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IT'S A QUOTE

“When we do face difficult times, we need to remember that circumstances don’t make a person, they reveal a person.”

—richard carlson

UNION NEWZ

The Union Newz is published monthly by the University of Arizona Student Unions’ Marketing Department in the interest of all its employees. Please contact the editor to submit articles, editorials, comments or questions.

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Dates & Deadlines: Union NewZ is published on the first pay day of the month. Submission deadline is 10 days prior.



BUDGET PLANNING

—dan adams

I’M SURE YOU’RE all aware that the focus over the past several weeks has been the student unions budget. Managers have been busy trying to forecast their budget through the end of this year and estimating their budget for the next fiscal year. Everyone has done a great job of managing their income and expenses. In fact, overall, revenue has increased this year. That’s the good news.

The bad news is that expenses have also increased and at a faster rate than the income. The rapid changes in benefit costs over the past year has impacted every operation. Dealing with these increased expenses has placed us in a position where we must carefully monitor our expenses for the rest of this fiscal year and into the next fiscal year, as well. To insure that we finish this year as we projected, it is necessary that we implement several cost saving steps. The following is in effect immediately:

- 1) **A hiring freeze is in place for full-time positions. Only critical vacant positions will be considered for replacement with director’s office approval.**
- 2) **A freeze is in place for all expenditures. Any future expenses over \$300 must be approved in advance by your associate director.**

Everyone plays an important role in keeping our expenses in check. Your daily efforts will keep us on track to remain within our budget and still provide outstanding customer service. Thanks in advance for all you do. ■

PLANEAMIENTO DEL PRESUPUESTO

Soy seguro que usted está todo enterado que el excedente del foco el pasado varias semanas ha sido el presupuesto de las uniones del estudiante. Los encargados han sido ocupados el intentar pronosticar su presupuesto a través del final de este año y estimar su presupuesto por el ejercicio económico próximo. Cada uno ha hecho un gran trabajo de manejar su renta y costos. Del hecho, total, el rédito ha aumentado este año. Ésa es las buenas noticias.

Las malas noticias son que los costos también han aumentado y en una tarifa más rápida que la renta. Los cambios rápidos en excedente de los costes de la ventaja el último año han afectado cada operación. El ocuparse de estos costos crecientes nos ha colocado en una posición donde debemos supervisamos cuidadosamente nuestros costos para el resto de este ejercicio económico y en el ejercicio económico próximo, también.

Asegurar que acabamos este año como proyectamos, es necesario que ponemos varios pasos del ahorro en ejecución de coste. Lo que sigue está en efecto inmediatamente:

- 1) **una helada que emplea está en el lugar para las posiciones a tiempo completo. Solamente las posiciones vacantes críticas serán consideradas para el reemplazo con la aprobación de la oficina del director.**
- 2) **una helada está en el lugar para todos los gastos. Cualquier costo futuro sobre \$300 se debe aprobar por adelantado por su director del asociado.**

Cada uno desempeña un papel importante en mantener nuestros costos cheque. Sus esfuerzos diarios nos guardarán en pista para permanecer dentro de nuestro presupuesto y todavía para proporcionar servicio de cliente excepcional. Las gracias por todos usted por adelantado. ■

BIRTHDAYS

FULL-TIME EMPLOYEES CELEBRATING THEIR FEBRUARY & MARCH BIRTHDAYS. HAPPY BIRTHDAY!

