

J.E.A.M. CENTS

VOLUME III, ISSUE NO.8

AUGUST 1, 1997

Welcome to another edition of your company newsletter. We must be doing a good job here in the newsroom, because we haven't heard of any complaints, suggestions or ideas, I know we're perfect!

I hope many are enjoying the work that has kept us busy in the past few weeks and we have another big day coming up in the near future. As you know our work force is growing immensely and we are still looking for more employees, so be sure to recommend us to your friends and family.

This month we have many birthdays in the company, so be sure to read the list to check to see if any of your friends are on it. If they are- wish them a great birthday and then get back to work, just kidding!

So read on and enjoy this month's edition of *T.E.A.M. CENTS* and if you have any comments, ideas or would like to contribute, just contact Doug Hawkins or Chris Casias in 111 during business hours. Or if you would like to log on and E-mail us at: WWW.SHOWWEST@AOL.COM

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with anyone who is able to read lips, then YOU and not US are responsible for offending them. The stories and characters you read about in T.E.A.M. Cents are purely fictional. Any similarity to real people living or dead, places and events is merely coincidental.

T.E.A.M. BIRTHDAYS

Ryan Miller	8/2
Stephanie Payne	8/4
Frank McGough	8/6
Ed Jankowski	8/8
Antonio Romero	8/8
Craig Johnson	8/10
Corey Lines	8/10
Jeffery Fischer	8/12
Robert Peters	8/12
Gail Wheeler	8/14

Virginia Kimble	8/16
Mark Meschke	8/16
Gilbert Madril	8/18
Christopher Croft	8/21
Wendell Rednour	8/21
Danielle Beauver	8/23
Thomas Markey	8/23
Suzann Lyman	8/26
Theodore Keller	8/27
Aerin Rosenberg	8/30

Happy birthday to all you employees and hope you enjoy and have many more, from T.E.A.M. Cents.

UPCOMING EVENTS

8/2; Smokin' Grooves Tour @ DSP
8/5; Boston @ DSP
8/6; Lollapalooza @ DSP
8/11; Payday @ 1600
8/19; Supervisor meeting in 111 @ 1900
8/25; Employee meeting in 111 @ 1900
8/29; Hayden Square concert
9/1 ; Newsletter

So if you haven't signed up to work some of these events do so now, or get stuck working with Joe G.!

COMPANY MEETINGS

By Chris Casias

As some of may have read in the events calendar, we have a couple of meetings coming up. The first is the supervisor meeting. Those of you that are probationary, regular, event, and training supervisors must attend. This meeting takes place on Tuesday, August 19th. Just a reminder- we do take attendance at these meetings, our policy is: If you miss three unexcused supervisor meetings, then your supervisor status is taken away. A lot of helpful information is given at these meetings so please make sure you attend them. The supervisor meetings are held

every third Tuesday of the month.

Employee meetings are held every fourth Tuesday of month from now on. Any employee may attend this meeting, whether you've been here for two days or two months. This is your chance to voice your opinions or ideas of how T.E.A.M. is managed. Just so you know managers are not present at these meetings. It is chaired by a fellow T.E.A.M. employee who will take notes and address concerns to management. This meeting will be held on August 26th.

All meetings are held at 1900 (7pm) in our corporate office (111).

FROM THE ACCOUNTANTS

The accounting department has been pleased with the improvement on the sign-in sheets the last few months, but we would like to remind everyone of a few things that would help us out. The first item deals with Macayo's accounts. These accounts require that we turn in sign-in sheets faxed to us from each store, and we receive payment based on these sign-in sheets. Due to this process TEAM pays our employees based on the sign-in sheet faxed to us, therefore it is YOUR responsibility to make sure that you are signed in and out correctly at the store when you are finished working.

We have also had a few instances where employees have not been signed in or out correctly. Once again it is YOUR responsibility to make sure that you are signed in and out correctly at the end of your shift. Thank you for your help.

By the Accounting Department:

Howard Case & Cade Rowley

SEXUAL HARASSMENT IN THE WORKPLACE

By Chris Casias, Equal Employment Opportunity

Officer.

DEFINING SEX. HARASSMENT

In legal terms, sexual harassment is any unwelcome sexual advance or conduct on the job that creates an intimidating, hostile or offensive working environment. Simply put, sexual harassment is any offensive conduct related to an employee's gender that a reasonable woman or man should not have to endure.

The Equal Employment Opportunity Commission definition sets two general criteria for sexual harassment: that the conduct in question, whether physical or verbal, is both unwelcome and of a sexual nature.

