

The Merit Shop Spokesman

ABC Keystone Newsletter



Keystone Chapter



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The Merit Shop Spokesman

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The Merit Shop Spokesman is published 12 times a year by Associated Builders & Contractors, Keystone Chapter.

Articles of interest, member news press releases, and advertising placement requests may be submitted to:

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A Message from the Chair

Keeping Safety at the Forefront

BY: DOUGLAS M. DVORCHAK, 2019 CHAIR OF THE BOARD, ABC KEYSTONE

It is hard to believe 2018 is in the rear view mirror. It was quite a year filled with many challenges as well as rewarding moments. I want to personally thank outgoing Chairman, Ken Schwebel, for the tireless effort he put forth the past year. Ken worked hard on the front line as well as behind the scenes to tackle issues head-on throughout year. I know I have some big shoes to fill in 2019. The good news for me is that we have an outstanding staff as well as many dedicated volunteer members. I look forward to the coming year. My promise for 2019 is that I will give all I can to carry the stewardship of this great organization.

ABC values economic freedom within a free-market economy, with open and fair competition and diverse participants constantly striving to achieve the highest levels of personal and company performance. Although I am not a contractor, I am well aware of the importance of the merit shop philosophy to our member firms. In my role as Chair I will use the merit shop philosophy as my compass to help enhance ABC Keystone.

Early in my career I worked as a Safety Consultant for 10 years. I have a real passion for safety, and I want all of our members to be as safe as possible. ABC Keystone can help. In 2019, my major initiative is to increase the number of contractor members involved in ABC's STEP program (Safety Training Evaluation Process). ABC's STEP program is a safety benchmarking and improvement tool that can dramatically improve safety performance among construction companies (as well as construction related companies) regardless of the size of the company. STEP is a process in which ABC member firms measure their safety processes and procedures on 20 key components. The goal is to identify where strengths and weaknesses lie within a safety program. The end goal is to improve, enhance or implement safety programs to increase jobsite safety. Although I am targeting contractor firms, associate and supplier members can also participate.

ABC National tracks the TRIR (Total Recordable Incident Rate) of all STEP participants versus statistics from the U.S. Bureau of Labor Statistics (BLS) Industry Average. In 2017 the BLS TRIR construction average was 3.0, which is to say that there were three recordable OSHA incidents per 100 workers. That same year

the TRIR average for STEP participants was 0.8. In 2017, STEP Diamond members' TRIR average was 0.4. That is a 670% safer average than the BLS average! The STEP program has proven its worth over many years. My goal for ABC Keystone is to show all member companies the value of STEP and to grow the program dramatically. I will make the pledge to contact each contractor member that is currently not in STEP and counsel them on the benefits of the program as well as help them complete the on-line application.

Over the next few months I will outline other important initiatives I want to embark upon throughout the year. In 2019, I look forward to working with our Board of Directors, staff and all member firms. I have an open door. Please do not hesitate to reach out to me with questions or concerns regarding ABC.



Douglas M. Dvorchak
2019 Chair of the Board, ABC Keystone
Asst. Vice President, Murray Securus
dodvorchak@murrayins.com
(717) 397-9600

A Message from the President-CEO

Filling the Pipeline, Maintaining the Pipeline

BY: G. DAVID SLOAD, ABC PRESIDENT-CEO

Workforce Development has become one of the hottest terms in our industry over the last two years, and it will only continue to get hotter. You can't talk to any employer or read any article without the term being mentioned or talked about. It has become popular for politicians to talk about workforce development because they know that is on their constituents' minds. But what really is 'Workforce Development?'

Let's start by recognizing that our pipeline of potential employees is dry. Where are all the experienced construction craft professionals? They're employed...and if they aren't, there is probably a good reason. Looking at statistics of the retirements in the next ten years, this dilemma is only going to compound. Therefore, the need for comprehensive Workforce Development is growing.

