

The Merit Shop Spokesman

ABC Keystone Newsletter



Associated Builders and Contractors, Inc.

Keystone Chapter



Get Involved in 2019

2

Get Into Politics or Get Out of Business

4

Meet the Keystone Chapter 2019 National Craft Championships Team

17

Good Luck Competitors!



Protecting what you've worked so hard to build.

Professional counsel. Proactive approach. Practical advice. *Problem solved.*

www.h-dlaw.com | 717.291.2236



HARMON & DAVIES, P.C.

ATTORNEYS AT LAW

Employment | Construction | Business

ABC Keystone Leadership

2019 Executive Committee:

CHAIR of the BOARD – Douglas M. Dvorchak, Murray Securus
CHAIR-ELECT – Roger S. Brubaker, Meadow Valley Electric, Inc.
1st VICE CHAIR – Cleo Weaver, Triangle Refrigeration Co.
2nd VICE CHAIR – Keith L. Eldredge, CPA, RKL LLP
SECRETARY – Steve Conway, Benchmark Construction Co., Inc.
TREASURER – Timothy A. Kershner, CPA, Walz Group
IMMEDIATE PAST CHAIR – Kenneth D. Schwebel, The Witmer Group

2019 Board of Directors:

Steve Dzurik, Arthur J. Gallagher & Co., Inc.
Ed Engle, Smucker Company
Brian Floyd, Gunn-Mowery LLC
Michael B. Funck, Wohlsen Construction Company
John H. Hykes II, B & B Integrations
Steven Kearns, James Craft & Son, Inc.
John Lehmann, Poole Anderson Construction
Michael D. Monaco, Mowery
David A. Nace, Wickersham Construction and Engineering, Inc.
Benjamin Pratt, Esq., Obermayer Rebman Maxwell & Hippel LLP
Mike Snyder, H. B. McClure Company
James Stephens, CFSP, Clark Associates, Inc.
Jan L. Wagner, Kinsley Construction, Inc.
Thomas O. Williams, Esq., Reager & Adler, P.C.

G. David Sload, President-CEO

ABC Keystone | 135 Shellyland Road, Manheim, PA 17545
(717) 653-8106 | abckeystone.org

The Merit Shop Spokesman

Contents

- 2 Message from the Chair
- 3 Message from the President
- 5 Advocacy Update
- 8 Safety Update
- 9 Economic Breakfast
- 11 Workforce Development
- 13 Chapter Calendar
- 17 Apprenticeship Happenings

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:

Editor/Designer:
Kristi Pronovost
Director of
Marketing & Communications
ABC Keystone
kristi@abckeystone.org
(717) 653-8106

Social Media

-  facebook.com/ABCKeystonePA
-  LinkedIn.com/company/abckeystone
-  @ABCKeystone
-  @ABCKeystone

Your Resource for the Most Reliable Project Information



Serving the Construction Industry for Over 130 years

**www.pbe.org
717.307.9999**

**johna@pbe.org
Free 1 Week Trial**

A Message from the Chair

Getting **Involved** in 2019

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

I hope many of you were able to attend the Economic Outlook Breakfast with Anirban Basu. It was another excellent presentation with over 525 attendees! Mr. Basu's outlook for 2019 was not as rosy as his 2018 forecast, but he still predicts another good year for the construction industry. I always look forward to this event because it always lives up to the hype.

That being said, there has never been a better time to give some of your time and/or talents to ABC Keystone. A great way to support free enterprise and the Merit Shop philosophy is to volunteer. Although our staff is highly efficient, ABC Keystone is dependent upon dedicated volunteers. Keystone currently has 10 committees in place. They are all thriving groups but they all could use additional members and energy. These committees help ABC Keystone continue its legacy as a top tier Chapter. If you currently serve on a committee, I thank you for your service to the Keystone Chapter.

I have found that the best way to gain additional value from ABC is to get involved. Twenty-five years ago, I joined the ABC Keystone Safety Committee. This was one of the best decisions of my career. The knowledge I gained, and the relationships I have made through this group have been immeasurable to me both personally and professionally.

Joining a committee is not the only way to get involved. There are scheduled events throughout the year. I would encourage you to attend the ones that interest you. A lot of these are free to attend, such as our Regional Wake-up Calls. In addition, each year we hold a Free Enterprise Day in Harrisburg – this year it is on April 8th. On this day we sit down and meet with our legislators from both sides of the aisle to discuss issues important to ABC. We also hold a Legislative Day in Washington D.C. during ABC's Legislative week. This year it will be held June 26th. Both of these days are incredibly rewarding. Obviously, the more members we have attend these events the greater impact we can have in Harrisburg and Washington, D.C. Please consider spending a day (or days) with us this year interacting with our Legislators.

