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# What's Up, Doc? Spring 2001

Maine Department of Conservation

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# What's Up, DOC?

A NEWSLETTER FOR DEPARTMENT OF CONSERVATION EMPLOYEES

Spring 2001

## A message from the Commissioner

I'm always intrigued to hear what inspires people.

While visiting with University of Maine's Coach Shawn Walsh, he conveyed an insightful story about dedication and determination to me, and I'd like to share it with you.

The setting was the 1992 National Championships that the University of Maine went on to win. After a light practice, University of Maine players returned to their rooms to rest and focus on the upcoming national championship game.

Continued on Page 2

## LIBRARY USE ONLY Congratulations!



Jeannine Lapointe of LURC receives the Employee of the Year Award from Governor King and Commissioner Lovaglio for her outstanding performance and dedication.

Last September state employees attended Employee Recognition Day to be recognized for their commitment and dedication to the State. Governor King and Commissioner Lovaglio acknowledged employees who excelled as department leaders.

Commissioner Lovaglio attended Employee Recognition Day ceremonies in Bangor and Presque Isle and enjoyed meeting with employees who participated in both ceremonies.

Continued on Page 4

## SPRING IS A GREAT TIME TO EXERCISE! FEEL AND LOOK BETTER BY ADDING EXERCISE TO YOUR LIFE

Contact your physician before beginning  
a new exercise program.

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## Commissioner's Column

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Prior to the game, Maine's young forward Paul Kariya asked Coach Walsh on which bench the team would be. The coach didn't know and asked Paul why he needed to know this minor detail. Kariya responded that prior to games, he would visualize every aspect of the game, including where he'd be on the ice and from which bench he would enter the ice. Coach Walsh was inspired at how this young player analyzed each move to prepare for the biggest game of his professional career. From the ice of Alford arena to the stadiums of the National Hockey League, no wonder Paul Kariya is the caliber player he is today.

All of us have found lessons or inspiration that help us do what we do. For Kariya, it was visualizing his every move. For Walsh, it was learning how completely you could prepare for the game.

What's your story of inspiration? Send it to Gale Ross. We'll try to print as many as we can in the next newsletter.

And, good luck with your game!

## 120th Legislature Joint Standing Committee *Agriculture, Conservation & Forestry Committee*

Senate Richard Kneeland, Chair (R-Aroostook)  
John Nutting (D-Androscoggin)  
Marge Kilkelly (D-Lincoln)

House Linda Rogers McKee, Chair (D-Wayne)  
Paul Volenik (D-Brooklin)  
Susan Hawes (D-Standish)  
Sally Landry (D-Patten)  
Jacqueline Lundeen (D-Mars Hill)  
Raymond Pineau (D-Jay)  
Walter Gooley (R-Farmington)  
Clifton Foster (R-Gray)  
Roderick Carr (R-Lincoln)  
Arlan Jodrey (R-Bethel)

Jill Ippoliti, Legislative Analyst  
Kristy Sullivan, Clerk



## In the News...



Jerry Parsons (center) receives recognition from Jeff Commack (left) representing the Maine Chief's Association and Loren Leclair of Old Town (right).

Maine Forest Service Ranger Jerry Parson of Old Town was presented an award at the Town Forest Fire Meeting in Levant, on March 29 for his work in fire control. The award was presented by Fire Chief's Loren Leclair of Old Town and Jeff Commack of Bangor, representing the Maine Chief's Association and

Penobscot County Fireman's Association.

Last year, Ranger Parson was awarded the Bronze Smokey Award by the USDA Forest Service, National Association of State Foresters and the Advertising Council for his 26 years with fire prevention efforts.

During his career, Parson has spoken to more than 25,000 youngsters in Maine's schools to the dangers of playing with matches and the dangers of



[www.state.me.us/doc](http://www.state.me.us/doc)

### New Look and Navigation

Visit the Department's Web site and find a re-designed home page with links to current job openings, news releases and a search engine.

### New BPL Web site

Coming this summer, the Bureau of Parks and Lands will unveil its newly re-designed Web site.

### Download Applications

BPL's Division pages will feature downloadable grant applications.

### Searchable Database

The newest addition is the searchable database. Visitors to the site will be able to search state parks, state historic sites and public reserved land units by name, geographic location or activity. Say you want to hike and

picnic in western Maine. Now you can find where to go with a click of your mouse!

### Accessibility Information

Also included is accessibility information for visitors with disabilities.

### Maps and Pictures

worth a thousand words!

