



MONAST
LAW OFFICE

Workers' COMPanion

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A TURNING POINT FOR WORKPLACE SAFETY

How the Titanic and Triangle Shirtwaist Fire Changed Workers' Rights

April 15 marks Titanic Remembrance Day, and while most people think of the tragic loss of life at sea (or perhaps just the movie), I can't help but reflect on the workers. The crew members, the boiler room staff, the musicians who played as the ship sank — what happened to their families? Did they receive any compensation? The more I researched, the more I realized how little protection workers had during that time. Around the same period, another disaster — the Triangle Shirtwaist Factory fire — revealed just how dangerous workplaces were and how workers had almost no rights. These tragedies served as wake-up calls that prompted real change. While improvements have been made, we still have much work to do.

In 1912, when the Titanic sank, the families of the crew members who died fought for years to receive a mere \$300 in compensation. As for the musicians? Initially, their families received nothing because the White Star Line contended they were independent contractors. If that sounds familiar, **it's because we are still facing this issue today.** After years of legal battles, a settlement of \$664,000 was reached to be divided among survivors and families of the deceased. However, when divided among nearly 2,000 victims, each family ended up with only a few hundred dollars after years of struggle. This is hardly enough to compensate for the loss of a loved one.

Workers' compensation isn't a new idea — it has existed in some form for centuries. Ancient civilizations like the Sumerians enacted laws to compensate workers for specific injuries. Early Greek, Roman, and Chinese societies also had similar systems. However, those protections vanished during the Middle Ages when feudal lords determined what, *if anything*, an injured worker would receive. By the time the Industrial Revolution arrived, workplaces were more dangerous than ever, and workers possessed almost no rights. If they were injured, companies used every excuse imaginable to avoid paying: **blaming the worker for their own injury, arguing that they**

knew the risks when they accepted the job, or shifting the blame to a coworker. It was utterly unjust.



Just a year before the Titanic sank, the Triangle Shirtwaist Factory fire in 1911 claimed the lives of 146 workers — mostly young immigrant women — who were locked inside with no escape. The outrage was immediate. Within a few years, new laws were enacted to protect workers and provide compensation for injuries. Soon, other states followed suit, and the foundation for modern workers' compensation was established.

Today, Ohio's workers' compensation system is considerably different from its early days. It operates as a no-fault system, meaning workers do not need to prove their employer was negligent to receive benefits. Consequently, employers cannot rely on those outdated defenses to deny claims. Furthermore, workers can now access immediate medical care and wage compensation when needed. Ohio also offers safety programs and financial incentives for businesses to create safer workplaces, thereby reducing the number of injuries.

But even with all these improvements, **we still see companies and insurance providers trying to deny claims, delay payments, and reduce injuries.** The fight for fair treatment hasn't ended, and what's frustrating is that real change often only happens after tragedy strikes. It shouldn't take massive public outrage or devastating losses to get people the protections they deserve.

Despite our progress, there is always room for improvement. Workers' rights and safety must be a priority, not just in response to tragedies. It is our collective responsibility to ensure history does not repeat itself.

-Jim Monast

CAPTURE NATURE'S BEAUTY LIKE A PRO

QUICK TIPS FOR BETTER OUTDOOR PHOTOS

Nature photography offers a great way to get outside and capture the beauty of the natural world. Whether you're new to this hobby or have been snapping photos for years, you can always enhance your skills with these four tips for producing compelling outdoor photos.

PLAN AHEAD

Before heading outside with your camera and other gear, research your chosen location and the subject you aim to photograph. Understanding the local wildlife, plant life, and weather conditions can inform your equipment selection. Timing is also key. Early morning and late afternoon, known as the "golden hours," offer soft, diffused light that enhances natural scenes.



MASTER YOUR EQUIPMENT

Be sure to familiarize yourself with your camera's settings. Some of the most important include aperture, shutter speed, and ISO, which control exposure and depth of field. For instance, a wide aperture (low f-stop) can help create a shallow depth of field and isolate your subject from the

background, which is particularly effective for wildlife photography. Conversely, a narrow aperture (high f-stop) is ideal for landscape shots because it increases the depth of field and helps keep more of the scene in focus.

