

# CONNECTIONS

October 2009



## President's Corner



As the end of 2009 draws near, the time has come to begin the Coaching process and the 2010 planning.

Recently, Gary Markle (Catalytic Coaching) came back to UMC to present the Catalytic Coaching process to employees and managers new to the process as well as a refresher for those who had previously gone through the program.

With that said, it's time to think about your goals for 2010 and what you've accomplished in 2009. Your manager will be sending you the yellow "Coaching Input Sheet" (self-evaluation) to fill out and then present to your manager. Please be thoughtful and take the time to think about your career. This is your process! Your manager will then review the blue sheet with you and you will wrap up the coaching by completing and presenting your objectives and goals (green sheet) to your manager.

Your manager will provide you with dates to complete the coaching. The Catalytic Coaching process is very important to your success and the success of our company as we are all accountable for defining and reaching our goals.

-Jerry Bush



## Safety



### Autumn Safety Tips

The weather this week has proven that those 80 degree days are fading fast and we are easing into winter. Autumn is the time when we prepare our homes for winter, rake the leaves and clean the gutters, and turn on our heating systems for the first time in months, send the kids off to school. The safety hazards associated with the fall are numerous, so here are a few autumn safety tips:

#### **Prepare your home for winter:**

- Hire a professional to check your heating system, fireplace chimney, and/or wood-burning stove.
- Replace expired fire extinguishers in your kitchen, garage, and/or workshop.
- Test or replace smoke detector batteries and perform any manufacturer-recommended maintenance.
- Check cords on all electrical equipment for cracks or damage.
- Insulate water pipes running through unheated spaces.
- Check and repair caulking around doors and windows.
- Drain the gas and oil from your yard tools.
- Be sure to store gas cans safely away from sources of flames and sparks and out of the reach of children.

#### **Prepare your yard for winter:**

- When lifting heavy bags of mulch, dirt, leaves, use a wheelbarrow when possible, and lift with your legs, not with your back. Remember teenagers are specifically designed for these tasks!
- Clean leaves and debris from gutters.
- Be careful when pruning. Pruning from a ladder is especially dangerous.
- Ladder injuries increase in autumn.
  1. Use the right Ladder for the job.
  2. Always inspect the ladder before use.
  3. For every 4 feet of the ladder's length come out 1 ft from the wall.
  4. Metal ladder + electricity = serious injury or death.
  5. Never overreach!
- To avoid blisters when doing yard work, wear gloves.
- If you are doing a lot of raking, try an ergonomic rake, which can be found at most hardware stores and garden centers.

#### **During your morning and afternoon commutes:**

- Be on the look out for children who may stray into traffic while waiting for and when getting on and off of the school bus.
- Be aware of school zones and follow posted speed limits.
- Respect and obey school crossing guards.
- Watch for pedestrians when picking children up and dropping them off at school.



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## Safety (cont'd)

Here are some specific tips for Halloween:

- Clear all tripping hazards from porches, lawns, and sidewalks.
- Provide lots of yard light for young visitors.
- Ensure all costumes are fire resistant and flame proof.
- Use make-up instead of masks to keep vision unobstructed.
- Accompany young children while they are trick-or-treating, and set a curfew for older children. Use flashlights.
- Remind children to practice safe pedestrian rules.
- Check candy before allowing kids to eat it. (Confiscate your favorites.)

The Brightwater project has made a significant turn around on safety. They had 3 recordable incidents in the first four months of this year, and were not satisfied with that performance. So they made some procedural changes and have developed a very effective safety culture on site. They now have full participation in their weekly safety meetings. Pretask plans are used effectively to manage hazards. They have developed a team attitude about coaching each other and looking out for co-workers. They have used safety violation write-ups as an effective tool for improving performance and safety.

In September, Foremen and PM's from other sites visited Brightwater to observe a safety meeting and talk about procedures that are working. They returned to their projects with new ideas and techniques to implement as standard practice. UMC management invested the time and resources to share these ideas in

order to enhance the overall UMC safety culture.

## STAR Performer-Oct.



Brittney Spurlock has been with UMC for just over a year and I have enjoyed having the opportunity to work with and around her.

