

Big Hearts and a Bigger House Help Foster Care Siblings Stay Together

By Nancy Cambria

When Margie and Ed Hopper were living in a trailer park in O'Fallon, MO., they didn't have a lot of money or things. But they had really big hearts and the belief that there were people in the world who had far less and needed their help.



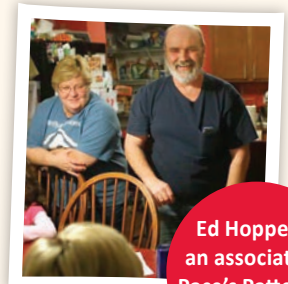
So five years ago, the Hoppers, parents of three grown boys, prayed about it and became foster parents. Despite the

size of their home, they did not say no as social workers repeatedly asked them to take on just one more child.

By the time Bess Wilfong, the founder and chief executive of a charity called Angels' Arms, first met the Hoppers in early 2012 they had six foster children.

Among them were two brothers and a sister. The two boys, Nathan and Donny, then 12 and 13, had come to live with the Hoppers after an injury left their father a quadriplegic dependent on nursing home care. Their estranged mother was terminally ill with cancer. And an aunt who took them in for a time was unable to care for them.

The boys' sister, Kristian, 16, was put in a separate foster home. Kristian felt as if she had been "put in a corner." And the separation was a constant worry for Nathan and Donny. So the Hoppers prayed on it. Three weeks later they made room for Kristian, too.



Ed Hopper is an associate at Pace's Patterson Division.

Wilfong recalled walking inside the mobile home for the first time. She told Margie Hopper she was amazed she could care for so many children in such a small home. Hopper replied brightly, "Well, it's a double-wide." Wilfong immediately mustered as many of her Angels' Arms board members as she could to meet the Hoppers in the trailer park. They, too, were astonished at just how much love and devotion fit inside the double-wide.

"The committee was all in tears before I even finished the interview," Wilfong recalled. Minutes later, the group decided in the Hoppers' driveway to provide them with the ultimate foundation for success: a brand-new five-bedroom house in a nearby O'Fallon subdivision. When the Hoppers first set foot inside it, Margie circled through the immaculate rooms — nine of them and a basement — and cried and cried.

"Ed went straight to the garage and just stood there," Wilfong recalled. She remembered him saying, "I never had a garage before."



To read the rest of this story, go to this link: www.stltoday.com/news/local/metro/big-hearts-and-a-bigger-house-help-foster-care-siblings/article_6b1c5fb2-b707-58aa-827b-c3a536b0a4a4.html

5 Steps to Ownership



Companies that are best in class when it comes to safety all have one thing in common: Each employee and contractor takes ownership of their own safety. It's part of their workplace culture.

If you were to ask employees who work at companies that are average or poor at safety, "Who is responsible for safety?" they would say, "The Safety Manager."

But at high performing companies, staff would answer, "I am."

By taking ownership of safety, staff are more likely to speak up when they see safety issues, correctly report incidents, have a positive attitude towards safety and take new safety initiatives seriously.

For companies that want to improve safety, there needs to be a balance between the company doing the right things for staff when it comes to safety (i.e., providing the right safety equipment, training, having clear procedures, etc.) and staff being fully accountable for their own safety. It's a two-way process.

Where this gets tricky is that a lot of people think that they will not get injured at work. Called **optimism bias**, workers think other people in their workplace will get hurt and not them. The danger to this is that they tune out safety training and messages, as well as being responsible for their own safety. Humans also tend to not accept responsibility for themselves, preferring to blame others when things go wrong. In order to get around the human tendency of *it won't happen to me or it's not my responsibility*, companies need to focus on communicating:

1. Group identity — The importance of working as a company team and the need to look out for each other. Staff work towards one safety goal and see one another as family. All talks use inclusive language such as, "We're XYZ'ers the best at what we do. We can reach our safety goal of 10 safety reports a month!"

