



TEAM UCP NEWSLETTER

SEPTEMBER 2015

#Communicate #Serve #Grow #Sustain

A Message from the CEO By: Doug Bergman

Summer is almost over, but we wouldn't know it by the weather! This week had the longest stretch of 100+ degree days for the entire summer!!

We are also winding down to the end of UCP's fiscal year. UCP had a good year and a great, safe summer and I want to thank you for all your efforts.

Although we've had fewer 100 degree days than we normally get, it has still been hot and I know that you all work diligently to keep our clients cool, comfortable and safe. It can be a challenge at times, in transporting to and from programs, CBI's and day-to-day program operations, but you have done an excellent job in keeping yourselves and clients hydrated and safe.

We are not done with hot days yet, so drink lots of water, keep up the good work.....and stay cool and hydrated!



CONGRATULATIONS! SEPTEMBER 2015 ANNIVERSARIES

- Barbie Mares, Respite 12yrs
- Deborah Whinery, Respite 9 yrs
- Jay Kwon, Trans 8 yrs
- Shemeka Dove, Respite 6 yrs
- Lois Conger, Respite 6 yrs
- Kathleen Addio, Respite 6 yrs
- Jazzlynn Austin, Respite 6 yrs
- Marcy Okada, Respite 6 yrs
- Emileigh Emery, DO 6 yrs
- Lorena Hernandez, Respite 5 yrs
- Gladys Cruz, Respite 5 yrs
- Kelly Cook, Trans 5 yrs
- Christie Turner, Respite 5 yrs
- Vanessa Gonzales, Respite 5 yrs
- Lyudmila Gunko, Respite 4 yrs
- Courtney Tluczek, Respite 4 yrs
- Corissa Saylor, Respite 4 yrs
- Maria Salinas, TRII 4 yrs
- Mahnaz Padash, Respite 4 yrs
- Julie Grande, Respite 4 yrs
- Michael Williams, Respite 4 yrs
- Colleen WaughFisher, Trans 3 yrs
- Daniel Leonardich, Respite 3 yrs
- Diana Nurenberg, Respite 3 yrs
- John Irish, Trans 3 yrs
- Sarah Smith, Respite 3 yrs
- Melissa Codde, Respite 3 yrs
- Hayley Engbrecht, Respite 3 yrs
- Adelita Garcia, Respite 3 yrs



Program Spotlight By: Anna Orsi

I am excited to be working out here in Woodland, and with UCP. I recently moved to Yuba City from Santa Rosa where I had operated my own agency for 13 years helping adults with disabilities to become as independent as possible. Over the years it has brought me personally so much joy seeing the clients I worked with move into their own apartments, get jobs, for some become parents, and be a part of everyday society as they should. What started me out wanting to work with our very special people was my oldest son. I have raised four wonderful kids though it was my oldest son who opened my eyes to what I hadn't really paid much attention to before. When I went to college it was to become a law enforcement officer, I graduated Sonoma State University with a degree in Administration of Justice with a minor in Psychology. I was going to make the world a safer place for my children to grow up in and protect those who couldn't otherwise protect themselves. Then when my son was five he was diagnosed with two very rare forms of Cancer that would change his life and mine forever. He underwent surgery after surgery and treatment after treatment he couldn't attend school for about a year because of his illness and that was one of the hardest things I would ever face explaining to him a five year old who didn't understand. When he was finally able to return to school he was different then other kids he had to go to the office to eat lunch because it had to go through his feeding tube and the other kids would make fun of him, parents would ask why he was allowed in school being fragile. That is when I started to reflect back to my years in school and instead of becoming angry, educate other parents that even people with special needs have every right to be treated just like everyone else and instead of singling them out making them just as much a part of everything. I decided that I wanted to change direction and help others do the same, it wasn't just a career it became more of a passion to make it equal give everyone the same rights and opportunities we have. So working out here in Woodland is a great opportunity; I am looking forward to working with everyone here at UCP and getting to know everyone.



UCP of Sacramento and Northern California is the leading provider of comprehensive services to children and adults with all developmental disabilities and their families. UCP works with 4,775 people a month in our eight-county area, empowering children and adults who—without support—would be isolated from community.

Development & Marketing News

By: Steve Horton

You could win \$50 by raising \$100 in any week during STEPTember. For every STEPTember team member who raises at least \$100 their name will go into a draw for a \$50 Visa Gift Card!



