

M&D SPOTLIGHT

HATS OFF TO THE 2017 NACTF GRADUATES: JEREMY PARKER, TA GOODLOE AND RYAN BARNARD



Happy Retirement

Billy Morrow came to work for M&D in April of 1987. He worked for approximately 20 years under Larry Bailey at 3M eventually taking over for Larry when he retired. When work at 3M slowed down Billy was always willing to work other projects as close as 10 miles and as far as 100 miles from home. Some of the other projects Billy worked on were at Hexcel, Redstone Arsenal, Polyplex, Bunge, ULA, Par Pharmaceuticals, Kohler and Umicore. Most of his time at M&D he worked in supervision over pipefitting and welding but also looked after plumbing, sheet metal, and equipment setting. When he was over a project there was no other supervision needed. Billy has been a mentor to several employees and is an excellent teacher. His dependability cannot be matched as he ended his 30 year career with 40 hours of vacation on the books. There were many years that Billy went without missing a single hour of work. His retirement is well deserved and we can only wish him the best. WE WILL MISS YOU BILLY!



Our Vision:

Our vision at M & D MECHANICAL CONTRACTORS, INC. is to continually deliver superior projects while maintaining the highest level of integrity, thus ensuring success for our employees, customers and community.

Our Mission:

To build Excellence - in People and Projects.



M & D Mechanical Contractors, Inc.
P.O. Box 2629 • Decatur, AL 35602
Phone (256) 350-6568 • Fax (256) 351-9677
www.mdmechanical.com
An Equal Opportunity/Access/Affirmative
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Support Our Troops



July 2017



M&D Messenger

M & D MECHANICAL CONTRACTORS, INC.

Newsletter Updates

NOTES FROM MANAGEMENT



Wow. Summer is here and things are hopping. We have jobs active in Muscle Shoals, Decatur, Huntsville, Athens, Madison, and are preparing to mobilize in Ohatchee, Alabama. Things look busy for the foreseeable future. July brings open enrollment for our 401k plan, August brings Blue Cross/Blue Shield major medical renewal, September the last unpaid holiday of the year and October the close of our first full business year as an 'S' corporation. We are training! Please read inside this Newsletter to get a glimpse of what is happening in our business and with our people. We invite your feedback and input on matters M & D. Contact me, HR, Eddie Evans, the Project Manager on your job, or Johnny Horton with ideas and/or concerns. It is because of you, the Craft Professional, that we are successful. Let's keep it going...

Dean B. Serrano



OUTSIDE LOOKING IN

Recently, we learned of a grant opportunity with the University of Alabama in Huntsville's Office for Operational Excellence, geared toward assisting contractors who work for the Department of Defense. We applied, were interviewed, and accepted into the program. We have asked for assistance with our Materials and Equipment Coordination, as well as standardization of processes. One of the research assistants has been shadowing Tama and visiting selected job sites to gather information. She will attempt to apply scientific methods to help us improve. We look forward to their recommendations. After all, it's all about getting better!

Who Wants to be the safety GUY?

Surprise but everyone that reads this is already occupying that role! Obviously, personal safety is extremely important! Was a seatbelt used on the way to work today? Did a burning cigarette ignite the fumes from filling the gas tank this morning? Did the drive to work include multiple texts and facetime videos with the wife? No. No. And I sure hope not! Behold, the sun rose and a safety man was born! Personal safety is certainly important, but how about when that care and love of not getting smashed is also applied on the job with coworkers? Miraculous things start happening at that time. Injuries don't happen. Equipment isn't damaged. Confidence and attitudes climb to a high plateau. Production will even increase. A safe job will always translate to a more productive environment for all aspects of the project.

The key here is that each person must allow his, or her, natural love for another human being to shine through any preconceived notions or opinions. Then, each of us must take a proactive role in the safety related issues that are faced each day on each job. This might be as simple as picking up some trash that could be a trip hazard. It might be as complex as calling a sudden halt to the operations so that a risky, observed behavior can be addressed fully. These small steps that are taken will then be returned ten-fold back to each of us by our loving, and grizzly coworkers. Think about the possibilities when a job full of highly skilled craftsmen suddenly use the same experience that allowed them to achieve greatness in a trade to channel towards the safety on the job. The end result is more than self-serving. The entire company, and other project companies, benefits as well. That is the job of the safety man. Welcome to the club!



Eddie Evans



This Is M&D's Fifth Year Supporting SWeETy Camp: The Hands-on Experience With Welding & Electrical for High School Girls

This year's Fabrication Shop tour included offering one camper an opportunity to weld during the tour. Meet Ms. Lee Stedman, who just completed mig welding on pipe. A former welding instructor and Combo Pipe Welder, Dereck Kilimas is showing Lee what he's is looking for in a good weld. [Read the full story on M&D's Facebook page.](#)



DID YOU SEE THE EMPLOYEE SPOTLIGHTS! FOLLOW M&D ON FACEBOOK!

