

# T.E.A.M. CENTS

Volume III, Issue No.5

May 19, 1997

Welcome to another great edition of T.E.A.M. Cents. This edition is a little late because of the different fiestas we were working at for Cinco de Mayo. So hopefully many of you had a good time at the Macayos, I know some of you fell in love while working there, but then again that's just puppy love! Right AP? We were going to cut out the Cinco de Mayo theme from this newsletter but decided to stick with it, so bear with us.



From talking to many of you kids, many of you don't know what Cinco de Mayo is or what it stands for. Especially those of you from Washington. Many of you think that Cinco de Mayo is Mexico's independence day. It actually means 5th of May, just kidding. Well sit back and listen to my history lesson...

First of all Mexico's Independence Day falls on September 16. What Cinco de Mayo signifies is the victory of a battle won by the Mexicans. This battle took place in the city of Puebla on May 5, 1862, the Mexican troops, under the command of General Ignacio Zaragoza defeated French troops under the command of Napoleon III. Although the French troops were defeated they returned in the year 1867 to again take over the same city. That is how the history books portray this battle, now listen to how it really happened...

It all started with General Miguel Guzman Filiberto's quest for a free enterprise system. General Filiberto had a dream of supplying the Mexican army with

fast, good, homemade, filling burritos. Unfortunately this market was already taken by Senor Mick Donald Hirko. Senor Donald would supply the army with fast beef sandwiches. He even had an assistant who, for a ride home, would eat the worm out of the tequila bottle. Anyway when General Filiberto started his restaurants he came up with the super nachos and the big carne asada burritos. This drove Mick Donald's over the edge. They began offering kids meals with free toys. You can see many of these toys in the office of a distant relative of General Filiberto's today.

As history states, General Filiberto's army won the first battle. When General Mick Donald's army returned the following year they brought their own food, a fried potato staple. After the French won the battle they named this new culinary delight in honor of their victory "French Fries". To this day french fries are a more popular side dish with food, except on the anniversary of the historic Hispanic victory. On Cinco de Mayo, the favorite side dish is arroz & frijoles. Tune in next month for a discussion of El Cuatro de Julio (4th of July) in England.

So now on to all the belated birthdays, past anniversaries and already came and went events. Make sure you read Michael Guzman's article (if you can find it!)

## T.E.A.M. MAY BIRTHDAYS

Jason Tanner	5/3
Brian "Kindling" Morgan	5/7
Bob "Jungle Bob" Conway	5/10
Rodney "Jerry Maguire" Fox	5/10

Happy Belated Birthdays guys from T.E.A.M. Cents. Thanks to all of you, except one person, for letting the TC



staff be at your parties If any one else sees these kids around wish them a Happy Birthday or set them on fire, or hang around with them or show them the money!

## MAY CALENDAR OF EVENTS

5/6 ;Seis de Mayo(T.E.A.M. Cents Holiday)  
5/11; Mother's Day  
5/19; Payday @ 1600.  
5/20; Midget Tossing Festival  
5/20; Supervisor meeting in 111 @ 1900.  
5/26; Memorial Day  
5/27; Employee meeting in 111 @ 1900.  
6/2; Payday/Newsletter @ 1600.

## T.E.A.M. ANNIVERSARY

If Chris Casias had lasted until May 7, he would have been with us for three years. Chris will be missed. Memorial donations are being accepted by the "Buy the Guzman Brothers an Annual Bus Pass" Foundation. For those of you who do not want to donate to the foundation, you can rent the movie on video. Look for the award winning Das Bus at a video store near you.

## SAYONAKA M. TABAKA

By Doug Hawkins

Well kids, this is it. Swan Song. No mas Mike Tabaka. Bigger and better things, greener pastures, polite equipment managers, you know the drill. Mike has gone on to that great event management company in the sky (well actually he is at the golf course). Not to let the cat out of the bag



about where Tabaka is working now, but if any of you are ever injured and happen to end up in a hospital at 7th Avenue & Buckeye Road, do not say you know Tabaka. He will disavow any knowledge of TEAM members, their subsidiaries or lackeys. Remember TEAM employees are lucky to be working at all, and should not be tying up the office phones calling Mike.