No matter how big or small the task, she has been very helpful and willing to jump in. She always has a positive attitude. Additionally, she has been very willing and able to learn and work with almost every department in the company. She has supported Major Projects, Special Projects, Industrial, Estimating, Purchasing, Detailing, Engineering, and assisted with company event planning. Working with all these departments she is constantly pushing herself to learn and question her boundaries as she continually advances.

As she conducts our business she upholds our company values by treating people as family members with respect and consideration.

I look forward to working with her well into the future, and she is definitely a STAR Performer.

Written & Submitted by:  
Bryan Eppler

We will be changing the STAR Performer program for recognizing employees from "monthly" to "quarterly" beginning in January, 2010. There will be only four (4) people acknowledged during the year for their outstanding core values. The quarterly announcements will be in March, June, September and December.



## Birthdays

### October

- 1 Bryan Eppler
- 1 Marj Schmidt
- 2 Ted Granston
- 3 Steve Hart
- 7 Mark Shipley
- 14 Teng Vang
- 15 Brian Burton
- 19 Renee Leon
- 21 Jenni Gregg
- 28 Jeff Buck

### November

- 3 Gary Morgan
- 4 Jim Carlson
- 6 Todd Smith
- 7 Andrea Szalda
- 7 Michael Crook
- 9 Steve Brooks
- 11 Sonja Cotterall
- 11 Rene Mendez
- 12 Randy Adams
- 13 Randy Bailey
- 13 Nancy Haugen
- 15 Rick Davison
- 15 Greg Ferguson
- 22 Brigid Beavin
- 29 Bill Laughlin
- 29 Jessica Bonciolini
- 30 Duane Stenson





## Anniversaries

### **15 Years:**

Ed Willis (Nov)

### **10 Years:**

Steve James (Oct)

Jeff Buck (Nov)

### **5 Years:**

Amosean Maltos (Nov)

## 2009 Calendar of Events



### OCTOBER

Trick or Treat & Party

Friday, 10/30/09

UMC

### NOVEMBER

Book Fair

Thursday, 11/5/09

UMC

### DECEMBER

Santa Party

Wednesday, 12/16/09

UMC

### JANUARY

Holiday Party

Saturday, 1/9/10

Embassy Suites, Bellevue

## WELCOME TO UMC! New Hires



Eric Talley started working for UMC on 9/08/09 as a BIM Coordinator reporting to Brett Endres. Eric's last position was with Holaday-Parks where he worked as a pipe detailing foreman for the past three years. He has been a Steamfitter for twenty years and has done CAD work for ten years in the building and marine industries. Eric enjoys spending time with his family and doing volunteer work in his community.

## UMC Golf Tournament

The annual UMC golf tournament was held on a beautiful, sunny Sunday (September 13<sup>th</sup>) at Harbour Point Golf Course.

This year we had nine (9) hole-sponsors and their checks were donated to the UMC Charitable Foundation. We would like to acknowledge and thank the following companies for their generous donation to UMCCF:

- Columbia Hydronics
- Custom Mechanical Solutions
- Ferguson
- Hudson Bay
- Key Bank
- Johnson Barrow
- Mechanical Sales
- Moss Adams
- WA Air Reps

We also had other prize / raffle items sponsors that need to be recognized for their great donations, especially to Mechanical Agents for giving each golfer a \$25 gift card to Oki courses, restaurants, or pro shop. The prize and raffle sponsors were:

- Mechanical Agents
- Ferguson
- ACME
- Air Commodities
- ATS Automation
- Embassy Suites (Bellevue)
- Victaulic
- Puget Sound Pipe
- Fastenal

On the golf front, there were 13 teams vying for bragging rights and the winners were:

### 1<sup>st</sup> Place Team

- Bruce Lincoln
- Janelle Bruhn
- Rene Mendez
- Tim Stout (Hudson Bay)

### 2nd Place Team

- Eric Oswald
- Dave Johanson
- Max Harshman
- Rick Hawkins

### 3rd Place Team

- Al Howell
- Jenn Rando
- Larry Savell
- Peter Hague (Columbia Hydronics)

### Longest Drive::

- Max Harshman (#10 hole)
- Mike Cichosz (#18 hole)

### Closest to the Pin:

- Ryan Santeford (#3 hole)
- Rick Hawkins (#7 hole)
- Bruce Lincoln (#12 hole)
- Tom Reece (#16 hole)

Congratulations to all the winners!!