ABC Keystone is approaching filling the pipeline from two strategic points, both long term and short term. For the long term, we need to start with career awareness throughout an individual's K-12 education experience. Our middle school "Construction Wars" program has reached over 600 students and 80 educators over the last 18 months. In addition, during the last four months of 2018, we reached 580 students and educators with our High School initiatives.

We are pleased to announce that we have entered into an agreement to be named the Main Exhibit Sponsor for a new interactive construction exhibit at the Hands-on House Children's Museum of Lancaster. This display will exist for at least the next 10 years and will allow over 27,000 children and 29,000 adults annually to interact with and learn about our industry.

You can see we have the long-term solution well on its way. Now for the short term. During 2019, Keystone will be kicking off several training programs for adults that are under-employed or just re-entering the work place. These programs will be funded by grants and partnerships. At their conclusion, the students will have the skills to become a great entry level construction craft professional. Should they

become employed and eventually find their way into one of our apprenticeship programs, they will be given credit for ½ of the first year in our program.

The key to the short-term strategy will be you, the members, stepping up and being willing to hire entry-level employees with some knowledge of the industry and then helping them advance their careers. This brings me to maintaining the pipeline. If you have good construction craft professionals, what are you doing to keep them? Are you providing competitive wages and benefits? Are you providing ongoing education and training? Have you created a culture of growth and advancement?

ABC Keystone is here to be part of your workforce solution. Will it happen overnight? No, but between the programs, education and training we provide we can certainly make it less painful. Let us be your partner in this workforce development process.



G. David Sload
President, CEO
dave@abckeystone.org

Workforce Development

All 'bout Construction (AbC) Camp for Girls Coming to ABC Keystone!

On January 10, 2019, Gov. Tom Wolf announced the winning submissions for Business-Education Partnership (BEP) grants, which are federally funded through the Workforce Innovation and Opportunities Act, WIOA. The Lancaster County Workforce Development Board was awarded \$90,000 to provide local students with more opportunities to participate in work-based training programs related to in-demand technical careers. The Keystone Chapter is excited to announce that a new initiative, All 'bout Construction (AbC) Camp for Girls, is being supported through the Lancaster Board's BEP grant!

AbC Camp for Girls is based on a camp hosted by the ABC Eastern Chapter. The free, week-long camp is a proactive approach to address workforce shortages in the industry by providing high school-age girls a chance to attend a camp where they can explore the construction trades, architecture, engineering, and construction manufacturing through hands-on experiences and field trips.

Goals include providing inspiration and mentoring for girls to understand they have a place in the construction industry; allowing girls to experience the construction trades through hands-on learning and building; developing greater self-esteem by teaching skills to solve challenging projects and successfully complete them; teaching foundational skills including problem solving and managing team dynamics; and, sharing information on registered apprenticeship.

A planning team will be convened to determine locations for member visits, recruit women in the industry to serve as teachers and mentors, and decide upon a project for campers. The Keystone Chapter is excited to pilot this project with the support of the Lancaster County Workforce Development Board and thanks their leadership for funding this worthwhile initiative.

For more information, please contact: stephanie@abckeystone.org



Ask an Attorney

If you are interested in writing for the "Ask an Attorney" or the "Ask an Accountant" feature, please contact: kristi@abckystone.org

By: David B. Blain, CPA, CVA
Partner, McKonly & Asbury, LLP
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Camp Hill, PA 17011
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Addressing Machinery and Equipment Needs in a Time of Rising Interest Rates

As bankers and business owners can attest to, we are in a time of significant fluidity in the lending market. After nearly a decade of consistently and historically low interest rates, the Federal Reserve has raised rates regularly throughout 2017 and 2018. Furthermore, strong indications exist that additional rate hikes are probable in 2019. Given the rising costs associated with borrowing the funds necessary to purchase machinery and equipment, the use of leasing arrangements may emerge as a more appealing alternative for companies to use to meet these needs. When deciding whether to enter into a leasing agreement, here are five key factors to consider:

1. Assess the cash flow impact: Given that a lease does not provide the lessee with the full benefits of owning the asset, the arrangement should offer the lessee other advantages. One particular area in which prospective lessees should seek upside is that of cash flow. Before entering into a lease agreement, it is prudent to compare the monthly rental payments with the payments of principal and interest that would be required if the company borrowed funds and purchased the asset. If the outflows entailed in the lease exceed, or are even comparable to, those associated with debt, then financing may prove to be the superior option.

