

## M&D CHRISTMAS PARTY



M & D Mechanical Contractors, Inc.  
P.O. Box 2629 • Decatur, AL 35602  
Phone (256) 350-6568 • Fax (256) 351-9677  
[www.mdmechanical.com](http://www.mdmechanical.com)  
An Equal Opportunity/Access/Affirmative Action/ Pro Disabled & Veteran Employer

## Support Our Troops



# M & D Messenger

January 2016



# Newsletter Updates

## NOTES FROM MANAGEMENT

Welcome to 2016! It seems winter has finally arrived and we find ourselves spread all over north Alabama. We have ongoing projects from Helen Keller Hospital in Muscle Shoals to the Huntsville Utilities Water Treatment Facility in Guntersville. Our current job list is inclusive of many smaller projects, which keeps many of you and our support systems on the move. We are glad to have the work and will adapt as necessary.

We hope 2016 will be a year of opportunities for our area. We just acquired our first job with Polaris. GE Aviation is coming. The Huntsville Hospital System continues to expand and upgrade. Hexcel, Parr Pharmaceuticals, NASA, and TVA continue to provide projects and prospects. We will remain focused on our core competencies and continue training people for the future. One of this year's initiatives is credentialing. We just completed a Plumbers Exam Prep Class to prepare 7 people to take their State licensing exam. Later this spring, we will conduct a Gas Fitters Exam Prep to prepare those interested for that State exam. We encourage all of you to elevate your professionalism and the image of our industry by acquiring licensing and certifications. We are here to help. It's going to be a great year!

*Dean B. Sessine*

## M&D GIVES BACK



Downtown Rescue Mission  
Soup Kitchen – October  
2015: M&D Employees  
volunteered to serve breakfast  
and lunch at the DRM. A total  
of approx. 14 employees and  
30 hours were volunteered



M&D Employees adopted  
10 angels this year from  
The Salvation Army Angel  
Tree.



**New ACA Implementation:**  
By January 31, 2016,  
**M&D Mechanical &**  
**BCBS Of Alabama**  
**will mail you proof that:**  
**M&D Offers Medical**  
**Coverage; Employee**  
**Covered Including**  
**Dependents; And The**  
**Cost (Individual Only)**  
**By Month.**

If you are **NOT** enrolled  
In BCBS of AL, you will  
only receive a notice  
from M&D.

**REMINDER**  
**You Will Need These**  
**Forms**  
**To Complete Your**  
**Taxes.**



Please login to continue

myBlueCross Member Login

Username (Forgot Username)

Password (Forgot Password)

I Remember me

**LOGIN**

Need To Register Your Account?

secure site

BCBS Of Alabama Has  
Gone Digital! Some Great  
Features Include:

- Check Your Benefit Coverage
- View Your ID Card
- Get A Medical Procedure Explained
- Find A Doctor
- And So Much More!!

**To Register:** Type In "My Blue Cross Alabama" Then Click "Need To Register Your Account"



We are pleased to announce the following employees promotion to Superintendent:

**Steve Luffman**  
**James Lee Bradley**



## OPEN ENROLLMENT

### 401k Plan:

January 1<sup>st</sup> – January 31<sup>st</sup>

### Medical/Dental/Vision Plan:

July 1<sup>st</sup> - July 31<sup>st</sup>

### HealthCare Marketplace Exchange

[www.healthcare.gov](http://www.healthcare.gov)

November 1<sup>st</sup> – January 31<sup>st</sup>

### Can I Enroll In Medical Coverage With M&D Outside Of Open Enrollment?

**Yes.** Within 30 days of a **Qualifying Event**, you are eligible to enroll in medical, dental, vision at M&D. A **Qualifying Event** includes: birth of child, marriage, divorce or lost of medical coverage (i.e. through spouse employer). Contact Human Resources to learn more.



## Upcoming Volunteer opportunities

### URBAN IDITAROD—POUND THE PAVEMENT—FOOD DRIVE & 5K RUN

Held in Downtown Huntsville, **Saturday February 20, 2016**—50 teams of heavily costumed people raising Food & Funds while racing tricked out shopping carts! **THERE IS NO EVENT LIKE THIS IN THE SOUTH!** M&D wants to enter 2 TEAMS in this event! Please call the office if you are interested in participating or want more info!