- WE ARE SHINING THE LIGHT ON OUR EMPLOYEES!
- SHARING REMARKABLE CAREER STORIES!
- OFFERING GREAT ADVICE ON WORK ETHICS!

FOUNDATION eACCESS:

- CHECK YOUR PAYROLL
- IMPORTANT ANNOUNCEMENTS
- OPEN POSITION(S)

NEED TO CHANGE YOUR EMAIL FOR eACCESS?

- CALL THE OFFICE (MICHELLE/CHARLENE)
- PROVIDE YOUR NEW EMAIL ADDRESS

EXACT HIRE is COMING SOON!

- ONLINE APPLICATION TRACKING SYSTEM (ATS)
- APPLY FOR EMPLOYMENT FROM A MOBILE DEVICE OR LAPTOP.
- NEW HIRES WILL COMPLETE THEIR PAPERWORK FROM THEIR MOBILE DEVICE OR LAPTOP.
- LOCATED ON M&D MECHANICAL'S WEBSITE

ACCESS YOUR RETIREMENT PLAN INFORMATION VIA:

- WebAccess, 24/7 – <https://www.LincolnFinancial.com>
- Automated telephone access service, 24/7 – 800.510.4015
- Customer Service Live: 7:00a – 7:00pm, CST – 800.510.4115

COMING SOON...

We are revamping our website with exciting new features! The new theme will focus on company goals, cultures, and highlight our family oriented atmosphere. Some of the new features will include a direct link to our employee eAccess portal and our new ExactHire online application system. These changes will be occurring in the next few months so be sure to check it out and let us know what you think— We are listening!

Guardian offers WillPrep Services Special Bonus: If You Enroll In Voluntary Life

WillPrep Services offer support and guidance to help you properly prepare the documents necessary to preserve your family's financial security.

To learn more go to: www.ibhwillprep.com

User Name: WillPrep; Password: GLIC09 or call, 1.877.433.6789



HOLIDAY PAY EFFECTIVE OCTOBER 1, 2017

All regular full time employees who have successfully completed ninety (90) days of employment from their hire date will be eligible for eight (8) hours holiday pay at their straight time rate for the following six (6) holidays: **New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.**

Because of the nature of our business, we may require employees to work on a holiday. You must work on the holiday scheduled or requested by the company. If this occurs, the employee will be paid **overtime** pay for actual hours worked in addition to the **eight (8) hours** holiday pay. Holiday pay will not be counted as hours worked when calculating overtime pay.

To qualify to receive holiday pay, an employee must work their last regularly scheduled workday before and their first regular scheduled workday after the holiday, unless prior approval has been received for time off for these days. **You will be disqualified for holiday pay if you have Time Off Without Pay (TOWOP) on the last scheduled workday before or the first regular scheduled workday after the holiday.**

If a holiday falls on a Saturday or Sunday, the company may observe the holiday on either a **Friday or Monday.**

A rehired employee that returns to the company after a layoff will be eligible for Holiday Pay immediately as long as the time from their last employment date does not exceed six (6) months prior to their rehire date. If a rehired employee was terminated for any reason, the ninety (90) day waiting period will apply. This is the same policy that was in effect before the elimination of paid holidays in August of 2016.



THE HEALTH OF EMPLOYEES MATTER

Employee benefits play an important part of what makes M&D a great place to work. According to a 2015 survey of Superintendents and Foremen, our major medical insurance is the 'most valued benefit' offered at M&D. Therefore, our intent is to offer the most robust and affordable group benefits to our employees.

BLUE CROSS BLUE SHIELD OF ALABAMA: MEDICAL

This renewal year, we are faced with an 8.3% increase effective August 1, 2017. However, with all the uncertainty surrounding Healthcare and Healthcare reform, Management decided to pass down **ONLY 4.15%** to employees. This means your weekly rate for BCBS has gone up \$0.75 - \$3.50 per week.

GUARDIAN: DENTAL, VISION, BASIC LIFE, STD, LTD AND VOLUNTARY LIFE

Due to a **50%** rate increase to **Dental and Vision** from Lincoln, Management decided to move the group to Guardian. Not only did they keep our current rates for the next 2 years on dental and vision, they offered additional benefits with great group rates. This allowed us to expand the group benefits package to include:

- ⇒ **Voluntary Life**—add life insurance for yourself, your spouse and children. Sign up today and you will have NO MEDICAL questions asked for policies from \$10k - \$250K. If you would like to buy more insurance beyond \$250K, you will need to answer some medical questions.
- ⇒ **Short Term Disability**—After being off work for 15 consecutive days for a personal injury away from work, you will be paid 60% of your weekly income for up to 24 weeks, if medically necessary.
- ⇒ **Long Term Disability**—After being off work for 181 consecutive days for a personal injury away from work, you will be paid 60% of your weekly income for up to 5 years, if medically necessary. There is an age limit if over age 70.

