

Holiday Happenings at the Workplace: How to have Fun and Stay out of Trouble!

The holiday season is upon us once again and this makes us all think of shopping, decorating, and of course holiday parties. Many companies still host holiday parties for their employees and it continues to be a great way for employers to express appreciation, build morale, strengthen camaraderie, and is a temporary diversion from the everyday project deadlines and looming sales goals.

Holiday parties hosted by the company are occasions when some employees “let their hair down” and this doesn’t always bode well with the rest of the party-goers. It is easy for an uncomfortable, unsafe, or even illegal situation to arise. To name a few possible hazards of office parties:

- Harassment or sexual harassment
- Driving under the influence
- Verbal or physical confrontation

Accidents resulting in injuries

As a business owner, it is your responsibility to manage the spirit of the season, balance workplace fun, but still keep legal implications in check. The liability and risk that a business owner can expect if there is a sexual harassment lawsuit or if one of your employees drives home drunk and gets into an accident is monumental!!

Here are some common-sense ways to host a successful party that is celebratory, inclusive and reflective of your company culture:

- Send a pre-party invitation and outline expectations for behavior
- Onsite party = NO ALCOHOL
- For an offsite party, do not pay for alcoholic beverages; CASH BAR ONLY
- Make sure the bartender keeps an eye on anyone who appears intoxicated and informs you immediately if there is concern.
- Invite spouses and significant others —people act more appropriately when they celebrate with their date
- Make it a family event – invite children and grandchildren
- Limit the party time
- Serve plenty of food and stop serving alcohol at least 30 minutes before the end of the party.
- NO MISTLETOE

Offer to pay for Uber or car service for anyone who appears to be intoxicated

The bottom line is..... have your party, enjoy yourself, and make sure that others do the same, but be a responsible party host, keep your employees safe, and minimize the risk to yourself and your company.



If you need help with creating a policy on holiday party safety or any other HR item, **The Bradley Partnerships** is ready to assist. Please check out our website at www.bradleypartnerships.com

Visit our website at www.allekiskistrong.com

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"The Strong Connection" newsletter is published by the Alle Kiski Strong Chamber. Advertising and news articles from members are accepted with all material subject to approval.

ADVERTISING RATES:

Business card: \$50 * Inserts: \$100
Sponsorship Ad: 1/2 page back cover: \$200

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CALENDAR OF EVENTS

Holiday Gala - Polynesian Holiday

December 1, 2017
Quality Inn New Kensington
6:00 pm
\$40 pp or table of 8 for \$300

*Tuika's Polynesian island bringing the magic of
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Hors d'oeuvres
Dinner
Entertainment
Silent Auction

*Make the Holiday Gala YOUR Holiday Party!
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do the work!*

Coffee & Connections—Platinum Ridge Center for Rehabilitation & Healing

December 6, 2017
8:30 am—10:00 am
FREE for Chamber Members
Where Members Meet to Network

State Representative Jeff Pyle

January 25, 2018
Belmont Complex
11:30—1:00
\$25.00 pp

Coffee & Connections 2018

The calendar is filling up fast!
Please contact the office to schedule a
Coffee and Connections at YOUR location.
We bring the chamber members to you!

WELCOME NEW MEMBERS



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The Bradley Partnerships, Inc.

Founded in 2002, The Bradley Partnerships, Inc. (TBP) is a management consulting firm focused on organizational and human resource (HR) solutions. Headquartered in Pittsburgh, PA TBP works with regional, national and international businesses and organizations.

TBP's core capabilities focus on organizational alignment through the development and implementation of the mission statement, core values, assessments, recruiting talent, and a full-suite of outsourced HR solutions. We provide customized leadership and professional training programs and executive coaching. TBP works with a variety of commercial (start-ups to Fortune 500) and government clients. The firm is a 8(a) certified by the US Small Business Administration, SBA Certified Woman-Owned Small Business (WOSB)/EDWOSB and Certified by Pennsylvania's Department of General Services Small Business and Woman-Owned Business. In addition, TBP has received PA UCP DBE certification.