[www.state.me.us/doc/parks](http://www.state.me.us/doc/parks)



# Employee

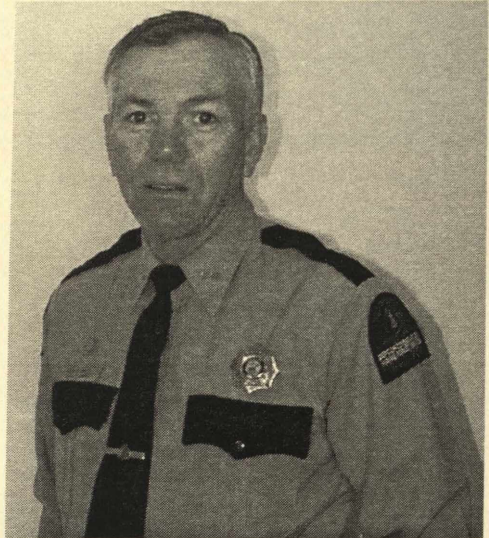
## Governor's Safety Award Ginger Jordan-Hillier



Ginger Jordan-Hillier, Assistant to the Commissioner for Special Projects, was awarded the Safety Award

As the Department's Safety Officer, Ginger Jordan-Hillier has been instrumental in developing many safety policies and training programs as well as ensuring compliance with the Department of Labor on many important issues. Ginger has given much energy and commitment to making the workplace safer for all employees.

## William Twarog Memorial Manager of the Year Bruce Small



Bruce Small, District Forest Ranger was awarded the William Twarog Memorial Manager of the year

As District Forest Ranger in Southern Maine, Bruce is a well respected leader and supervisor in the Forest Protection Division of the Maine Forest Service. Bruce's assigned district has earned much credibility statewide for quality of work and high productivity.

## Governor's Special Teamwork Award



Charlene Daniels, Elaine Pepler, (Rebecca Hinton and Brenda Maddox not pictured) received the Governor's Teamwork Award. The Parks Reservations Team provides an outstanding level of customer service and demonstrates effectiveness of working together as a team.





# Safety is No Accident, It's a Behavior

Department of Conservation Labor Management Health & Safety Committee  
Spring 2001

## Committee Members

Sandra Cleaves/Labor  
Jim Downie/MFS  
Peggy Dwyer/LURC  
Deb Veilleux/ACE  
Dick Libby/MFS  
John Hinkley/Labor  
Bob McKee/LURC  
Ginger Jordan-Hillier/  
Commissioner's Office  
John Leavitt/Labor  
Tom Weddle/BOGANA  
Deb Phillips/Personnel Manager  
Mick Rogers/Parks and Lands  
Dan Skillin/Labor  
Pete Smith/Parks and Lands  
Bob Marvinney/Bureau Director

## Did You Know?

NIOSH (National Institute of Occupational Safety & Health) has a fact sheet dealing with issues specific to women's occupational health:  
[www.cdc.gov/niosh/01-123.html](http://www.cdc.gov/niosh/01-123.html)

**Congratulations**--Fire Protection Division; for reducing vehicle accident/incidents from 21 in 1999 to 12 in 2000. Motor vehicle accidents are the number one cause of workplace death for males and the number two cause of workplace death for females throughout the U.S. Safe driving is a valuable skill for remaining healthy and safe at work and at home.

e-mail your congratulation suggestions to Ginger Jordan-Hillier

## Overexertion Injuries are Avoidable

Commissioner Lovaglio

Overexertion injuries are avoidable. I never expect employees to push themselves at work tasks to the point of injury. The one exception is an emergency situation where a minor injury on our part may save a person from serious injury or death. Department employees continue to experience injuries from overexertion. Perhaps it is a misunderstood concept relative to productivity? Getting injured is not productive. Dealing with an injury will use time and cost money. Time to recover, visits to doctors, physical therapists, pharmacies, time to fill out paper work, and redo schedules and assignments because a valued employee is not available. Injury will decrease your quality of life at work and at home. Safety practices such as planning, reviewing, training, task rotation and stretch break time may appear to prevent us from doing our many assigned tasks. Injury and illness will use more time and cause pain and anguish.

A key strategy for preventing overexertion injuries is to improve communication--two-way communication.

Supervisors must communicate the message that overexertion injuries are avoidable. Supervisors must create an atmosphere where employees feel comfortable to ask questions when they don't understand the assigned task or when they are concerned that performing the task may cause injury.

Employees must make the effort to communicate with their supervisors. If the assignment is not clear, or if you feel someone will be injured, clarify with your supervisor. If you cannot do all the work that has been assigned without injury and you do not have the ability or authority to prioritize, clarify with your supervisor. Sometimes all the work will not get done. Communication, clarification, planning and prioritization, not overexertion, are the desired tools when we face this challenge.

