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## **In the News for August 24, 2009**

### **LABOR MANAGEMENT COUNCIL HIGHLIGHTS**

**Don't miss your chance to help.** Are you a trades person with an interest in improving processes and a belief in the value of teamwork? If so, please volunteer to serve on a team that will develop a standard process that Construction Services can use for finding and evaluating new tools and technologies. Nathan Wilson will be leading the team and is the person to contact if you want to contribute your knowledge and expertise to the project. He is looking for trades people from a variety of areas to be team members.

**Crucial Skills: Confronting Poor Performance** (Adapted from an article by Al Switzler in the August 12, 2009, "Crucial Skills" e-newsletter from VitalSmarts.)

Over the years, (as we at VitalSmarts have consulted with organizations to work on accountability skills and build a culture of accountability), we've noted the following:

- In low performing cultures, people don't hold others accountable.
- In good performing cultures, supervisors (or people with power) hold others accountable.
- In the best performing cultures, everyone can and does hold everyone else accountable.

That distinction is key for a couple of reasons. When even a few low performers are not held accountable, the standard drops for everyone. ...Performance management systems alone cannot deal with performance gaps. Systems are necessary, but not sufficient. Real-time accountability is the responsibility of every person and is done the moment it's needed. High, clear standards and real-time accountability from everyone is the key to a healthy culture.

#### **Important dates:**

- Wednesday, September 16, 1:45 – 3:15 PM – a "Build the Team" meeting on "Accountability at All Levels of Construction Services." All interested CS employees are invited to attend.
- Monday, October 5, 1:45 – 3:15 PM – the Fall CS All-Staff meeting, with Plant Operations director Rich Robben and Chris White from the U-M Benefits Office.

**Got questions or comments?** Please use the CS drop boxes located near the CS conference room and in the storage cage in the tunnel to Mott – or contact any member of the LMC to let us know what's on your mind.

**Next LMC Meeting:** The LMC is scheduled to meet Wednesday, September 9, 2009. The Council will finish planning the September 16 "Build the Team" meeting, work on the agenda for the Fall Quarterly Meeting and discuss inquiries about becoming a member of the LMC. If you have questions or suggestions, or are interested in volunteering, please let us know.

Submitted by the Labor Management Council: **Steven Bird, Mike Cobb, Mike Gaubatz, Rich Gross, Jim Hadden and Fred Keeling**; consultant/facilitator: **Bernadette Malinoski**

## **MATERIAL ORDERING**

We received a report from our business office which was over 100 pages long and contained over 600 lines of errors. When we investigated this report we learned that the majority of the errors on this report were caused by the information Construction Services employees provided to the vendor when ordering material. Please make sure you provide the correct work request and phase number when ordering material.

## **TOOLS**

We are very close to completing the physical inventory of our tools and ladders. Please contact Mike Gaubatz (936-0730) or Roger Cornell if you know of any department tool or ladder which has not been labeled with a ToolWatch number and engraved with department identification.

## **OPEN ENROLLMENT BEGINS OCTOBER 26**

Please mark your calendar for Open Enrollment, October 26 - November 6. Open Enrollment is an important time each year to consider your personal circumstances and choose the most economical benefit plans that best meet your needs. Changes you make during Open Enrollment take effect January 1, 2010 and remain in effect until December 31, 2010 unless you experience a qualified family status change.

### **What's new for 2010**

The two-year transition to the University's new health plan cost-sharing ratio begins January 1, 2010, and employees and most retirees will begin contributing a greater percentage toward health care costs than they do today. Half of the increase will occur in January 2010; the remainder in 2011.

### **View medical plan rates exclusively online**

Beginning January 1, 2010, medical plan rates will be calculated based on three salary bands, and rates for faculty and staff will only be available online. Finding individualized rates is simple with the new medical plan rate calculator available now on the Benefits Office Web site. You will need to enter a valid username and UMICH password to login and see your exact monthly rates for 2010.

