



EMC Newsletter

WINTER 2025

Resolve to Be Ready



INSIDE	
Resolve to be Ready	1
Winter Shoveling	2
Slippery Ramps De-Icing	3
Sign Up For Winter Weather Warnings	4
Prepare for out-age	5
Snowstorms & Extreme Cold	6
Survive, Recognize & respond	7
Wintertime slips & falls	8
Did you know?	9

The new year is right around the corner. January is a great time to plan ahead and make positive changes. As you make a list of resolutions for 2026, resolve to add a few that will help you prepare for emergencies and disasters.

Remember, you don't need to enact all your resolutions at once. Take small steps throughout the year so that you're ready to weather the unexpected.

Here are some ideas to get you started.

- **Make an emergency plan.** Choose a safe place to meet, learn evacuation routes and establish an out-of-town contact.
- **Take stock of your emergency supplies.** Use those that will expire soon and add new ones as needed.
- **Sign up for alerts and warnings.** Download the [FEMA app](#) to get real-time alerts, safety tips and locate open shelters.
- **Snap pictures** of your property for insurance purposes.
- **Take a current photo of you and your pet together** in case you get separated during a disaster.
- **Snap photos of important documents and save them in a secure place or online.** In addition, consider filling out FEMA's [Emergency Financial First Aid Kit](#) to keep all your documents and important information in one place.
- **Set up group text lists** so you can communicate with friends and family during emergencies.
- **Take a class in CPR and first aid.**
- **Have back-up power sources available** to charge devices in case of a power outage.
- **Check your insurance** for coverage on disasters like floods, hurricanes and earthquakes.
- **Save for a rainy day!** Start and grow your emergency fund by adding a small amount at the start of each month.

Learn more about preparedness actions you can take at FEMA's [Preparedness Community](#).

Access the 2026 Preparedness Calendar at: [ready-gov 2026-preparedness-calendar.pdf](#)



Winter Shoveling

There are not many people who enjoy shoveling, unfortunately when you live in a cold climate it is something most people must do.

If you are employed at LADD it is a job responsibility. All service locations must be barrier free. All walk ways and exits must be shoveled and free of ice at all times to insure everyone's safety. Safety while maintaining evacuation paths is our priority. Each home must have two clear exits leading outside while maintaining safety from the extreme cold. All LADD employees receive training on Shoveling & De-icing.



Shoveling tips:

Choose warm, waterproof boots with good traction.

Drink plenty of water—you can get dehydrated while shoveling, even in winter!

Dress in layers so you can remove clothing as you get warmer.

Plan where you'll pile the snow. Push the snow far enough away that you won't have to lift snow onto the pile.

Use a smaller shovel to limit the weight you need to lift.

Warm up by walking before you begin.

Take frequent breaks—walk around during your breaks rather than standing still. For example, walk around to your back yard to shovel a path. Then shovel for 15 minutes. Then go to get the mail.

Get help or take turns with a co-worker or family member.

Avoid caffeine or nicotine before shoveling. These stimulants increase your heart rate and put extra stress on your heart.

If you have been inactive for a long time or have a history of heart problems, check with your doctor before shoveling.

Shovel early and often. Snow gets harder to move as it melts and settles.

As you shovel, think about the position of your back—try to move your feet and avoid twisting as much as possible.

Recommended Shoveling Techniques: (National Safety Council)

Knowing the proper technique for shoveling can help reduce your chance of suffering a back injury.

1. Keep feet wide apart. Place your front foot close to the shovel.
2. Put weight on your front foot. Use your leg to push shovel.
3. Shift weight to rear foot. Keep load close to your body.
4. Turn feet in the direction of the throw (do not twist at waist).
5. When digging, push spade down with leg muscle.
6. Slide load close to your body. Ensure load is loose from ground before lifting.



Slippery Ramps

For those of you who use a walker or a wheelchair and use a ramp to enter and exit your home, ice and snow on your ramp can be troublesome or dangerous.

Make some preparations to clear your ramp.

For an aluminum ramp with a ribbed surface, a shovel will be sufficient to clear off snow.

For a wooden ramp, a shovel or a stiff broom will probably take care of snowfall. But when icing occurs, it takes a little more preparation and effort to clear those slippery ramps.