Does the person assigning the task view the task as simple and safe when it may be difficult? Did conditions change after the task was assigned? Did the employee performing the task understand the intended assignment? Is there an assumption of training, skill, assistance or equipment where it does not exist?

**Communicate, Plan, Clarify, Prioritize -- DOC can eliminate injuries from overexertion.**



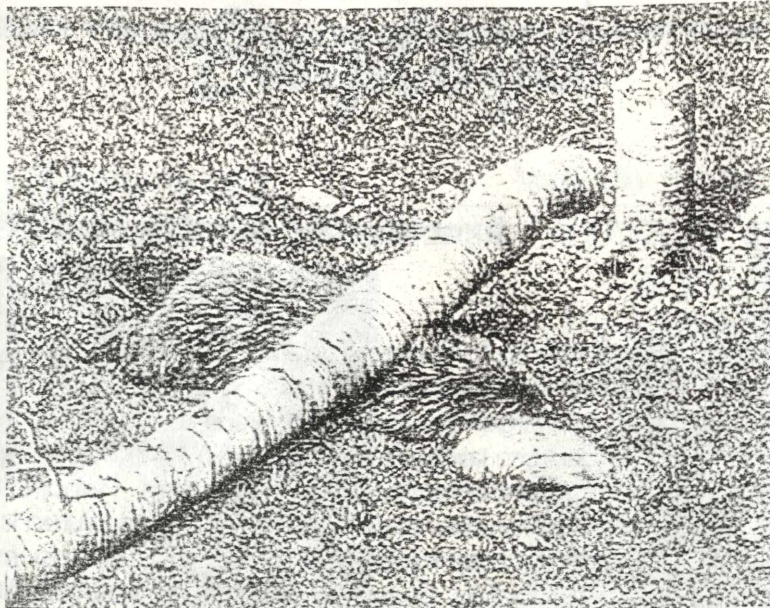


Photo and message courtesy of Great Northern Paper

Even if you were born to do a job, it doesn't necessarily mean that you're going to do it safely.

Remember that no matter how many times you've done the job before, be sure to think the whole thing through before you start. You've carefully thought out all the angles. You've done it a thousand times. It comes natural to you. You know what you are doing; it's what you've been trained to do your whole life.

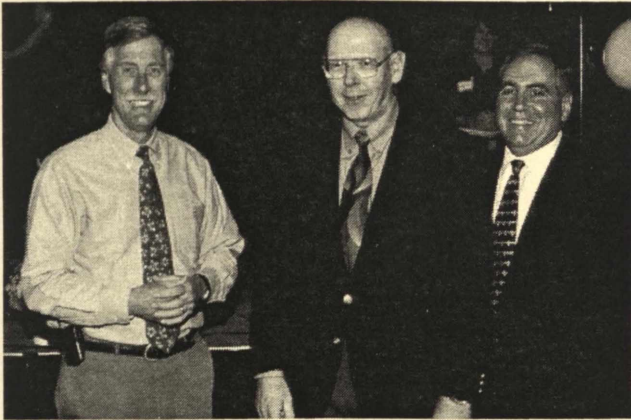
## **NOTHING COULD POSSIBLY GO WRONG!**

**Thank You...** To the many DOC employees who assist with communicating the health and safety message. **Jeannine Plourde, Pete Smith and Randy Lagasse** for taking notes at safety meetings. **Susan Benson, Gale Ross, Lisa Porter** for assistance with the formatting, publication and mailing of the Safety newsletter. **Patty Bailey** for summarizing and circulating monthly rabies information. **Management Points** for passing on safety information from management point bulletins and regularly communicating the message of workplace safety. **Safety Committee members** for sharing safety information with your fellow employees.



# Recognition

## Service Awards



John Picher of the Bureau of Parks and Lands receives his 35 Year Service Award from Governor King and Commissioner Lovaglio

Back row (L-R): Jim Lord, Jay McIntosh, Harry Doughty, Ron Cyr  
Front row (L-R): Mike Wilusz, Stu Wagner, Levi Walton, John Anastasio pictured with Governor King and Commissioner Lovaglio receive their 25 Year Service Awards



Ron Hunt of the Bureau of Parks and Lands and Mike Devine from the Maine Forest Service receive their 30 Year Service Awards



# DOC Employees Do Great Work!



## TOWN OF KENNEBUNKPORT, MAINE

— INCORPORATED 1653 —  
MAINE'S FINEST RESORT

March 12, 2001

Mr. Don Mansius  
Director of Policy and Forest Management  
Maine Forest Service  
22 State House Station  
Augusta, ME 04330

Dear Mr. Mansius:

On behalf of the Kennebunkport Shade Tree Committee, I am writing to personally let you know how fortunate we feel to have the talent and support of Tish Carr. On several occasions we have had the opportunity to seek Tish out as a resource for information and guidance as we continue to develop our Shade Tree program. Tish has always been responsive, full of ideas and information that we can readily apply to our program.