For more information please contact us or see our website:

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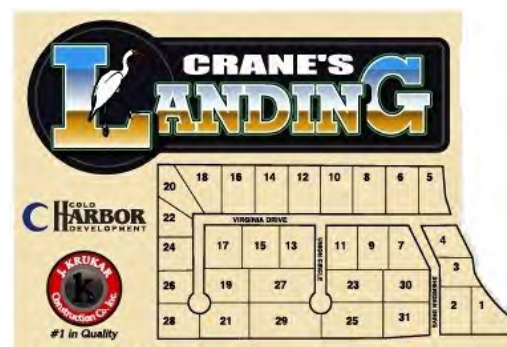
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Huntley & Huntley Energy Exploration

Ed Valenta's, HHEX's Director of Landowner & Municipal affairs, provided an informative talk regarding the natural gas drilling process and operations, the positive impact shale drilling is having on Pennsylvania's economy and environment, its relationship to other industries and manufacturers, and career opportunities in the region's energy industry.



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CHAMBER NEWS

Coffee & Connections Penn State New Kensington



Congressman Mike Kelly Luncheon

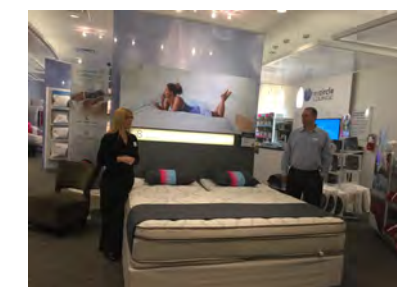


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A Special Thank you to our MC:

Mr. Curt Marino, Seita Diamond Jewelers



Environmental Council(PEC) to explore a multiple community approach to connect towns to trails. An experienced Consultant, Cathy McCollum was engaged by PEC to work with the Armstrong and Redbank Trail communities to develop a regional approach.

TOWN AND TRAILS REGIONAL COALITION PROGRESS
Quarterly meetings have been held with an average of 40 participants. Representatives from businesses, trails, non-profits, municipalities, and counties have attended the quarterly Steering Community meetings. Action Teams have been established in New Bethlehem, East Brady, Kittanning/ Templeton, and Ford City. Each Action Team has identified needs and established priorities for their community.



A partial list of accomplishments include:

Brochures that have a consistent look have been developed in New Bethlehem and East Brady. Similar brochures are in process in Kittanning/Templeton and Ford City.

Faster Quicker Cheaper grants have been awarded to East Brady, Kittanning, and Ford City to assist with implementing plans for trail improvement/marketing/events.

A Workshop for Businesses was conducted that provided practical and concrete tips to drive more trail users to their businesses.

A sub-committee has been created to work on Trailhead Signage for major communities along the Armstrong and Redbank Valley Trail.

The Richard G. Snyder YMCA youth in the After School Program have adopted a mile section of the trail near the Y. The youth completed a door to door survey of area residents along the trail.

A powerpoint presentation targeting businesses has been developed by New Bethlehem.

A mural has been created and installed on the side of a building in East Brady featuring "Playground on the Allegheny" tagline.

A network of businesses across communities is developing where ideas are shared.

JOINING THE INITIATIVE

If this sounds like an exciting opportunity and you are interested in getting involved, contact Kay Owen, Kittanning/Templeton Action Team Leader at 724 543 3608.





TRAILS MEAN BUSINESS!

BY Kay Owen, Armstrong Trail Volunteer

Did you know that day users of trails spend \$18.00 per day average?
 Did you know that overnight users spend \$125.00 per day average?
 Did you know that there are three main groups of trail users that a market for trail related businesses:
 Retired/Semi-retired Baby Boomers, Families looking for safe places, and local people who live within 15 minutes of the trail?

An example of how trails can positively impact the local economy is the towns and villages along the Great Allegheny Passage(GAP). The GAP is a 150 mile trail running from Pittsburgh to Cumberland. Since 2007, there has been a net gain of 65 NEW trail town businesses open, 250 new jobs were created, and as of 2015, 40% of the businesses planned to expand.

PERSONAL TESTIMONY

Every year, a group of 16 retired woman ranging in age from 55 to 72 go on a three-day biking adventure. We have traveled to Confluence, PA which is a small town of less than 1000 people along the GAP and the Yough River and Cuyahoga National Park in Ohio. On these trips, we bike and hike. We also go shopping, pick up local souvenirs, frequent restaurants, go out for adult beverages, pick up supplies at the local grocery store, eat ice cream, buy gas, and visit antique shops/galleries. In Confluence, we rented an entire guest house and at Cuyahoga, we rented the house in the park. We spend money!!