You can still put your team together to raise money and engage in health improving fitness. Go to <http://www.steptember.us/ucpsnc> to start making a difference now!

Safety Culture

By: Dennis Tran

Ergonomics is the science of designing the workplace, keeping in mind the capabilities and limitations of the worker. Poor worksite design leads to fatigued, frustrated and hurting workers. This rarely leads to the most productive worker. More likely, it leads to a painful and costly injury, lower productivity and poor product quality.

It is important to fit the job to the worker, not fit the worker to the job. By making improvements to the work process, you are removing barriers to maximum safe work performance. You are providing your teammates with a job that is within their body's capabilities and limitations.

A systematic ergonomics improvement process removes risk factors that lead to musculoskeletal injuries and allows for improved human performance and productivity. If done correctly, an ergonomics improvement process can be a key contributor to UCP's high safety standards and provide a better work environment for all team members.

Free towing, paperwork and a receipt. It is that easy to make a vehicle you no longer want or sell. UCP provides free towing of your unwanted motorcycle, boat, RV or car. [Call 1 866 827 7212](tel:18668277212)



If it fits in a dresser drawer, hangs in your closet, fits into a large box, is furniture or plugs into a socket or runs on batteries and you don't want it anymore – donate your household goods, furniture and eWaste to UCP **call 1 800 860 0357 for a free pickup.**



"Like" www.Facebook.com/myUCP or UCP Twitter [@UCPsacramento](https://twitter.com/UCPsacramento)

Use these tips:

- ◆ **Work Practice Controls** – Team members should be trained on proper work technique and encouraged to accept their responsibility to use their body properly and to avoid awkward postures whenever possible.
- ◆ **Team Work** – Assist each other whenever lifting a client. This significantly reduces the stress load on your body and reduces the potential risk for strain or injury.
- ◆ **Job Rotation** – Job rotation is an excellent way to reduce repetitive motion injuries and sustained awkward postures that can lead to fatigue and injury.
- ◆ **Counteractive Stretch Breaks** – Implement rest or stretch breaks to provide an opportunity to counteract any repeated or sustained awkward postures and allow for adequate recovery time.



SEPTEMBER 2015

Anniversaries Continued....

Maria Lenz, Respite	3 yrs
Sandra Avalos, Respite	3 yrs
Cashmere Wilkins, SAAGE	2 yrs
Latrees Johnson, SacAGE	2 yrs
Reina Ledesma, SacAGE	2 yrs
Anjelica Villalobos, Respite	2 yrs
Ana Farias, Respite	2 yrs
Tatiana Leon, Respite	2 yrs
Sheila Vantine, Respite	2 yrs
Armeen Etemad, Respite	2 yrs
Savannah Apodaca, Respite	2 yrs
Edward Dansby, TRII	2 yrs
Monique Houston, Respite	2 yrs
Nancy Chang, PSS	1 yr
Phuong Ngo, Respite	1 yr
Robert Wright, Respite	1 yr
Vickie Medina, Respite	1 yr
Tanya Bughera, ACE	1 yr
Jody Mohlman, Shuttle	1 yr
Rebecca Barto, PSS	1 yr
Marisol Garcia, Respite	1 yr
Mitza Reyes, EOS	1 yr
Anzhelika Dolinta, Admin	1 yr
Shelly Bibbee, Respite	1 yr
Amber Kaplan Dainiels, DO	1 yr
Terricka Jennings, Respite	1 yr
Nancy Flores, Trans	1 yr
Jim Gledhill, Admin	1 yr

WE ARE HIRING!

OPEN POSITIONS

- * **Accounting Specialist**
- * **DSP**
- * **Supplemental**
- * **1:1**
- * **Class C & B Drivers**
- * **Respite Worker**
- * **Long Term Dispatcher**
- * **P/T Lead Dev. Assoc.**

Want 200 bucks?

Did you know that you can make an extra \$100 in just 90 days? How, refer a Class B driver to our program and if they're hired and maintain their position for 90 days, you've just made \$100!! It's that simple. Class B drivers is the hardest position for us to recruit and is extremely competitive.

So talk to all your friends and find out if anyone has a Class B drivers license and is interested in a very rewarding and great job!