

J.E.A.M. CENTS

Volume V Issue No. 8 "The Official Newsletter of Milkshake Hating Extremists!"

September 1-30, 1998

Welcome to the month of "Labor". Labor Day that is. For many of you this means going back to school or college. Hope many of you had a great summer. September also means for us to get back to work as our busy season gets started. As most you already know we are doing all the shows at the Arena now and all shows for Evening Star. Between these two valuable accounts we have been keeping pretty busy.

Football season has also started along with the bar and restaurant accounts on Mill Avenue for game days. For those of you interested, on game days we provide staffing for all parking lots in downtown Tempe. We also send some security personnel to Macayo's Depot, Hooters and other bars to help in crowd control. Some of these shifts are short ones, so if you're interested contact the scheduling dept.

Coming up in October we only get busier. The State Fair is just right around the corner. Those of you that worked there last year, make sure your licenses are current and plan on working most of the shows. Now on to the news and gossip.....

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SEPTEMBER BIRTHDAYS

Mike Goff	9/1
Carla Baker	9/3
James Finstrom	9/4
Rosalinda Jimenez	9/4
Jaime Ortiz	9/5
Daniel Thomas	9/5
Jillian Golden	9/13
Stacy Cary	9/17

Christy McBane	9/22
Jennifer Leisner	9/28
Kirk Coolidge	9/29
Tino Sanchez	9/30

Happy Birthday to all of the above employees. Any left over cake should be given to schedulers!and leftover beer!!

T.E.A.M. ANNIVERSARIES

The following employees have been with T.E.A.M. for one whole year. Congratulation's and hope to see you around for another few years!!!

9/17:	Jeremy Garcia Jessica Schrage
9/18:	Adan Duarte
9/29:	Jaime Levario

SEPTEMBER EVENTS

9/4;	Juan Gabriel Day in 111 with Juan G. music all day
9/5;	Juan Gabriel @ AWA ASU Football Parking Crew on Mill Ave
9/7;	Labor Day- Everyone Works Payday @ AWA Beastie Boys @ AWA
9/8;	Spirit Fair @ AWA Payday in 111
9/12;	Wakeboard Tournament @ Firebird
9/15;	Supervisor Meeting at 1800 in 111
9/16;	Mexican Independence Day
9/18;	Power 92 Powerjam @AWA
9/19;	Training Classes in 111 From 1300-1700 ASU Football Parking Crew on Mill Ave Leann Rimes @ AWA
9/20;	Cardinals Football Parking

	Crew on Mill Ave
9/21;	Payday/Hugfest in 111 From 1600-1800 Insane Clown Posse @ Club Rio
9/24;	Page & Plant @ AWA
9/26;	ASU Football Parking Crew on Mill Ave
9/27;	Tori Amos @ AWAalong with regular Mill Avenue shifts every Friday and Saturday night, we have shifts at Club Rio Thursdays through Saturdays. On Game days at ASU we also have shifts available at Macayo's and Hooter's, and of course the parking crew. Contact the scheduling department if interested in any of these shifts.

TARYN'S TANTRUM

By Taryn Jewell

SCHEDULING STUFF

Alot of you have been given at least one month's worth of scheduling in order to hopefully make our operation run a little smoother.... I really hope you wrote down all the proper information when I spoke with you on the phone. If not, you need to confirm everything NOW! And PLEASE, from now on - whenever you are on the phone with a scheduler:

A) Have paper & pen ready
B) Write down ALL of the information: Date, Time, Location, Dress, And parking information.

If you do not understand - get it explained to you then & there...not the day or time of the event you signed up for! Excuses for not making events just because you signed ahead of time will not be accepted. This is a JOB and you are all supposedly all ADULTS! Do you forget to go to school or your other job? I doubt

it - so please don't do this with T.E.A.M.

To those of you who have perfect attendance after signing up for stuff months in advance - Thank You very much as you make our lives much easier!

THAT EVENING STAR BARRICADE:

I am trying to work on a solution for us as far as having to tear down and load the Evening Star Barricade at certain events... HOPEFULLY, (note this word) I will have some luck...but if not - this is to make everyone AWARE that we PROBABLY have to tear down and load the barricade at all Evening Star Shows - which are a large percentage of the concerts we do.....

