

Connecting

MARCH 2020

NEWS FOR MANAGERS & MECHANICS

Engage, Connect & Begin to Experience Better Employee Retention

There are two main sets of reasons employees decide to leave a company. The first is a life event like moving or a career change. These are circumstances that exist outside of work and are harder to address. The second group is more inherent to the workplace and its culture, and tends to more frequently affect an employee's decision to leave. If employees feel a disconnect with their bosses or co-workers or find opportunities for advancement lacking, they'll inevitably look for something better. Fortunately, leaders can address these issues directly with their teams.

While employees don't need to be friends with their bosses, a constructive dynamic is still important. When conducting team-building activities, managers and leaders should not just be the facilitators — they should also be part of the process. Here are three actionable steps to make that a reality.

1. Conduct "get connected" activities

"Get Connected" activities involve employees sharing something new about themselves, and leaders can set the tone by sharing first. It doesn't have to be work-related, though sharing their experiences of when they were non-management themselves might help create a bridge. These activities can even be held outside of the office so employees are more relaxed and able to freely mingle. Bus Driver Appreciation Day is a great chance for everyone to "get connected".

2. Launch a mentorship program

Employees often feel that they've been left alone to figure out how to do their jobs well. As a manager you will explain what is expected of them and how to execute it. Now go one step further by having a driver mentorship program. The mentor ensures that new employees have a friendly "go-to" to guide them through daily challenges. Further, it can also improve employee relations as the mentors and new hires get to know each other.

3. Invest in community social responsibility

Programs that help the community, such as "clean and green" drives and helping feed the less fortunate, have a two-fold effect. They show employees that they've joined a company that values its community it belongs to, and they also provide another opportunity for bonding outside of the office. In this kind of activity, managers and leaders are less bosses and more peers bound by common cause. And when employees forge a positive bond with each other and their bosses, that creates a positive company culture.

3 Reasons to Reduce School Bus Idling

When managing a school bus transportation network, there are a lot of factors to keep track of, and sometimes it's easy to let the little things slip by. However, in the case of school bus idling, it's a little thing that adds up to big problems! Your drivers should be trained to avoid idling whenever possible and driving in such a way that minimizes the need for it. Obviously, with passengers continually embarking and disembarking, there will always be some amount of idling. However, that doesn't mean the larger issues should be ignored.

1. More Pollution

Every second a gasoline- or diesel-burning bus idles in traffic, it's pumping more pollutants into the atmosphere. That's bad in general, but it's worse in the case of school buses because they're effectively creating a cloud of pollutants which surround the children onboard.

2. Wasted Fuel

No matter what sort of fuel your buses run on, you're wasting it when they idle - and, of course, this is worst if you're still burning traditional fuels. According to the EPA, a gas or diesel bus will go through around half a gallon of gasoline for every hour of idling. That might not sound like much, but it definitely adds up over the course of a school year.

3. Increased Traffic Problems

An idling bus creates a big obstacle, which can increase -or even create- traffic problems. We don't want to suggest the idling causes other motorists to ignore stop arms or otherwise behave in unsafe ways, but a lack of idling buses definitely gives them few opportunities to endanger the student passengers.

How to Reduce School Bus Idling

There's a genuinely simple trick to reducing idling, one which any district could implement easily with the right route-mapping: **Never turn left.**

Major shipping companies like UPS reworked their maps and routes to eliminate left-hand turns and **the results were dramatic:** they cut miles off their routes, reduced gas usage, and slashed carbon emissions as well. When large vehicles never wait around for opportunities to turn left, it creates real savings.



Leave everyone and everything better than we found them—Mike Hennek

4.

Connecting



State Tournament Results

Mound—Westonka

4th in Class AA Jazz Dance Team

Congratulations!

Winter Sports

State Tournament Dates

Wrestling February 27-29

Boys Hockey March 4-7

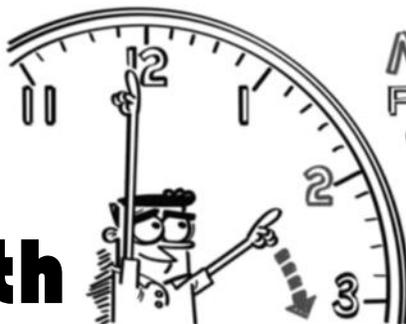
Girls Basketball March 11—14

Boys Basketball March 18—21

DATES TO KNOW

- APRIL 3RD—MANDATORY MANAGERS MTG—9AM @ SEVEN HILLS

March 8th



MOVE THEM FORWARD ONE HOUR AT 2a.m.

BIRTHDAYS

MARCH

- 9th—Russ Bode
- 13th—Mike Hennek
- 24th—Terry Becker
- 29th—Don Geretschlaeger

What You Need to Know About Any Product Containing Cannabis

The use of CBD products has become a hot topic, especially with the discussion in MN about legalizing recreational marijuana. It's unlikely recreational use will pass this year so some people are turning to CBD products:

The Agricultural Improvement Act of 2018, Pub. L. 115-334, (Farm Bill) removed hemp from the definition of marijuana under the Controlled Substances Act. Under the Farm Bill, hemp-derived products containing a concentration of up to 0.3% tetrahydrocannabinol (THC) are not controlled substances. THC is the primary psychoactive component of marijuana.

Any product, including "Cannabidiol" (CBD) products, with a concentration of more than 0.3% THC remains classified as marijuana, a Schedule I drug under the Controlled Substances Act.

It remains unacceptable for any safety-sensitive employee subject to the Department of Transportation's drug testing regulations to use marijuana. Since the use of CBD products could lead to a positive drug test result, Department of Transportation-regulated safety-sensitive employees should exercise caution when considering whether to use CBD products.

Any drug/alcohol test resulting a "Positive" will result in the removal of the employee from driving duties. It does not make a difference if the positive is the result of illegal marijuana use or CBD products, a "positive" is a "positive".



4.0 PRIDE AT THE ST.PETER GARAGE!



Ensuring safety for school bus mechanics

Top 5

Occupations with the largest number of workplace injuries resulting in days away from work

- Service (including police and firefighters)
- Transportation and shipping
- Manufacturing and production
- Installation, maintenance and repair
- Construction

Top 3

Workplace injury events resulting in lost work days

- 34% Overexertion
- 25% Object contact
- 25% Slips and falls
- 16% Other

MARCH

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4 PAYROLL	5 PO LISTS DUE	6	7
8 <i>DAYLIGHT SAVINGS</i>	9	10	11	12	13	14
15	16 SCHOOL DIST. BILLING	17	18	19 PAYROLL	20 PO LISTS DUE	21
22	23	24	25	26	27	28
29	30	31				