February

- 3 Noah Huber
- 4 Audrey Mattson
- 5 Felipe Acuna
- 5 Elva Hinojos
- 6 Joseph Langlois
- 8 Silvia Escalera
- 9 Elias Castaneda
- 13 Louis Andrade
- 15 Ralston Gregson
- 16 Amanda Hershey
- 17 Rocco Corrado
- 18 Mary Carillo
- 18 Edwin Bare
- 19 John McDonnell
- 20 Oscar Cruz
- 20 Shyroon Hammond
- 24 Karen Gebbia
- 24 Timothy Marshall
- 25 Stephan Rauh
- 26 Martha Ramirez

March

- 3 Bonnie Arriaga
- 6 Jose Hernandez III
- 6 Melissa Villafane
- 9 Corrie Knoll
- 9 Felix Ruiz
- 15 Rosalba Acuna-Siqueiros
- 15 Brian Keintz
- 16 Cindy Wells Hintze
- 17 Rosalia Ruiz
- 18 Michael Montrois
- 18 William Shiba
- 22 Maria Osuna
- 23 Norma Juarez
- 25 Leonor DeVega
- 25 Paul Ewer
- 25 Carime Inclan
- 26 Daniel Davis
- 27 Jesse Gomez
- 28 Manual Ramirez
- 29 Irma Nava
- 29 Becky Thomas



WE ALSO WISH A "HAPPY BIRTHDAY" TO ALL OF OUR STUDENT EMPLOYEES!

EMPLOYEE NEWZ

We Want You!

■ Dining Services is looking for people to join the new monthly "Dining Services Advisory Group." The group will be led by Tori Christie and will address various issues such as healthy dining, variety and new products (just to name a few). Please contact Tori with recommendations for members via Groupwise, or at 621-7038.

10.10.12 Mtg. A Success

■ The Big 10, Pac 10 and Big 12 Union directors meeting held January 20–23 was a rousing success. Over 50 administrators and directors from 33 peer institutions were in attendance. Their feedback was extremely positive. All voiced what great staff we have, how cutting edge our facilities are, how well we serve students and the campus, and what a wonderful job Union staff did hosting the meeting.



Flu Shots Available

■ UA Life & Work Connections in partnership with Campus Health Service is offering more walk-in flu shot clinics for faculty, staff and students. No children will be given flu shots. Read more at: <http://uanews.org/spots/10478.html> or call Campus Health at 621-6490.

New Additions

■ The Arizona Student Unions family got two welcome additions:

Anne Alicia Dojaquez, born January 6, 2005 to **Melissa Dojaquez**. Upon arrival, Anne weighed 8 lbs 3 oz, and was 19 1/2 in long. Mom, Dad and baby are doing great.

Elias Lennon Gasser, born January 28, 2005 to **Heather** and **Ray Gasser**. Elias was 20 1/2 inches

long and weighed 7 pounds 14 ounces upon arrival. Mom, Dad and baby are all doing well.

OPERATIONS CORNER

—dave parker

THIS WAS ANOTHER very busy and productive Winter Break. Housekeeping led the way with an incredible amount of floor waxing, furniture cleaning, and carpet extractions. Maintenance was busy accomplishing the preventive maintenance on all kitchen and HVAC equipment in both buildings, along with constructing a new office at PSU, installing new wrought iron gates in the Underground for additional equipment storage, and painting anything that didn't move.

Event Scheduling personnel were busy installing new feet on our 2,000+ ballroom chairs, cleaning every table and chair in the building, and cleaning out every storage room they control. Computer Support fixed our scheduling software and installed a new server for all of our groupwise e-mails and shared files. Thank you all.

I do need to ask for everyone's continued help in the oil and grease arena, especially dining staff. Our quarterly wastewater discharge sampling never ends, so we must always be conscious of our oil and grease practices. All oils and grease must be taken to the drums at the loading dock for disposal and never poured down any sinks or drains, even if the drain has an oil water separator attached. Oil water separators are designed solely for residual oils and grease, not a bucket of grease. We all did great the end of last semester and I ask that you keep up this good work.

Last, on the personnel front we have hired additional OMs due to increased shifts at PSU. Please welcome, **Dhruv Futnani**, **Chelsea Johnson**, and **Danielle Abram** when you see them in the evening or on the weekends. I also have a belated welcome for three additional custodians hired since last summer, **Idania Martinez**, **Tyrone Sixkiller**, and **Danny Pratt**. If you are here very late at night or very early in the morning please introduce yourself. ■