

# The Concrete Truth

## January Work Anniversaries

Clayton Northern	1yr
Mario Barron-Zuniga	2yrs
Jesse K Denlinger	8yrs
Anthony C Miller	15yrs
Kirby R Crist	17yrs

Thank you for your dedication and service!



Benjamin R Lavy	01/09
Anderson Calderon	01/12
Ross A Mohler	01/13
Cory A Morris	01/14
David G Miller	01/17
Ryan J Lehman	01/19
Jose Luis J Acosta	01/24
Travis L Wagner	01/31

## Metcon Health Fair

Did you know that over 70% of Americans make “getting healthier” their new years resolution and only 10% of them accomplish it. Where are you in this scenario?

Many times, we don’t accomplish it because we are busy with life and work that we don’t find the time to eat healthy, exercise or see the doctor for preventive care. Metcon wants to help, we know the importance of preventive care therefore this year we are wanting to kick off 2023 with a bang!

We would like to offer all team members a free health screening which will include lab testing (lipid panel, metabolic panel, complete blood count), blood pressure and BMI this would be done through Reid Hospital. However, before we continue, we want to see if there is enough interest in having this screening. Health screening would be scheduled during our all-team meeting on 1/20/2023, here at the shop and it would be free to you.

If you are interested, please sign up by clicking below. We will update you in a couple weeks with more information.

<https://www.surveymonkey.com/r/XWW3C2D>



# Road to FITNESS CHALLENGE 2023

<u>Month</u>	<u>Challenge</u>	<u>Points</u>
January	Metcon Health Fair	30 pts.
February	20x20/ Mile a day	10pts. /10pts.
March	Metcon vs Ernst Basketball Game	10 pts.
April	10 to Zen	10 pts.
May	Metcon Team Soccer Game	10 pts.
June	Savage Race, Zanesfield, Ohio/	40pts/10 pts.
July	Metcon Volleyball Game	10 pts.
August	H2O	10 pts.
September	Flu Shot, Smoke Out	10 pts.
October	Making Strides Cancer Walk 5K, Dayton Ohio	10 pts.
November	21 days of gratefulness	10 pts.

## Point System

Total Points	Prize(s)
50pts.	Metcon Water bottle
80pts.	T-shirt & Entered into raffle to win prizes
120pts.	Pullover & Entered into raffle to win prizes



## Upcoming Events

**New Years, 1/2/2023-** No work, paid holiday

**All team Meeting, 1/20/2023–** Mandatory meeting for all team members, more information to come.

## Teamwork!

You are part of a team. John Maxwell, in his book, **The 17 Indisputable Laws of Teamwork** writes, "Every day, in some way, you are part of a team. The question is not, 'Will you participate in something that involves others?' The question is, 'Will your involvement with others be successful?'"

There is a Chinese proverb that states, "Behind an able [person] there are always other able [people]."

Someone has said "One is too small a number to achieve greatness." King Solomon wrote, "Two are better than one, because they have a good return for their labor. If either of them falls down, one can help the other up... A cord of three strands is not quickly broken." (Ecclesiastes 4:9-10,12)

So, you are part of a team. Maybe your team is going well or maybe there are some possible steps you might take to gain momentum with your team.

### **Why is this important?**

John Maxwell reminds us that teams...

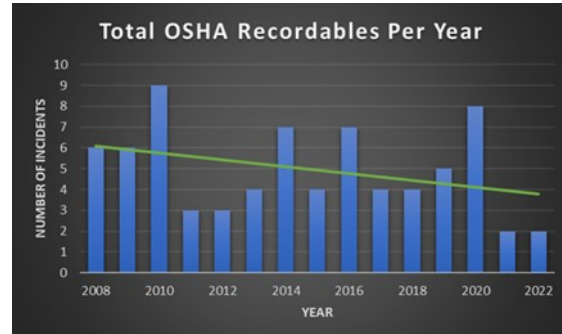
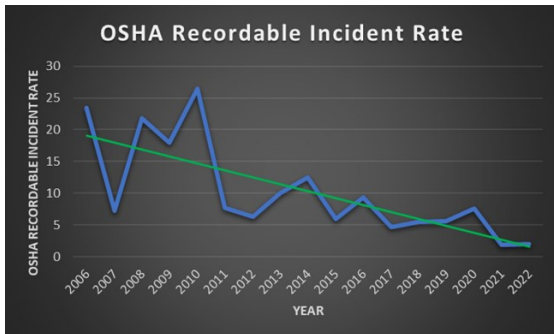
- Involve more people, thus affording more resources, ideas, and energy than would an individual.
- Maximize a leader's potential and minimize his or her weaknesses. Strengths and weaknesses are more exposed in individuals.
- Provide multiple perspectives on how to meet a need or reach a goal, thus devising several alternatives for each situation. Individual insight is seldom as broad and deep as a group's when it takes on a problem.
- Share the credit for victories and the blame for losses. This fosters genuine humility and authentic community. Individuals take credit and blame alone. This fosters pride and sometimes a sense of failure.
- Keep leaders accountable for the goal. Individuals connected to no one can change the goal without accountability.
- Can simply do more than an individual.

**It's all about the team. Bud Wilkinson wrote, "If a team is to reach its potential, each player must be willing to subordinate his (or her) personal goals to the good of the team."**

## Safety Year End Update

2022 was a very busy year for the Safety Department. We have shared with many of you that we only had two (2) recordable incidents that occurred in the past year. **This is a great accomplishment!** These two incidents involved Team Members injuring a knee when they slipped, tripped or fell on slick walking/working surfaces. These types of injuries take time to heal and recover from and require several therapy appointments to get back to Full Duty. Please be very careful on the walking/working surfaces when you're on the job sites to avoid these types of injuries. These injuries can happen in the Winter as well in the Summer months.

The two graphs below speak for themselves to all your effort to work safely in 2022 on job sites. **THANK YOU!**



Another accomplishment was Jackie coming on board to help with Safety and HR this fall. She has made her appearance on your job sites giving ToolBox Talks, promoting wearing the required PPE and completing Safety Inspections. She is fluent in both Spanish and English which is a huge help in getting information to our Team Members in a language they understand. She has also been helping to develop and document Standard Operating Procedures for the Safety Department on tasks that we do routinely through-out the year. These SOPs are a tool that is used to document the details of what is involved in Safety tasks and provides a tool for others to use to do their job consistently in the Safety role. She will continue to fill this role and additional responsibilities in the coming year.

I will continue to support the Safety Department with Job Site visits, conducting ToolBox Talks, Training and Safety Inspections throughout the year. We are open to your suggestions for PPE, Safety Equipment, and ToolBox Talk subjects. We also would encourage anyone to share their safety experiences that you have on the job site or even in your home life that we could use to share with our Team Members so that we all are working and enjoying life outside of work safely.

*“Safety”... Lead with it*

### The Safety Goals for 2023:

- Update and Maintain Metcon’s Safety Policies to insure we are compliant and provide a safety work environment for our employees. These policies will be reviewed by the Ohio Workers Comp Safety Representative.
- Update the New Hire Safety Orientation (Training) and On-Boarding of new Team Members
- Complete Job Site Inspections and Observations Follow Through - AnchoRock
- Complete the OSHA Voluntary Protection Program Application with a schedule job site review

We are looking forward to another great year with the Metcon Team!

**Anthony Miller**