

BRIDGEWAY WEEKLY MONITOR

News Briefs from Human Resources

January 8, 2010

Revisions/Additions to Bridgeway Policies

Whenever there is a revision or addition to Bridgeway's policies, a notification is publicized. The Driving Safety notice regarding no texting or phone use (unless hands-free) was published in the monitor and sent to all supervisors and employees in December, in preparation of the January 1, 2010 effective date. (See below to review)

Driving Safety New Law – Beware!

Effective January 1, 2010 text messaging while driving in Illinois is illegal. Exceptions are if the person is pulled off on the shoulder of the road, or stopped and their car is in "park" or "neutral". Bridgeway expects all employees to comply with the law while driving for work purposes.

Additionally, Bridgeway is extending this same expectation of not using cell phones while driving for work purposes unless everything is hands free. The exceptions are if the person is pulled off on the shoulder of the road, or stopped and their car is in "park" or "neutral".

Bridgeway is concerned for the safety of all staff and studies are demonstrating that the risk of accidents are higher and more serious when people text when driving than drinking and driving. So, be safe and wait until you are able to text or make phone calls with no distractions!

Most recently, a revision was made to Bridgeway's policy on outside employment (Please review policy below). Policy is effective 1/4/10.

Outside Employment

Although Bridgeway does not prohibit employees from engaging in outside employment, we reserve the right to ask any employee to curtail outside employment that is judged by the CEO/President to reflect adversely on or diminish the credibility of either the employee, Bridgeway or one of the affiliate corporations; or which interferes with the employee's ability to perform his/her assigned duties.

Additionally, Bridgeway recognizes and promotes the rights of consumers to choose his/her community service provider. However, employees are not permitted to provide services as an independent external provider that is in direct conflict and/or competition with Bridgeway. Such activity is confusing to consumers and would be viewed as a conflict of interest. Encouraging consumers to terminate services with Bridgeway and transfer to them as an independent external provider would be viewed as behavior subject to disciplinary action, up to and including termination of employment.

If you are employed elsewhere, you must notify your supervisor verbally and advise the Senior Vice President of Human Resources, in writing, regarding the place of employment and work schedule.

Both of these policies will be added to the Bridgeway Handbook.

THANK YOU!

Thank you, Thank you, and Thank you to the family support staff. You take pride in your job and the services that you provide to your consumers. You work until the job is done!!! You made sure that all families received visits, you made sure that all children had a presents for Christmas, and all families had food. You worked your 40 hours in 3 days. You drove a total of 43, 416 miles.

The Family Service Team's total billing for December was the highest for the fiscal year as well as your daily billing for the month. ...congratulations to all for giving 110%.

Thank you to each and every one of you for giving 110%.

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2010 BRIDGEWAY INC. HOLIDAY SCHEDULE

JANUARY - 2010

Friday - January 1st New Year's Day Holiday

MAY - 2010

Monday – May 31st Memorial Day

JULY - 2010

Monday – July 5th Independence Day Holiday

SEPTEMBER - 2010

Monday – Sept. 6th Labor Day

NOVEMBER - 2010

Thursday – Nov. 25th Thanksgiving Day Holiday

Friday – Nov. 26th Day After Holiday

DECEMBER - 2010

Thursday – Dec. 23rd Christmas Eve Holiday

Friday – Dec. 24th Christmas Day Holiday

2011 HOLIDAY

JANUARY - 2011

Friday – December 31st New Year's Day Holiday

BTS ACTIVITIES

From: Tom Colclasure

- New janitorial contracts for the Illinois State Police facility in East Moline and the Illinois Department of Employment Security office in Moline were successfully launched this week.

- On Tuesday of this week, the Spoon River Rest Area closed for major repairs. While the rest area is closed for the next 2 months, our janitorial activities there are changed from the usual routine to deep cleaning projects to encompass every square inch of each facility.
- The Galesburg workshop continues to assemble more electrical components and is performing more time studies for additional electrical component assembly jobs.
- The reprogramming was successfully completed to accommodate new procedures and requirements for the contract to handle IL-1040 forms for the Illinois Department of Revenue. Additional workers are needed to sort IL-1040 forms. Please share with your family members and friends that we are taking applications at this time to recruit workers for the IL-1040 form mail sorting contract.
- BTS responded to a “source sought notice” through NISH to indicate our interest in bidding on a NISH Prime Contract to be one of several agencies located throughout the country to provide confidential document destruction. BTS is actively seeking out federal contract opportunities.
- We are entering into a contract to manage an additional facility at the Cross Roads Mall in Normal, Illinois.

