

# J.E.A.M. CENTS

Volume V

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" Official Newsletter of The Monsoon "

August 1- 31, 1998

Whatever happens in the month of August anyway? It's like the only month where there are no holidays or special days (other than those who have birthdays this month). Whoever made August a part of summer, knew what they were doing, cause its a boring month where all you want to do is lie around and do nothing. It is slow for events and too hot to do anything.

From what Taryn says it's a good month to be in San Diego, but we all know she'll be in Tijuana every night.

As you all may have noticed, our announcer guy is back, he had some contract problems with the other company. He was being forced to work overtime with Josh Larsen.

Like we said, it is a slow month and some of our office staff will be taking their long deserved vacations during this period. Welcome to the month of August and read on for all the latest news and maybe some gossip about a certain employee who we will call C. Zavala, no that's too obvious, we'll call him Carlos Z. , and his rendezvous out at Macayo's Mesa every weekend!

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

Ed Castillo	8/1
Brian Jankowski	8/2
Stephanie Paine	8/4
Frank McGough	8/6
Craig Johnson	8/10

Danny Ruelas	8/11
Julian Sanchez	8/11
Robert Peters	8/12
Maryln Davidowski	8/15
Mike Church	8/20
Dale Berg	8/26
Adan Duarte	8/26
Ted Keller	8/27
Anthony Bozzo	8/30

Happy Birthday to all of the above employees who celebrate their birthdays this month. According to Frank he'll buy all of you a beer, if you work on your birthday.

#### T.E.A.M. ANNIVERSARIES

The following employees have been with us for one year and deserve a pat on the back or a congrats:

8/5:	Adam Gill
8/6:	Aaron Moore Ron Watson
8/11:	Jon France Brian Jankowski
8/13:	Jeremy Lange
8/21:	Jason Ellis
8/22:	Bryan Alt

#### AUGUST EVENTS

8/1;	Advance training classes in 111 at 1300.
8/10;	Payday in 111 at 1600.
8/18;	Supervisor mtg in 111 at 1800.
8/22;	Advance training classes in 111 at 1300.
8/24;	Payday in 111 at 1600.
8/25;	Employee meeting in 111 @

1800

8/28; Jon France look-a-like contest.

As we mentioned earlier this month is a big break for all of us with no major events happening. We still have the regular shifts on Mill Avenue, at the brewery and those cool shifts at Bank One Ballpark. If you are interested in permanent shifts there are still some available. Have a great summer!!

#### TARYN'S TURN

By Taryn Jewell

Some of you may have scheduled for our standard events through the end of August- not only do we greatly appreciate this (it makes our lives much easier!) but I'm hoping it helps you as well. Remember, we are counting on you to stick to this schedule to the best of your ability. If you're not sure about something, please come to the office so we can confirm it in writing!

A big thanks to all of you who have been supporting us and not "taking sides" with anyone, we know it's been tough on all of us!

Basically Taryn doesn't have much to say this time because she goes on vacation the first two weeks of August and that's all she cares about!!!

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

By Chris Casias

Normally the month of August is very hot, so many of you that are new to the state may panic in this heat. So being an informative newsletter, we came up with a list of some things you may not want to do in this hot weather. So from our home office in Flagstaff, Az comes this month's list, the category for this month is : " The Top Ten Things Not To Do In This Summer Heat":

10. Show up for a day long shift in the sun with an 8 oz. bottle of water.
9. Wear your black anniversary shirt for a shift.
8. Wear a bullet proof vest at a Hispanic concert at Civic Plaza.
7. Chase people all over Civic Plaza during a Hispanic concert.
6. Chase people in traffic on Mill Avenue.
5. Wear a heavy jacket.
4. Drink hot coffee
3. Wear mittens
2. Drive with the heater on  
...and the number one thing not to do in this summer heat is.....

Drive your car with the heater on, windows rolled up, wearing a jacket and gloves, and drinking hot coffee on your way to work at Firebird all day.

" Hey George, bring me another margarita, I still feel like scheduling!"

**SEXUAL HARASSMENT IN THE WORKPLACE : PART I**

By Chris Casias, Equal Employment Opportunity Officer.

