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OSHA SUSPENDS IMPLEMENTATION OF VACCINE MANDATE

As most employers are keenly aware by now, the Coronavirus Emergency Temporary Standard (ETS), which applies to employers with more than 100 employees, was released by OSHA on November 5. On November 12, the Fifth Circuit Court of Appeals (a federal appeals court that governs Louisiana, Texas, and Mississippi) granted a motion, filed by several state attorneys general, to stay the implementation of the ETS. That court ordered OSHA to "take no steps to implement or enforce the ETS until further court order." As a result of that order, OSHA recently announced that it would suspend any activities related to the implementation and enforcement of the ETS until further developments in the court case.

While OSHA also indicated that it is confident in its authority to enact the ETS and that it intends to resume implementation and enforcement of the ETS following litigation, employers with 100 or more employees can breathe easier for the time being.

What About Federal Contractors and Healthcare Providers?

Healthcare providers and federal contractors, however, remain under a duty to implement vaccine policies per separate federal orders that remain in place. Neither the Fifth Circuit Court of Appeals order, nor OSHA's recent announcement related to the enforcement of the ETS, has any impact on the vaccine mandates relating to healthcare providers and federal contractors.

If you have questions about where this leaves your organization or would like to discuss your options with these new developments, please do not hesitate to contact Bryan Niemeyer, Certified Labor and Employment Law Specialist, FGKS Law, at bniemeyer@fgks-law.com or any of the other attorneys at FGKS Law at (937) 492-1271.

Article submitted by:



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Saturday,
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11:30 am - 1:00 pm*

Shelby County Fairgrounds
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DECEMBER Meeting & Event Dates

- 1 **Shelby County Safety Council**
Topic: Work Injuries of the Hand and Upper Extremity
Speaker: Dr. James Nappi, Hand and Microsurgery Associates
10:00—11:00 a.m. via Zoom
- 1 **2021 Holiday Evening at Edison State**
6:30 p.m.—Doors Open; 7:00 p.m.—Entertainment (more information on this page)
- 2 **Historic Sidney Theatre Presents: A Shot of Art**
6:30—7:30 p.m.—120 West Poplar Street
www.sidneytheatre.org/all-events
- 2-5 **Sidney Dance Company Presents: The Nutcracker**
Thursday—7:30 p.m.; Friday—7:30 p.m.; Saturday—2:00 p.m.; Sunday—2:00 p.m.
Historic Sidney Theatre, 120 West Poplar Street
www.sidneytheatre.org/all-events
- 3 - **Santa On The Square**
- 23 6:00—7:30 p.m.—Shelby County Court Square
www.visitsidneyshelby.com
- 3 **Choir Concert at Senior Center of Sidney-Shelby County**
7:00 p.m.—304 South West Avenue
- 4 **Christmas of Yesteryear**
11:00 a.m.—4:00 p.m.—Shelby County Historical Society, 201 North Main Street
www.facebook.com/ShelbyCountyHistoricalSociety
- 4 **Winter Wonderland Parade**
7:30 p.m.—Downtown Sidney
- 7 **Workforce Solution with Edison State**
12:00—1:00 p.m.—Amos Memorial Library, 230 East North Street (more information on page 3)
- 9 **Historic Sidney Theatre Presents: Holiday Jazz Concert**
7:00—8:00 p.m.—Historic Sidney Theatre, 120 West Poplar Street—www.sidneytheatre.org/all-events
- 10 **YPconnect Holiday Party**
5:00—8:00 p.m.—The Bridge Restaurant, 127 West Poplar Street—RSVP's Required
www.sidneyshelbychamber.com/events
- 10 **Christmas Dance at Senior Center of Sidney-Shelby County**
7:00 p.m.—304 South West Avenue

ADDITIONAL MEETINGS & EVENTS ON PAGE 2



FROM JEFF'S DESK

As we inch closer to the new year, I'd like to take this opportunity to thank several individuals who contributed meaningfully to the Chamber's success these past twelve months. To begin I'd like to recognize and thank three outgoing Board members; Mary Lee Smock at Laca! Equipment, Phil Gilardi with On-Point Concepts, and Dave Richard at US Bank. Your dedicated and thoughtful participation in service to our organization is much appreciated.



Thank you also to Margo O'Leary at Wilson Health for your leadership as Board Chair in 2021.

Sincere thanks to Priscilla Wilt and Pam Cox who served as volunteer trustees on the Chamber Foundation. Additionally, I'd like to thank Cameron Eisenhardt with Sidney CARSTAR who this past year lead the Chamber's young professional's group, YPconnect. Thanks also to Dave Ross for your continued leadership as chair of the Sidney Visitors Bureau Advisory Council.