2. Compare the asset's useful life to the lease term: Unlike ownership, which enables you to utilize the asset indefinitely,

leasing limits your use of the asset to a fixed time period. This limitation makes it especially critical for a prospective lessee to (a) ensure the accuracy of its estimate of the asset's useful life and (b) verify that the lease term sufficiently meets its needs and expectations for use of the asset. A lease term that exceeds the asset's useful life will commit the company to paying to use the asset after it is practically viable to do so. Conversely, a useful life that exceeds the lease term may result in a company's ability to use the asset terminating while there is still a need for it. The inclusion of lease extension or purchase option provisions within the agreement can mitigate these risks.

3. Consider the tax ramifications: Tax reform legislation enacted in December 2017 contained special provisions such as increased Section 179 expense and 100% bonus depreciation on fixed assets and equipment. These provisions could make purchasing the asset more cost effective than leasing (despite the increased borrowing costs) due to the tax savings that might be captured from the purchase.

4. Review your existing financial covenant calculations and requirements: Leases impact financial covenant calculations in very different ways than debt instruments do. These differences can either be a positive or a negative, depending on the specific covenants that pertain to your business. Before entering into a major lease, ensure that you are familiar and

comfortable with the impact that it will have on your covenant calculations going forward.

5. Prepare for accounting changes: The accounting for leases will become more complex and extensive in the near future. New accounting standards, which become effective on January 1, 2020 for private companies, will require all leases with terms of 12 or more months to be recorded on the balance sheet, including the recognition of both a right-of-use asset and a lease liability. These requirements represent a stark change in the current accounting for many leases, which simply consists of recording a monthly expense on the income statement related to the lease payments.

Assessing the matters noted above when deciding whether to purchase or lease equipment will assist you in making successful long-term operational and financial decisions regarding your business.

The author, David B. Blain, CPA, CVA, leads McKonly & Asbury, LLP's Entrepreneurial Services Group (ESG), which serves emerging businesses and provides outsourced accounting solutions. He is a past recipient of the Central Penn Business Journal's "Forty Under 40" Award and serves in a leadership capacity for a number of community, industry, and nonprofit organizations

Inspire the Future!

Volunteer for
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March 12-14!

Contact
Stephanie at the Chapter
office sign up.

Notice: All volunteers are
required to have child abuse
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required by PA. We will help
you with the process!



Happy Anniversary!

Thank you for your continued
support of the merit shop!

Join us in congratulating these members celebrating
anniversaries in January 2019

35 Years:

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Doug Dvorchak, ARM
Assistant Vice President, Murray Securus

On your inauguration as
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Advocacy Update

BY: BRENT SAILHAMER, DIRECTOR OF GOVERNMENT AFFAIRS

Game Over - A Victory for the Merit Shop

Just days before President Donald Trump took the oath of office in 2017, Pennsylvania Department of Transportation (PennDOT) Secretary Leslie Richards sent a request to the U.S. Department of Transportation for the use of a union-only project labor agreement (PLA) on the reconstruction of Markley Street, a busy intersection in Montgomery County. The \$25 million planned reconstruction was utilizing federal funding and, in the waning days of the Obama administration, the request was granted easily. But the request set forth a battle that would end just recently.