Before it snows : You can prepare your wooden or metal ramp ahead of time by applying a gritty, non-skid paint to the ramp surface to cause friction. This kind of paint is available at paint and hardware stores. Making the surface rough can help cause enough traction to keep wheels and shoes from slipping on the ramp.



De-icing surfaces



Salt is the old standard de-icer, but its constant application can affect the surface of a metal ramp in the long-term, and it could affect the soil or plants nearby. Salt can damage concrete too, if used constantly. Salt only works to melt ice when the temperature is above 15 degrees Fahrenheit.

There are chemicals which melt ice. Chemical de-icer can be used in temperatures as low as minus-60 degrees Fahrenheit. It doesn't corrode metal surfaces or leave a residue. It also will not burn off the grass near the area.

Ice melting agents that contain magnesium chloride or calcium chloride are okay to use on metal or concrete, though they might leave a residue on surfaces. You should check label instructions and or precautions for any chemical ice melting products that you use. If you have pets or children check label for warnings/safety precautions. Many salt and Ice melt products can be harmful to children and pets.



Getting traction



Substances such as cat litter and sand can give you some traction on slippery ramps.

This winter, please stay safe and healthy with a clear ramp at your house.



Sign Up For Winter Weather Warnings

Winter storms can be dangerous—in an average year, snowy, slushy, or icy roads cause more than half a million vehicle crashes. Extreme winter weather can also leave your area without utilities or services for long periods of time. If your area is at risk for winter storms, it's important to be informed, and know where to get up-to-date information if a storm is coming.

Pay attention to weather reports and warnings of freezing weather and winter storms. The National Weather Service (NWS) provides alerts and warning information to the public.

Visit <https://www.weather.gov/subscribe/> to sign up for alerts, and make sure to sign up for your local community's warning system.



Surviving During A Power Outage

If you lose power during a winter storm or other emergency, do you know what steps to take to stay safe? Prepare for a power outage by learning the proper steps:

- Avoid carbon monoxide poisoning. Generators, camp stoves, or charcoal grills should always be used outdoors and at least 20 feet away from windows. Never use a gas stovetop or oven to heat your home.
- Check on your neighbors, especially older adults who are vulnerable to extreme temperatures.
- Go to a community location with power if heat or cold is extreme.
- Turn off or disconnect appliances, equipment, or electronics. Power may return with momentary "surges" or "spikes" that can cause damage.



For more information to prepare now, survive during, and be safe after a power outage, go to: <https://www.ready.gov/power-outages>

For Individuals with Disabilities more information can be found at: <https://www.ready.gov/disability>

Prepare for a Power Outage

Severe winter weather may cause power outages. Are you ready if the lights go out? Prepare now to make sure you stay safe if you lose power.

Make a list of anything you need that uses electricity; plan for batteries and other alternatives to meet your needs when the power goes out.

- Plan if you have medication that needs to be refrigerated. Talk to your doctor about what to do with medicine if you lose power.
- Make sure to have a flashlight and extra batteries at home.
- Have enough non-perishable food and water for your family.
- Keep mobile phones charged and gas tanks full.

For more information to prepare now, survive during, and be safe after a power outage, go to: <https://www.ready.gov/power-outages>.



Keep Food Safe After A Power Outage or Disaster



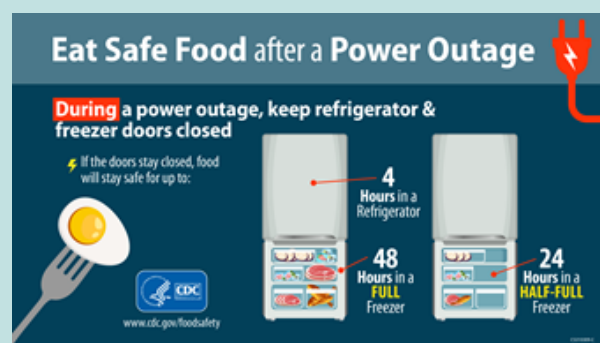
You could lose power for a few days after a disaster or severe winter weather. If the power goes out, it is important to know what to do with your refrigerated food.

