

In The Gutter



September 3rd, 2024



Atta Boys from August

Congrats to our July winner - Nolan!

Mark & Steven Fitzek - Kelly Job
Jason J & Tim - Francis Job
Mark & Steven Fitzek - Carter Job
Jason J & Nolan - Klain Job
Blake & Tim - Meyer Job



Reminders

Please make all stops to the gas station **BEFORE** or **AFTER** you come to work for the day. You should NOT be stopping at the gas station while on the clock.

Don't forget to switch your timer for each job!

Happy September! We hope you were able to enjoy your long weekend! Rain will be more regular as we roll into fall so make sure to pack extra clothes and your rain gear with you everyday as storms can roll in at anytime.

What "swag" items would you like to see available? Coolers, speakers, etc. Email ideas to Veronica!

Be sure to add the foreman and safety meetings into your calendar so you remember when these are!

Birthdays & Anniversaries

9/1 - Happy Birthday Roger!
9/9 - Happy Birthday Mitch!
9/19 - Happy Birthday Mason!
9/21 - Thank you for 5 years of service Michael!





Safety Meeting Recap

Lift and Harness Safety



- Recognize fall hazards, and eliminate the hazard where possible. Know the three parts of a fall arrest system: Anchorage, Body Support, and Connection.
- Select the proper equipment for each application.
- Consider environmental and other workplace factors.
- Avoid incompatible connections to prevent snap hook roll-out and/or burst-out.
- Determine and reduce free fall distances.
- Understand how to lower the maximum arresting force.
- Properly fit a harness. Select an appropriate anchor point.
- Implement a pre-determined rescue plan. Inspect and maintain equipment.
- Understand the limitations and requirements of the equipment.
- Understand the consequences of not following, or understanding manufacturer's instructions

Working from a scissor lift:

- Do not move the scissor lift while extended; bring the unit to the lowest position before traveling
- Ensure there is a safe distance from any electrical lines while on the lift
- Rope or tape off a safe work area to ensure the safety of others while the unit is in operation
- Always stand on the base of the platform; do not use railing, ladders, or other means to gain more height
- Know the capacity of the unit being used and be sure not to exceed it
- Ensure the ground is level and look for any holes or obstructions in the work area

Maintenance of the equipment:

- An inspection should be done on the equipment prior to each use
- Report any issues or damages seen during the inspection; address these issues before operating
- Test all operating controls before use including brakes

Fall protection:

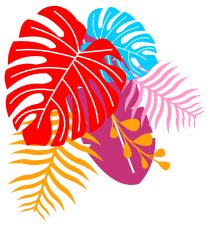
- Ensure the lift has appropriate guardrails in place and that they are in good condition
- Never tie off to other structure or poles outside of the lift



Foreman Meeting to
be held on 09/10.



Safety Meeting to
be held on 09/17



Do's and Don'ts



DO put end caps when installing armour guard! DO make sure there are no gaps.

Please don't discuss invoicing with the customer. Items removed from the estimates is up to the discretion of the estimator or the office.

DON'T dig tile if final grade not completed unless told otherwise by customer/contractor.

DO add pictures to EVERY job!

HR Corner

6-17 Employee Dress and Personal Appearance

You are expected to report to work well groomed, clean, and dressed according to the requirements of your position. Work wear must be of professional appearance and in decent condition. Some employees may be required to wear uniforms or safety equipment/clothing. All employees must wear proper safety wear to include ear plugs, safety glasses, and footwear per OSHA. Please contact your Supervisor for specific information regarding acceptable attire for your position. If you report to work dressed or groomed inappropriately, you may be prevented from working until you return to work well-groomed and wearing the proper attire. Employees are expected to wear Precise Door Co. attire for all shifts. Incidents resulting in an employee having to return home to meet dress code requirements are subject to attendance point accrual. Employees are required to punch out should they need to return home to become compliant with this policy. Employees can use their employee clothing allowance that is allocated annually each year to meet these requirements.

This information, along with all other policies can be found on the website at michigangutters.net under the employee drop down labeled "employee policies & benefit information (must be logged in to access)". username: mg-staff Password: mgiisthebest





Let's Talk Numbers



63% Conversion rate in the last 30 days



291 estimates sent in the last 30 days

184 OF THOSE ESTIMATES WERE CONVERTED TO JOBS!



Mental Health Corner

Yes, you can talk about politics. No, it doesn't have to lead to a fight.

Is it possible to have a productive conversation when people have different political views? It's complicated, but can be achieved with the below guidelines:

1. Set the Stage. Timing and setting matter a great deal.
2. Affirm the Person. Validate with statements such as, "I can see where you're coming from".
3. Check Your Assumptions. Don't make snap judgements about the intentions of others.
4. Explore the Essential. Ask about the underlying concerns of a person's stance.
5. Seek to Understand, Not to Persuade. The goal of the conversation should be to simply understand and be understood.

[Read the full article here](#)