Once a year I have a few articles in the newsletter concerning sexual harassment. In these past few I have noticed a few incidents or have heard some things that may put either yourself or a co-worker in jeopardy. Just remember that our policy is no fraternization is allowed, that applies to employees dating or harassment. Of course that doesn't apply to married employees, but it does apply to married employees who are dating other than their wives or husbands. This is part one of a three part article. Please read it.....

**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 or 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.

**WORK OVERNIGHTS!!!**

**FIRES, FIGHTS, & FIREFIGHTS**

By 904R afferty  
" You think you're hot? I can kick your ash! "

It's recently come to my attention, and everyone else who's on radio at some event's, that we are allowing adrenaline to alter our judgements. When you are faced with a fire, fight, or firefight, stepback and assess the situation. The seconds lost while you are doing this may feel like an eternity during a stressful situation. But by calmly reporting the situation to either dispatch or your supervisor, you can shave minutes off of the response time of your backup.

I can't tell you how many times my partner and I have sat there feeling helpless as some unidentified soul yells into a radio, for what we can only assume is a call for backup. Remember, please, without knowing who you are and where you are, we can't help you. And unless we know what the situation is we can't dispatch the proper assistance. Those of us who are responding to help you are going in blind. We don't know that the guy in the blue shirt has a knife, or that the vehicle pulling away has the kidnaping suspect. Be a calm set of eyes and ears for your backup. We depend on you, just as much as you depend on us.

**JOB OPENING**

Jared is looking for an assistant to work with the Tempe Fire Dept on Mill Ave weekends. Pay is \$10/hr with full benefits. Duties are: check fire hydrants an hour before each fire. See Jared Rafferty for more details.

**EAT AT FRANK'S**

By Frank McGough  
Well congratulations to all personnel who have recently completed their one year anniversary with T.E.A.M. I would like to commend each and everyone of you for sticking with us and giving your 100 percent to making this company the very best it can be. We would very much like to see the same names on the 2 year anniversary list, which entitles you to a (T.E.A.M.) polo shirt with your name on it for wear while on duty. The one year anniversary shirts are a personal shirt and are not to be worn on duty anywhere, no

exceptions. This shirt is our way of saying thank you for a job well done. Now I would like to reiterate the importance of getting your security license. First of all, a lot of our venues require and do audit us to make sure all officers are licensed and are carrying their card with them to the event. You must carry your card with you at all times when working, no exceptions.

Secondly obtaining your security license takes increases your pay rate by \$ .35. When you go down to DPS to get your guard card make sure you have the proper paperwork from our office with you and it is filled out properly and not signed until you are actually with a DPS licensing agent. Once you have received your temporary license, you must bring the training certificate back to our office to be filed, if you do not bring this, well we do not know you are licensed and your pay increase will not go into affect. You also must bring \$34.00 with you, cash only. If you do not have the required amount of money and need some assistance, you can request a pay advance to cover the

cost. You do have to have enough hours worked to cover this. You can request an advance through Chris Casias.

If this is not important to you, well when it comes time to schedule for an event you want to work well we in the scheduling department will schedule the officers that have there license before we schedule you.

I would now like to talk a little about permanent schedules. As account manager I have been given permission to authorize a rate increase of \$.50 to any officer that takes a permanent shift of at least 8 hours, this can be a full-time shift of 40 hours, two 4 hour shifts or one 8 hour shift. If an officer takes a permanent shift he or she is obligated every week to that shift. I know we all like to do concerts and other fun events, we will make exceptions to get your shift covered once in awhile, and I do understand we all get sick and needs days off. But I will track the call off, no show ratio of each and every officer and if a pattern develops you will be pulled from your perm schedule and your pay reduced back to your original rate.

To get the \$.50 increase you must get your guard card and have attended the advanced training held every 3 weeks at the 111 office.

If anyone is interested in a permanent schedule please contact me anytime during the week, please during business hours or if you see me at an event or on Mill Avenue.

### MICK'S MEMO

By Mick Hirko

Well, is it hot enough for all of you yet? Last week we had our first real supervisor meeting in over a year. Due to certain things that happened in the last year, we stopped having them.

