CEO Update

I want to share the results of the action plan created after the last Employee Satisfaction Survey. I think you will find we have accomplished a lot of work surrounding you suggestions:

Action Items	Steps Implemented	Status
Better succession planning and career paths	Development plan framework for employee discussions is being developed 2-28-19 – To be rolled out April 2019.	In process
Additional training opportunities	Leadership team - trained on Coaching/Counseling, Interviewing, Addressing Performance Issues, Successful Onboarding, Harassment, and Appraisals, and Entre-Leadership. CEO, CFO, OM, & QM attended a three session team building seminar. All employees were trained on Safety and Drug Free Workplace. The fulltime staff was trained on CRASE – Civilian Response to Active Shooter Events. Employees are encouraged to suggest training beneficial to their positions.	Complete
New employee bulletin board to recognize new staff & promotions	Bulletin Board installed March 2019.	Complete
Evaluate pay levels and potential for raises across the organization	2018 evaluation completed using Honda SARG results and prevailing wage analysis completed 2-28-2019. UCO's pay schedule is market competitive.	Complete
Appreciation and team building for the fulltime employees	REI Potluck 3/20/18 REI Offsite 5/19/18 REI Grilling Tailgate & Potluck 9/21/18 REI Offsite 5/17/19	Complete
Evaluate additional food options for lunch	Weekly food trucks 4/6/18 - 9/26/18. Weekly food trucks 4/3/19 - 10/31/19	Complete
Rotate music genres in the production area 7-9 am and 3-3:30 pm	Various genres were piloted but too many complaints were received, so we decided not to have music in the production area. Employees are welcome to bring their own ear phones for their personal music selection.	Complete
Improve communication about upcoming events with providers and family members	Monthly Calendar produced by Ryan to include UCO events beginning 4/1/18.	Complete
Consider additional sign language communication where appropriate	ASL interpreters for all staff meetings/trainings. UCO now subscribes to Purple 3, a web-based, use as needed, interpreting service	Complete
Have quarterly deep cleanings in restrooms	Deep cleanings will be done annually. First one occurred 5/2018, and second is scheduled 4/2019.	Complete
Remind all staff to clean up breakrooms, and use cellphones appropriately	Cellphone use article in EE newsletter July 2018. Supervisors remind staff to clean-up after themselves.	Complete
Consider separating the 2019 survey into three groups: Full time, Part time, and Associate	The 2019 survey will be separated and coded by the three different groups.	TBD

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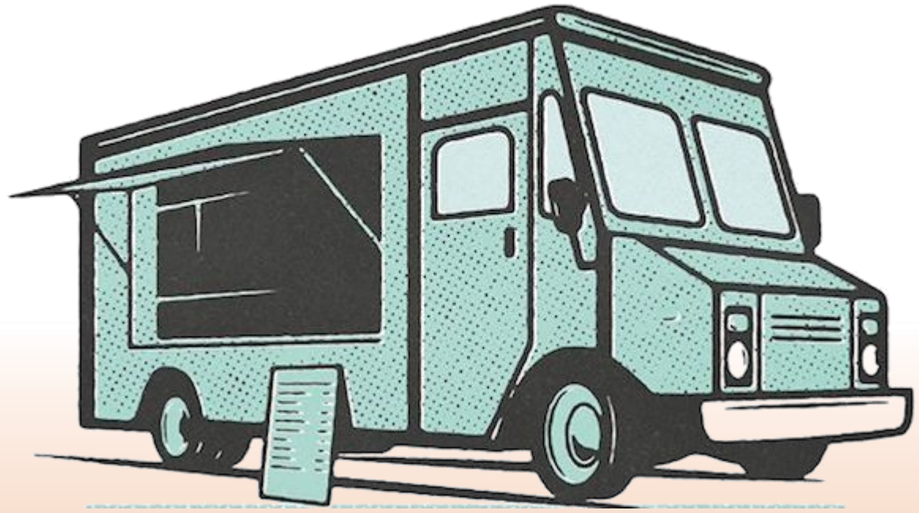
UCO News

YOU NEED TO KNOW

Starting Wednesday, April 3rd the Food Trucks are BACK!

We have a truck scheduled for every Wednesday from April until the end of October! There are lots of new trucks as well as a few favorites coming back!

We hope everyone enjoys the lunch option again this year!



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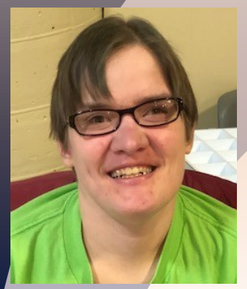
UCO INDUSTRIES

EMPLOYEE SPOTLIGHT:

PATSY JONES



What keeps you with UCO?

Friends

Why did you join UCO?

To make money

Favorite Hobbies/interests

Watch TV & go out to eat

Favorite Meal

Hamburgers

New Faces

Be sure to welcome our newest employees and help them feel a part of the UCO family!

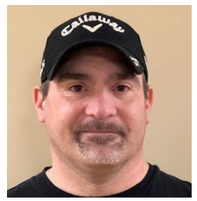
Angie

Crystal

Carol

Shella

Danielle



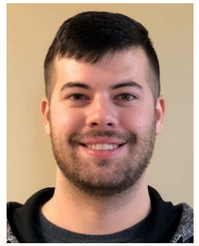
John

Theft

Over the last several months, we have had drinks and food from refrigerators, and other small items come up missing from employees at UCO. Please remember that stealing things from UCO or from other co-workers is illegal and will result in disciplinary action up to and including termination from UCO Industries. We will also file a police report against the person who steals. While we do what we can to protect everything inside the building, please help us by not bringing personal valuables to work.

"OUR MISSION IS TO PROVIDE PAID EMPLOYMENT OPPORTUNITIES, IN INTEGRATED COMMUNITY SETTINGS, FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES."

Promotions!



Patrick
Material Planner

Jade
Quality Auditor

Coltin
Operations Specialist

Heidi
Quality Supervisor

Jenny
Senior Quality Auditor

Jessica
HR & Office Leader

EMPLOYEE COUNCIL

It is common to have a bad day. If you are ever having a bad day, or want to express a concern you are having you can always come to talk to the employee council members. The council is in place to be a group of your peers that can share your concerns or suggestions in a group setting for a resolution! Please keep in mind that the staff is here to help and everyone here is just trying to do the best they can to have a successful and productive work day!

Clyde, Shawn, Chris, Jon & Alyssa

MEMBERS: Chris Waters, Clyde Hamilton, Dave Amerine, Jessica Joseph, Jim McCoy, Jon Herron, Lana Sharpe, LaShonda Wright, Alyssa Day, Lorie Masters, Shawn Smith, Stacie Neubauer, Sheila Drumm and Wayne Barker.

Board Member Spotlight

Steve Cook

Steve is retired from Conti-Tech in 2015 and started his own consulting business, Cooks Conveyor Belt Services LLC. This is carried over from his long professional career in the mining industry. Steve is married and has a blended family of 4 kids and 8 grandkids. He enjoys spending time outdoors and traveling. He and his wife are members of Trinity Lutheran Church and enjoy spending time with his kids and grandkids.

Welcome Steve!