2. High candor — Studies have found that high performing companies encourage staff, at all levels, to openly discuss issues and provide feedback to one another on performance. On the other hand, low candor workplaces are highly politicized and people are too afraid to speak up. When people trust that they can talk freely about safety risks, you know that they are being responsible to themselves and others and that you have an open workplace culture.

3. Positive safety attitudes — Negative workplace attitudes toward safety can be contagious. Once negative safety attitudes become viral, they're pretty hard to cure. It's important that staff are always told that safety is achievable and that those who are negative about safety are quickly corrected. Companies that believe certain industries have more fatalities tend to have more fatalities. Likewise, companies that believe safety is achievable do well with safety.

4. Friendly supervisors — A good supervisor fosters positive safety attitudes and encourages sharing important safety-related information. Various research studies have shown that positive communication relations between supervisors and employees improve safety performance. Having great supervisors who expect people to take ownership of their safety (while providing them support, training and resources) is empowering.

5. Tell safety stories — When it comes to changing people's mindsets that "it won't happen to me," the most effective way is to get people who have been injured to talk about what happened. After all, stories provide an emotional connection to information and can show the effect of when safety is not taken seriously.

What can you do to start being more accountable for safety?

Don't Get Caught

The machinery you work with is designed for safety and has guards to protect you and your coworkers from accidents and injuries. But, safety guards are not foolproof. Every year, too many workers are seriously injured when a hand, arm or foot gets caught in or between machines. These accidents are typically the result of carelessness or inattention and can be prevented.

How It Happens

Large or small moving parts, such as rollers, presses, cutters, gears and belts, have the potential to catch and mangle fingers, hands and feet. Injuries occur when workers reach into machines, when moving parts snag clothing, jewelry or hair, and when power comes on unexpectedly. These incidents are more likely to occur when workers are under mental or physical stress, trying to meet production deadlines or are improperly trained. Unsafe equipment, or equipment with inadequate or missing guards, is also to blame.

What Can You Do?

- ✓ Follow all instructions for machinery and tool use.
- ✓ If you are unfamiliar with a machine, ask your supervisor for training or information before using it.
- ✓ Don't wear gloves, loose sleeves or cuffs, rings, watches or other jewelry when you work with machinery. These could get caught and pull your hand or foot into danger.
- ✓ Use a push stick or extension tool — never your hands — to feed or remove materials in moving machinery.
- ✓ Keep hands away from moving machine parts or pinch points.
- ✓ When stacking materials, keep your fingers on the sides, not the bottom, of the stack.
- ✓ Before any repair work is done on a machine, make sure it is properly locked out.

Remember

Any moving part has the potential to injure you. Look around for potential hazards and report them immediately. You just might save yourself or your coworker from serious injury.

Mark Piper

Senior Director of Health & Safety



Lightbulbs: Facts Versus Fiction

Buying a lightbulb used to be a no-brainer because for most common applications, all one had to worry about was wattage. Now, however, the phase out of incandescent bulbs and the new options available can be confusing. Today, we look at some basic facts about lightbulbs to help dispel myths and make choosing the right bulb easier.

The phase out of incandescent bulbs set in motion by the Energy Independence and Security Act (EISA) of 2007 was intended, in part, to eventually eliminate inefficient incandescent lightbulbs, known as general service lamps, and increase use of more efficient lighting technologies. Along the way, however, confusion has grown about new and different types of bulbs – which is best for the job at hand and how to replace incandescent bulbs in appliances and equipment. Here are some facts to consider about lightbulbs that you may not know.

Not all incandescent bulbs are included in the EISA. There are actually 22 kinds of incandescent lightbulbs, or lamps, that are exempt as specialty bulbs. These are used in a range of products and applications, including appliance bulbs, colored lamps, marine lamps, shatter-resistant lamps, heavy-duty bulbs, traffic signals, and others. That said, the Department of Energy (DOE) is monitoring sales of these bulbs and if sales double on any type of bulb – indicating they are taking market share from bulbs covered under

the EISA – the DOE is required to establish an energy conservation standard for that particular bulb type. A complete list of EISA-exempt bulbs is available at <http://energy.gov/energysaver/articles/frequently-asked-questions-lighting-choices-save-you-money#all>.

