL drivers must be submitted to Dan **BY DECEMBER 4TH.**
The list must include the following information:

1. Full name
2. Date of birth
3. Driver's License Number (no dashes)
Make a note if it is not a MN driver license

Explaining CBD Products To All Employees...Especially Any New Hires

Even if Marijuana is legalized in the State of Minnesota, all commercial transportation is governed by *Federal Motor Carrier Safety Administration* which classifies THC as is the primary psychoactive component of marijuana, which is an illegal drug on the federal level.

Any product, including "Cannabidiol" (CBD) products, with a concentration of more than 0.3% THC remains classified as marijuana, a Schedule I drug under the Controlled Substances Act.

It remains unacceptable for any safety-sensitive employee subject to the Department of Transportation's drug testing regulations to use marijuana. Since the use of CBD products could lead to a positive drug test result, Department of Transportation-regulated safety-sensitive employees should exercise caution when considering whether to use CBD products.

Any drug/alcohol test resulting a "Positive" will result in the removal of the employee from driving duties. It does not make a difference if the positive is the result of illegal marijuana use or CBD products, a "positive" is a "positive".

Leave everyone and everything better than we found them—Mike Hennek

4.



WINTER BUILDING CHECKLIST

- REGULARLY CHECK FOR ICE DAMS
- CHECK SINKS AND TOILETS FOR LEAKS
- VACUUM REFRIGERATOR COILS
- TEST SMOKE AND CARBON MONOXIDE DETECTORS MONTHLY. REPLACE BATTERIES
- CHECK WATER SOFTENER, ADD SALT AS NEEDED
- CHECK FURNACE FILTERS, VACUUM FILTER AREA IF NEEDED. VACUUM HEAT EXCHANGE RADITORS
- TIGHTEN HANDLES, KNOBS, RACKS, ETC
- RUN WATER IN FLOOR DRAINS AND FLUSH TOILETS IN UNUSED SPACES (UNLESS FIXTURES HAVE BEEN WINTERIZED
- INSPECT HOSES/WATER LINES FOR LEAKS
- CHECK ALL CORDING AND WIRING FOR DAMAGE
- PAY SPECIAL ATTENTION TO SNOW AND ICE BUILDUP IN DOORWAYS CAUSING AIR GAPS AND HEAT LOSS
- CLEAN AND VACUUM CURTAINS, WINDOW SILLS, FLOOR AND CEILING CORNERS
- REPAIR INTERIOR DAMAGE. PATCH SHEETROCK. TOUCH UP AND REPAINT AS NEEDED
- REPLACE OUTLETS COVERS IF THEY ARE DAMAGED OR MISSING
- DON'T OVERLOAD OUTLETS WITH TOO MANY ELECTRICAL PLUGS
- REVIEW THE SLIP & FALL LIST WEEKLY DURING THE WINTER MONTHS

DATES TO KNOW

- NOVEMBER 26-27—THANKSGIVING BREAK—4.0 HOLIDAY
- DECEMBER 24-25—CHRISTMAS BREAK—4.0 HOLIDAY
- DECEMBER 31- JAN 1—CELEBRATE THE NEW YEAR—4.0 HOLIDAY
- FEBRUARY 24TH—MINNESOTA BUS DRIVER APPRECIATION DAY

BIRTHDAYS

DECEMBER

29th – Dutch Pierce
30th – Wendy Armstrong

Reclaim JOY This Holiday Season

This is the perfect year to start new traditions. Focusing on finding ways to make it exciting and special for your family can really help shift the perspective this year into something 'fun and different' instead of just sadness about what is being missed.

- Let the kids pick what food items they want on the menu, or having them make their own desserts.
- Have a 'pajama Thanksgiving' where everyone gets new holiday pajamas and you eat in comfy style," she said. "
- Put a focus on giving and sharing by having the kids make 'grateful for you' kits to drop off on the doorsteps of friends and loved ones nearby."

If families are foregoing get-togethers entirely, here are some alternatives to a traditional holiday.

- If you're holding a virtual dinner, families can share recipes and show off their dishes. "Families could start the fun by cooking together over Zoom.
- You could also host a virtual Thanksgiving 'happy hour' before everyone sits down to eat in their own, separate homes."
- What about virtual games like a pie-eating contest or pie decorating. There is a great selection of theme based holiday games that you can download and print. Check out Etsy.com for ideas.

We should look back at all the effort we have put in to change over the past 8 months, and realize the struggle was worth it. We are now more connected than ever. We are now more grateful than ever. We are now more open to change than ever. If we can accomplish all this in such a short time, think of all that we can accomplish together in the future.

Saints Bus Garage



November's Top Shop Winner

Fred Kreyes
Adam Gondreau
Dylan Evenson
Brian Mattocks
Lucas Schafer

RANDOM DRUG TEST SELECTIONS

Send your driver list(s) to Dan by December 4th for the 1st Period Random Selections for 2021.

You must send separate lists for CDL & Type III

Your lists must include:

- 1) Name— First and Last
- 2) Driver License Number (Leave out dashes)


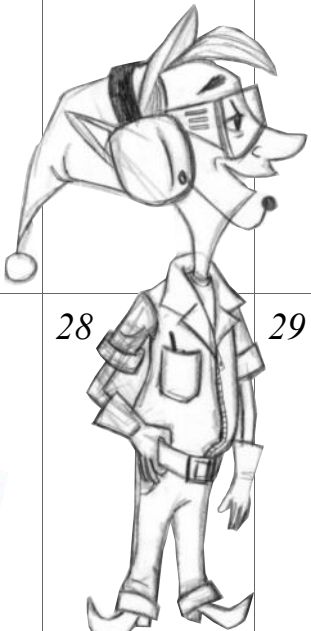



NEXT.....Go to the Total Compliance Solutions website to make sure it matches your current driver lists

ATTENTION MANAGERS

Submit all payroll data for December 30th payrolls to ABDO no later than end of day **December 16th, 2020** to ensure timely and accurate processing and delivery.



DECEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4 <i>DRIVERS LISTS DUE</i> PAYROLL PO LISTS DUE	5
6	7	8 	9	10	11	12
13	14	15	16 PAYROLL DUE EARLY AT ABDO SEE NEWSLETTER	17	18 PO LISTS DUE	19
20	21 	22	23	24  <i>4.0 HOLIDAY</i>	25 <i>4.0 HOLIDAY</i> 	26
27 	28	29	30	31 <i>4.0 HOLIDAY</i>		