



# CONNECTIONS

June 2011

## Strategic Initiative Update – Workforce Development

The first phase of UMC's workforce development plan is to identify gaps and overlaps between job positions and work groups / departments. The second step is to identify who is supposed to do what ("role definition"). The third step is to use this information to identify where our workforce needs training / development.

We have chosen the project management group for the pilot project and created a skills matrix for Project Assistants, Project Engineers, Project Managers, and Senior Project Managers. The skills matrix breaks down the job into the following categories: Schedules, Pre-Planning, Procurement, Communication, Administration, Change Management, Technical, Contract Management, Financial Management, Labor Management, and Basic Skills. Within these categories, basic job functions are listed, such as "UMC manpower loaded schedule (*create/implement/update/track*)" and "Track fabrication (spools/supports / skids) & sign off for construction".

This skills matrix will be used to assess the skill levels of everyone in the project management group to begin to identify development opportunities.

-by: Bryan Eppler  
Maria Boyer  
Dave Babington

## Wall of Honor

### REMINDER TO SUBMIT INFO...

We are starting a program to honor and keep in our thoughts the family members of UMC employees who are **actively** serving in the US Army, Navy, Marine Corps, or Air Force. We are very appreciative of their dedication and service to our country, so we would like to acknowledge them and need your help.

If you have any family members, (son, daughter, mother, father, sister, brother, aunt, uncle, cousin, and / or any in-law of the same) now serving in the Armed Forces, please send me the following information:

- Name
- Rank
- Branch of Service
- Relationship to you (the employee)

\*\* Also, we would like to include a photo (preferably in uniform) on our wall of honor.

In addition to active members of the Military, if you personally or if you had a family member (s) that has **previously** served in any war or branch of service, please send me their name, rank, and relationship as we will be listing this group of people separately (no photos).

Once the wall of honor is complete, it will be on display at the UMC main office, so please get your submissions to Marij ([mschmidt@umci.com](mailto:mschmidt@umci.com)) ASAP.

## Safety



### Tips for Summer Safety

This is the time for outdoor activities and fun but summer is also the season with the most injuries and trips to the emergency room! You can prevent illness and injuries while enjoying the outdoors by following some simple, yet important health and safety tips.

**Sun/Heat Safety** – Be careful in the sun. Use sunscreen and protective clothing to avoid sunburn. Also remember that hot weather can cause heat-related illness such as heat exhaustion and heat stroke. Your best defense against heat-related illness is prevention. Drink more fluids, regardless of your activity level. Don't wait until you're thirsty to drink. Don't drink liquids that contain caffeine, alcohol, or large amounts of sugar—these actually cause you to lose more body fluid. Limit your activities or stay indoors when the temperature is above 90 degrees. Wear lightweight, light-colored, loose-fitting clothing. NEVER leave any children, pets or adults in a closed, parked vehicle.

Although any one at any time can suffer from heat-related illness, some people are at greater risk than others—infants, young children, people age 65 and over, people who have a mental illness, and people with health conditions such as heart disease, asthma, or high blood pressure. Extra care should be taken in these cases.

**Water Safety** – Swim in designated areas supervised by lifeguards. Always swim with a buddy; do not allow anyone to swim alone. Ensure that everyone in the family learns to swim well. Never leave a young child unattended near water and do not trust a child's life to another child; teach children to always ask permission to go near water. Have young children or inexperienced swimmers wear U.S. Coast Guard-approved life jackets around water, but do not rely on life jackets alone. If you have a pool, secure it with

appropriate barriers—many children who drown in home pools were out of sight for less than 5 minutes and in the care of one or both parents at the time. Actively supervise children whenever around water—even if lifeguards are present. Always stay within arm's reach of young children. Avoid distractions when supervising children around water. If a child is missing, check the water first. Seconds count in preventing death or disability. Know how and when to call 9-1-1 or the local emergency number.

**Food Safety** – Picnics and other outdoor events that include preparing and eating food must be managed carefully. Meats must be cooked to the proper temperature to assure safety. Germs such as E-coli and salmonella can still be present in undercooked meats such as hamburger and chicken. These germs can cause severe illness and even death. Serve the first-cooked meats first. Make sure the food is used before the temperature drops under 140 degrees. Cold foods need to be kept cold. Keep them refrigerated (at 40° F) or stored in coolers with lots of ice until ready to eat. Refrigerate any leftovers immediately! Never leave food at room temperature for more than two hours. Keep grills at a safe distance from any structure. Grilling mishaps cause more than 8,300 fires and send 3,000 people to the emergency room each year. Never grill indoors or near garages or porches, even if it's raining. Never leave the grill unattended, especially when young children or pets are nearby. Have a spray bottle or fire extinguisher close to the grill to put out the fire, should one occur.

'It's summertime and the living is easy,' especially if you are aware of summer hazards and take the necessary precautions to protect you and your family.



## New Hires



Daniel McDonagh started his summer internship with UMC on May 16, working with our Engineering Group. Daniel currently has a 3.65 GPA as a junior in the Mechanical Engineering program at Gonzaga University. Daniel has previously worked summers as a Lifeguard/Swim Instructor at Blue Ridge Pool and sold kayaks for Northwest Outdoor Center, both in Seattle. He enjoys kayaking, golf, and listening to music.



Kevin Breiwick began working for UMC on June 6 as a Service Account Executive reporting to Rich Happel. Kevin previously worked for six years in residential HVAC in sales, operations management, and install management. Kevin is married with three children. In his spare time he enjoys cycling, backpacking, mountaineering, and fly fishing.



Grant Young started working for UMC on June 6 as a MEP Systems Coordinator, reporting to Brett Endres. Grant has over 10 years of CAD experience, most recently as CAD Director for a small MEP firm. His experience ranges from consumer products manufacturing design (architectural, aeronautics, medical, and plastics) to MEP systems design for Flack & Kurtz and Rushing. Grant enjoys running and spending time with his son at the park.



## 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

### **30 Years:**

Gary Peterson (June)

### **20 Years:**

Eric Oswald (July)

### **15 Years:**

Randy Adams (June)

### **10 Years:**

Shawn Hawker (July)

### **5 Years:**

Steve Turek (June)

Patrick Hennessey (June)

Mehrdad Rad (July)

## Birthdays

### June

11 Jon Baker

13 Linda Pelletier

17 Peter Martynovych

18 Rich Munoz

21 Catherine Waldren

24 Steve Russo

24 Konstantin Aluf

27 Craig Murphy

### July

5 Brittney Spurlock

5 Jake Gustafson

8 Ralph Schaeffer

10 Julie Blanchard

12 Greg Lincoln

14 Richard Farmer

14 Dean Harriman

15 Linda Weisberg

18 Terry Parmley

20 Vicki Rozis

29 Mike Spencer

31 Matt Mifflin