UPCOMING MAJOR EVENTS:

Sept. 5 th	Juan Gabriel	
Sept 7 th	Beastie Boys	Sept
19 th	Leann Rimes	
Sept. 27 th	Tori Amos	
Sept 18 th	Power Jam	

THE AZ. STATE FAIR STARTS OCT. 22ND..

If you want to be a regular - for 18 days - call me!

WE NEED REGULARS!

If you are interested in being a "regular" on a particular event or location, please let us know! BUT - once you commit - that's it! (For at least 5 years!) Also - we desperately need OVER NIGHT staff! Please let us know if you are available for these shifts!

ADAM'S FREEZING ATTIC

By Adam Tolman

Greetings from the accounting department, and we hope you all are excited for the upcoming busy season. This is the craziest time of the year for all of us,)well, Maybe aside from the block party) and we need your help to make the whole process as smooth as possible.

Regarding sign-in sheets, as was recently noted, we are asking you take more responsibility for signing in and signing out. In September, but even more in October, we are going to have many, many more events and will need you to do all you can do. Keep track of the hours and shifts you work, sign in and sign out, and you will get paychecks that are accurate, thus we all will be happy.

So, go out and have a great time representing T.E.A.M. We'll do all we can to keep you happy from here.

PAYDAY HEYDAY

By Chris Casias

As many of you know, our paydays are every two weeks on Mondays between 4pm and 6pm. Due to the short time and the amount of employees that show up to pick up checks, please remember to do this as quick as you can. We start handing out checks at 4pm, normally two or one at a time.

When you pick up your check from me, just take a quick look at the hours and the rate to see if is correct. If it is correct, sign for it and head out of the office. If your check is wrong you can still sign for it and I will give you a Payroll Protest form to fill out. Please just take the form and fill it out in the lobby or take it home. In many instances I have employees who say that their checks are wrong and waste my time and the next employee's in line. The easiest way to take care of this problem is for you to fill out the form and turn it in to me. Do not hold up the line by crying, pouting or complaining to me.

Because of employees picking up checks, when you turn in your filled out Payroll Protest form, I will tell you to call back the next day or I will call you back. Any payroll protests will be handled the following day. It helps if on the form you write down the following:

- 1) How many hours the check was for;
- 2) How many hours you are missing;
- 3) Your schedule for that pay period on the back.

Including the above information makes the process faster and easier.

Just remember that by filling out this form it makes it easier on everyone in line. For those of you that want to avoid the long lines, you can also pick up your checks the following business days from 10am to 6pm.

Another tip is for you to keep track of all hours you work and locations. You can use this as a reference when you pick up your checks.

SEXUAL HARASSMENT IN THE

WORKPLACE : PART II

By Chris Casias

THE EFFECTS OF SEXUAL HARASSMENT

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 women 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.

PAT'S PARTYLINE

By Pat Sims

I'd like to thank all of you who have spent time cleaning out your closets this summer. I've received jackets, polos, sweatshirts and misc. items from many of you. Our inventory is looking better!

I would like to comment on how nice it is to see everyone coming in to work with their own polo. It has helped make sign in at the events much easier. And best of all, you don't need to worry that you won't get a shirt in your size. If you have any questions regarding uniforms please give me a call.

Thanks, and keep cleaning! Pat

WE ARE T.E.A.M.

By Rebecca Thomas

Tucson..... The ride down was with a "Hope and Prayer" that we would even get there! Van #3 had, (a) a bad tire, (b) faulty driveshaft, (c) bad alignment, or (d) all of the above. Despite the aforementioned problems.....we made it there!

The crowd was larger than expected, and the threatening rain that circled our camp never materialized. The night went well. No real problems, at least none that we couldn't handle. However, we never did find the 400 pound man that had passed out in the dirt field. Backstage security was ready for anything, then we were ready again, and again, and again (a

result of the tour changing their plans). The T.E.A.M. hung in there and did a "SUPER JOB". Danny Zelisko, of Evening Star, made it a point to let us know how happy he was with our performance!