Basically, it seemed like we were wasting everybody's time, because we would discuss one thing in the meeting, and certain people would do the opposite at events, and not hold people accountable to those standards, that we collectively set.

I was very impressed at the turn out and the involvement of all those there. Thank you, all. Your input is important, and we will use it in the following weeks to continue to improve the job we all do.

This Tuesday, there is another meeting for all the employees. The idea is to have a forum for all the employees to gather, discuss problems, concerns, suggestions for improvement. For those of you that feel that your voice is not being heard, this meeting is for you. It gives you the opportunity to discuss in a public forum your ideas and suggestions, and bring those to us, so we can discuss them, and take action on them. Everybody is encouraged to attend, as this is your meeting. If you don't go, you either have nothing to say, nothing to learn, or don't care.

The whole office is going to be on vacation for the first couple of weeks in August. Taryn is going to San Diego, and we get the vacation from her. Thanks Taryn! Jared is going to be gone, as well. Must be nice. Just start a new job, and get a vacation right away! The rest of us are going to be here, enjoying two weeks without Taryn.

Just a quick reminder for all the Mill Ave guys and gals. In the past two weeks, there have been several fairly serious incidents, including a shooting, and an aggravated assault. Everybody did a real good job handling the situations that occurred, and I'm very proud of you. Two points - 1. unless it's important, keep off the radio. If you don't have anything to do with the situation going on, go to another channel to either talk to dispatch, or whoever you need to talk to, unless you

are calling in another

serious situation yourself. Make sure the radio is clear before you call.

Otherwise everybody just garbles everybody, and no information gets through.

2. With these situations occurring, don't try to be a hero. Be aware of your environment, and be careful going into anything. You do develop tunnel vision, and aren't always aware of everything, if you are in the middle of it. We would much rather have you as a good witness, than an injured victim. Lastly, an estimated 80% of all cars in the downtown area have guns or other weapons in them. Never forget that when you are dealing with a situation, or approaching a car. Always watch their hands, not their face. Their face won't hurt you (That last tip is from Karen, and she's absolutely right.)

Anyway, have a great month, and with the event season about to start up again, get ready for a lot of long days, and fun stuff to do. August is going to start getting busy for us, and before you know it, Taryn the State Fair Queen will be bugging you. Be safe, and keep the Peace!

### CHRIS' FINAL THOUGHT

By Chris Casias

As many of our faithful readers know we tend to take material or ideas from shows or pretty much anything that can help us here. So we all knew sooner or later we would come up (or take) this idea. So in following Jerry's tradition we begin with my first article on "Chris Final Thought":

Going over the birthday list, we find that a lot of people have actually been born in this hot month, of course it probably wasn't as hot back when one of our birthday boys was born, (back in the ice age) we won't mention any names. My thought on this is that birthdays make you older and for some wiser.

As for events this month, we couldn't have picked a better month to take a break, one reason being that the accounting department spends most of their time at Big Surf looking at the bunnies. That's

probably why they didn't get an article in to us in time.

We all need vacations, but why San Diego? Why not someplace cool or a place that doesn't serve alcohol? Taryn's vacation is a vacation for all of us, unfortunately she has to come back to the State Fair and we have to deal with her. But is it really a vacation for all of us since we have to deal with Frank?

Wearing a bullet proof vest to a concert or even running after patrons that you want to eject is not the look we want, especially if those patrons are already running for the door. We are not here to push or bully people around, we are here to help them have a good time and to get their money's worth. Same thing goes for any fraternization we may have in the company, especially if one person is a minor. Sometimes these situations do affect an employee's job, if it does interfere those persons will be terminated. Personally, I don't approve of fraternization, so if anyone sees Josh let him know.

There comes a time in our lives when we have to consider if what we do for a living makes us happy. In our supervisor meeting last month we discussed the attitudes that some of our employees have. We deal a lot with the public, the public sees our employees at every event they go to. This is the main reason that we must all have a good attitude at work or in the work that we do. If you don't like your job, that affects your attitude. There's nothing worse than dealing with someone who hates their job, what do you think their attitude is? Bottom line is, your attitude shows what you think about your job. Just remember: Where we go and what we do, advertises what we are. Be proud you are part of the T.E.A.M. family.