



CONNECTIONS

April 2011

Safety



The first quarter of 2011 has been a difficult time for our safety record. We have had six recordable accidents – one less than the total for 2010. This is a challenging situation. Now is the time to look at our commitment to safety.

Safety is a journey and we will never reach a point where we can say that we have done all that needs to be done. Key elements of safe work include: safety orientations for all new workers, complete report and investigation of all incidents and near-misses, zero tolerance for substance abuse, pre-meetings, hazard awareness, daily conditions and practices, prompt conditions, proper use of personal detail, training for new disciplinary action when safety We continue to dial in our performance on these key elements. We work at it every day!

Now is the time to look at our commitment to safety

task planning, weekly safety site audits to evaluate site and formal reporting of unsafe protective equipment, attention to assignments, peer mentoring, rules are violated and teamwork.

Safety is a value; not simply a priority. Priorities can change and shift from one emergency to the next. Striving for safety is a constant commitment. UMC management and supervision are dedicated to safety. In fact, safety is our highest corporate value. We believe in it; we never let it down; we keep on it day after day after day. It just takes one bad injury to change your life, to devastate a family, to end someone's life, and to change a company forever—so we cannot let down our guard or become resigned to the fact that accidents will happen.

Safety is simply the way we do business at UMC. At times when our statistical record does not seem to follow our performance, we simply redouble our efforts. Every UMC worker is empowered to stop any unsafe work and no injury is acceptable. Keep up the safe work!

New Hires



Peter Boileau started work with UMC 3/21/11 as a Senior Project Manager. Peter was previously employed with Fisher/JTM Construction, where he worked as a Senior MEP Coordinator on large commercial and industrial projects. Prior to this he was employed with Diamond "B" Constructors as their VP for Commercial Projects. Peter has over 30 years in the mechanical industry, with experience in both consulting engineering and construction. Peter is a licensed Mechanical Engineer in the state of Washington. In his free time he enjoys skiing, sailing, and travelling with his family.

2011 Events Calendar

AUGUST

Summer Picnic

Saturday, 8/13

10:00am-2:00pm

Cottage Lake Park, Woodinville

SEPTEMBER

Golf Tournament

Sunday, 9/11

7:00am-2:00pm

Harbour Point Golf Course

OCTOBER

Trick or Treat Party

Thursday, 10/27

3:00pm-5:00pm

UMC

DECEMBER

Santa Party

Thursday, 12/8

5:00pm-7:00pm

UMC

JANUARY, 2011

Holiday Party

Saturday, 1/14

6:00pm-Midnight

Lynnwood Convention Center

Anniversaries

10 Years:

James Flint (Apr)

5 Years:

Rene Soucy (Apr)

Steve Elwood (Apr)

Sergey Sapozhnikov (Apr)

Renee Leon (May)

Ed Lions (May)

Vern Roach (May)

Birthdays

April

1 Al Howell

5 Clarice Kellogg Olson

9 Deborah Black

15 Judy Gaylor

15 Ed Tyoji

20 Mark Budke

21 Daniel Vu

24 Marshall Nichols

26 Brent Johnson

27 Bill Coston

May

2 Chris Sandhop

5 CV Nguyen

5 Gail Kinner

7 Eric Talley

9 Janelle Jones

9 Cindy Littrell

9 Tom Donaldson

15 Steve Otis

17 Debi Seriales

19 Rene Soucy

25 David Malone

26 Rich Happel

26 Antonio Fernandez

28 Tom Boysen

Congratulations to Ruthann Browse and Catherine Waldren on their recent promotions!



Over the past eighteen months Ruthann Browse has steadily taken over responsibility for managing both the drug testing and the drivers' abstract programs. These programs require daily interaction with all levels of our organization and also external groups (WCISAP, SNAP, Employee Assistance Programs, union locals, etc.) and she has consistently and professionally managed the sensitive situations and confidential information associated with drug testing. I-9 forms and the E-Verify system are also administered by Ruthann and she assists the Accounting group by providing back-up at the front desk, payroll timecard entry & filing, AP filing, timesheet scanning & filing, along with miscellaneous other duties. Ruthann's professionalism and teamwork have served her well and her promotion to HR Assistant is well deserved.



For the past two years Catherine has become responsible for an increasingly large part of UMC's benefits administration. Her early efforts organizing and streamlining benefits administration reduced the error rate for employee benefit enrollments / benefit changes to less than 1%. This past year Catherine not only took the lead with the medical insurance renewal process, she also researched major changes to UMC's benefit plans. This involved interviewing new medical insurance broker candidates, analyzing their proposals, making benefit and broker change recommendations, and driving the changes to implementation. These broker and benefit conversions were done on a tight schedule with multiple stakeholders to coordinate. Her professional, customer-oriented approach combined with step-by-step, clear communications throughout the process resulted in a seamless transition. Catherine's oversight of UMC's 401K program resulted in what UMC's auditor characterized as "the best first year audit we have ever seen." Catherine has diligently pursued education that has enhanced her knowledge of HR and Benefit Administration. She has earned her Professional in Human Resources (PHR) certification and completed two of three courses necessary for designation as a certified Group Benefit Administrator (GBA). In her new position as HR Supervisor, Catherine will have Ruthann Browse and Les Bouck reporting to her.