Rumor has it that Jennifer Mills was so distraught at Mike's leaving that she got herself admitted in the hospital. Problem was she could not give directions to the ambulance driver from the back of the van, and ended up at the wrong hospital. Nice try Jennifer.

### NO PARKING POLICY

By Chris Casias

In the past few weeks there have been certain employees parking at the Trails parking lot. This is not employee parking. All employees are to park at the America West lot, located on the southwest corner of Fifth and Maple. We have received calls from Trails management asking us not to have employees park there. So please be kind enough to park at our designated parking area. Anyone who keeps parking at Trails will have their vehicle towed at the owner's expense. At the same time if you are working the shift at Trails please do not let any T.E.A.M. employees park at this lot. No exceptions!

### CANCELLATIONS POLICY

By Chris Casias

As many of you know, but don't follow it, the only way you can cancel for a shift is by actually speaking to the scheduler. We still have some employees leaving cancellations on our voicemail. This is not acceptable. The scheduling pager number is 219-5965, please page this number in case of any scheduling conflicts. I know that sometimes you may not get your page answered, but please keep trying until Senor Guzman calls you back. Again, you have to cancel four hours prior to the beginning of your shift, and this is only in case of emergencies. Senor Guzman will make the call if you have a legitimate reason to cancel. If you do leave

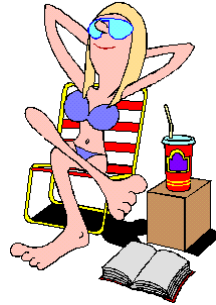


a message on voicemail cancelling, it will be considered a no show. Also please be considerate and only page this number at a reasonable time. I.E. not at 0330 or 0400 to check what you're working that day. As some of may know, the Guzman's need all the sleep they can get!

### SUMMER RULES

By Chris Casias

As some of you may know summer is unofficially here. And with summer comes high temperatures and falling employees. In order to prevent this make sure you are drinking plenty of water or juice. Remember soda does not help you, the caffeine will soak up all your water. One other thing you must remember is if you burn quickly, use sunscreen and a regulation hat. Many times while you're out at post you may not be lucky as to have a shady spot to stand in.



In the past summers we have had employees get sick because of either not eating properly or not drinking enough water. Feel free to bring your own water bottles or any water containers for those long shifts on these hot summer days. So let's make this a cool summer by all of us keeping cool!

### MICK'S MEMO

By Mick Hirko

For the regular readers of our publication, I would like to extend our apologies for the delay on this edition. Due to the Cinco de Mayo weekend and all the activities related to that, it became very difficult to get everybody to get their contributions in on time. We hope we did not offend any of our regular readers, and we will get back on a regular schedule with the next edition. Which reminds me, Chris could use a little extra help with the newsletter. Several of you have offered to help, to take over



Brian Acuna's responsibilities, but nobody has come through. In the next couple of months, there are going to be some changes in Chris' work-life, and we really hope somebody will be able to take over the very capable editor responsibilities, at least partially.

Because of the delay of this newsletter, most of you probably already know that Mike Tabaka has left us for greener pastures. He was offered a job that was too good to turn down, and he will be missed. He has not completely left us, and will be helping out behind the scenes on his own time, so hopefully you'll still occasionally see his smiling face at some of the bigger events. Mike, we all wish you the best of luck, and hopefully we'll still see a lot of you, even though you moved out of state. North Phoenix is in southern Utah, isn't it?

Michael has been working very hard on putting together a permanent schedule program, which will have quite a few advantages, both for our schedulers as well as for the personnel assigned to work those regular shifts. Most of our clients have really been insistent on the same people, and it will cut down our account training time as well. For everybody working regular accounts, it will stabilize your schedule, and your ability to plan around work, as well as make your paychecks pretty regular. Most permanent schedules will have enough flexibility to allow you to work other special events or accounts as well. It is imperative that if you are asked to go on permanent schedule, and you want to do that, that you commit to it, and not call and cancel or change your mind after a week or two. That was the biggest problem the first time we tried this, and if you feel compelled to cancel permanent schedule shifts, you will no longer be able to work a regular schedule, and your chances for good evaluations and promotions will be in jeopardy. We will do everything we can to make your lives easier, so please do the same for us. If you want to cancel a regular shift, we could make you scheduler for a day, so you get to see first hand what it's like when somebody cancels. It's a bit frustrating.