1. The Concept of Unwelcome Conduct:

Whether or not conduct is welcome is a critical concept. Conduct is not welcome when it is unsolicited, when the victim has done nothing to incite it, and when the victim views that conduct as undesirable or offensive. Whether or not conduct is welcome can be judged by what women do and say, what reactions they have to sexual conduct and what kinds of interactions they have with the particular individual they claim has harassed them.

2. The Sexual Nature of Conduct:

The requirement that sexually harassing conduct, whether physical or verbal, be of a sexual nature is typically fulfilled by such frequently cited behaviors as propositions, comments on the sexual areas of a woman's body, dirty jokes, pictures of nude or sexually suggestive individuals, and sexually oriented cartoons.

One common misconception about sexual harassment is that laws prohibiting it restrict normal socializing between men and women at work. The truth is that sexual harassment consists of unwelcome conduct of a sexual nature- and it in no way affects ordinary social contact between employees- mostly men- that sexual harassment laws prevent them from complimenting a woman or asking her out for a date is simply misplaced. Nothing in the law prevents dating, as long as it is done in a reasonable manner that respects a co-worker's dignity and wishes.

Another misconception is the notion that anything goes in the workplace as long as there is no physical contact with another employee. That, too, is wrong. Sexual harassment can result from any verbal or physical conduct of a sexual nature. many

types of sexual harassment involve no touching, but they are nevertheless offensive or intimidating to the employee- as well as being clearly illegal.

THE EFFECTS OF SEXUAL HARASSMENT

By Chris Casias

Sexual harassment on the job can have very serious consequences both for the harassed individual as well as for other working women who experience it secondhand. The consequences to the individual employee can be many and serious. In some situations, a harassed woman risks losing her job or the chance for a promotion if she refuses to give in to the sexual demands of someone in authority. In other situations, the unwelcome sexual conduct of co-workers makes the working conditions hostile and unpleasant- putting indirect pressure on her to leave the job. In some cases, the employee is so traumatized by the harassment that she suffers serious emotional and physical consequences- and very often, becomes unable to perform her job properly.

1. Job-connected injuries ;

Sexual harassment causes direct injury to many women. These are injuries directly related to her status as an employee and wage earner, and they include lost wages, lost promotions and other job benefits as well as loss of the job itself.

- a. Loss of job
- b. Loss of wages and other benefits
- c. forced reassignment
- d. Constructive discharge

2. Personal injuries :

A sexually harassed woman often suffers personal injuries in addition to the job-connected losses just described. In many sexual harassment cases, these injuries- ranging from stress-related illnesses to serious physical and emotional problems- are the most serious and costly results.

a. Stress-related problems

To summarize, for conduct to be sexual harassment it must be unwelcome and affect the terms and conditions of employment.

As a practical matter, that conduct can

include:

- Derogatory or vulgar comments about someone's gender, physical anatomy, or characteristics.
- Sexually suggestive or vulgar language.
- Threats of physical harm.
- Sexually oriented or suggestive pictures, posters, magazines, or other materials.
- Touching someone in a sexually suggestive way, or in a way calculated to invade her personal space.
- Touching of another's breasts, genital areas, or derriere.

Sexual harassment is not involved in normal, pleasant, friendly, or even mildly flirtatious interactions, as long as no reasonable person is offended. Common courtesy, common sense, and a habit of close observation of others' reactions to what is said and done go a long way in achieving a friendly work environment where both sexes can enjoy each other's company in an atmosphere free of sexual harassment.

If you have any questions or concerns regarding this subject, feel free to contact Chris Casias in 111 during business hours.

JOB OPENING

Now hiring full-time security guard for the Papago Medical park, located at 7th Street and I-10 freeway in Phoenix. Hours are from 0600 to 1400, Mon-Fri. Duties: Patrol four story medical plaza and assist with security and customer service issues. Safety escorts to vehicles. Patrol six story parking garage. Those interested should contact scheduling manager as soon as possible. Must be clean-cut, have reliable transportation and be able to work in a professional environment.

DOUG SOUP

By Doug Hawkins

Well kids, believe it or not, we are still looking for a few good men and women at T.E.A.M. Our major fall events are just 8 weeks away and we need to grow from 250 to 400 people by then. Our best source of new employees continues to be employee referrals. We get more new

people that stick with it and stay with T.E.A.M. from other employees. As an added incentive, during the next 90 days, if you refer a new employee, I am offering a \$25 bonus. The rules are simple. When a new employee comes to T.E.A.M. they must list you as "How They Heard About T.E.A.M." on the back of their application. The new employee must be hired, successfully finish training, and complete their probationary period. Once the new employee completes their probationary period, you receive a \$25 bonus on your check. Do you miss your friends at work? Do you want to have fun with them at events, and get paid? Bring them to work. For more information, and applications, see Doug Hawkins for details.