JOB OPENINGS

Employment Specialist - Macomb

Program Support Specialist I - Monmouth

Program Support Specialist I - Galesburg

Administrative Coordinator Iowa - Keokuk

Manager Bridgeway Janitorial Services - Galesburg

Therapist – Kewanee

Female Janitorial Associate - Bloomington

Day Program Assistant Trainer - Pekin

Job Coach – Galesburg

Day Program Assistant Trainer – Macomb

Driver - Macomb

HCBS Outreach Worker-Keokuk/Burlington

Residential Assistants/MI – Kewanee & Galesburg (Pooled Position)

Residential Assistant/DD – Macomb & Pekin (Pooled Position)



YOUiversal Health Care

The future of U.S. Health care may be up in the air, but your health doesn't have to be. You can substantially cut your risk of developing several of the nation's deadliest diseases – and their steadily rising costs – by engaging in preventive care now.

Every year, new studies highlight the lifesaving effects of diet and exercise. Consider this example: In a decades – long survey of 20,900 men, researchers at Brigham and Women's Hospital, Harvard Medical School and Veterans Affairs Boston Healthcare System found that those who regularly exercised, drank moderately, didn't smoke, were not overweight and had a diet that included cereal, fruits and vegetables had a lower lifetime risk of heart failure. For those who adopted just four of these healthy behaviors, the risk dropped from 21.2% to 10.1%.

"I'm always amazed when I hear someone complain that eating right and exercising are too hard," says Lauren Antonucci, MS, RS, registered dietitian and director of Nutrition Energy in New York City. "It's much easier to eat moderately well and stay active now than it is to battle heart disease, diabetes or cancer later on."

Read on to find out what living well now will save you later.

Heart Disease

What It Costs America: An estimated \$475 billion in 2009

What It Will Cost You: For individual treatment, \$121,200 over 20 years is a conservative estimate. Add surgery and other procedures and that number skyrockets to \$4.8 million over a lifetime.

YOUiversal Rx: Hit the gym – often. In a study following more than 27,000 women, those who got more than five hours of moderate exercise weekly reduced their chance for heart attack and stroke by 40% compared with women who exercised for less than an hour each week.

Diabetes

What It Costs America: \$174 billion in 2007

What It Will Cost You: \$13,243 in medical expenses a year in 2002, the most recent year data was available. People with diabetes will pay 2.4 times more for health care than their peers.

YOUiversal Rx: Shave off those extra pounds! In a study released by the American Diabetes Association, overweight adults who lost just 5% to 10% of their weight reduced their risk for diabetes by 58% over three years. Losing about two pounds of weight reduces your risk by 16%.

Obesity

What It Costs America: \$147 billion each year

What It Will Cost You: \$1,500 more each year on health care than what an average-weight person will spend. But that number doesn't include the \$8,550 "fat surtax" obese Americans end up paying.

YOUiversal Rx: Trim the fat and you could cheat fate. People with double copies of the most important obesity-linked gene identified so far are 2.5 times as likely to become obese – but only if they eat large amounts of fatty foods. According to a study in the American Journal of Clinical Nutrition, a low-fat diet can actually negate the genetic predisposition for obesity in these individuals.

Cancel

What It Costs America: \$228.1 billion in 2008

What It Will Cost You: Certain drug therapies can cost upwards of \$13,000 a month.

YOUiversal Rx: Fill your plate with cancer-fighting foods. Reach for foods rich in folic acid – orange juice, spinach, asparagus and peanuts – to cut your risk of pancreatic cancer. Get healthy doses of vitamin D, which has been shown to reduce the risk of lung and breast cancer, from shrimp, salmon and eggs. Women who often drink varieties of tea full of the flavonoid kaempferol, such as green tea, had the lowest risk of ovarian cancer. Kale, turnip greens, cabbage, cauliflower, broccoli, brussels sprouts, ginger and the spice curcumin, found commonly in turmeric, have all been shown to have cancer-thwarting abilities.

Source: www.GoldsGym.com

Courtesy of Wellness Proposals