If your schedule just won't permit you to participate on a committee or attend scheduled events, we have multiple avenues to donate: ABC PAC, the MSTRC Scholarship Fund, The Free Enterprise Alliance, as well as Advancing the American Dream Fund. All of these are funded by members for the benefit of members. If you want specifics regarding these funds please don't hesitate to ask.

There are plenty of ways to get involved at ABC Keystone. I would encourage you, as well as your fellow co-workers, to get involved.

I look forward to seeing you at an upcoming event!



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

A Message from the President-CEO

*“Get Into **Politics** or Get Out of **Business**”*

BY: G. DAVID SLOAD, ABC PRESIDENT-CEO

This quote may seem a little harsh, especially in a time when so many of us are so tired of all the political rhetoric and infighting. The year was 1976, and the quote was that of Joe Rodgers the National ABC President. ABC was fighting many battles for its members to be able to bid work, and if they got the work, to be able to perform it without union pickets and vandalism. Joe was trying to get ABC members involved, and in the ensuing years, to get behind candidate Ronald Reagan for President.

Some things never change. We still must fight in some areas to just have the right to bid work. Last month we reported that Commonwealth Court had ruled in the favor of two ABC members, J.D. Eckman, Inc. and Allan A. Myers, Inc. The opinion was that the PLA placed on the Markley Street project by PA DOT Secretary Leslie Richards was discriminatory against non-union contractors and violated fair contracting practices.

We only got to celebrate for two weeks. Secretary Richards has decided to appeal the Commonwealth Court decision. Her first appeal is to the PA Supreme Court asking to have the case heard and overturned. The second is asking the Commonwealth Court to stay its decision so that she can bid the project, with the PLA, while it is working its way through the appeal process.

Why would one appeal a decision that was unanimous by all justices presiding over the case? I believe the answer is simple. This case is a precedent setting case. If the Commonwealth Court decision is allowed to stand, we will have the first legal overturn of a PLA based on discrimination. This has been our message from the time the first PLA, and now we would have a precedent setting ruling. Conversely, if this decision is overturned there will be a precedent set, that will empower future administrations or department secretaries to place PLAs on all state funded projects.

While this continues to wind its way through the system, we need to continue to push for legislation to ban PLA's on all government funded projects. Senate Bill 104, The Open Contracting Act, is but one piece of legislation in addition to many others we will be pushing this year. We need you! The legislators know ABC, but what makes them act is hearing from their constituents. Throughout the

year when we ask for action, we need you to reach out and inform your legislator on your company's position. After all, this is about preserving your businesses and preserving the rights of all merit shop employees.

We need you to “Get into politics or get out of business.”

View the calendar page of abckeystone.org for upcoming Government Affairs events that provide you an opportunity to make your voice heard!



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

ONE DAY. TWO SESSIONS.

NEW

KNOWLEDGE BITES WITH PRINT-O-STAT

SPOTLIGHT SEMINAR AT
ABC KEYSTONE CHAPTER

EVENT DETAILS

Bite-Sized Programs With Conversation, Education & Food

There are no limits to what you can achieve with your paperless workflow. Join us on **March 20th** as we present **Bluebeam® Revu® 2018** — the award-winning PDF creation, mark up, and editing solutions designed specifically for the construction industry, engineers and designers. One day. Two learning opportunities.

BREAKFAST PROGRAM

9 A.M. - 11 A.M.

Leveraging Bluebeam Revu to improve your business

This program, designed for beginners and non-users, will showcase the most notable tools and features found in Revu and have your questions answered in a real-time Q&A. By the end, you will understand exactly why so many design and construction firms, worldwide, trust Bluebeam to elevate project efficiency and collaboration.

- See the new Revu 2018 features that make your drawings, plans and documents work smarter
- Discover how to increase takeoffs up to 70% and punch accuracy up to 90%
- Learn how Bluebeam Revu tops Adobe specifically for the AEC industries

LUNCH PROGRAM

12 P.M. - 2 P.M.

Leveraging Bluebeam Revu to improve your business

This presentation is designed for the more advanced users that will focus on increasing your efficiency by using Bluebeam Revu. We will show you how to:

- Create 2D and 3D PDFs directly from AutoCAD, Revit, SolidWorks, Navisworks Manage, Navisworks Simulate, SketchUp Pro or any IFC file
- Redline 2D and 3D PDFs with customizable clouds, callouts, CAD symbols and more, and save custom annotations in the Tool Chest for easy reuse
- Assign responsibilities and keep tabs on project progress while auditing what changes are being made to each revision
- Significantly cut down the hours spent on the design review process using Revu's integrated real-time collaboration solution, Bluebeam Studio

Be sure to register now, because seats fill up fast!



