

Gentlemen, mark your calendars

It's hard to believe that it's already time for the R.J. Zavoral & Sons, Inc. annual meetings. The meetings will take place the week of March 30th - April 3rd. Like always, these meetings are mandatory. If you have a conflict with the meeting dates and times, please contact Dave. We received a lot of positive feedback about the machine maintenance meetings we had last year, so we decided to do them again this year, but with even more information. Please bring in your worn out vests and/or hard hats and we'll replace them. We look forward to seeing you there and starting off another successful summer. Here's a rundown of the weeks activities:

At the Townhouse in Grand Forks:

Monday, March 30th

First aid/CPR training - 8 a.m.

401K Review with Alerus Financial - all day

Tuesday, March 31st

Policies and Safety training - 8 am

At the Shop/West Wing:

Wednesday, April 1st

Dozer operator training - 8 a.m.

Backhoe and Blade operator training - 1 p.m.

Thursday, April 2nd

Scraper operator training - 8 a.m.

Volvo operator training - 1 p.m.

Friday, April 3rd

Supervisors training - 8 a.m.

Tri-axle driver training - 1 p.m.

Pulp and Tailings

Vicki wants to thank everyone for their hard work during this pulp and tailings campaign. We've already moved more than all of last year and this year will blow all the previous records out of the water. She is especially grateful for all those who have volunteered to work overnights and on weekends. We couldn't have gotten this far without you!

Bidding Season update

Although it seems like bidding is more year round than a season, it's starting to pick up the pace. The good news is that we've already landed some work for this year. We picked up a street job by Pamida in East Grand Forks, culvert treatment work on T.H. 1, T.H. 219, and T.H. 89 by Grygla and Goodridge, Dike Reconstruction of the mud pond we just cleaned at ACS- Hillsboro, and a new cell at the Polk County Landfill. We also have some work to finish up from last year, most notably the impoundment by Warren and the Red Lake Watershed Ditch job.

Project Updates:

08.204	NDDOT - Near Pembina	2 more separations to work on this summer.
08.212	M-S-T Impoundment	70% Complete with the clay hauling
08.214	Alton Fertilizer Expansion	Need to finish the parking lot this spring.
08.223	RLWD Ditch 12	Starting after the spring run-off.

New and Improved

Make sure to check out our updated website: www.rjzavoral.com. It has some history of the company, some recent projects, and also a list of contacts. The most exciting part of the website is our employees only section. You can get there by clicking on the purple Employee Login button found at the bottom right hand corner of the home page. The username is **zteam**, for the password, **call your supervisor or the office**. Once logged in, you can enter your timecard online, fill out an anonymous comment, find vacation forms, blue sheets and a phone list to download and print, or see some of the old issues of the Dirt. Check it out & let us know if there is anything else you would like to see added.

HAZ-MAT

It's never too early to get your haz-mat and tanker endorsements for your CDL license. Talk to Vicki about getting your background check done. She also has study guides and practices for you to use brush up on your skills.

North Dakota residents have to get their background checks and fingerprints done before they can take the tests. Minnesota residents can take the tests either before or after they get fingerprinted.

Of course, you need your CDL first, so those of you out there without your Class A or B, now is the best time to get that taken care of!

"The price of greatness is responsibility"

- Sir Winston Churchill

Cooter's Corner

Helpful maintenance tips from your friendly mechanic.

Now is the time of year when the shop is going through all the equipment so make a point to let Mike know if you have any issues with your machine via the Blue Sheets (hint: get them from the website!)

Trivia:

In the 1960's NASA spent over a million dollars to design an Astronaut Pen that could write in zero gravity. How did the Soviet Union solve the problem of writing in space?

Digger's Dinner

Who: Anybody who digs

What: Dinner, Drinks, Door Prizes

Where: Ramada Inn

When: Wednesday March 25th, 6:00 pm

The party is sponsored by the local utility companies. If interested, call the office to RSVP by March 14th.

Injury related news

R.J. Zavoral & Sons, Inc. requires employees to immediately report any work-related injury to your immediate supervisor or Joe Zavoral even if you question whether the injury warrants medical attention. Having a FIRST REPORT OF INJURY on file in the office is imperative for any injury. When seeking medical attention, please request the filing of any work-related injury claim with Meadowbrook Insurance. You are encouraged to call the office prior to your appointment to get the proper insurance information.

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Safety Central

Are you feeling SAD?

Seasonal Affective Disorder (SAD) affects about six percent of Americans. Another fourteen percent experience a milder version called winter blues. SAD can lead to feelings of depression during winter months, with the symptoms subsiding during spring and summer. It is related to seasonal variations of light.

Although SAD was first noticed in the late 19th century, it was not formally classified until the early 1980's. It is believed that melatonin, a sleep-related hormone, is produced in greater levels when the days are longer, and thus darker. Increased levels of melatonin have been linked to symptoms of depression. The most difficult months for SAD sufferers are January

and February.

Fortunately, the treatments for SAD can be simple. Phototherapy (increasing the amount of light in a person's environment) has been shown to help many patients. If you are suffering from mild symptoms, consider arranging your home or your workplace to allow for more exposure to natural sunlight during the day. Also, often just spending more time outdoors during the day can alleviate the symptoms of depression. Researchers have found that an hour's walk in winter sunlight was as effective as two and a half hours under bright artificial light.

If you are suffering from seasonal depression, talk to your doctor about approaches that can help you.