On behalf of Dawn, Cheri, and myself, Merry Christmas everyone. I hope the close of this year brings much happiness and joy to your lives and to the lives of those important to you as we look forward to a prosperous new year.

DECEMBER MEETING & EVENT DATES

- 10 Historic Sidney Theatre Presents: Rocky Horror Picture Show**
11:59 p.m.—Historic Sidney Theatre, 120 West Poplar Street—www.sidneytheatre.org/all-events
- 11 Free Community Christmas Dinner**
11:30 a.m.—1:00 p.m.—Shelby County Fairgrounds (more information on page 1)
- 11 Historic Sidney Theatre Presents: Cory Breth Christmas Tour**
7:30—9:30 p.m.—120 West Poplar Street
www.sidneytheatre.org/all-events
- 15 Human Resources Council**
Speaker: Bryan Niemeyer, FGKS Law
12:00—1:00 p.m.—Holiday Inn Express & Suites, 450 Folkert Avenue
- 16 Chamber Leadership**
Topic: Law Enforcement, Fire, Rescue & Criminal Justice
7:45 a.m.—Breakfast; 8:00 a.m.—Session Begins
Common Pleas Court, Shelby County Court House
- 16 Historic Sidney Theatre Presents: Glaze & Go**
6:30—7:30 p.m.—120 West Poplar Street
www.sidneytheatre.org/all-events
- 17 The Wicked Lobstah at the Sidney Theatre**
5:30—6:30 p.m., 120 West Poplar Street
- 17 - Historic Sidney Theatre Presents: A Christmas Carol**
17—7:30 p.m.; 18—2:00 & 7:30 p.m.; 19—2:00 p.m.
120 West Poplar Street—www.sidneytheatre.org/all-events
- 19 Gateway Arts Council Presents: Canadian Brass for the Holidays**
7:00 p.m.—Sidney High School, 1215 Campbell Road
www.gatewayartscouncil.org/performing-arts
- 21 Upper Valley Community Orchestra Christmas Concert**
7:00—8:00 p.m.—120 West Poplar Street
www.sidneytheatre.org/all-events
- 22 Historic Sidney Theatre Presents: Sing 2 and Matrix 4**
6:00 p.m.—120 West Poplar Street
www.sidneytheatre.org/all-events
- 23 - Chamber, SSEP & Workforce Offices Closed**
- 24 MERRY CHRISTMAS!!!**
- 30 - Chamber, SSEP & Workforce Offices Closed**
- 31 HAPPY NEW YEAR!!!**
- 31 A New Year Celebration at the Historic Sidney Theatre**
5:00 p.m.—Midnight—120 West Poplar Street
www.sidneytheatre.org/events/new-years-eve-amp-100-year-celebration

REWIRE A SMARTER BRAIN

We used to believe that the human brain was pretty much done cooking by the time we reached adulthood. Now, we know that just isn't the case. Neural development isn't complete until our mid 20s and the brain continues to form new neural connections throughout our lifetime.

Have you ever heard the phrase neurons that fire together wire together? This phrase was first used in 1949 a Canadian neuropsychologist named Donald Hebb. Hebb discovered that every experience, thought, feeling, and physical sensation triggers thousands of neurons that pass information back and forth and create a neural network. When you repeat an experience over and over, those neural connections literally get stronger and bigger.

Neuroscientists refer to this process as **experience-dependent neuroplasticity**. The brain is a learning muscle. And like any other muscle in the body, the more we use different regions of that muscle, the stronger those regions get. Experiences that are intense, prolonged, or repeated physically change the anatomy and chemistry of the brain. For example, studies show that cab drivers use one particular part of their brains over and over and as a result it's bigger than yours and mine.

Neuroplasticity is at the root of research on rewiring the brain for better emotional health and overall well-being. A wealth of studies show that the practice of gratitude and kindness enable us to embed positive experiences in the brain and over time rewire the brain to be more receptive to neural activity that makes us smarter and happier.

We can also rewire the brain to be more receptive to negative emotions and the neural consequences. Numerous studies have proven that, thanks to a built-in negativity bias, the brain reacts far more strongly to negative experiences than to positive ones. In addition, intense, repeated or prolonged negative experiences will actually grow and strengthen stress receptors and connections.

There are four simple steps you can take to rewire your brain to intentionally become more receptive to the neural impact of positive emotions.