If you lose power, keep your refrigerator and freezer door closed as much as possible to keep the inside cold. Throw away any food that has been exposed to temperatures 40 degrees or higher for two hours or more. A full freezer will keep the temperature for about 48 hours. Use coolers with ice if needed, and monitor your fridge and freezer temperatures with a thermometer. When in doubt—throw it out! Throw away any food that has an unusual odor, color, or texture.

Don't forget about refrigerated medicine. If you lose power for more than a day, you should throw away any medication that should be refrigerated unless the label says otherwise. Make sure to check with your doctor to find out how long medication can be stored at higher temperatures before a disaster.

For more tips to keep food safe and survive after a power outage, visit:

<https://www.ready.gov/power-outages>.



Snowstorms & Extreme Cold

Winter storms create a higher risk of car accidents, hypothermia, frostbite, carbon monoxide poisoning, and heart attacks from overexertion. Winter storms and blizzards can bring extreme cold, freezing rain, snow, ice, and high winds. A winter storm can:

- Last a few hours or several days;
- Knock out heat, power, and communication services; and
- Place older adults, young children, and sick individuals at greater risk.

IF YOU ARE UNDER A WINTER STORM WARNING, FIND SHELTER RIGHT AWAY

- Stay off roads, no non-essential travel.
- Stay indoors and dress warmly.
- Prepare for power outages.
- Use generators outside only and away from windows.
- Listen for emergency information and alerts.
- Look for signs of hypothermia and frostbite.
- Check on neighbors.



HOW TO STAY SAFE WHEN A WINTER STORM THREATENS:

Prepare NOW

- Know your area's risk for winter storms. Extreme winter weather can leave communities without utilities or other services for long periods of time.
- Prepare your home to keep out the cold with insulation, caulking, and weather stripping. Learn how to keep pipes from freezing. Install and test smoke alarms and carbon monoxide detectors with battery backups.
- Pay attention to weather reports and warnings of freezing weather and winter storms. Sign up for your community's warning system. The Emergency Alert System (EAS) and National Oceanic and Atmospheric Administration (NOAA) Weather Radio also provide emergency alerts.
- Gather supplies in case you need to stay home for several days without power. Keep in mind each person's specific needs, including medication. Do not forget the needs of pets. Have extra batteries for radios and flashlights.



Create an emergency supply kit for your car. Include jumper cables, sand, a flashlight, warm clothes, blankets, bottled water, and non-perishable snacks. Keep the gas tank full.



Survive DURING a winter storm or extreme cold

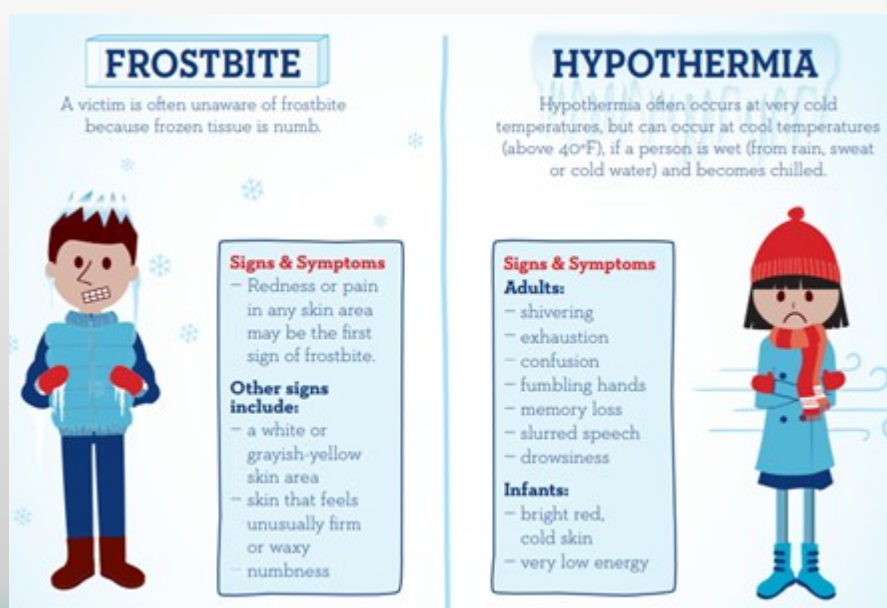
- Stay off roads if at all possible. If trapped in your car, then stay inside.
- Limit your time outside. If you need to go outside, then wear layers of warm clothing. Watch for signs of frostbite and hypothermia.
- Avoid carbon monoxide poisoning. Only use generators and grills outdoors and away from windows. Never heat your home with a gas stovetop or oven.
- Reduce the risk of a heart attack. Avoid overexertion when shoveling snow.
- Watch for signs of frostbite and hypothermia and begin treatment right away.
- Check on neighbors. Older adults and young children are more at risk in extreme cold.



