



Laurie sez:

Well, here we are the 10th of October and I'm home due to a snow storm. I can't see past the trees in my yard which is usually my parameter to determine if I can see to drive in to work. This is way too early to start this. They are predicting three to six inches with some areas up to eight inches. It seems like the last couple of years this area that I live in, while being only thirty miles from Grand Forks, ends up with much more precipitation. What is up with that???

As this is my last newsletter of the year and as the EEO Officer for the company, I need to remind everyone about our equal employment opportunity obligations. Swingen Construction Company will not discriminate against any employee or applicant for employment because of race, color, religion, sex, age, national origin, sexual orientation, marital status, or physical or mental ability, or any other class which is protected by federal, state or local law, rule, or ordinance. Such actions shall include, but not be limited to, the following: Employment, Hiring, Upgrading, Demotion or Transfer; Recruitment or Recruitment Advertising; Layoff or Termination; Rates of Pay or Other Forms of Compensation; and Selection for Training, including Apprenticeship, Pre-Apprenticeship, and/or On-The-Job Training. Swingen Construction Company prohibits any form of discipline or retaliation for reporting such incidents.

One other area I'm responsible for is reporting on the job injuries to the insurance entities. With that said, I want to remind everyone to report injuries or accidents to their superintendent when they happen so a determination can be made about seeking treatment or not as well as being able to figure out what caused the accident so it can, hopefully, be prevented from happening again. North Dakota Workforce Safety and Insurance offers an incentive for reporting accidents within twenty-four hours and this is something we want to take advantage of whenever possible. However, the best

thing is to work safe and if you see someone doing something they shouldn't, please let them know. We all need to watch out for each other.

Have a great week and stay safe out there.

**SWINGEN CONSTRUCTION COMPANY
IS AN
EQUAL OPPORTUNITY EMPLOYER**



Nearly completed bridge in Yankton, SD