



Westside

Ryan Sayles

Hi Ryan, share some personal history with us... *I was born and raised in Vancouver WA & has lived a few yrs in Battle Ground. Right out of HS I started plumbing at Waterways before going into HVAC at Area for 3 yrs. I worked for JRT for 5 yrs, went to my dads company for 3 yrs then made my way home to JRT for the last 2 yrs.*

Any good work stories for us? *A few months back, Christian W, David V & myself went to the JRT Property to unload a conex. When we approached we came upon a car accident that just happened, the upstanding citizens that we are, we pulled over to help. Long story short, we stuck around long enough to fold the ladies drivers door backwards and make the whole situation worse! Another life saved...*

Tell us about your position here at JRT... *I am the fabrication foreman for the plumbers on the westside. My responsibilities are teaching the young guys in the shop plumbing knowledge that will help further their careers, quality controlling "almost everything" that I can and trying to look into problems on the job that can take as much as possible off the foreman's plate.*

What about work do you like the best? *Anyone and everyone I work with and getting invested in every job we get as a company as we attempt to further the benefits of fabrication.*

What is one of your work related goals for the next year? *Come up with fabrications standards as far as builds and quality control for jobs in the future.*

Share a few of your hobbies/interests with us... *I like to hang out and game with friends, camping and river days in the summer. Getting the boat out on the lake when I can. I also enjoy spending time at the family cabin in the winter.*

Tell us about your family... *I have a pretty broad family but to keep it simple I have a girlfriend for the past 12 yrs (I know, I know) together we have 1 cat and want a dog in the near future. I have family here, California and Australia with too many people to mention but I am the 2nd oldest out of 6 siblings, both step and full.*

How would your family/friends describe you? *Hopefully they would think I'm funny, hardworking, responsible and a great son, nephew and brother.*

What about you would surprise us the most? *I swam with dolphins in Mexico a few years ago.*

Ok one last question, who's your favorite co-worker? *I plead the 5th on this one!*



Happy Birthday

TO YOU!

Yovanni Aispuro
Lindsey Schiedler
Colton Close
Sergio Cuevas
Stefan Erickson
Andrew Frasier
Warren Homola

Christian Patricio
Paul Peterson
John Tapani
Riley Tapani
Elijah Thompson
Dan Tikka
Joaquin Zuniga



EMPLOYEE

OF THE MONTH

Garrett Simmelink

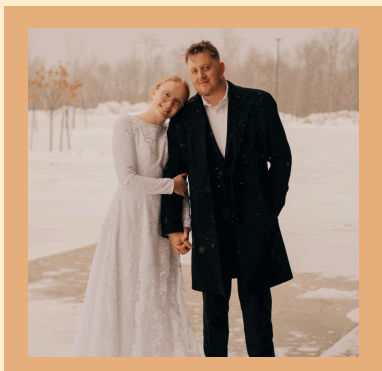
I want to nominate Garret for Employee of the month. I think I can speak for several of the guys in this office as well. Garret has been extremely helpful with taking on the safety side of things. Garett has been outstanding with his innovation of trying new things & making systems as simple as possible. He is great at speaking to a group in the morning meetings & always comes with facts and is able to hold the attention of everyone in the room. I am very happy to have him on our team. Thanks to Garett for having the best interest for the guys and JRT, being on top of requirements & looking into things to better the future of JRT. - Shad Kuenzel



JRT News



Lucas and Annie Tapani welcome new baby boy Emmett Karl. Congratulations on your new addition!



Congratulations to Kurt Granger and Kecia Waliezer on your marriage!

REMINDER: Be on the lookout for an email coming soon regarding 2025 Company Activities!

WORK ANNIVERSARIES

Gary Ritola - 25 yrs.
Anika Erickson - 15 yrs.
Sam Massie - 13 yrs.
Colton Edwards - 11 yrs.
Dan Tikka - 11 yrs.
Austin Tervo - 8 yrs.
Matti Anderson - 7 yrs.
Henri Tapani - 6 yrs.
Levi Tapani - 5 yrs.
Troy Karnes - 4 yrs.
Dillard Abbott - 4 yrs.

