



Holiday Season: Reducing Employee Stress

By Kelly Spors

The holiday season is supposed to be a time of comfort and joy. Yet, for many people, it can also be a time of great stress. Employees have to juggle their professional duties with personal demands, such as shopping for gifts, hosting and attending holiday parties, cleaning, and cooking.

Moreover, some workers may feel financially or emotionally drained this time of year. “The holidays can be a hectic time for many, and a lack of money, a lack of time, and the hype and commercialism of the season causes increased stress” for many Americans, according to a 2006 study by the American Psychological Association.

Business owners and managers can take steps to relieve their employees’ stress levels around the holiday season and make their lives a little merrier.

Be flexible about scheduling

Offering flexible scheduling or extra personal time in the days leading up to Thanksgiving or Christmas may be the best gift you can give your

employees. This will allow them extra time to run errands, shop, spend time with family or simply unwind during the hectic holiday season.

Hire temporary staff, if you need extra help

Hiring a few extra workers can relieve your full-time staff and prevent them from needing to work overtime around the holidays.

Don’t overdo employee holiday events

Even though it’s a festive time of year, office holiday parties and other employee events around the holiday season only place an extra burden on your staff. Consider keeping work-related events to a minimum around the holidays, if possible. Perhaps host just one party or employee event over the holiday season.

Praise your staff

Your employees may need some extra encouragement and compliments around the holidays. Tell employees directly that they’re doing good work or give them cards with messages that show gratitude. Whatever you do, avoid making



the holidays extra stressful by complaining too much or pressuring your employees.

Be sensitive to cultural or religious differences
Remember that not everyone celebrates

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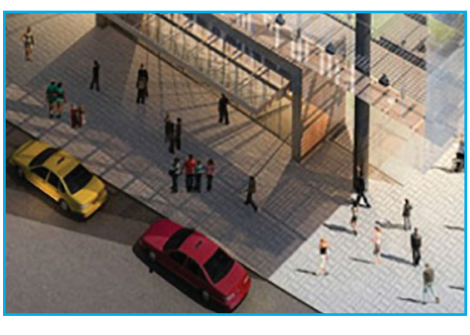
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Hudson Yards: Gateway – Phase II Design Row Preservation Project
Gateway Development Commission Contract
Bid Date: January 10, 2023

Description of project:
The project consists of the construction of cut-and-cover tunnel cells which originate at the western face of 11th Avenue, travel diagonally across the LIRR West Side Storage Yard (West Rail Yard), continue below the existing NYC Department of Parks and Recreation’s High Line Structure, and terminate south of the High Line before West 30th Street. Project specifications are based on Amtrak standard specifications supplemented by LIRR standard specifications for railroad yard-specific requirements.

Work covered by this contract includes the following:

- Demolition of the existing LIRR emergency services building (ESB) and associated utilities
- Installation of instrumentation and monitoring equipment
- Design and installation of support of excavation retaining structures for the tunnel
- Jet grouting within the support of excavation as necessary for excavation and outside of tunnel limits
- Excavation of the area of the tunnel and disposal of material removed from the excavation
- Construction of the reinforced concrete tunnel structure
- Grading of the yard area and restoration of access roads
- Restoration of surface area to pre-existing conditions

Many bidding opportunities are available: temporary and permanent site fencing, removal of existing LIRR Building 4, existing foundations and slabs, temporary utilities, site preparation and demolition including relocation and protection of existing utilities as required, installation of LIRR track outage protection, construction of truck wash down, stone haul road, site logistics and MPT measures, temporary facilities, installation of dewatering system (pumps, tanks, treatment measures, etc.), installation of construction trailers with temporary utilities, lighting and site security, installation of soil erosion and sediment control, including dust control, silt fence, inlet protections, etc., general excavation and disposal, backfill and compaction, dewatering to facilitate construction, support of excavation, rock bolts, tiebacks and bracing, jet grouting, installation of rock anchors, underpinning of High Line and coordination with High Line and all applicable agencies, concrete reinforcement, cast in place concrete, shotcrete, waterproofing, rock mass grouting, underground mass concrete, construction of retaining walls, permanent underground utility work, mechanical, electrical, and plumbing work.

If you are interested in bidding on this project, please contact Skanska’s Outreach Coordinator: Julia.Omanoff@skanska.com • EOE/M/F/Vet/Disabled

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IS SOLICITING COST PROPOSALS FROM PANYNJ M/WBE, SDVOB, AND LOCAL SUBCONTRACTORS AND VENDORS

JFK International Airport Central Terminal Area Roadways, Utilities, and Ground Transportation Center Project
PANYNJ RFP No. 6000000974
Bid Date: January 9, 2023

Description of Project:
JFK International Airport Central Terminal Area (“CTA”), Roadways, Utilities and Ground Transportation Center (“GTC”) Project (“Project”, or “RUGTC”) is a design-build project which will support the JFK Vision Plan by providing a world class experience to airport users on the landside that meshes seamlessly with the terminal improvements.