MARCH 20, 2019

Breakfast Program
9:00 a.m. - 11:00 a.m.
Lunch Program
12 p.m. - 2 p.m.



LOCATION

ABC Keystone Chapter
135 Shellyland Road
Manheim, PA 17545



PROGRAM

Technical Demonstration
with Q&A



SPEAKERS

Timothy S. Kramer, LEED GA
Manager of Professional Services
• Bluebeam Certified Instructor
• Bluebeam eXtreme Conference
Speaker 2017 and 2018

Matthew Bobb

Applications Engineer
• Bluebeam Certified Consultant



RESERVE YOUR SPOT

CALL: 1-844-435-7479

EMAIL: marketing@printostat.com

VISIT: www.printostat.com



Keystone Chapter



BLUEBEAM
GOLD
PARTNER

Advocacy Update

BY: BRENT SAILHAMER, DIRECTOR OF GOVERNMENT AFFAIRS

Coming Together... A Focus on Efficiency

With a Republican-controlled legislature and a Democratic governor riding high after a 17% re-election win, it's a safe bet that there's going to be some friction when it comes to the state budget, easily one of the most contentious issues in Harrisburg every year. Prior to the 2018 election, campaigning Republicans warned that if Tom Wolf were successful in his re-election campaign, Pennsylvanians would be faced with a significant broad-based tax increase through either sales tax increase and expansion or a personal income tax (PIT) increase. And things seemed to be holding true in late January, when the administration released a companion proposal ahead of the February budget address.

The companion was, on its face, nothing new to Republicans - a natural gas severance tax, which Wolf had been calling for since his first day in office. What made the proposal unique, however, is that the proceeds of the severance tax, for the first time, would be devoted to debt service on a large infrastructure bond to improve roads and bridges, expand broadband access, and shore up aging structures.

While there have been minor criticisms of the plan from the most conservative of lawmakers, many see the value, particularly given the fact that Pennsylvania has been desperately awaiting the federal infrastructure plan

that was promised when President Trump took office in 2017.

While many saw the severance tax proposal as the first attack of a massive tax increase, the February budget proposal took everyone by surprise. Not only did it include no broad-based tax increase, it provided increased funding for nearly every major focal point for Republicans: infrastructure, workforce development, and the most rural of areas.

The plan also addressed a critical issue that the legislature has been struggling with for years - the division of Act 89 funds. In 2013, the legislature passed Act 89, uncapping the wholesale tax on gas and diesel, allowing wholesalers to pass along increased rates on retailers (who then passed those costs on to consumers). The additional tax was devoted to a restricted account and can only be used for three programs: road and bridge repair, mass transit, and state police funding.

As local governments have begun to shutter their local police forces, thereby ending their legacy liabilities like pensions, the state police have been forced to add coverage to those areas, without any charge to residents. Every additional dollar taken by state police, builders argue, is one less for road and bridge repair. The budget proposal, however, includes a per capita fee for

state police coverage.

Finally, one of the most critical and strategic pieces of the budget proposal is one which Democrats have typically ignored. Known as SWEAP, the State Workforce, Education, and Accountability Program would assemble a roundtable of business and industry professionals to review existing policies within the Department of Labor & Industry and the Department of Education. The programs would be evaluated for efficiency and need, and the roundtable would make recommendations to modify programs as well as any outstanding needs. This focus on efficiency in government has been a staple for Republicans for years, so it has been met with praise by legislative Republicans.

While the ultimate outcome of the budget won't be seen until this summer, this proposal is certainly an unconventional approach toward bipartisanship that has been lacking for some time.

ABC PA Free Enterprise Day

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

This is your chance to meet
face-to-face with your legislators!

Register online at
abckeystone.org

Happy Anniversary!

Thank you for your continued
support of the merit shop!

Join us in congratulating these members celebrating
anniversaries in March 2019

50 Years:

The Farfield Company

20 Years:

Haller Enterprises, Inc.

10 Years:

Design Data Corporation

5 Years:

Pickering Valley Landscape Inc.