The Maine Forest Service should be proud to have the talents and commitment of Tish Carr. We look forward to continuing our relationship with Tish, and with all of you who are so committed to caring for Maine's forests and communities.

Sincere Regards,

*Marilyn J. Champagne*  
Marilyn J. Champagne  
Shade Tree Committee

cc: Ron Lavaglio, Commissioner ✓  
Thomas C. Doak, Director



## BAXTER STATE PARK AUTHORITY

STATE OF MAINE

### AUTHORITY MEMBERS

LEE PERRY, CHAIRMAN  
COMMISSIONER OF INLAND FISHERIES AND WILDLIFE  
THOMAS DOAK  
DIRECTOR OF MAINE FOREST SERVICE  
STEVEN ROWE  
ATTORNEY GENERAL

INFORMATION  
(207) 723-5140

### PARK HEADQUARTERS

ADMINISTRATION 723-9616  
IRVIN C. CAVERLY, JR., DIRECTOR  
44 BALSAM DRIVE  
MILLINOCKET, ME 04462  
(207) 723-9500

April 2, 2001

Commissioner Ron Lavaglio  
Department of Conservation  
22 State House Station  
Augusta, ME 04333-0022

Dear Commissioner Lavaglio,

Thank you for helping the Leave-No-Trace in Maine Steering Committee to accomplish their goal of producing an educational video for statewide use. The funds the Department of Conservation contributed in the beginning stages of this effort gave us the encouragement to move forward in production while seeking additional funds from other sources. Thank you also for your support of our proposal when it went before the Maine Outdoor Heritage Fund board. I know there are many projects competing for the Fund and your role as Commissioner of the Department of Conservation and a board member for the MOHF made your support especially meaningful to us.

In addition to your support with our fundraising, I would like to express my appreciation for the time the Department allowed Steve Spencer to work on this project. His expertise was a critical and much appreciated in-kind contribution for which your department deserves thanks and praise. With his professional experience in recreation and his personal commitment to reaching a broad audience, Steve was an irreplaceable asset in this effort. Steve worked hard to ensure the final product would embrace the widest possible diversity of the state's natural resources and visitors. My hope is that you will soon see the on-the-ground results of his efforts as more and more groups have the chance to share this video with their members.

Thank you again for your help with this project. Best wishes to you as you tackle the Department's challenges in the upcoming months!

Sincerely,

*Jean Hoekwater*  
Jean Hoekwater, Naturalist  
Baxter State Park



# Employee News

## Anniversaries

### 35 Years

Richard Beedy  
John Picher

### 30 Years

Steve Curtis  
Ron Hunt  
Maynard Thornton

### 25 Years

Gloria Allen  
John Anastasio  
Charlene Daniels  
Peter Lammert  
Gale Ross  
Mike Skinner  
Stu Wagner

### 20 Years

Jill French  
Bruce Reed  
Pete Smith  
Susan Starrett

### 15 Years

Tom Charles  
Steve Dickson  
Mike Demarest  
Matt Foust  
Matt Hodgdon  
Andrew Hutchinson  
Sue Myers  
Charles Moores  
Peter Pelletier  
John O'Jala  
Ron Shaw  
Beverly Smith  
Samantha Tessari

## Retirements

Betty Barry  
Harry Doughty  
Frank Hutchinson  
Ed Jones  
Dick Skinner

## New Hires

Bureau of Parks and Lands  
Bud Newall  
Planning and Research Associate

General Services  
Lisa Porter  
Clerk Typist II

Bureau of Parks and Lands  
Dan Prichard  
Submerged Lands Coordinator



Maine Department of Conservation  
22 State House Station  
Augusta, ME 04333-0022

This newsletter is published for employees of the  
Department of Conservation.

Submit story ideas to:

Susan Benson, Editor  
susan.benson@state.me.us  
(207) 287-4909

*Send in your story idea for the next issue of "What's Up, DOC?"*

*Jeannine Lapointe of the Land Use Regulation  
Commission receives the Employee of the  
Year Award from Governor King and  
Commissioner Lovaglio last fall.*



*Department of Conservation  
employees are recognized for  
outstanding service*

*2000 Employee  
Recognition*