GUZMAN'S GHETTO

By Michael Guzman

Here we are again, another edition of the good ol' Newsletter. I only have a few things to pass on so let's get right to it. We are still looking for employees interested in set schedules. These are done on a rotational basis. Example, you can either commit to a set schedule for three months, after which you would be rotated into another set

schedule. OOOORRRRR, you could commit to a set schedule for an indefinite time period and be on the rotation to work the concerts or other special events. Think about it!!! But not for too long because as more people are getting set schedules there will be less availability for shifts you might want to work.

Next issue, as many of you have probably already heard, Joe Guzman is leaving us on Friday, Aug. 1. His wife decided to work full time and make Joe become a loving housewife to raise his daughter and cook dinner. He's already buying the "Soap Guide" so he can catch up on his stories, and all the talk shows. But he still holds the record for taking 15.1 minutes to schedule a non-licensed employee!

Seriously though, this means another change in the scheduling department. I ask that you all be patient with whatever confusion may occur in the next week. So

if Joe still keeps calling you at home, tell him you'll get him for harassment.

For now, Trey Lackey will be taking on the bulk of the position so be nice to him and remember, that all employees and their cooperation plays a major role in the stability of your employment at T.E.A.M., as well as the success of this position.

Also, you will notice that some things are being done differently in the scheduling department such as the transition towards set schedules.

Last, but not least, we will be needing about 150 more employees by September, so start asking all of your friends, family, or anyone else you may know that is interested in this kind of work as a second job or even just interested in the special events that you could work together at . . . so GET PEOPLE AND DON'T FORGET THE BONUS PROGRAMS THAT APPLY!!!!!!
C-YA, Michael.

MICK'S MEMO

By Mick Hirko

Nobody can say that they are not happy working here, because things never change. It's been over a month, since the last big, legitimate news. Rumors are abound, so allow me to put some of them to rest. No, we did not merge with the Secret Service, and the Secret Service did not come to work for us. No, pigs do not fly, but several of our previous competitors, that really disliked each other are now working together. Finally, it is true, Joe Guzman is leaving as scheduler, but it's not true that he is going to C-SPAN as a color commentator for the U.S. Senate debates.

Anyway, Joe is not leaving all together, but has decided he wants to try and spend more quality time with his family, and late night cancellations, and last minute scheduling problems made that extremely difficult. I would like to welcome Trey Lackey as his scheduling replacement. In the coming weeks and months, you will be seeing some changes in the scheduling, as far as structure and personnel responsibilities, but I would like to wait until we are closer to having solidified those changes before I try to explain them.

Lately, I have noticed an erosion of

dress code. Remember - BLACK Pants, BLACK shoes, no facial jewelry, no hair below the collar, clean and not odoriferously offensive. I've seen a lot of earrings lately, and I know they are easy to forget, but here is your subtle reminder: Chris Casias is the Quality Control Manager, and spends a lot of time visiting people while they are working. Ultimately, we are all responsible for quality control.

The other item I have noticed is a lack of radio etiquette. Remember on Channel 2 - Hold down the talk button for about a second before talking, because of the repeater. Pay attention that you are not "walking over" somebody else (In other words, pay attention to your radio), identify yourself, and speak clearly. If you are calling in a situation, remember the 3 W's : WHO you are, WHERE you are, WHAT is going on. This may sound exaggerated, but your life or somebody else's might depend on that. We are also going to be making efforts to improve the response ability of dispatch, so that you are not having to call two or three times, but understand that the dispatchers are listening and answering several channels, and that they might hear you, and it might take them a second or two to respond. One of their pet peeves is if one unit asks them to 10-50 to channel 1, the next unit immediately calls for them on 2. They are probably busy talking on the other channel. So, again, listen to your radio.

Finally, Channel 2 is for priority traffic only. Keep the requests for information on future assignments, "What time am I getting off" (That is a question that should be asked when you schedule, or before you are deployed) and other non-situational or priority issues off of channel 2, and if possible off the radio all together. If channel 2 is busy and you have an emergency situation, channel 1 is always open when dispatch is 10-8.

There was something else that I was going to remind everybody about, regarding the radios, but now somebody will have to remind me, because I forgot. Hopefully I will remember by next month. Have a good one, and see you out there!

TRAINING CLASSES

By Chris Casias

I would like to thank those of you who attended the advanced training class this past Saturday (7/26). In the future it will be to your advantage. Be sure to attend the other classes which will be held two weeks from now.

Usually a week before I have the advance classes I spend most of my day calling those employees that are eligible to attend, most of the time I do reach you or leave a message for you to call me back-lately it seems like this is a waste of time, but I still do it. I guess I do it for those few that will attend these classes., which is what I'm here for. If your not interested or don't have time for these classes, let me know, maybe we can work something out. The worst thing you can do is avoid me.