Evan Webb had a good idea a couple of days ago. He suggested that we give points to everybody that shows up for their shift on time, and take away points from those that cancel, or arrive late. So, as you work, you gather points, and then you either win prizes, or get a higher percentage of a

raise. What do you think? How about we let Evan keep track of it. It's a neat idea, but almost impossible to execute.

Before I forget, everybody needs to make sure that you have your guard card on you at all times. DPS is out and about and checking. Keep your eyes open for some of the changes coming up in the next couple of months. Some of them are directly from the employee meetings. If you have any ideas, and want to help make T.E.A.M. even better, make sure you attend the meetings. Get with either Chris Casias or Joe Coomer for the dates. They will also be listed elsewhere in this newsletter. Be safe, and keep up the good work.

### COMPANY MEETINGS

By Chris Casias

As some of you 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, May 20th. 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 May 27th this month.

All meetings are held at 1900 (7pm) in our corporate office (111). Also one other concern that has been brought up- every Tuesday we have a staff meeting in 111 at 1000. All managers attend these meetings and therefore can not attend to any problems or assistance that you may need. On Tuesdays it is better if you come in after 1200 to take care of any administration problems you may have.

Also on Tuesdays after payday, paychecks will be given out after 1200, when the staff meeting is over. Although it is wise to make an appointment to come in to take care of any problems, it's always helpful to us so we may make time for you.

### T.E.A.M. TOP TEN LIST

Our top ten list this month comes from our new home office at Phoenix Memorial Hospital. Our category this month is- "The Top Ten Things Overheard at Thursdays Pizza Party at Peter Piper's" :

10. "Who keeps on farting?"
9. "Hey Annette, stay away from the Peter Piper security guard!"
8. "Hey Christine, stay away from the busboy!"
7. "Hey Evan, stay away from the kiddie section!"
6. "Hey Rodney, stay away from the beer!"
5. "Hey Michael, stay away from the pizza!"
4. "Isn't that a former T.E.A.M. employee behind the counter?"
3. "Does anybody know why Joe Guzman keeps a white caulk on his desk?"
2. "We are saving the last piece of pizza for whoever can give Michael a ride."

And the Number One Thing Overheard at Thursday's Pizza Party at Peter Pieper was I bet the Explorers didn't get this much pizza.

Thanks to those who attended the pizza party. Pictures will be out by the end of the week, courtesy of our T.E.A.M. Cents spy.

### D.A.M.

(Don't Ask Michael)

In a recent management seminar, it was determined that reliable transportation is the number two trait that we value in a T.E.A.M. employee. Since Michael has made it up from the ranks to General Manager without a vehicle, the importance of transportation has caused him some alarm.

Due to the fact that Michael finds himself vehicularly challenged (that is walking the pavement) he feels some changes are in order. We are looking for employees who are willing to sign up to provide reliable transportation for Michael. Michael's schedule is as follows:

- Mondays: off.  
Tuesdays: 10 am to whenever he can get a ride home.  
Wednesdays: supposed to be in by 10 am,

usually in when can beg a ride.

Thursdays: Has to be in by 10 am to let in Bank One; usually in closer to 10:30, due to lack of transportation.

Friday - Sunday: whenever Mick picks him up.

As you can see, there is a tremendous opportunity to become involved. Anyone interested in providing reliable transportation for Michael can see him at the Broadway Road Fillibertos, usually on his way to and from T.E.A.M. each day.

Rumor has it that someday Michael plans to purchase a vehicle. Probably right after he teaches elephants to fly, cures cancer, solves the unified field theory, and becomes president. At any rate volunteers are currently being sought to teach Michael to drive. The right person would be patient, not care what happened to their car, not mind Mexican food wrappers on their floorboards, and not mind driving in circles all day through the Filliberto's drive through. Again, you may contact Michael at a Fillibertos near you. Also, you must be willing to front him money for food. He will gladly repay you Tuesday for a hamburger today.