## Happy Retirement!



On January 29, 2016 **Bobby Sharp** will install his last piece of pipe. In 1998, Bobby joined M&D as Journeyman Plumber. He's also Med Gas Certified and a Gas Fitter. Bobby spent many of his 17 years working at Huntsville Hospital. He has always been willing to help other trades including Sheet Metal and Pipe Fitting. We will miss his great attitude and easy going personality on the job sites.

From all of us, we wish you a happy retirement!

M&D'S VERY OWN JOHN B & CODY BROOKS

MADE THE NEWS!

SEE THIS LINK ON OUR WEBSITE



### Become A Journeyman (Sheet Metal, Pipe Fitting, Plumbing) @ M&D!

**Q:** When Am I Eligible To Join The NACTF Apprenticeship Program Thru M&D?  
**A:** You Must Have A Minimum Of 90 Days Of Employment w/ No Write Ups.  
(Attendance/ Safety/ Etc.)

**Note:** [Application Of Interest](#) Will Be Inside All Employees Payroll Advice In June/July. If You Are Interested, Complete The Application & Return To Human Resources.

**Q:** When Am I Eligible To Join The NACTF Apprenticeship Program Thru M&D?  
**A:** You Must Have A Minimum Of 90 Days Of Employment w/ No Write Ups.  
(Attendance/ Safety/ Etc.)

**Note:** [Application Of Interest](#) Will Be Inside All Employees Payroll Advice In June/July. If You Are Interested, Complete The Application & Return To Human Resources.



**THINK SAFETY**  
it couldn't hurt

### 2015: A Year to Build Upon

During the last year, there were many different new and exciting developments that really have lent credence to the company safety program. Success is often measured in many different ways. Quantitatively, the incident rates are analyzed and determined based upon the number of total man-hours worked by everyone. Qualitatively, the safety culture can be measured through more objective observations, such as attitudes and proactive actions. In 2015, the company excelled in all of these areas.

Total man-hours were a bit lower at ~266,000, which was slightly lower than in 2014. The company averaged around 130 employees during 2015. There was one recordable early in the year that led us to have a Total Recordable Incident Rate (TRIR) of 0.75. Don't forget that the industry average TRIR for Alabama is ~3.5. The company Experience Modification Rate (EMR) for 2016 has dropped to 0.63. By all of these measurements and comparisons, the safety program is killing it, well, by not killing!

Some of the new things that we began in 2015 also helped the company safety program grow in a positive manner. A safety committee was formed and has begun meeting. Initially, the committee is small but has plans to grow and incorporate many other employees from different jobsites company-wide. Safety and Health Achievement Recognition Program (SHARP) is an OSHA sponsored evaluation program for small employers. Currently, the company is being evaluated for inclusion into the elite list of SHARP recipients. This process began close to a year ago and is narrowing down to a conclusion. It is not a given that the company will achieve this highly coveted safety recognition, but it is looking very favorable.

The challenges in 2016 that face each employee and the company safety program are fairly straightforward. Complacency can really cause a setback in the goals. It is easy to congratulate each other on successes and have a bolstered sense of confidence due to the decreased incident rates of the last several years. Becoming complacent with safety and how things are done and accepting that the company has reached a level of infallibility will only increase the risk of future mishaps. Stay vigilant. Refuse to compromise. Never cut corners. Make a plan for the unexpected event in the hopes of preventing negative issues.

The past successes in the safety arena are something to be proud of when thinking about what each employee has contributed to the ultimate goal of ZERO incidents. These successes can be built upon. They can be a foundation upon which our safety program can continue to grow and succeed. It simply requires every employee to make one smart decision at a time. In doing so, the end result will take care of itself.

Eddie Evans

**Help Wanted: NACTF Apprentice Program**  
**helping to restock a depleted**  
**skilled workforce**

by Christine Killimayer