I spent alot of time calling employees last week, some of you didn't get back to me, just as a reminder- if you do not attend an advance training class within six months, that is grounds for termination. At the end of this column I will list the employee numbers of those who need to attend the next advance training session, if you do not attend then you will be terminated!

Our next advanced training session will be on August 16, if nothing else comes up. Many of you who showed up for the last class will get a chance to get everything signed off on this day. So hope to see you there.

The following need to attend the next advance training session:

#5548	#4887	#5138
#8921	#1952	#6198
#2576	#0819	

CHRIS ' CORNER

By Chris Casias

The other day I was driving to work when I hear a police siren, or what I thought to be a police siren. It was a motorcade escort for a funeral procession. It is common courtesy for motorists to either pull to the side or slow down. Not too many were doing this. From What I noticed, many were getting mad and just driving around everyone that either pulled

over or slowed down. I thought to myself, how disrespectful this was to the grieving family, to see someone driving around them or at sometimes even mixing into the procession. This person obviously has never had a family member or friend die, otherwise he would have had the courtesy of allowing them to pass.

I grew up in a small town. A small town that even though it is part of the metropolitan area, we still follow old traditions, and have respect for the dead or for their family and friends. A small town where everyone comes together in sad and happy times, even though you may not know them, but they have friend or family that did. A small town where tradition is what keeps everyone united and teaches us to have respect and show common courtesy. Respect and common courtesy go a long way. Although disrespectful and rude people outnumber the nice people these days, there's no reason to stoop down their level and join them !!!

I would like to take some time to say farewell to Joe Guzman who will be going back out the field and saving us money on our phone bills. Joe needs to take a break from scheduling so he will be taking a vow of silence for a whole 2 minutes he says. He is looking into going into politics because as he told me his lifelong

dream is to be on Capitol Hill and have his own filibuster! So good luck to Joe as he rambles on to his next experience in life!

Along comes Wendel Lackey thinking that he can fill Joe's shoes, I really don't think anyone can, especially his bowling shoes, but we'll see how Wendel does on the alley!

Congratulations to those supervisors that completed your probationary period (Tyson White and Wendel Lackey). Also congrats to those of you who became probationary supervisors- Frank McGough, Kris Blackburn and Tom Knutson!

TRAILER PARK THEATRE

This morning my neighbor across the court accidentally killed her dog. Backed over its head with her Pontiac. My girlfriend used to feed the little brown thing dinner scraps from my kitchen door. I would tell her to quit it. But that was before.

I am on the couch, drinking beer and reclining. I've been lying here all day having trouble deciding whether to try the bed. I'm thinking about that dog. It's a welcome relief from thinking about her. You know things are bad when the squashed head of someone's beloved pet is a comforting thought. Of course, even if I was okay, the 110-degree glare burning through my windows would still be there. I can understand why people jump off bridges.

Next door the TV is blaring, cutting through the gloom. There's a movie on, Lee Remick and Jack Lemmon in *Days of Wine and Roses*. Lemmon plays a guy who turns his wife to drinking and they lose everything.

I've lost weight: Three days ago, I managed to get down maybe five fish sticks, and that is the sum of my food intake for the last two weeks. The only other things in my system are beer and agony- both of which have reached an all-time high, even for me.

My girlfriend cutting me loose has taught me that the level of cruelty a woman is capable of inflicting upon a man is in direct contradiction to her nurturing nature. I think, genetically, women are not designed to cause someone such anguish. Therefore, if that's true, then she couldn't have been aware of what she was doing, otherwise she wouldn't have left. It crosses my mind that I could just be a loser.

My neighbor's TV informs me that Jack has bravely sobered up, while his wife hasn't. They've separated. He gets their kid and she stays with the bottle. A commercial comes on. A man selling dog food.

I start thinking again. Emotionally, a woman can kick a man's ass. And a communication breakdown from misinterpreted circumstance will always put scabs on a man's knees, regardless of who's at fault. And if kneeling fails, then she'll leave, sending the poor bastard on a lengthy journey through hell. Such is life.

I didn't want to hear how Jack Lemmon and Lee Remick made out. Instead, I watched the sun drop into dismal twilight with the gut-wrenching knowledge that, from now on, I'm the furthest thing from her mind. I washed down the whole thing with another beer.

Well thanks for picking us up this month. Our next edition will be out September 1st. Any comments, suggestions or ideas can be turned into Chris Casias or Doug Hawkins in 111 during business hours at least two days before the newsletter comes out. Or E-mail us at: WWW.SHOWWEST@AOL.COM



