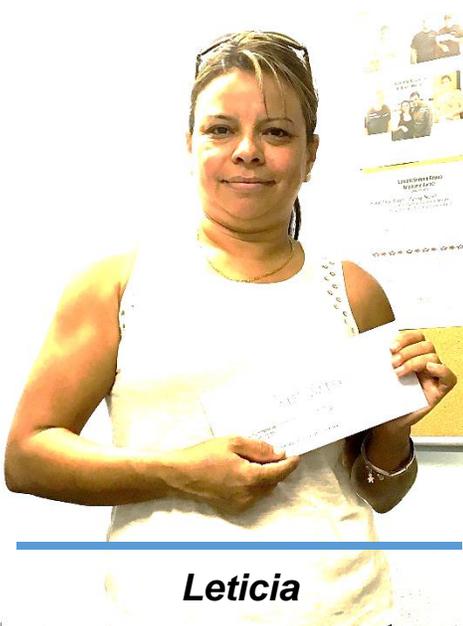


# Summit Service Group

## Employee Update

July 25, 2016

### Congratulations to June's B-Safe Bingo Winners!



**Leticia**

*\$50 Winner! She has worked for us for 6 years at a Denver area account.*



**Maria de la Luz**

*\$25 winner. She has worked for over 13 years at a Denver area account.*



**Leonarda**

*\$50 winner! She has worked for us for over 2 years at a Denver area account.*

*Keeping you informed...*

## The Family and Medical Leave Act (FMLA)

The FMLA entitles an eligible employee to take unpaid, job-protected leave. When the employee returns to work from FMLA leave, the employer must restore the employee to the same job or a similar job with virtually identical pay, benefits, and other conditions of employment.

Eligible employees may take twelve workweeks of leave in a 12-month period for:

- Childbirth and to care for and bond with the newborn within one year of the child's birth;
- Adoption or foster care placement of a child and to care for and bond with the child within one year of the placement;
- To care for the employee's spouse, son, daughter, or parent who has a serious health condition;
- The employee's own serious health condition that makes him or her unable to work; and
- Any "qualifying exigency" arising out of the deployment to a foreign country of the employee's spouse, son, daughter, or parent who is in the Regular Armed Forces or National Guard or Reserves.

Eligible employees may take twenty-six workweeks of leave in a single 12-month period to care for certain current service members or veterans with a qualifying serious injury or illness incurred or aggravated in the line of duty on active duty. The employee must be the spouse, son, daughter, parent, or next of kin of the service member or veteran.

If you feel that you may qualify and need to take a leave of absence, please contact the Summit Human Resources Department.

# Injury-Free Contest -

## The Unfortunate News... and the GOOD News!

On June 20<sup>th</sup>, we had an accident on-the-job that required medical care in Lafayette. As the contest rules required, our "Days without Injury" count restarted, and the contest was cancelled. Today, we are at 35 days without an injury.

However, we want success in being injury free AND we want our employees (YOU!) to win prizes. After some consideration, the contest rules have been revised to both give out more prizes in the long run *and* to encourage everyone to be extremely safe on the job!

Saturday, August 20<sup>th</sup>, will mark 2 months of being injury-free – we hope! If there are no on-the-job injuries between now and Monday, August 22<sup>nd</sup>, we will enter **all current employees once into a drawing for one of two \$100 prizes (two prizes will be given out to celebrate 2 months accident free)**. If we can make it to Tuesday, September 20<sup>th</sup> without an on-the-job injury, **THREE \$100 prizes will be given out, to celebrate three months accident free**. If we can make it to Thursday, October 20<sup>th</sup>, without an on-the-job injury, then we will celebrate four months accident free with **four \$100 prizes raffled out**. The rules of this Injury Free Contest:

- **One entry per employee:** all employees that are currently employed on the date of the raffle drawing will be entered once in the raffle drawing.
- **Two more entries into the raffle are possible:** Any current employee that has completed a safety suggestion form any time between drawings will have his or her name added to the next drawing two more times. It is worth it to fill out a safety suggestion form!
- **This contest is contingent upon staying accident-free company-wide;** if an employee of Summit Service Group has an accident on-the-job that requires medical care, then the current contest will be cancelled and we will start again at month zero.
- **Each additional month of being accident free adds an additional \$100 prize given out.**
  - ✓ 1 month accident free = 1 \$100 prize (if we have an accident and must start the contest over again)
  - ✓ 2 months accident free = 2 \$100 prizes
  - ✓ 3 months accident free = 3 \$100 prizes
  - ✓ 4 months accident free = 4 \$100 prizes
  - ✓ 5 months accident free = 5 \$100 prizes
  - ✓ 6 months accident free = 6 \$100 prizes (if we don't have another accident now through Dec. 20<sup>th</sup>, there will be 6 prizes in December!)
- Winners will not be entered into the following two drawings (**you can only win a maximum of once every 3 months**).
- **This contest will end on December 31, 2016.**

If you would like to increase your chances of winning by offering a safety suggestion, then complete our Safety Suggestion Form, which you can get from the Summit office. We are happy to mail or email this form to you, just call Becca at 303-605-6224, Maria at 303-605-6221, or Jennifer at 303-605-6226. Area Managers and Area Supervisors can also give you the Safety Suggestion Form.



**Reminder:**  
**Use your Summit Discount to Purchase Tickets to the Denver Zoo**

Spend a day at the Denver Zoo this summer!  
To buy tickets:

- Take this link:  
[www.denverzoo.org/consignment](http://www.denverzoo.org/consignment)
- Log-in by entering Summit's User Name and Password:

Summit's User Name: \*\*\*  
Summit's Password: \*\*\*

	Discounted Summer Price March 1- October 31
Adult (12-64)	\$12.75 (A savings of \$4.25!)
Child (3-11)	\$9.00 (A savings of \$3.00!)
Senior (65+)	\$10.50 (A savings of \$3.50!)

As of July 25, 2016, we have worked

# 35 Days

**Without an OSHA Recordable Injury**  
*Our longest Injury-Free stretch in 2015 lasted 101 days.  
Let's beat that 2015 record!*