Many bidding opportunities available: portable toilets, cleaning, survey, trailers, geotextile, soil testing and sampling, testing, treatment and disposal of contaminated water, clearing and grubbing, steel sheeting, soil erosion and sediment control, gabion walls, excavation, filling, compacting and grading, trucking, containers and dumpsters, haul and dispose, instrumentation and monitoring, steel pipe piles, directional drilling, micro piles, vibration monitoring, utilities (sanitary, storm, water), aerial structures drainage system, asphalt paving, concrete paving, site improvements, security fence, chain link fence, modular unit walls, asbestos abatement, beam guide rail, lead paint management, traffic signs, pavement stripes and markings, landscaping, topsoiling, fertilizing and seeding, MPT, demolition, asbestos removal, prefabricated modular wall, concrete, formwork, rebar, precast concrete, shotcrete, crack and spall repair, masonry, structural steel, metal deck, bearings, miscellaneous metals, metal fabrications, metal stairs, cable railing system, handrails, steel grating, carpentry, fiberglass reinforced material, waterproofing, roofing, metal wall panels, green roof, expansion joint assemblies, hollow metal doors and frames, overhead coiling doors and grills, glass entrances and store fronts, aluminum and stainless steel curtain wall and entrances, translucent fiberglass skylights and wall panels, finish hardware, glass and glazing, louver, gypsum board, ceramic tile, stone paving and flooring, epoxy flooring, painting, architectural signage, aluminum sign panels and supports, toilet partitions and accessories, wire mesh partitions, elevators, fire protection, plumbing, exterior sanitary sewer gravity system, thermal distribution system, HVAC, electrical work, and other opportunities.

If you are interested in bidding on this project, please contact Skanska Halmar JFK JV’s Outreach Team: SkanskaHalmarJFKJV@skanska.com • EOE/M/F/Vet/Disabled

NORTHEAST EVENTS FOR YOUR BUSINESS

2023

SBA and SOS Monthly Webinar
Thursday, January 5, 2023, 9:00 am–11:00 am
Online
Main Sponsor(s): US Small Business Administration, New Hampshire Secretary of State Corporation Division
Contact: Miguel Moralez, 603-225-1601, miguel.moralez@sba.gov
Fee: Free; registration required
Starting a new business? Looking for capital and finance options? Looking for general advice on starting or maintaining your business? Hear from representatives from the local SBA office and the New Hampshire Secretary of State Corporation Division. This workshop (currently held online during the pandemic) is offered on the first Thursday of every month. To join this free webinar, copy and paste the link below into your browser, then register for tickets for the date of your choice to receive the access code. <https://www.eventbrite.com/e/secretary-of-state-quickstart-and-small-business-administration-programs-tickets-262004180557>

Selling to the Federal Government Webinar
Thursday, January 26, 2023, 1:00 pm–4:00 pm
Online
Main Sponsor(s): US Small Business Administration
Contact: George Tapia, 610-382-3086, george.tapia@sba.gov
Fee: Free; registration required
Did you know that the federal government is the largest purchaser of goods and services in the world? Interested in learning how your business can market your services or goods to the federal government? Register on line at <https://www.eventbrite.com/e/how-to-sell-to-the-federal-government-tickets-21790713611> SBA helps to ensure small businesses get fair opportunities to share federal government prime contracts. Topics will include: How to Register, Small Business Certifications, Finding Opportunities, Marketing Your Firm, Federal Supply Schedules, Getting Paid, Tips to Prepare Your Offer, How to Seek Additional Assistance. All training sessions are held via Microsoft Teams Meeting. Participants must ensure Microsoft Teams is functioning.

Getting Registered into the System for Awards Management (SAM.gov)
Tuesday, February 21, 2023, 11:00 am–12:00 pm
Online
Main Sponsor(s): US Small Business Administration, West Virginia Women’s Business Center
Contact: Melissa Loder, 304-623-7448, Melissa.Loder@sba.gov
Fee: Free; registration required
The West Virginia Women’s Business Center is hosting a valuable webinar on the System for Awards Management (SAM.gov). Join us as Melissa Loder (West Virginia District Office) and Sommer Straight (RCAC Procurement Technical Assistance Center—PTAC) guide you through how to register for your SAM.gov account. They will also provide tips, FAQs, and directions on where to get additional assistance, as well as answer questions you may have. To register, visit <https://www.eventbrite.com/e/getting-registered-in-the-system-for-award-management-samgov-tickets-483757992177>

