



Dear Friends & Clients,

The dog days of summer are upon us! While many of you may be escaping for some well-deserved vacation, others are working away and getting ready for the back to school transition. Whether your business is in peak season or you're simply ready to have the kids back to a normal routine; we understand amidst the heat and humidity, between the fun and sun, **keeping your cool can be a challenge - both figuratively and literally!**

Along with the [tips and advice](#) we send your way in this newsletter, **I'm here to remind you - We're always ready to help!**

Please feel free to [reach out](#) between our monthly emails for any needs unique to your business. Our team at ECB is committed to streamlining your operations, saving you time, and making employment easier. **Are you taking advantage of all our services? We'd love to hear from you!**

Sincerely,
Don Rider
President

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HRIS TOOLBOX TIP:
[**Web-Based Time Clocks**](#)

Did you know... As part of our ECB family, you have the option to **offer your employees a web-based time clock tool? Whether at a jobsite or telecommuting - Make sure they never miss a punch!**



Employees can simply log into their ECB dashboard on any phone, tablet, laptop or desktop to clock in and out with ease. **Contact us for more Information!**

MANAGING RISK WITH PREDICTIVE SAFETY:
[**Near Miss and Hazard Reporting**](#)

What is a near miss? Near misses are close calls that could have resulted with an injury, but didn't... that time. But what about the next time? We, or someone else may not be so fortunate. After a near miss some employees may just say, wow, that was close, go back to work and forget about reporting it. In these cases, we unfortunately miss opportunities to learn and possibly prevent future accidents.



Pictured above is the Heinrich Ratio Safety Triangle... What is it? The ratio says that for every one serious injury, there are actually 29 minor injuries and 300 near misses. That means we have many opportunities to learn safety lessons from near misses and minor injuries, before a major injury occurs. Near misses are free learning opportunities that we need to learn from to prevent a reoccurrence.

Here are some examples to show the fine line between a near miss and an injury:

- A close call with a fork lift at an intersection with poor visibility goes unreported, but the next employee could be struck

CONNECTING WITH YOUR MILLENNIAL WORKFORCE:

3 Helpful Hints!

Why single out and target Millennials? As of 2015, these 18-34 year-olds became America's most numerous workforce demographic. Company leaders who have not adjusted their strategies to accommodate the rise of this new generation are not keeping up! Now more than ever it's essential to understand what Millennials value and how technology intersects with their experience. Workplace fundamentals have shifted - It's time to catch up and evolve your messaging to get their attention!

1- Embrace Digital and Make it Mobile!

Uniquely web-savvy, these "digital natives" grew up with the internet. The youngest of them have never known a world without it. Millennials are more prepared than most to contend with the ways technology can transform business operations including a remote workforce. It's good... [\(con't reading here\)](#)

2- Personalize and Recognize:

While establishing a strong company culture and gaining employee buy-in is important. It's essential to recognize your employees as human beings with full lives outside the workplace. Refrain... [\(con't reading here\)](#)

3- Entertain, Post and Share!

HR topics may be old hat to your senior employees, but when it comes time for Benefits, Insurance Options, and Open Enrollment especially... [\(con't reading here\)](#)

- Close call with a rotating blade because the guard and interlock are not working properly goes unreported, but the next employee may not be so lucky.

- Close call with a heavy object when it drops and barely misses your foot.

- Close call when not wearing required safety glasses and being struck on the forehead, instead of your eye.

What should you do if you encounter a near miss? Treat it just like an accident, but fortunately, an accident with no injuries. Help conduct an accident investigation to dig down to the root cause and prevent a reoccurrence. Ask, "what if" questions and help come up with corrective solutions to prevent the problem from happening again.

Again, near misses are opportunities to discover and correct a hazard without anyone getting hurt. Not reporting a near miss incident does not help prevent accidents and needless injuries could be the end result. **ALWAYS REPORT NEAR MISSES!**

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