



The Risk Connection

SEPTEMBER 2017

Presented by Risk Management & Employee Benefits

- News You Can Use
- Safety Information
- Benefits Information
- Wellness Articles
- Training Schedule

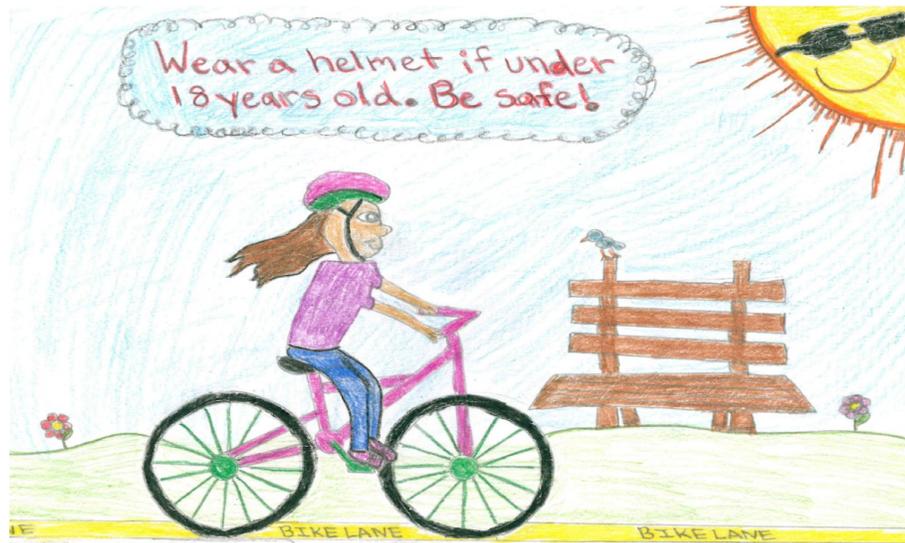
Another Great Safety Week!

The County of Fresno's second ever Safety Week was a great success! Between daily activities and the Safety Fair, over 1,100 employees participated in this year's efforts. Thank you to everyone who participated in one way or another! Congratulations to all of the prize winners and a huge thank you to our sponsors who truly made the event memorable:

- David Overstreet and Associates
- Jorgensen
- Parker, Kern, Nard and Wenzel
- Silicon Valley Fire
- McCormick Barstow
- MSDS Online
- Risico
- Yrulegui & Roberts
- Stammer, McKnight, Barnum and Bailey
- CORE Business Interiors
- Weakley and Arendt



We also received some amazing safety related drawings from employees' family members which we will showcase in our future newsletters. These young artists know how important it is to not only keep safety in mind at work, but also at home. Here is a fantastic submission from Brandy Marquez's daughter.



Safety by Choice, Not by Chance!

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WORKPLACE STRESS!

Nearly 80 percent of Americans consider their jobs stressful. While it may not be possible to eliminate job stress altogether, you can learn to manage it effectively. Common job stressors include a heavy workload, intense pressure to perform at high levels, job insecurity, long work hours, excessive travel, office politics and conflicts with co-workers. While dealing with stress is a normal part of everyday life, here are some early warning signs that signify red flags, alerting you to stress on the job:

- Insomnia
- Anxiety or depression
- Low morale
- Short temper
- Headache
- Stomach or back problems



MANAGING JOB STRESS

The good news is that it is possible to manage job stress by becoming aware of what increases or decreases your stress level. Here are five methods to help manage stress at work:

1. Plan and prioritize: Do not panic, make a list to prioritize your work, set realistic deadlines, do not rush into the first idea you have and always have an alternative plan.
2. Focus on what you can control: You know what your job tasks are. Break the larger tasks into smaller, more doable steps.
3. Slow down: Think things through before you act, and begin with a result in mind.
4. Use all of your resources: If things do not go exactly as planned, do not solely rely on yourself. Ask for help when you need it.
5. Take a break: To release stress, make time to take a short break. Taking a walk or discussing your work situation with another person may help you gain a fresh perspective.

-Courtesy of Buckman-Mitchell, Inc

Human Resources Department

Risk Management

County Plaza 16th Floor
559-600-1850 Stop 188

Employee Benefits

County Plaza 14th Floor



Safety Class Schedule

Office Ergonomics

9/7/17 9:00-11:00 AM

11/14/17 9:00-11:00 AM

Workplace Violence

10/4/17 9:00-11:00 AM

Hazard Communication

10/18/17 9:00-11:00 AM

Defensive Driving

11/1/17 9:00-11:30 AM

Office Safety/Back Safety

9/20/17 9:00-10:30 AM

11/16/17 9:00-10:30 AM

CPR and First Aid

9/8/17 8:30 AM-3:30 PM

9/21/17 8:30 AM-3:30 PM

10/6/17 8:30 AM-3:30 PM

10/19/17 8:30 AM-3:30 PM

11/2/17 8:30 AM-3:30 PM

11/17/17 8:30 AM-3:30 PM

Spaces for these classes may be reserved by emailing the Human Resources-Training mailbox. All courses are free. See the Training Schedule on the Human Resources-Risk Management website for more information.

New Return-to-Work Analyst

Risk Management would like to introduce our new member of the team. Casaundria Pierro joined Risk Management in early July and we are excited to have her as our new Return-to-Work Analyst. Not only will Casaundria be assisting employees who have a qualified disability resulting from an on-the-job injury continue their employment with the County of Fresno, she will also be conducting contract reviews and processing unemployment insurance claims. Casaundria originally began her employment with the County of Fresno as a Social Worker in 2016 in the Family Reunification unit and is excited to be a part of the HR team. All questions or issues regarding Return-to-Work, Work Status Reports, work restrictions, accommodations, and interactives can be directed to Casaundria at pierrc@co.fresno.ca.us or 600-1850.

