



November is American Diabetes Month

Unfortunately, diabetes is all too common in the United States. 136 million Americans have diabetes or prediabetes, that's nearly one in every two people. In Oklahoma roughly a million people or 35% of the adult population have prediabetes and approximately 400,000 other adult Oklahomans have the diagnosis of diabetes, additionally another 100,000 people in Oklahoma have diabetes and don't even know it yet.

Complications of diabetes include heart disease, stroke, amputation, and kidney disease. People with diabetes have medical expenses approximately 2.3 times higher than those who do not have diabetes.

In 2017 medical expenses and lost productivity for those diagnosed with diabetes were estimated to be 3.8 billion dollars.

Most of the complications from diabetes are directly caused by inadequate blood sugar control. In the last decade with the advent of newer medications to treat diabetes, clinicians have had more effective options in regulating blood sugar. Those employees who have completed the Personal Health Assessment through CareATC can review their fasting blood sugar and their 90-day blood sugar average on their report. If you are in the yellow or red range, please follow up with Care ATC or your regular health care provider.





Collective Bargaining Units and Agreements

During the month of October, in the City Connections and My Foundations newsletters, information has been available regarding the City of Tulsa Union groups. Remember that most employees at the City are first represented by a Collective Bargaining Unit (CBU or Union) and covered by a Collective Bargaining Agreement (CBA) rather than policies and procedures.

But we haven't discussed what a CBU actually is and who does a CBU cover and negotiate for?

The City has six Collective Bargaining Units:

1. The Fraternal Order of Police Lodge #93 which represents sworn police officers.
2. The International Association of Firefighters Local #176 which represents sworn firefighters.

And the American Federation of State, County and Municipal Employees (AFSCME) Local 1180 which represents non-sworn employees.

3. Emergency Communication (EC)
4. Labor and Trade (LT)
5. Office Technical/Administrative Technical (OT/AT)
6. Information Technology/Information Systems (IT/IS)

AFSCME does not represent exempt employees or employees designated as confidential.

When one hears on the news about contentious Management/Union relationships the picture fighting, picketing, strikes and distrust. That's not how it works here at the City. City administration, HR, Legal and management all work respectfully and collaboratively with our Unions, negotiating issues such as pay or working conditions, including safety concerns, representing employees in grievance or disciplinary hearings, and helping the City work towards its goal of becoming a globally competitive, world class employer. Unions can also be an important source of feedback for management—they typically have the trust of employees and a grass-roots understanding of day-to-day concerns facing employees because they work along side the employee's they represent.

While the City and the Union may not always agree on an issue or on a resolution, members of the Union and the City, specifically Human Resources and Legal staff, meet routinely to discuss and collaborate on ways to solve problems and improve employee experiences at work. These discussions assist in putting out fires or heading off grievances by balancing management and employee interests. When the bargaining units and the City work together, everyone benefits.



Six Safety Tips to Avoid Injury This Thanksgiving

Thanksgiving is a time when friends and families gather together at the beginning of a busy holiday season. Whether you're preparing a Thanksgiving feast or tossing the football in the backyard, keep these tips in mind to avoid an unwanted trip to the ER.

Cuts and lacerations.

Because the production of a large holiday meal often calls for the all-hands-on-deck approach, it often brings novices into the kitchen. It should be no surprise, then, that emergency departments often treat cuts and lacerations from people using knives and other sharp implements to help prepare a holiday meal. Take a moment to ensure that anyone offering to assist in the kitchen is familiar with the safe use of the tools they are going to be using. Minimize the risk of knife injuries with these tips:

- Use a knife suitable for the task and for the food you are cutting
- Keep knives sharp
- Cut on a stable surface
- Handle knives carefully when washing up
- Carry a knife with the blade pointing downwards
- Store knives securely after use, e.g. in a scabbard or container
- Use protective equipment as required

Burns

Burns of the hands and arms are another common holiday occurrence. Novices may attempt to navigate oversized broiler pans into ovens, or large portions may boil over their containers. Be sure to use protective oven mitts that comfortably cover and protect all sides of the hand when reaching into the oven. Avoid wearing loose clothing that could get caught while moving hot foods, causing a spill or even causing you to catch on fire if it comes in contact with a burner.

Food poisoning

Improperly preparing food, or storing and transporting it at the wrong temperature, allows bacteria to thrive. The resulting cases of foodborne illness can cause people to seek out emergency treatment. While these cases of "food poisoning" are often mild and not life-threatening, they can certainly put a damper on holiday celebrations. To ensure foods are properly prepared and stored, use the [U.S. Food and Drug Administration website](#) for food safety basics.

Falls

The Thanksgiving weekend commonly marks the beginning of a busier holiday season and is often used for more than just shopping. Every year a number of people are injured when they fall off roofs, ladders, or trees while attempting to place lights and other decorations. Employees are encouraged to adopt the following practices:

- Have a spotter when using a ladder
- Maintain a 3-point contact (two hands and a foot, or two feet and a hand) when climbing/descending a ladder.
- Face the ladder when climbing or descending.
- Keep the body inside the side rails.
- Use extra care when getting on or off the ladder at the top or bottom.
- Avoid tipping the ladder over sideways or causing the ladder base to slide out.
- Carry tools in a tool belt or raise tools up using a hand line. Never carry tools in your hands while climbing up/down a ladder.
- Extend the top of the ladder three feet above the landing.
- Keep ladders free of any slippery materials.

Sports Injuries

Friendly competition and family events often go hand-in-hand. But each pick-up football game and driveway basketball showdown brings a risk of ankle sprains, facial lacerations from a stray elbow, and even broken bones and concussions. Use proper equipment and be sure you have a space clear of obstructions that could cause trips and falls. With simple planning, you can ensure your backyard sporting event doesn't turn into a trip to the emergency department.

Alcohol

Alcohol is often a part of holiday celebrations. The City of Tulsa strongly encourages all employees to make responsible choices when it comes to alcohol consumption. If you plan to drink, always have a designated driver, use public transportation, or arrange for a ride-sharing service.

Follow these safety tips to reduce your risk of injury and have an enjoyable Thanksgiving with family and friends.

