



In The Gutter



July 1st, 2025



Atta Boys From June

Congrats to our May winner - Tim!

Gordon, Tim & Seth - Northrop Job

Michael & Damon - Lafortune Job



Reminders

We are off on Friday 7/4. If you call in the day before the holiday, or after (Thursday & Monday in this case) you will lose your holiday pay.

Be sure to pack extra water and clothes for the random weather that Northern Michigan can bring. Also, be sure to double check all your material before leaving the shop for your jobs for the day.

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Birthdays and Anniversaries

7/2 - Thank you for 6 years of service Chris!

7/3 - Happy Birthday Jay Ball!

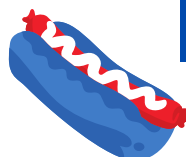
7/6 - Thank you for 5 years of service Mitch!

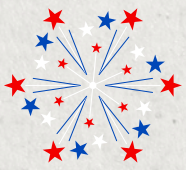
7/12 - Happy Birthday Ronda!

7/16 - Thank you for 12 years of service Eli!

7/19 - Thank you for 6 years of service Craig!

7/26 - Happy Birthday Jason Jordan!





Safety Meeting Recap

Hydration



When working in the heat, drink 1 cup (8 ounces) of water every 15–20 minutes. This is about 32 ounces of water every hour, however, this should not exceed the 48 oz. Along with continuous drinking, take your scheduled meal breaks as food will help in replacing the electrolytes lost from sweat.

Hydrate Before Work

Being hydrated before you begin work makes it easier for you to stay hydrated throughout your shift.

Hydrate During Work

Dehydration can happen fast, so make sure to drink cool water throughout your shift even when you do not feel thirsty

Hydrate After Work

Be sure to replace the fluids you lost while working. Hydrating after work reduces the strain on your body from dehydration. Hydrating after work is even more important if you work in a hot environment on a regular basis. Chronic dehydration increases the risk for medical conditions, such as kidney stones.

Pro tip: There are misconceptions around the safety of cold water. Consuming water—whether it is cold, cool, or room temperature— when you're dehydrated is important for preventing heat illness.

Foreman meeting to
be held on 07/17

Safety meeting to
be held on 07/24

Heat-Related Illness	Symptoms and Signs
Heat stroke	<ul style="list-style-type: none">• Confusion• Slurred speech• Unconsciousness• Seizures• Heavy sweating or hot, dry skin• Very high body temperature• Rapid heart rate
Heat exhaustion	<ul style="list-style-type: none">• Fatigue• Irritability• Thirst• Nausea or vomiting• Dizziness or lightheadedness• Heavy sweating• Elevated body temperature or fast heart rate
Heat cramps	<ul style="list-style-type: none">• Muscle spasms or pain• Usually in legs, arms, or trunk
Heat syncope	<ul style="list-style-type: none">• Fainting• Dizziness
Heat rash	<ul style="list-style-type: none">• Clusters of red bumps on skin• Often appears on neck, upper chest, and skin folds
Rhabdomyolysis (muscle breakdown)	<ul style="list-style-type: none">• Muscle pain• Dark urine or reduced urine output• Weakness



Install Pictures from June

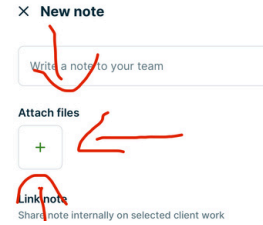




Do's and Don'ts



DO ADD PICTURES TO
EVERY JOB!!!



DO be sure to clock into your jobs and out of travel or vice versa. Tiffany spends HOURS fixing your times. If you want to get paid for your hourly things like foreman & safety meetings - you need to clock into assigned tasks. Two people in total, clocked in correctly for the June safety meeting (Thank you Nick and Steven Flinn!). We have been at this new system for months now, Tiffany shouldn't have to fix your times.