Years prior to the 2017 request, an initial phase of reconstruction adjacent to the Markley Street intersection had been performed by PennDOT contractor and ABC member J.D. Eckman. The project was completed ahead of schedule and under budget – normal procedure for Eckman and one of the reasons they do a large volume of PennDOT work. Now, with the announcement of the larger second phase of Markley Street, Eckman was in a prime position to finish the work they had started earlier. But Richards' long-standing relationship with Montgomery County organized labor, developed during her tenure as a county commissioner there, stopped Eckman's momentum. While rumors had been circulating about a union-only labor requirement for the project, Richards confirmed the intent to use a project labor agreement (PLA), a pre-hire collective bargaining agreement that required potential bidders to hire from local labor halls rather than use their own labor, at Appropriations

hearings in Harrisburg in 2017. Her justification was that she had heard from contemporaries across the country about the value of PLAs for a project and their work in bringing a project in under budget and without work stoppage.

Not long after her comments before the House and Senate panels, ABC, along with members including J.D. Eckman, Inc. and Allan A. Myers, Inc., filed separate lawsuits, claiming discriminatory hiring practices and violation of the Procurement Code by the Department. The case landed before the Commonwealth Court and early on, PennDOT signaled internal chaos over the suit. At an initial hearing for the case, PennDOT appeared and abruptly announced that they would be dropping the project, seemingly ending the need for further legal action. Months later, and just days before Christmas, PennDOT re-ignited the project and doubled down on their intent to force union-only labor. ABC and its partners pushed back, firing up the legal machine again. This time, there was no going back.

One of the critical issues was an exemption for the United Steelworkers (USW), who would potentially participate in the project. Initially, USW was subject to the same requirements as any other bidder – they would be forced to draw labor from pre-specified labor halls. The strenuous requirement pushed USW to side with open shop contractors and join as a party to the lawsuit against the Department. As a response, Richards redesigned the PLA, allowing an exemption for USW, who were now

free to use their own employees.

On January 11, 2019, the Commonwealth Court finally issued a ruling against the Department, siding with both Myers and Eckman in that PennDOT had violated fair contracting practices. The order voided the PLA, citing specifically the exemption for USW as a key component to a two-tiered bidding system. While there has been no response from PennDOT to date, the ruling is a major victory for the merit shop against PennDOT's first attempt at a project labor agreement in history.

**Don't Miss
ABC PA Free Enterprise
Day in Harrisburg!**

Meet with Your Legislators!

**Monday, April 8, 2019
9:00 am – 4:30 pm**

**Crowne Plaza Harrisburg-Hershey
23 South Second Street
Harrisburg, PA 17101**

**Visit abckeystone.org for
legislative updates and
to register for ABC PA
Free Enterprise Day**

Inaugural Gala & Annual Meeting

Past ABC Keystone Chairs of the Board





Thank you &
Congratulations
to the 2019
Board of Directors!

We look forward to
another great year!

*More photos available
on Facebook!*

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2019 All-Committee Meeting

Celebrating
6 ^{1969 - 2019} *Years*
Anniversary



C.O.R.E. Task Force



Young Professionals



Safety

Thank you to our many volunteer committee members, past and present, for helping to drive the Chapter's strategic plan through committee leadership. Welcome to all of our new committee members!



Government Affairs



Membership



Education



Workforce Development



Events



Apprenticeship

Chapter Calendar - Events, Education & Training



Keystone Chapter

2019

February

- 8 Workplace Violence and Preparing for an Active Shooter/Hostile Event
- 8 Inspire the Next Generation with ABC Keystone & Hands-on House Lancaster!
- 11 OSHA 10-Hour Construction (starts 2/11)
- 12 Engaging and Mobilizing Your Team - *Part of the Leadership Development Series*
- 12 Networking, Referrals, Strategic Alliances - *Part of the Leadership Development Series*
- 13 ABC Keystone Lancaster Regional Construction Wake-up Call Event
- 14 Crew Leadership (starts 2/14)
- 14 Insider's Guide to EIC Entries
- 15 Fire Extinguisher Use
- 20 Pay, Benefits, and Other Rewards – *Part of the Human Resource Management Academy*
- 20 Meet the Generals EXPO Presented by Snavely Forest Products
- 21 Emergency Preparedness: Preparing for the Worst
- 26 No-cost Spotlight Seminar Presented by Saxton & Stump, LLC:
Negotiating Construction Contracts (and Subcontracts) and Navigating the Claims Process
- 28 Competent Person for Supported Scaffold Training