The cost of the energy saved really does far exceed the higher cost of energy efficient bulbs.

According to the DOE, replacing the five most-often-used lightbulbs in a building with Energy Star-rated bulbs can save \$75 per year. On a per-bulb basis*, the DOE says, “Average consumers will spend about \$4.80 to operate a traditional incandescent bulb for a year (electricity cost). By comparison, average consumers will spend about \$1.00 to operate an Energy Star LED [light emitting diode] bulb, about \$3.50 on a halogen incandescent bulb, and about \$1.20 on an Energy Star CFL [compact fluorescent lamp] bulb – each that produces about the same amount of light.”

Energy-efficient bulbs really do last longer than incandescent bulbs – a lot longer. The DOE

says, given the same amount of light emitted, an Energy Star-qualified CFL lasts 10 times longer than an incandescent bulb, and an Energy Star-qualified LED lamp lasts 25 times longer. There are no energy-efficient bulbs that work with dimmer switches. According to the Environmental Protection Agency (EPA), there are Energy Star-qualified CFL bulbs available that

are designed to work with dimmer switches. However, always check the bulb’s package to be sure that a dimmer switch is among the proper applications and that there are no related restrictions. Use of a CFL that is not meant for a dimmer switch “can shorten its life significantly.” In addition, the same is true for CFLs used in a three-way socket, and the EPA says, “Manufacturers are trying to make it easier for consumers by labeling their products with special features, or lack thereof, on the front of the packaging as well as in the fine print.”

The process of manufacturing energy-efficient CFL bulbs actually uses more energy than that of incandescent bulbs, so the gains in efficiency are skewed. Not true, says the EPA, which claims there are three reasons CFLs use “substantially less energy (and cause fewer emissions of greenhouse gases)” than equivalent incandescent bulbs, factoring in energy used in manufacture:

❶ A CFL uses substantially less energy when it is on than an incandescent bulb does – 75% less.

❷ One CFL will last up to ten times longer than an incandescent, so an appropriate comparison includes 8 or more incandescent bulbs for every CFL.

❸ Manufacturers tell us it takes much less energy to manufacture a CFL than the energy it will use over its lifetime. Energy Star recognizes CFLs based on the energy used while the bulb is on, helping consumers choose the bulb with lowest overall energy use and greenhouse gas emissions.”

* For 60 W replacement bulbs, based on 2 hrs/day of usage, shown in U.S. dollars.

Nutrient Pollution – What It Is and What to Do About It

In early August 2014, almost 500,000 people in Michigan and Ohio were issued a “Do Not Drink” order by the city of Toledo when a drinking water plant was impacted by a toxin produced in connection with a harmful algae bloom (HAB) in Lake Erie. The HAB was likely caused by excess nutrients in runoff, something that is everyone’s problem. Here are some things to know and do to reduce nutrient pollution.

According to the U.S. Environmental Protection Agency (EPA), the impacts of nutrient pollution are found in all types of our nation’s water bodies. In fact, “More than 100,000 miles of rivers and streams, close to 2.5 million acres of lakes, reservoirs and ponds, and more than 800 square miles of bays and estuaries in the United States have poor water quality because of nitrogen and phosphorus pollution.” Nutrients can also seep into groundwater, potentially affecting drinking water supplies for about 90 million people and putting a financial burden on

public systems that have to treat that water.

There are many sources of nutrients, but the primary sources are:

➔ **Agriculture:** Both fertilizers and livestock manure are rich in nitrogen and phosphorus that impact water quality via runoff, and can also release gaseous nitrogen-based compounds like ammonia and nitrogen oxides that impact both air and water quality.