For the last eight years, there is a group which ranges in size from 10 to 22 who go on a Fall Ride. We look for long trails with accommodations at the mid-point of the trail or with shuttle services. Past trips took place on the Allegheny River Trail, The Pine Creek Trail, The North Bend Trail, The Rail Trails of Central West Virginia, The Three Rivers Heritage and the Steel Valley Trails, and the Redbank Valley Trail. In October 2017, 16 people stayed at the Brick House Bed and Breakfast in Oak Ridge, PA just north of New Bethlehem. Dinners were catered by Zack's Shack, and Joe's Italian Restaurant in New Bethlehem. A wine tasting was held by Porchvue Winery and lunch was enjoyed at the Opera House in Brookville followed by ice cream at Buff's. Once again, this group spent money!!!

CAPITALIZING ON THE LOCAL OPPORTUNITY

In Armstrong, Clarion and Jefferson Counties a trail system exists that is benefitting our communities, businesses, and residents. Between the Armstrong and Redbank Trail, there is 71.5 miles of trails. Just one hour northeast of Pittsburgh, the Armstrong Trail follows the wide, placid, and majestic Allegheny River (River of the Year for 2017) and the Redbank Valley Trail follows Redbank Creek for a remote, wooded experience. These trails provide stunning views, world class trails, tunnels, and historic features and communities.

The big question is how do we capitalize on the outdoor assets in our area. How do we effectively communicate the benefits of trails to residents, municipal/county officials and businesses? The good news is that there is a local initiative underway. It is called the REGIONAL TOWNS AND TRAILS REGIONAL COALITION. The Claude Worthington Benedum Foundation based in Pittsburgh has funded this initiative through the Pennsylvania

Alle Kiski Strong Chamber Young Professionals Event at Zone 28



Thank you Zone 28 for an amazing FIRST event!

FANTASTIC job Young Professionals Committee
 and
 Alle Kiski Strong Chamber Intern
 Joe Feil



Are Probiotics Really Good For Me?



Probiotics are live yeasts and bacteria that are healthy for your body, especially your digestive system. When we think of bacteria, we typically associate them with diseases. But our body is full of bacteria, both bad and good. Probiotics are typically referred to as the “helpful” or “good” bacteria since they enhance your gut health.

While natural, good bacteria are found in your body, probiotics can be acquired from different foods and supplements. Doctors often recommend them to people with digestive issues. And owing to their newfound fame, you can find them in everything from chocolate to yogurt. So, are probiotics really good for you?

Scientists are continuously trying to figure out how exactly probiotics work. Listed below are just some of the ways they may keep you healthy.

1. When you lose “healthy” bacteria in your body (such as after consuming antibiotics, for instance), probiotics can help substitute that.
2. They can also help balance your “good” and “bad” bacteria in order to keep your body working to its full potential.

The benefits of probiotics have been proven to be effective in supporting the immune system function and healthy digestion, along with beautiful skin. Historically, we had ample of probiotics in our diets from consuming fresh foods from good soil and by fermenting our foods to prevent them from spoiling. However, owing to harmful agricultural procedures and refrigeration, our food now packs little to zero probiotics at present day, and the majority of foods actually contain dangerous antibiotics that eliminate the healthy bacteria in our bodies. If you decide to add more probiotics foods in your body, you could experience the following benefits.

1. A stronger immune system
2. Better digestion
3. Increased energy levels from vitamin B12 production
4. Better breath since probiotics destroy candida
5. A healthier skin, because probiotics naturally treat psoriasis and eczema
6. Reduced flu and cold
7. Weight loss
8. Healing from inflammatory bowel disease and leaky gut syndrome

Newer research in progress may soon prove that probiotics can:

1. Reduce colds and flu
2. Treat kidney stones
3. Minimize the overuse of antibiotics
4. Prevent gum disease and cavities
5. Fight cancer
6. Treat colic
7. Treat Crohn’s disease and colitis
8. Lower cholesterol
9. Improve acne
10. Eliminate bacteria that lead to ulcers
11. Treat liver disease
12. Accelerate weight loss

One way to ensure you get a sufficient supply of probiotics is by consuming more sour foods, such as apple cider vinegar, and especially fermented veggies. They pack some probiotics, but they also contain certain kinds of acids such as acetic acid and gluconic acid, which are healthy acids that create a certain type of pH in your body that supports the development of probiotics in your system. Another way is through consuming probiotic-rich food, such as kefir, goat milk yogurt, and coconut kefir. And also, add some good fermented foods in your meals, a minimum of one serving in a day or even more.

By: nwright - November 8, 2017