March

- 6 Confined Space Rescue Training (starts 3/6)
- 8 Apprenticeship Craft Mock Competition – Preparation for the National Craft Competition
- 11 Adult AED, CPR & Basic Medic First Aid
- 12 Presentations – Removing the Fear - *Part of the Leadership Development Series*
- 12 Construction Wars – A Middle School Hands-on Career Exploration Event (3/12-3/14)
- 14 OSHA 30-Hour Construction (starts 3/14)
- 14 Success in Delegating for Results! Tapping into your Work Groups Skill and Potential
Part of the Business Success Through People Professional Development Series
- 18 Basic Blueprint Reading for Support Staff (starts 3/18)
- 19 Spring Networking Mixer Presented by Barley Snyder
- 20 Safety, Security, Health, and Leaves of Absence Management
Part of the Human Resource Management Academy
- 20 Field Engineering: Hands-on Field Labs & Classroom Learning (Starts 3/20)
- 26 Competent Person for Fall Protection
- 27 ABC Keystone's Construction Contractor Human Resources Peer Group Roundtable
- 28 Crew Leadership for Effective Teams (3/28 & 3/29)

Save the Date:

April

- 3 Mental Fitness for Leaders: Building Healthy Teams & Organizations - *NEW Offering!*
- 8 ABC Free Enterprise Day in Harrisburg

Discover more
and register
online at:
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(Open to all – Meet the Generals registration not necessary for EXPO attendance)



Wednesday, February 20, 2019

3:00 pm; 4:10 pm; 5:20 pm – Meet the Generals time slots

3:00 pm – 6:30 pm – EXPO

ABC Keystone, Manheim

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Keystone Chapter

The Latest Member News

Barley Snyder

Barley Snyder has announced that it has admitted four attorneys into its partnership. The move became effective Jan. 1. The firm welcomed Michael J. Crocenzi, Derek P. Dissinger, Stephanie E. DiVittore and William J. Zee as partners. All four received unanimous approval from the current ownership group, Barley Snyder managing partner Jeff Lobach said. Lobach said the group admitted to the partnership has consistently demonstrated the type of leadership which the firm values as part of its mission to be the leading regional law firm.

Galbraith/Pre-Design, Inc.

St. Paul Evangelical Lutheran Church (St. Paul ELC) in Carlisle, Pa. is partnering with Galbraith and Noelker and Hull Associates, Inc. to transform the interior of the church. To further the church's vision, the renovations and architectural improvements will add ADA accessibility to provide increased congregational access to the church's ministries. As a local Carlisle construction company, Galbraith brings vast experience with similar type construction projects for places of worship. *"Our deep, lifelong roots in the Carlisle community and our commitment to helping improve places of worship has positioned us to serve our community members better,"* said Allan Galbraith, President, and Co-Owner of Galbraith/Pre-Design.

Schaedler Yesco

Schaedler Yesco Distribution, Inc. is proud to announce the appointment of Farrah Mittel as President of the company. Mittel has been with Schaedler Yesco for over 12 years and most recently served as Regional

Vice President of its East region. She has also held the positions of Quality Administrator, Manager of Marketing & New Business Development, and Branch Manager at the company. She has been a member of the executive management team for several years. *"We are very pleased to have Farrah move into this role. She has been a key member of our team for many years,"* said CEO, Jim Schaedler. *"Farrah's business acumen and her keen eye for strategic growth are assets to us."*

Warfel Construction Company

Warfel Construction is pleased to announce Vice President Conlan Swope, LEED AP will be joining the company's ownership team. *"We are inspired by Conlan's enthusiasm and dedication to serving his teammates and our clients,"* said President Matthew Hartzler. *"Through his continued investment in Warfel, we look forward to providing our clients with steady leadership and commitment to our mission of creating Clients for Life."*