Remember BRAIN:

BOLO: Be on the lookout for negative thought patterns. Pay attention to where they originate and how they impact your mood, productivity, and energy level.

Reframe: Reframe the negative thought to find at least one positive aspect.

Attention: Refocus your attention on the positive aspect. This will decrease the production of stress hormones and enable you to think through the situation strategically.

Intention: The more frequently you make this an intentional thinking pattern, the more automatic it becomes.

Notice: Recognize how this shift in thinking makes you more receptive to positive emotions and more resilient in times of stress.

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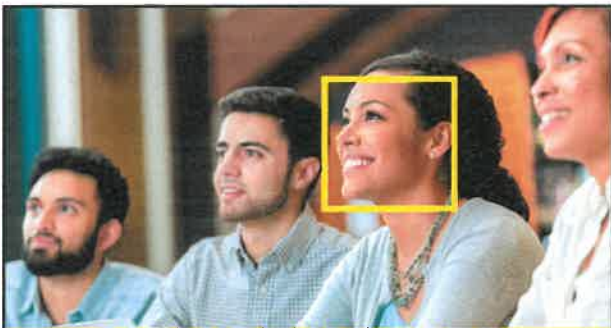
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Amos Memorial Public Library | Community Room
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WHEN

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Seating is limited. RSVP required.

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WRITTEN AND COMMUNICATED SAFE WORK PRACTICES—IT'S NOT JUST COMMON SENSE

Through the years I have heard employers express the sentiment that their employee was injured because they were not using common sense. Even when someone says they can do the job or have had prior experience that may not be true. Common sense does not necessarily help your employee understand the true requirements of a job task.

Guidance for employees in the form of written safe work practices is important for a clear understanding of job requirements and responsibilities. The objective is to communicate safe work practices so that employees have a clear understanding of how to safely accomplish their job requirements. Both general and job-specific safe work practices must be identified, documented, and made available. Have all employees sign a statement to indicate they have read, understood, and will follow all safe work practices.

Examples of general safe work practice knowledge expected of most employees include:

- * Good housekeeping
- * Personal protective equipment
- * First aid procedures
- * Ergonomic principles
- * Hazard recognition and abatement
- * Emergency action plan

Job-specific safe work practices apply to operations and tasks that involve recognized hazards and risks associated with those specific tasks. Job-specific safe work practices must be posted or made readily available in the work area. Examples of job-specific safe work practices include:

- * Respiratory protection
- * Lockout/tagout procedures
- * Confined space entry
- * Hazard communication
- * Powered industrial truck operation
- * Bloodborne pathogens, if applicable
- * Personal protective equipment (PPE)
- * Machine/equipment operation
- * Material handling procedures

Implementation

After the general safety orientation, the supervisor provides new employees with job-specific safety training. Employees should not be allowed to start a job until they have received instructions on how to perform the job properly and safely.

If an employee will perform a hazardous job, the supervisor should complete a Job Safety Analysis (JSA) on that job and incorporate the JSA into the job-specific safety training. JSAs emphasize the identification and control of the potential hazards associated with each step of the job.

Safe work practices are essential for any organization because they prescribe the accepted behavior that is expected from all employees. The safety team may be involved in the development of the employee safety handbook. The handbook includes general safe work practices and specific safe work practices that apply to each job. Safe work practices usually are printed in an employee safety handbook. The first page of this handbook should include a Safety Policy from senior management.

When providing employees with a safety handbook, review the material with them annually and ask questions to ensure their comprehension. Training should thoroughly support all content. Have employees sign a statement certifying that they understand the safety rules and policies and agree to abide by them. Maintain this signed statement in the employee's personnel file.

The Division of Safety & Hygiene's safety, industrial hygiene and ergonomics specialists can help you develop effective strategies to make your workplace safer and healthier. They can visit your workplace or consult with you by telephone or email. These services are available for any private or public employer. BWC also offers specialized options for certain employers. You can request these services online at: info.bwc.ohio.gov or 1.800.644.6292.

For more information, please contact Jim Wirth at 614.546.7331 or jim.wirth@sedgwick.com.

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HAPPY, MERRY, DECEMBER!

- 12/03: Board Meeting, 9:00a
- 12/03: Choir Concert, 7:00p
- 12/10: Christmas Dance, 6:30p
- 12/14: Carry-In, 11:30a
- 12/15: Blood Drive, 10:00a – 4:00p
- 12/17: Billiard Championship, 8:30a
- 12/24,12/25 & 01/01: CLOSED
- 12/27: Newsletters, 9:00a

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