## **MOVE-IN FOR NEW STUDENTS MEANS SOME TRAFFIC CHANGES**

The U-M class of 2013 will be arriving in Ann Arbor soon, and University Housing is organizing its annual Student Move-In program. This year's program will begin at 7 AM September 2 and will conclude at 6 PM September 4. During that time there will be a variety of changes to traffic flows and parking lot rules around campus.

Be careful while driving around town in two weeks. There will be a lot of families who are new to the area and unfamiliar with the streets around town.

## **ARE YOU READY FOR SOME FOOTBALL!!**

The 2009 football season begins on Saturday September 5<sup>th</sup> against Western Michigan University. On September 12<sup>th</sup> the blue will host traditional rival Notre Dame.

A full schedule of games will be published in the next edition of In The News.

## **NEW CANTON COMMUTER EXPRESS BUS SERVICE**

On Monday, Aug. 24, a new transportation option will begin for U-M staff and others who commute from Canton and its surrounding areas. The Ann Arbor Transportation Authority (AATA) will provide two morning trips from Canton and two afternoon return trips. The Canton Express will originate from Independence Park at 6:05 a.m. and 7:17 a.m. and will stop a few minutes later at Cherry Hill Village. U-M stops include the Cancer Center, UH main entrance, C.S. Mott Children's Hospital, the Cardiovascular Center and the Rackham Building. There is also a stop in downtown Ann Arbor.

Passengers can ride free through Sept. 4, and there are several rate options for riders after the free trial period. U-M staff are eligible for a subsidized rate. Bus passes will be sold at the UH Cashier's Office and at the Parking Customer Services office at 777 N. University.

For details, visit the Canton Express at <http://www.a2express.org/canton.htm>

## **ZIMRIDE—REPRINTED FROM AUGUST 10**

Zimride is a new, fun and easy way to find rides where you need to go and coordinate your daily commute. Zimride makes it easy to share the seats in your car or catch a ride with fellow University of Michigan colleagues and friends.

Add your ride now: <http://zimride.pts.umich.edu>

It's simple. Have a car? Split the costs by driving fellow U-M colleagues. Don't have a car? Find a commute partner. With Zimride you can also check out the profiles of your colleagues before you share the ride.

Add your daily commute before September 1st and be entered to win an iPod Touch.

<http://zimride.pts.umich.edu>

Thanks for making a more sustainable, social and fun form of transportation for our community!

## **UM CONSTRUCTION TRAFFIC UPDATE**

### **Medical Center**

#### **Glen Avenue Parking Structure – space closures for repair work**

A project is scheduled to begin at the Glen Avenue Parking Structure on Monday, August 24. The work involves concrete repairs, joint repairs, and sealant work. The impacted areas are located on levels 6 and 7, and levels 3 and 4. Work will occur in four phases in order to minimize parking space closures.

The initial phase of the project will begin with the closure of all level 7 parking spaces – including the level 6 circulation ramp – and progress downward. The project is scheduled to be complete at the end of October.

### **Other Campus Impacts**

#### **Asphalt Patching Program – patching of campus parking lots**

General patching and sealing of campus parking lots is scheduled to begin Saturday, August 22 with an anticipated project completion date of Sunday, September 30. The majority of the work will occur during Saturdays with some concrete curb repair undertaken during weekdays to minimize parking space closures. The project is planned to proceed as follows:

August 22 – South and Central Campus parking Lots (Rain date August 29)

August 29 – Medical and North Campus parking Lots (Rain date September 12)

September 12 – Remaining North Campus parking Lots (Rain date September 19)

For maps of impacted campus areas, please visit:

<http://www.umaec.umich.edu/campus.maps/constructionfencing.html>

## **City of Ann Arbor traffic impacts**

South Division Street: Phase I Streetscape Project – East Liberty Street to East Huron Street – Scheduled August 4 – late October, 2009

## **WELLNESS NEWS!**

### **MHealthy Employee Weight Management Program Offered at NCAC**

MHealthy's Employee Weight Management Program: Healthy Habits at Work empowers you to manage your health and your weight for life. Register August 17 September 4 for this 12-week weight management program offered by MHealthy exclusively for U-M employees who want to participate at their work sites with the help of health professionals.