CONSIDER COMPOSITION

In photography, composition is key. When taking nature photographs, apply compositional rules such as the rule of thirds (placing subjects off-center), leading lines (guiding the eye with pathways or rivers), and framing (using natural elements to highlight the subject). Experimenting with different perspectives and angles can also add depth to your photos.

BE RESPECTFUL

Whenever you're out in the field, respect the environment by following local guidelines, maintaining a safe distance from wildlife, and minimizing your impact on natural habitats. Always stay on designated paths and never remove any natural objects. Following a few simple rules protects wildlife and the landscape and maintains the integrity of your photography.

With these tips in mind, you're ready to enjoy the outdoors while capturing images that reflect the beauty of the natural world.

The Most Dangerous Jobs in 2025

WHY WORKPLACE SAFETY MATTERS MORE THAN EVER IN 2025

Workplace safety has declined in recent years, and 2025 is no exception. A recent study by the DeMayo Law Group, utilizing data from the U.S. Bureau of Labor Statistics, found that workers in certain fields are up to 23% more likely to suffer fatal injuries than those in safer jobs. Let's break down the three most dangerous jobs right now.

1. AGRICULTURE, FORESTRY, FISHING, AND HUNTING

At the top of the list is agriculture and related fields, which recorded **417 worker deaths** last year, with a fatal injury rate of **18.6 per 100,000 workers**. Why is this industry so dangerous? Workers frequently encounter heavy machinery, extreme weather, and remote locations where obtaining emergency assistance is difficult. Farming accidents, tractor rollovers, fishing boat disasters, and exposure to hazardous chemicals all contribute to the heightened risk.

2. TRANSPORTATION AND WAREHOUSING

This industry, which includes truck drivers, delivery workers, and warehouse employees, is ranked as the second most dangerous. It recorded **1,053 fatalities last year**, with a fatal injury rate of **14.1 per 100,000 workers**.

Many accidents occur due to vehicle collisions, extended hours, and the physical strain of loading and unloading heavy items. Truckers, in

particular, face exhaustion from driving long distances, which raises the risk of fatal crashes.

3. CONSTRUCTION

Construction work has always been dangerous, and unfortunately, it continues to claim far too many lives. Last year alone, **1,069 workers lost their lives on the job in this field**, with a fatal injury rate of **9.6 per 100,000 workers**.

What makes it so risky? Falls from heights, equipment failures, and exposure to hazardous materials are some of the greatest dangers. Although safety regulations exist, construction sites can be unpredictable, and accidents can happen quickly.

PROACTIVE SAFETY MEASURES

While these industries have the highest fatality rates, workplace injuries can occur in any profession. Proactive safety measures are essential for preventing accidents. Employers and employees should collaborate to foster a culture of safety, ensuring everyone can return home safely.

If you or a loved one has been injured at work, understanding your rights is crucial. Reach out to our team today to discuss your case and ensure you receive the protection and assistance you deserve.

AN UNLIKELY TRUCE

TIGER AND BOAR SHARE A MOMENT OF SURVIVAL

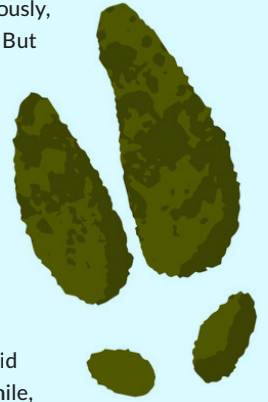
In the wild, the relationship between a tiger and a boar is usually simple — one hunts, the other runs. But fate had a different plan for these two unexpected companions in rural India. What started as a predator-prey chase near Pench National Park took an unexpected turn when both animals found themselves in a predicament neither could have expected: *trapped at the bottom of a well.*

The Good News Network reported that the villagers in Madhya Pradesh experienced a sight unlike any other. A young tigress, likely confident that her pursuit would end in a meal, suddenly found herself in the same sinking situation as her intended prey. As word spread, park wildlife authorities arrived to assess the situation. Time was of the essence — the animals were treading water with no way out. Strangely enough, the two remained unimaginably civil!