Patrick Smolen - 4 yrs
Alexis Ames - 2 yrs.
Josh Perez - 1 yr.
Spencer Holt - 1 yr.
Garrett Simmelink - 1yr.
Katherine Guzman - 1 yr.
Tyler Clutter - 1 yr.
Jeff Evans - 1 yr.
Reegan Tapani - 1 yr.
Joaquin Zuniga - 1 yr.
Anatoly Dzyubak - 1 yr.

PRODUCTIVITY TIP OF THE MONTH

Colton Edwards found a new model of sammy express's. It is called the sammy express drive drive, which is faster to install and even cost less.



Send in any of your ideas that we can share to increase production to Ron Bergmann 360-903-2742 (or ronb@jrtmechanical.com) If your idea is selected in a future newsletter, you will receive 50 dollars in cash.

Troy Karnes won for the idea of moving the safety material ordering from the HUB to the Inventory App. Once ready, this will make it easier and also manage our safety material cost data per project.

JRT Information

Open Enrollment 2025

The next Health Insurance Open Enrollment Period is in March 2025 with our new plan starting April 1st. During open enrollment is the time when you can make changes to the variety of benefit plans that are offered. If you have previously waived the benefits and need to enroll, you will be allowed to jump on the plan in March!

PTO

You are allowed to carry over 160 hours of PTO to the following year. If you are requesting time off in the employee HUB, and it is less than 4 weeks in advance, you need to talk to your supervisor/manager for verbal approval.

New Holiday Policy

The employee HUB has been updated with the new holiday pay based on tenure. Check it out here --> [JRT Employee HUB](#)

Weight Loss Challenge

The next challenge starts on January 9th and ends on March 20th 2025. Total = 10 weeks.

- Cost to Sign-up: \$40 buy-in, pay with cash or [cash.app](#)/ \$elainemuonio
- Thursday weigh in each week - Elaine's office
- OR text a pic of your scale or #'s every week if you would rather weigh in at home.
- Confidential = Weight Loss is measured by total % lost.
- Top 3 Prizes will depend on the amount of people joining the challenge. The Prize \$\$ will be split between the top 3 that have the biggest percentage of weight-loss.
- Text Elaine 360-600-4137 if you want to join.
- FYI ~ in order to participate, you will need to pay before the challenge starts.

SAFETY

IN 2025

With 2024 now behind us it's time to make a new commitment to safety for the new year! MISSION: ZERO is still our focus!

- *Zero Unsafe Practices*
- *Zero Unreported Incidents*
- *Zero Recordable Incidents*
- *Zero Compromise on Safety*
- *Zero Impact to our Families & Communities*

Here are a few SAFETY New Year's resolutions (but let's stick to these resolution! HA!) that can help improve workplace safety and keep us on our path:

- Keep a cleaner, more organized workspace. What isn't kept clean, isn't safe. Good housekeeping practices are critical to workplace safety! Hazards can be found in any type of work environment! Injuries from slips and falls on wet floors or tripping over clutter can easily occur when work areas are not kept clean and organized. Clutter can also increase the risk of fires, especially stockpiles of combustibles located near sources of ignition.
- Pay attention to driving safety. JRT has a high level of driving exposure. Transportation and driving are central to the operation of business. Driving is one of our most dangerous activities - and the greatest source of fatalities in American workplaces.
- Eliminate taking shortcuts in processes or procedures. Not only is safety enhanced, but so is the quality of our product or service. All employees must understand workplace safety procedures such as proper lifting techniques, how to use new equipment, wearing the proper PPE and reporting any unsafe working conditions. Additionally, report all incidents, including near-miss accidents, so we can continue to learn and improve those processes and procedures.
- Be a role model. Resolve to be the best role model for safety you can be! Remember leaders, you set the tone, and if your behavior reflects the importance of doing things right, your team will follow you. Make preventing accidents and injuries a value in 2025!

New Year, new commitment to workplace safety! Let's all work together to prevent accidents in 2025! THINK SAFE! WORK SAFE! HOME SAFE!