One-on-one consults with dietitians and fitness specialists take place week of September 14. Group sessions are held weekly on Fridays at the North Campus Administration Complex (NCAC) in Conference Room C from 12:00 12:45 p.m. starting September 25. Cost is \$95. Payroll deduction is available.

#### **To register:**

Call: 975-3024

E-mail: [mhealthynutrition@umich.edu](mailto:mhealthynutrition@umich.edu)

#### **For more information, visit:**

[www.mhealthy.umich.edu/employeeweight](http://www.mhealthy.umich.edu/employeeweight)

### **Register now for a fall MHealthy Exercise & Relaxation Class!**

Registration for the MHealthy fall Exercise & Relaxation Classes begins August 3, but you can get an early look at the more than 75 classes right now!

These classes are available to U-M faculty, staff, students and the general public—perfect if you want to join with a friend or family member! So take a look and get started on your fall fitness and well-being plans.

Classes run for 14 weeks, September 10-December 18, and include:

- Yoga
- Pilates
- Zumba
- Body sculpting
- Spinning
- Step aerobics
- And much more.

U-M employees receive a \$10 discount per class (spinning and 15-Visit Punch Cards are not included). To view the fall schedule, visit [www.hr.umich.edu/mhealthy/programs/activity/classes](http://www.hr.umich.edu/mhealthy/programs/activity/classes)

## **BigHouse/BigHeart "Run"**

The 2009 BigHouse/BigHeart Run will be held on October 3<sup>rd</sup>. This event just gets bigger and better every year.

The race starts and finishes at the University of Michigan's famous football stadium--The Big House. This chip-timed 5K and 10K events start on the corner of Kipke and Green and the run takes you through the University of Michigan's beautiful campus with a spectacular finish--a run through the Big House tunnel and onto the field. You'll finish on the 50 yard line and watch yourself on the Big House Big Screen! Everyone is invited to join in one of the 3 events; 5K and 10K runs and a 1K fun run. For details on the event go to <http://www.bighousebigheart.com>.

## **"Kick the Habit" Quit Tobacco Program**

Want to quit tobacco? We can help! The Tobacco Consultation Service offers a 7 week "Kick the Habit" Quit Tobacco Program to help kick tobacco out of your life! **Wednesdays** starting September 9, 6:00 - 7:30 PM at 2025 Traverwood Dr. Suite A3. FREE to all UM, UMHS employees, & patients with UMHS physician referral. (See attached flyer)

## **HAVE YOU MOVED OR CHANGED TELEPHONE NUMBERS**

Have you moved recently, changed your home or cell phone number or changed your emergency contact information? If so please contact **Sue Nylén** or **Jeanette Craft** and update your personal information card.

## **RECEIVE "IN THE NEWS" ELECTRONICALLY**

Construction Services personnel who would like to receive In The News as an email attachment should email Paul Guttman at [pguttman@umich.edu](mailto:pguttman@umich.edu) and you will be added to the distribution list.

## **"IN THE NEWS" IS ON THE WEB**

Current and past issues of in the news are available on the web on the Construction Services home page. If you have missed back issues go to the site and check them out. Our home page is <http://www.plant.bf.umich.edu/construction> and the link to the newsletter is currently in the lower left hand corner.

Please let us know if you have anything for the September 14<sup>th</sup> edition of "In The News".



# Want to Quit Tobacco?



We can help! The **Tobacco Consultation Service** offers a **7 week "Kick the Habit" Quit Tobacco Program** to help kick tobacco out of your life!

1st Session: **Wednesday, September 9, 2009**

Location: 2025 Traverwood Dr. Suite A3  
Conference Room  
Ann Arbor, MI 48105

Time: 6:00-7:30 p.m.

Cost: FREE to all UM, UMHS employees,  
& patients with UMHS physician  
referral. All Others \$100.



If you want more information, call:

**(734) 998-6222**

or visit: [www.med.umich.edu/mfit/tobacco](http://www.med.umich.edu/mfit/tobacco)