SEK

The Members of SEK are pleased to announce the following Managers were promoted to Member of the Firm effective January 1, 2019: David L. Maaskant, CPA, CVA, who provides business valuation and tax services to clients. He performs thorough, quality valuations for a variety of purposes, including buying and selling a business, federal estate taxation and planning, personal goodwill analysis, forensic accounting, and commercial loan underwriting for Small Business Association (SBA). Kevin B. Stouffer, CPA, who is an instructor at SEK's in-house training programs on governmental accounting, which include topics like uniform grant guidance, fraud avoidance, and internal controls.

If you have news to share, please send your press release for consideration to:
kristi@abckeystone.org

Thank You for your
**Support of the
Merit Shop!**

Welcome to our Newest Members!

as of January 1, 2019

Jackson's Window Shoppe

Brian Jackson
633 Lausch Lane
Lancaster, PA 17602
ph. (717) 394-8673
brian@jwsmail.com

Sponsor: Wilson, Cliff,
Benchmark Construction Co., Inc.

MJD Systems LLC

Dave Graves
1046 Columbia Avenue
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ph. (717) 224-7312
dgraves@mjd-systems.com

Sponsor: Peter A. Joyce,
Joyce Electric, Inc.

Rexel, Inc.

Travis Denison
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Lancaster, PA 17601
ph. (717) 239-1580
travis.denison@rexelusa.com

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Clark Associates, Inc.

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Dennis Heller
7201 Paxton Street
Harrisburg, PA 17111
ph. (717) 564-3434
dheller@stephensorequipment.com

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950 Smile Way
York, PA 17404
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Regional Construction
Wake-up Call Series**

A Convenient Way to Connect with
Your Colleagues in Your Backyard!

Winter 2019 topic:

*"And the Pendulum Swings.
A Year in Political Review."*

Two more opportunities
to attend:

2/6 – Southwest Regional at OSS Health (York)
Breakfast sponsor: McConkey Insurance & Benefits

2/13 – Lancaster Regional at ABC Keystone (Manheim)
Breakfast sponsor: RKL LLP

Register online at abckeystone.org

Apprenticeship at ABC Keystone

Hands-on Module Built and Ready for Classes to Use as a Training Resource

The Apprenticeship Committee, staff and instructors are continually looking for areas to improve and enhance our training offered by the apprenticeship program here at ABC Keystone. We now have an exciting new addition to the program - a training module ready for instructors and students to use for practical hands-on education to complete their curriculum performance tasks.

The module is fully functional for all trades to utilize specific to their learning objectives. The wall space on both the inside and outside of the first and second floors will be utilized for all instructors and students for different practical experiences. The first floor features wood framing while the second level utilizes metal studs, so students have a variety of applications to use for practice and training. Task blueprints are being developed to enhance the blueprint reading skills training for apprentices. They will later use the module to complete a project as outlined in their drawings.

This training module will be used for the remainder of this apprenticeship school year and tentative plans are in place to build a second module in 2020 for additional training space and educational opportunities for the apprentices.

ABC Keystone takes a high-standards approach to apprentice education, and we thank our instructors for their continued dedication to the program as they utilize these new resources.

*If you have questions about apprenticeship at ABC Keystone, please contact :
cindy@abckeystone.org
or visit abckeystonecenter.org*

Special thank you to Tom Fasnacht, ABC Keystone Instructor/Shop Manager and to our volunteer members for helping to prep the module for our apprentices!





Apprenticeship News: The Keystone Chapter is proud to announce that our pre-apprenticeship program is now officially registered with the Commonwealth of Pennsylvania!



135 Shellyland Road
Manheim, PA 17545

Keystone Chapter



Connect with ABC Keystone on Social Media!

- Get the latest info on education and training
- Discover networking opportunities
- Stay informed on legislative updates
- Follow the apprenticeship happenings
- See members in action



Keystone Chapter

Visit abckeystone.org for more!

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