HR Policy

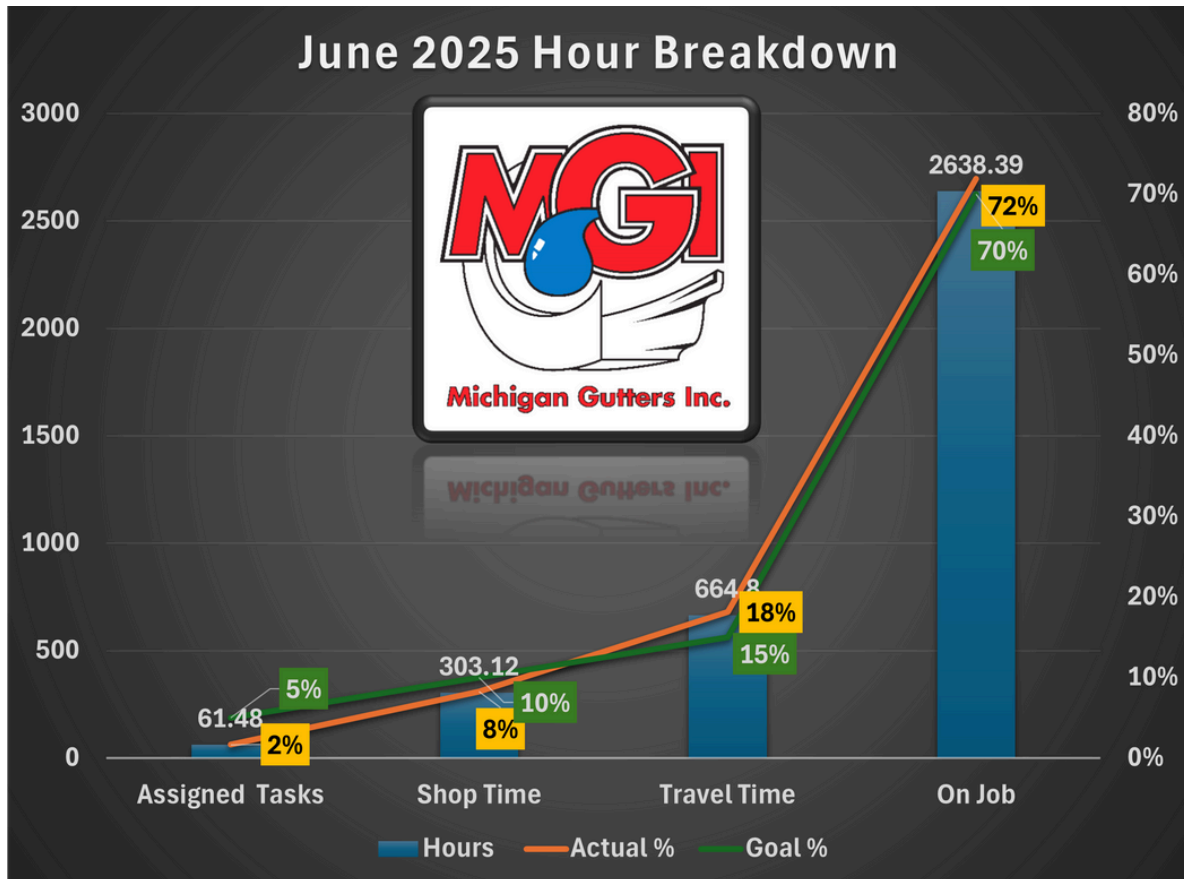
Workman's Comp Policy

On-the-job injuries are covered by our Workers Compensation Insurance Policy, which is provided at no cost. If employees are injured on the job, no matter how slightly, they should report the incident immediately to their Supervisor and HR manager. An accident/injury form from the employee website is to be filled out for any injury or incidence and turned into the HR manager within 24 hours. If the injury did not require immediate care (ER or Urgent Care) employees must report to Michigan Gutters designated place of care for any possible workers' comp claim. Currently all employees should go to Munson Community Health Center. A Drug and Alcohol test will be conducted on all compensation claims. Failure to follow Michigan Gutters Inc procedures may affect the ability of the employee to receive Workers Compensation benefits. If an appointment is needed/wanted contact the HR department for scheduling. This is solely a monetary benefit and not a leave of absence entitlement. Employees who need to miss work due to a workplace injury must also request a formal leave of absence. MGI will determine based on restrictions what duties can be performed until the employee can return to their regularly scheduled duties. **If an incident takes place, contact your supervisor and HR ASAP!!**

[Link to Accident Form](#)



Let's Talk Numbers



Mental Health Corner

Research shows men are less likely than women to seek professional help because of stigma, which leads to worse outcomes for men. Reducing stigma around men's mental health is essential to create a supportive environment where men feel comfortable seeking help. Effective strategies include dispelling myths, highlighting that mental health issues are not a sign of personal weakness, and promoting positive masculinity by emphasizing that seeking help is a sign of strength, resilience and self-care.

Resilience and Self-Care Tips for Men

Why Men Do Depression Differently

Men's Mental Health: The Silent Crisis