Rescuers quickly devised a plan and lowered a wooden cot into the well, offering a platform for the exhausted creatures to rest

on. At first, the tiger and the boar eyed it suspiciously, unsure whether to trust this unexpected lifeline. But instinct took over, and soon, in a moment that defied nature's laws, the boar climbed up onto the cot, using the tigress's back as support. For a brief time, predator and prey sat shoulder to shoulder as if calling a truce in the name of survival.



With the animals stabilized, the team lowered a steel cage to safely retrieve the tigress. After some hesitation, she stepped inside, the door slid shut, and the crowd cheered. The boar, meanwhile, waited patiently, maybe aware that his turn was coming. Both animals were safely lifted out and released back into the wild — no harm, no lingering hostility, just an unforgettable moment of nature's unpredictability.

We wonder if the tigress, after sharing this moment of desperation, might offer the boar a little extra running room. While it's unlikely a lasting friendship formed between the hunter and the hunted, for one extraordinary moment, these two animals put their instincts on hold and simply survived — *together.*

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8	2	3	7	6	5	4	1	9
2	5	1	9	4	7	8	6	3
7	6	9	3	5	2	9	4	1
4	3	9	6	8	1	2	7	5

ANSWER



EATS WITH ELLIE

CLASSIC FISH FRY

We're in the middle of Lent, so there's no better time to host your own fish fry for your loved ones!

INGREDIENTS

- Vegetable oil
- 2 lbs fresh cod
- Salt and pepper, to taste
- 1/2 cup all-purpose unbleached flour
- 2 large eggs
- 2 tbsp water
- 2 cups plain bread crumbs
- 1/2 tsp mustard powder
- 1/4 tsp cayenne pepper
- Lemon wedges

DIRECTIONS

1. Pour 2 inches of vegetable oil into a large skillet over medium-high heat.
2. Cut cod into 4 servings and season with salt and pepper.
3. Place flour into a pie tin. Whisk egg and water in a second pie tin. Combine bread crumbs, mustard powder, and cayenne in a third pie tin.
4. Coat your fish in the flour tin, then the egg tin, then the bread crumb tin.
5. Set coated fish in hot oil and fry for 5 minutes on each side.
6. Serve with lemon wedges and enjoy!

Inspired by FoodNetwork.com

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CELEBRATE THE SMALL THINGS

WHY EVERY WIN MATTERS



Working toward big goals is a rewarding and exciting process, but it can also feel overwhelming. It's easy to get bogged down thinking about how far you still have to go, but you can use a simple strategy to maintain your momentum: Focus on small achievements.

THE SCIENCE OF SMALL WINS

While seemingly insignificant, celebrating small wins has psychological benefits that can carry over into every aspect of your life. When you celebrate small achievements, your brain releases dopamine, the “feel good” chemical that lifts your mood and motivates you to keep going. This positive reinforcement generates momentum, making it much easier to tackle the next step.

Acknowledging small wins also has a measurable impact on mental health. It reduces stress, improves resilience, and helps build a growth mindset.

Focusing on your accomplishments allows you to alter your perspective, and you learn to see challenges as opportunities for growth.

PRACTICAL WAYS TO CELEBRATE SMALL WINS

Incorporating small celebrations into your daily routine doesn't have to be complicated, so here are three strategies to help you get started.

- **Track your achievements in a progress journal.** Seeing progress in writing can be very rewarding and provide much-needed motivation when things get difficult.
- **Share your win with friends and family.** When you celebrate your achievements with others, you strengthen personal connections and add positivity to the experience.
- **Reward yourself.** Even simple rewards reinforce the habit of recognizing progress and help make the journey more enjoyable.

Achieving small goals is always worth celebrating. Acknowledging every step forward, no matter how seemingly insignificant, helps you stay motivated and confident while improving your overall mental well-being.