➔ **Stormwater:** Wet weather flows rinse the surface and carry nutrients into water bodies. In particular, combined sewer overflows are especially damaging as they discharge not only surface nutrients, but those contained in untreated sewage released during the event.

➔ **Wastewater treatment plants (WWTPs):** Processing about 34 billion gallons of wastewater each day, WWTPs may or may not be able to remove nutrients before discharge to a water body. These nutrients come from human waste, food, and some soaps and

detergents. Septic systems serving about 25% of U.S. homes are another source, and the EPA estimates that 10% to 20% of septic systems fail at some point from aging, poor design, overloading and poor maintenance, and they can release elevated levels of nutrient.

➔ **Fossil-fuel combustion:** Whether at power plants, in industry or in vehicles, the result is airborne nitrogen oxide pollution that degrades air quality and eventually falls back to land and is transported to water through stormwater runoff.

➔ **Homes:** Over-fertilizing and over-watering lawns; pet waste; and laundry, dish and car washing soaps and detergents containing phosphates are all common direct contributors to nutrient pollution.

Knowing where nutrients come from is only half the battle; the other half is taking action to reduce them. Since many of the sources overlap, there are several ways to reduce the flow of nutrients, which almost anyone can do.



Pace Industries, Corporate Headquarters
481 S Shiloh Drive
Fayetteville, AR 72704

Mailing Address
PO Box 309
Fayetteville, AR 72702

Phone: 1-888-DIE CAST (1-888-343-2278)
Fax: 479-443-7058
Website: <http://pacecares.paceind.com>

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IN THEIR OWN WORDS

Wurm Family Letter

Kenny,

I have been meaning to write this since the last newsletter. I really appreciate the articles on over-medication and monitoring your meds. Our story went as follows and you may share:

In March 2014, my husband Roger was put under hospice care for terminal COPD and given 6 months to ????. He was on methadone and morphine for “comfort” and “pain.”

At this time I was his caretaker and Pace kindly accommodated my erratic work schedule.

July 17th, Roger fell and broke his hip and this followed with the nightmare we were put through. After his hospital stay he was put into a local nursing home where he steadily deteriorated. We were told he had dementia and medications were given for this also. He became very aggressive and violent. I was called many times in the middle of the night to try and calm him down. This went on until October 17th when the nursing home requested we find another place for him as they could no longer take care of him. We

could not find a place and were still looking when I came to the nursing home early one morning because I was called in. When I got there he was on his hands and knees barking like a dog. I requested immediate transportation to the hospital.

He was in the hospital one week still in this same state. One day when I was helping to hold him down he got me by the neck. It was at this point we were asked to agree to put him in a geriatric mental ward at Unity Hospital in Minneapolis. He was violent the first week he was there and then we saw a gradual change. Their diagnosis was he was over-medicated and they slowly weaned him off many of his medications. Within 6 weeks, he was perfectly sane, nonviolent and a totally different man. He still couldn't walk but, man, could he talk. He was laughing,

joking and making sense — all good things. November 12th he was transferred to a nursing home in Delano where he has made steady progress and we have had him home for weekend visits. We are even thinking of bringing him home for good provided we can get help for some of his care. This over-medication diagnosis has helped me and our 6 kids after almost a year of hell — and believe me, it was hell to see a loved one in such a condition and then to find out it was medication!!!!!! Hard to swallow (no pun intended).

So I greatly appreciate Pace spreading the word. And if it only saves one other family from this anguish, the article is worth millions.

BTW: His COPD is worse and he really struggles to breathe. Anyone that has a hard time quitting smoking should talk to me.

*Thanks again,
Marilyn and Roger Wurm and Family*

Open Enrollment will be May 11th to May 22nd.

PACE UPDATES

Open Enrollment is the time of year to make any changes to your insurance elections without a qualifying event. This year Pace will be offering two medical plan options.

We will continue to offer our current plan, however, we will also be adding a Health Savings Account option. Materials explaining both of these options will be available soon,

as well as any other changes that will be taking place for the upcoming plan year. Please watch for more information in the following months.