Back to Phoenix.....We all continued to "Hope and Pray" that we would get home without a vehicular breakdown. Triple T's back room was all ours! One at a time we ordered, and that's the way they delivered! "One at a time!!!!". Mike's "Silver Dollar Liver" was sent back and John Locke enjoyed a game of "Coffee Creamer Toss" while waiting (how's the lumps John?). Penny and I enjoyed our new jobs as waitresses (NO TIPS!), and our last order had to be "To Go" as dawn was fast approaching. Chris and I sang "Oldies but Goodies" for the rest of the trip (sadly, we knew them all). Van #3 finally made it back at 4:30 a.m. WOW!

Lastly, a very big "THANK YOU" to the Backstage Crew for a "Job well Done", and to all of us at T.E.A.M., we are showing that we are the "BEST".

MICK'S MEMO

By Mick Hirko

Recently, we sat down, and tried to define everybody's role in the office. We never were able to figure out why Chris has three offices, or if Taryn knows what that grey box on her desk is for. (It's her computer). She does keep complaining that she can't get it to tune in to Oprah. Make a long story short, I'm responsible for signing checks and making sure that we have enough toilet paper. It's a long story... Anyway, with Taryn being gone for a good part of the month, my whole reason for existing went away. Without Taryn, our TP consumption went to Zero! I don't know what she does with it - Maybe there is a black market for it. If any of you ever get to Park and Swap - let me know if you see her at the "1001 uses for Charmin" booth. Anyway, with nothing to do, I decided to focus my two brain cells (again, according to Taryn) on something else. I moved up to laundry. Here's my tip of the month. If you wash your uniform, don't wash it with your pants, your favorite new red t-shirt, or anything else dark. The result is mis-colored and drab looking shirts. Wash the uniform with other whites, warm, not hot. You can use a little bleach, but don't use a whole bottle. Stephanie Paine found out that bleach really does burn through uniforms.

I would rather you call ahead if you can't do laundry, and tell us that you will need another shirt, than being lazy or economical by washing everything you have together. We like our bright white uniforms, as does everybody else, and would like to keep them that way.

If anybody is interested in office positions, we are currently accepting resume's for both a part-time scheduling position, as well as equipment manager. The equipment

manager would be responsible for inventory control, repair (or having repaired equipment) ordering new and replacement equipment, filling work orders for events and overall control of all of our equipment, including uniforms. Previous experience in supply and/or inventory control preferred. This is a part to fulltime position. Resume' and letter of intent for both positions must be turned in to Chris Casias by 9/7/98.

A couple of weeks ago, an incident happened that really reminded me why customer relations is so important in our job. Again, it's a very long story, but the essence is as follows. A client calls to talk to a manager about a problem he is having with one of our employees. I head to the account, a guy comes walking up. The only reason I figured he might have something to do with the account, is because he is holding a two-way radio. I try to introduce myself, and find out what is going on. He starts yelling at me, and tries to intimidate and threaten me with taking the business away. I turn away for a few minutes to call the office, to verify some of his claims. I found out that they were not true. I returned to the front door of the business, to find him standing in the doorway of this business, screaming at our employee at the top of his lungs. I try to get between them, and address his issues. He called me a F***ing liar repeatedly, and went back to screaming at our employee. I finally pulled our guy out of there, realizing this was not going anywhere. I told our guy to leave, and go back to the office. As I was getting ready to leave, a young lady came up, and asked me what was going on. I kind of shrugged as a response. The lady said: "You know, I've never seen security walk away from a drunk jerk like that. Why did you back down?" I then told her that he was the

manager of that establishment. She was shocked, and really surprised that somebody like that would run a business.

There is a point to all this - We try to be polite and calm for several reasons. We are professional by doing so, we can solve situations by being calm, even if the other party isn't, people who observe us are more likely to support us if we are the professional ones, and finally - we get judged as a whole by the actions of each and every one of us. So remember - no matter how irrational the person you are dealing with is - never lower yourself to their level. Remain courteous and professional at all times.

Finally, I would like to thank everybody for some great work. The last month has been very hectic, with all the new business at America West Arena and with Evening Star Productions. For all of you that came through and helped out with the shows, and everybody that covered the other shifts, allowing us to staff those events, I want to thank you. It's your excellent work that makes it all happen! Keep up the good work.