### CHRIS' CORNER

Well, we barely survived Cinco de Mayo. Thanks to all of you who helped us out a lot, either by working those extra hours or by being flexible. I know at times it does get frustrating during these big events, but just hang in there! We do appreciate your assistance and flexibility. So in case Joe Guzman hasn't said- Thanks to all of you. We hope to see you here next year.

For many of you working at some of the Macayo's I did notice something that is against our policy. Many of you who remember Brian Acuna remember that whenever there were big events coming up he would stress our policy on receiving tips or other promotional items used at these events, here is an excerpt of a column he wrote on May of last year:

"There are reasons that companies give away free things at events or even out on the street. It's called a **PROMOTION** and we are not allowed to take promotional stuff. I have even seen T.E.A.M. personnel wearing items such as hats for a beer company while on post! The reason again that these are given out is to promote the company. An example would be - "Wow, look at the cool hat that T.E.A.M.

guy is wearing, he must really like J.D. !" So, when you see someone walking around handing stuff out, don't take it. When something is being given away at a table that is supposed to be for the G.P. and not for workers at the event, don't walk up and ask for or just expect that we will get that item. Definitely do not go through a company's box of promo items to see if you like them and/or want them. We made light of this in the Top Ten List, but I was witness to this a little while ago."

So kids let's all try to refrain from this. also if the general manager of T.E.A.M. comes up and tells you to take a hat off because it's not part of the uniform- your answer shouldn't be "Well Macayos said we could wear them". It is T.E.A.M.'s uniform policy you must abide by, not Macayos' !

As Mick mentioned in his column I'm still looking for someone to help with the newsletter, and maybe in the future take over the newsletter. We are always looking for some fresh ideas and suggestions that will make the newsletter better and more enjoyable to read. As always contact myself or Doug Hawkins for more info.

### DONATIONS SOUGHT

We are currently taking donations to buy Christine Philbern a bus pass. In addition we are looking for volunteers to teach her how to find bus stops, read the bus schedule, catch the bus on time and get off at the right stop to make it to 111 and 207 for her shifts.

Anyone who is interested in making a donation to this noble cause, or to teach Christine these valuable bus lessons please contact Annette Pena. If you call and she is not home, leave a message and when she returns from giving Christine a ride, she will return your call.

### DUK SOUP

As anyone who has been outside recently has probably noticed, summer is here .



What this means is that many of you will be out of school for the next three months.

Some of you will want to work more

hours, because you no longer have to go to class. About a quarter of our company is unlicensed, and yet most of us are old enough to get a DPS license. If you want to work more over the summer (or any time of the year for that matter), you need to get your security license. If you need paperwork to get one, see me or Chris Casias. Since most of our work requires a license, you need to get one to work more than a couple of shifts a week.

Since school is out, some of your friends may be looking for work. We are hiring people 18 and older who are willing to get a security license. If anyone you know fits this description, have them see Doug Hawkins or Chris Casias.

Also, since this is summer, many of you plan to go away on vacations at some point during the next few weeks. Please let us know in writing a minimum of two weeks prior the week you want off. This will give us time to find someone else to give Michael a ride during the dates you are gone. Have a good summer.

### SLAM DA (WO)MAN

Hello everybody and welcome to another one of Erica's rare appearances in T.E.A.M. Cents. Well not me myself, but one of my little short stories about interesting things people have done to completely embarrass themselves. So those of you new employees who aren't quite sure of who I am just beware of the wrath of Erica because if anybody does anything embarrassing, it will eventually get back to me and, well the rest is history. Back to my story...I think my lucky victim this time is going to be my bestest buddy Alex Hernandez. Don't get me wrong, I love her to death, this column is written all in good fun.

Alex Hernandez, my very best friend, has stuck with me through thick and thin. Considerately we are permanently joined at the hip, there aren't many things she can do that I'll let slip. Let me give you an example of one of these things. It occurred at my day after my birthday fling. Throughout the night we were getting blitzed, and throughout the night she slowly became a ditz. She took an empty beer can and then said, ":Look at what I can do!" and smashed it on her forehead. We also had a roll of film wasted that night, the pictures we took would cause an awful fright. So when the time comes for use to throw a party, make the drinks full and hearty.

\_\_\_\_\_

\_\_\_\_\_