

Continuous Improvement Program

An employees' suggestion plan

The value of an idea
lies in the using of it.

Thomas A. Edison



“ A Union and Management initiative
to improve the workplace and
identify cost savings.”



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- **2003 Council direction:**
develop an Employee Suggestion program;
- CIP Co-sponsorship agreement
was signed in Spring of 2004.
- **Goals:** Avoid duplication
Eliminate waste
Improve productivity
Improve employee morale



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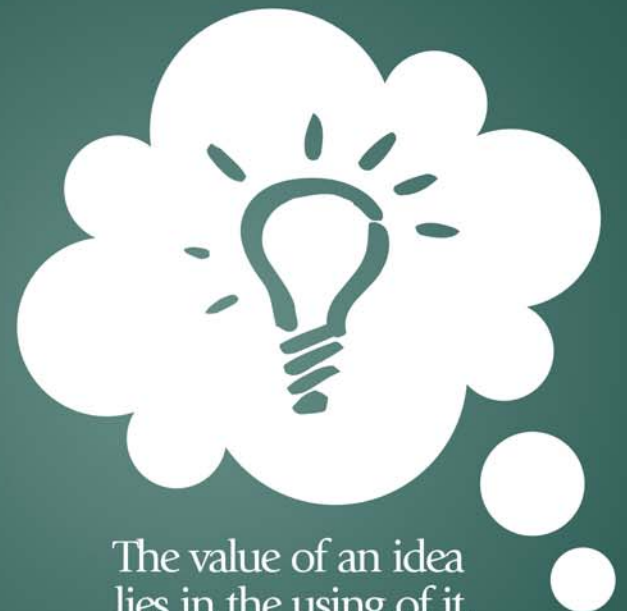
- Primary goal: Identification of cost savings.
- Success of CIP is measured by the cost savings identified & derived from implementation of employees' suggestions
- Employee participation is a key factor in a viable Employee Suggestion (CIP) program



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Received 112
suggestions
in 2 years
covering a wide range of topics.



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Major monetary savings:

1. Leaf yard waste
2. Body shop work
3. “Green” suggestions:
 - hydro and water use reductions
 - car pooling



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Focus for 2006:

1. Renewal of communication with all employees (face-to-face is most effective).
2. Continue investigating suggestions received.



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