Learn the signs of, and basic treatments for, frostbite and hypothermia.

RECOGNIZE AND RESPOND

- Frostbite causes loss of feeling and color around the face, fingers, and toes.
 - * Signs: Numbness, white or grayish-yellow skin, firm or waxy skin
 - * Actions: Go to a warm room. Soak in warm water. Use body heat to warm. Do not massage or use a heating pad.
- Hypothermia is an unusually low body temperature. A temperature below 95 degrees is an emergency.
 - * Signs: Shivering, exhaustion, confusion, fumbling hands, memory loss, slurred speech, or drowsiness
 - * Actions: Go to a warm room. Warm the center of the body first—chest, neck, head, and groin. Keep dry and wrapped up in warm blankets, including the head and neck.





Wintertime slips and falls

No matter how often snow and ice is salted and removed from walking surfaces, you will probably encounter some slippery surfaces this winter. Walking to and from parking lots, on sidewalks and between buildings during the winter months requires special attention to avoid slipping and falling. We often forget how dangerous slipping and falling can be.

Hazards to watch for

- Snow-covered ice
- Black ice
- Uneven surfaces
- Unsalted sidewalks and parking lots

Here's what you do

Report unsafe areas and unsalted parking lots and sidewalks to the appropriate personnel immediately.

Wear shoes or boots that provide traction on snow and ice. Avoid boots or shoes with smooth soles and heels.

When getting in and out of vehicles use the vehicle for support.

Walk in designated walkways as much as possible.

Taking shortcuts over snow piles and other frozen areas is dangerous.

Look ahead when you walk; a snow- or ice-covered sidewalk may require travel along its grassy edge for traction.

Focus completely on getting from point A to point B safely.

Do the "Penguin shuffle"

Walking like a penguin can reduce your chances of slipping and falling. Here's how:

- Focus on your footing
- Keep your head up
- Slowly take short steps or shuffle
- Extend your arms out to your sides for balance and walk flatfooted
- If you fall, try to avoid landing on your knees, wrists, or spine; relax your muscles and fall on your side.



In conclusion Slipping and falling on ice can cause serious injuries that may require months to recover. By following the simple steps above, you can reduce your chances of slipping and falling.

At your next Family Staff Meeting please discuss what can be done at your workplace to avoid winter slips and falls.

Additional information/training can also be found on the L.A.D.D., Inc. Website..



Go to www.laddinc.net

Log in at Employee Log on

Click on Online Training Site on the wheel.

On the Employee Training Track go to New Employee Orientation 11, Training #15 Body Mechanics & Safety in the Workplace, Slips Trips & Falls.

This information will also be reviewed on the January 2026 monthly family staff training/meeting.



Did you Know?

The Human Resources department is available to provide support for employees at L.A.D.D., Inc.

The HR Department is available to provide support by phone, in person and /or website.

On the L.A.D.D., Inc. website Human Resources tab you can :

Access the online training.

View employment and job postings.

Update your sizes for employee appreciation gifts.

Update your Personal Information.

Complete Wage Payment Election and Consent Form.

Upload forms to the HR Department.

View, print, or download ADP pay statements.

Request records from your employee file.

Print out a variety of forms such as:

Transfer request, State and Federal W-4 income withholding forms, and Personal Reference forms.



Our 2026 Company Goal is:

“To foster clear and concise communication, actively listen to others, and be open to accepting constructive feedback.”

Thank You — From your EMC Committee

Thank you for taking the time to read our EMC Newsletter.

If you have any questions or comments please contact a member of the committee.

Your EMC Committee

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