2010 Contract Negotiations

“Morale is Terrible”

“Management Doesn’t Care”

“Not Replacing Workers”
Morale Survey

Level of Dissatisfaction

Morale Committee

Main Areas of Low Morale
Findings of the Survey

Overall Morale was High

Older Employees Less So

Two Areas Scored Lower
Job Satisfaction
Working Conditions
Personal Opportunities
Cooperation
Compensation/Benefits
Communication
Management
Communication

Management developed a plan to improve transparency of its decisions and provide training across the board on why we do the things the way we do. Focusing on Budget Constraints.
Personal Opportunities

The committee developed a recommendation for the Board to provide recognition and reward to employees who go “above and beyond” their normal job duties.
The Proposal
Positive Reinforcement
Safety and Efficiency
Cost Savings
“Pats on the Back”
Time off Rewards
Employee Driven
The Program R.A.C.E.S.

Recognition of Achievement in Cost Savings, Efficiency and Safety.

Each employee would have a symbol correlating with his/her job: Truck, Toolbox, Pick up
The Union

Employees Don’t have to participate

Not binding under the contract

No punishment for employees who do not Participate

Letter of understanding

Three months to approve
Good Works Form

Date: _______

Submitters Name: ____________________________________________

Employees Name: ____________________________________________

Briefly Explain Contribution Made:

Managers Approval: _________________________________________

Minutes Drawn: _______  Date: _______
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30005  2012 Dec
Going ‘above and beyond’ earns rewards

SIGNIFICANT SAVINGS
In the words of Greg Wingerchuk, saving money with new, modern equipment is inescapable. If you’ve invested in new and safer systems, it’s hard to argue that you aren’t. When Wingerchuk put all the savings on the new 740D Caterpillar graders into a group of farms, he had to be in on it. It was a decision to buy in. The savings on the new graders were significant, and it was hard to argue that it wasn’t a smart move.

ON THE JOB SAFETY
It’s no secret that safety is key in the construction industry. One of the keys to success is to ensure that all employees are aware of the dangers and follow proper safety procedures. This includes personal protective equipment (PPE), signage, and training. Safety is a continuous process and must be reinforced regularly.

PREPENDING SAFETY
Greg Wingerchuk spent more than 20 years in the farm and construction industries. He has a strong commitment to safety and has helped to develop and implement safety protocols that work in the industry.

Story and photos by Krista Tacey-Carter
Extra efforts get RCRC employees rewards

Tuck said his efficiency award came from his efforts to create a bridge as the RCRC had never had such a program before.

"I just kind of took it upon myself to make a plan," Tuck said. "I'm sure the bank had some help, and the others who helped put his plan in motion. We helped the RCRC employees help themselves in doing the work. We thought the employees and the program were well deserving." He added that the RCRC employee who originally had the idea was a committee member.

Mike O'Quinn, said his award was not as much of the fellow employee awards as it was a recognition for him as an employee of the year. He said his award was given to him during a day when he was a winner of a safety award during their work day to make the RCRC feel like they're in a better place to put their ideas into play.

The awards were then placed on a wall for all to see. O'Quinn said he was proud of the employees and the recognition they received.

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Mechanic Kevin Simpson's award didn't have anything to do with competition at all, it was about the type of person he is. Simpson, who won a cost savings award last year, also won a safety award during the 2013 RACES program. This year Simpson was recognized for his honesty. Simpson received a paycheck for a下雨 substantial than his regular paycheck and promptly reported the payroll department of the error.

"It just means you work hard," Simpson said of the recent recognition.

O'Quinn said Simpson's honesty was "a bit of a shock." to the RCRC and called him an "honoring person." He added the honesty Simpson showed is a great representation of the quality of person he is.

Another quality that was recognized through the program is having pride in the work place. O'Quinn said Truck Driver Lance Cherven was selected for the public relations award as he is "the epitome of what the RCRC board considers a "good public servant.""

Cherven promoted the RCRC over the past year by participating in local parades, driving elementary students to the coloring contest and in his role in participating in local events on behalf of the company.

"He's just a good person," O'Quinn said.

Cherven said his efforts are important to the RCRC to participate in the community as it gives the public a good impression of having a good image of the organization and safety and efficiency.

Foremen Dave Tuck, Mechanic Kevin Simpson, and Truck Driver Barry Brown were also recognized by the township.

TUCK AWAVERED FOR EFFICIENCY

Foremen Dave Tuck was awarded the efficiency award for producing a preventive maintenance bridge/cutoff program for the road commission. He put forth this year and he was recognized as being a "good public servant." He said the RCRC employees were proud of his job.

"What O'Quinn said is the best part of the program is the fact that employees "have to think of all of each other," which he said promotes teamwork and gives employees a reason to have fun with one another while at work.

As part of the reward for doing a good job, the employees get to order a meal from a restaurant.

In 2013, a total of 21 days of additional paid vacation time was earned by the efforts of the 37 RCRC employees by pulling time increments from a bag. "Minutes could range from 15 minutes to an hour to even a full day. This year Accounting Clerk Tracy Turner pulled the most minutes for her extra efforts. Turner pulled a total of 915 minutes, which equals 15 hours and 25 minutes of time off."

GOING 'ABOVE AND BEYOND'

Roscommon County Road Commision employees, (from left) Truck Driver Lance Cherven, Foremen Art Allen, Foremen Dave Tuck, Mechanic Kevin Simpson, Truck Driver Barry Brown and Truck Driver Chris Nielsen were all recognized for going above and beyond their normal work duties through the RACES Morale Program. The men are standing next to the actions that got them recognized for their efforts. As part of the reward, each employee received a full day of paid time off.

"I enjoy the fact that just as a public employer you can reward your employees," said O'Quinn.
2013 Board Changes

Added two new awards
Best Public Relations Activity
Best Overall Entry for the Year voted on by the Employees.

2012 the Board voted for 4 overall one day off awards.
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Total Minutes Awarded: 7155
2013 Awards:
7155 minutes on 228 draws
7 full days off by the Board

2014 Awards:
The Board added ½ day off and lunch for everyone for $250,000 savings on salt usage.
2015 Morale Program

Building the road to
P.R.O.G.R.E.S.S.

- Public Relations
- Operational (Cost Savings)
- Gold Standard (Board Award)
- Recognition (Most Nominations)
- Efficiency
- Safety
- Staff (Employee Choice)
2015 Program

Building the Road to
P.R.O.G.R.E.S.S.

Public Relations, Operational, Gold Standard (Board Award), Recognition (Most Awards), Efficiency, Safety and Staff (Employees Choice).
Paul A
8-Jan
fixing my conveyor chain in one day.

Thank You
15 MIN

Lance
9-Jan
work on waste hauler permit
15 MIN

Roger
16-Jan
succesfully finding potential extra road funding for F97 "FLAP"
15 MIN

Rocky M
16-Feb
took long route home to check on drifts for afternoon patrol
45 MIN

14-Feb Dave T
removed tree off Lancewood on his own
time
30 MIN
nominated by Art
5-Feb Chuckie C
Program Summary
Through 2014 Costs
39000 Minutes Given + $13,000
Projected Savings $350,000
Affect on Morale
Other Programs Instituted
????????????
Other Programs

- Winter Operations Training Day
- Rotating On Calls
- Crews and Crew Leaders
- All Employee PASER Training
- Employee Asset Management Training
- Budget Responsibility
- Road-eo / Safety Days
QUESTIONS?