Well, I have to get back to counting the TP once again. Taryn is back now, and I think we just lost another case of tissue, so I better get going. Oh, Jared. Welcome back - We refilled all the fire extinguishers for you.

TWO PIGS AS PETS

By Chris Casias

This story is dedicated to two managers who couldn't find the time to contribute to our company newsletter:

Once there were two friends who were looking to get a couple of pets. They both decided to get a couple of pigs, the only problem was that they couldn't decide which pig belonged to each person. One of the friends, we'll call him Jared, asked the other guy, who we'll call Bret, "How are we going to be able to tell who's pig is who's?" Bret responded by asking "Why don't

I cut off one of the pigs ear? And the pig with one ear will be yours and the pig with two ears will belong to me!" "Good idea",

responded Jared. So they cut off one of the pig's ear. Later that night they heard a loud growling noise. It turns out that the two pigs were fighting each other. They continued fighting throughout the night.

The next morning Jared and Bret went to check on the pigs. They found that during the fight they both ripped each other's ears off. So Bret asked, "So what do we do now?" Jared suggested, "Why don't we cut off the tail of one of the pigs? The pig with the tail will be yours and the pig without a tail will be mine." "Great idea!" Bret Responded. So they proceeded to cut off one of the pigs tail so that they could tell which pig belonged to whom.

Later that night, they again heard the two pigs fighting each. When Jared and Bret checked on their pets in the morning they found that both of them had no tails. The pig without the tail apparently ripped the tail off of the other pig. "Now what do we do?" asked Jared. "Now what do we do to them to tell them apart?"

Bret being the smart guy suggested, "How about if we cut off one of the legs of one of the pigs? The pig with three legs will be yours and the pig with all four legs will belong to me!" Jared responded, "That's a little too inhumane and cruel, how about we just say that the black one is yours and the white one is mine?"

T.E.A.M. WEBSITE

As you may have heard there was a rumor going around that T.E.A.M. had a site on the internet. Well it is true, so now there is nowhere else to hide. If you have time visit us at the following;
<http://www.visitweb.com/TEAMSECURITY>

CHRIS' FINAL THOUGHT

By Chris Casias

First I would like to say good luck to two of our employees who have decided to move out of state in pursuit of becoming security for *The Jerry Springer Show*. If they don't get hired then I'm sure they can at least be guests on the show from the things that I've heard about them- Good Luck Sean and Robby!

Once a year there comes a concert that Taryn always gets excited about, in recognition of this upcoming concert we

will play Juan Gabriel music all day in 111 the day before the concert- no need to thank me Taryn.

After standing in line in the middle of the night at Blockbuster with five girls, I ask myself why was I cursed with five nieces who wanted a copy of *Titanic*? The movie is too long and everyone knew how it ended even before it came out! I remember when it first came out, I was at a bar and that annoying song by Celine Dion from *Titanic* came on over the jukebox. After having six Long Islands I threw my glass filled with ice across the bar and yelled "Iceberg straight ahead!!!" Hitting everyone with a piece of ice.

Are there any employees out there who know how to properly wash their uniforms? Lately many of you are showing up at work with odd colored shirts. What do you guys do? Hang your shirts out for the monsoon to wash? You do know that the first part of a monsoon storm is a dust storm and then comes the water right? Lets try to keep our uniforms white.

Along with the equipment and scheduling position, I am also looking for someone that can come in once or twice a week to do data entry and some filing. Remember you have to work with me, so you have to make that I like you, right Kenny? If you are interested please contact me in 111. We had many interested employee inquire about our position last month for checking fire hydrants an hour before each fire. That position has been filled. We are looking for someone to go around and refill used fire hydrants, again contact Christine 111 for that position.

Thanks to Rebecca Thomas for reviewing our trip to Tucson for the Santana show. Apparently it was a wild show for everyone and the ride back was even crazier after one of our drivers took a wrong turn and headed to Mesa instead of 111. Anyone interested in any out of town trips let me know so I can put you on the next train out of here!

Well thanks for tuning in this month and pick up next month's issue as it will have the Halloween theme but without the

tricks or treats. Good luck to everyone working the Beastie Boys concert and good luck to all the guys working the Juan Gabriel concert. Watch each other's back. Have a great September!