Weidner Construction Services, LLC

1 Year:

Conewago Manufacturing, LLC
Corporate Drilling & Sawing LLC
Allan Myers Materials

ROSE

METAL BUILDINGS

Steven J. Rose

President

1747 West Trindle Road
Carlisle, PA 17015
www.ROSEMTL.com

P: 717-245-0883 (Ext. 5)
M: 717-609-6556
srose@ROSEMTL.com

Increase your visibility with an ad
in the Merit Shop Spokesman!

Reach members and
future members with each issue

Contact Kristi Pronovost at the Chapter office
to reserve your placement!

(717) 653-8106
kristi@abckeystone.org



BETTER PREPARED

MORE SECURE

Insurance & Bonding
Risk Management
Health Benefits
Wealth Management
3rd Party Administration

We give you a strategic
advantage to anticipate
and prepare for future
challenges, opportunities,
and growth.

■ Call our Construction
Services Division



717.397.9600 | 800.533.5271
murrayins.com

ABC Keystone Safety Awards Dinner

Presented by:  **COHEN SEGLIAS**
PALLAS GREENHALL & FURMAN PC

Wednesday, May 1, 2019
4:00 pm – 8:00 pm
Eden Resort and Suites

Register online:
abckeystone.org

Celebrate Commitment to Safety!



STEP Forward for Safety

BY: KEVIN B. KEITH, DIRECTOR OF SAFETY

Certification of **Crane Operators**

As of February 7, 2019, the final rule of OSHA's Cranes and Derricks in Construction Standard was implemented. What that means for employers is that all crane operators operating a crane with a capacity of greater than 2000 lbs must meet the certification and qualification requirements implemented in the final rule. Employers must now meet all the new evaluations and documentation requirements for their crane operators and maintain these records.

Is this something new? No. Operator certifications were required in the release of OSHA's 2010 crane rule, but the effective date of that requirement was pushed to November 10, 2018. The new rule simply removed the requirement that certifications include the lifting capacity of the crane as part of the certification. Certifications are specific to the crane type and in some cases the activity of the crane operation. OSHA rules are separate from the State requirements for licensure, and these rules must be followed as well as the OSHA rules. Employers must also assess and document the crane operator's skills during operation of the crane, and OSHA details the assessor's qualifications to perform these types of observations.

Operators can meet the new OSHA certification requirements by obtaining a certification from one of three certification organizations or entities. They include an accredited crane operator testing organization, an audited employer program, or by obtaining the qualification provided by the U.S.

Military. All operator certifications must include the type of crane or cranes that the individual is certified to operate. If the documents include the capacity in addition to the type, this certification would be acceptable as well.

Employers must fulfill the employer's duty under the final rule by evaluating the operator during operation to ensure that the operator has the skills, knowledge, and ability to recognize risks, avoid them safely, and has the necessary abilities to competently and safely operate the crane. This evaluation is to be documented by a qualified assessor who also has the necessary knowledge, training, and experience necessary to assess the crane operator(s).

These evaluations, once completed, do not need to be repeated for similar cranes of lesser complexity or capacity if the operation of the equipment is similar and deemed to be consistent with the previously observed crane evaluation. All evaluations must be documented and provide specific information that includes the operator's name, the evaluator's name and signature, the date of the evaluation and the make, model, and configuration of the equipment used during the evaluation. The employer must make this documentation available on the worksite for as long as the operator is employed by the employer.

With this being a new release of the final rule, companies may have questions of how to properly implement the new rules. If you have questions related to the new ruling

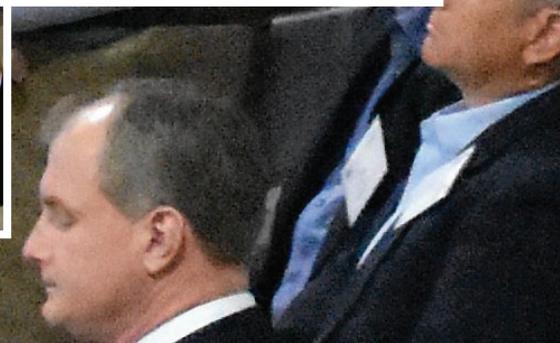
and your operators' certifications, ABC Keystone can assist in answering your questions and provide guidance to assist your company to maintain compliance. Contact ABC Keystone.

Find Solutions at ABC
Keystone for Your
Safety Training Needs!

Visit abckeystone.org for
upcoming course offerings

Remember, if you don't see a course that you are looking for, contact Kevin Keith, Director of Safety Services, to discuss customized training for your company!

ABC Keystone Economic Breakfast *Presented by Centric Bank*





Associated Builders
and Contractors, Inc.

Keystone Chapter



More photos
available on
Facebook!



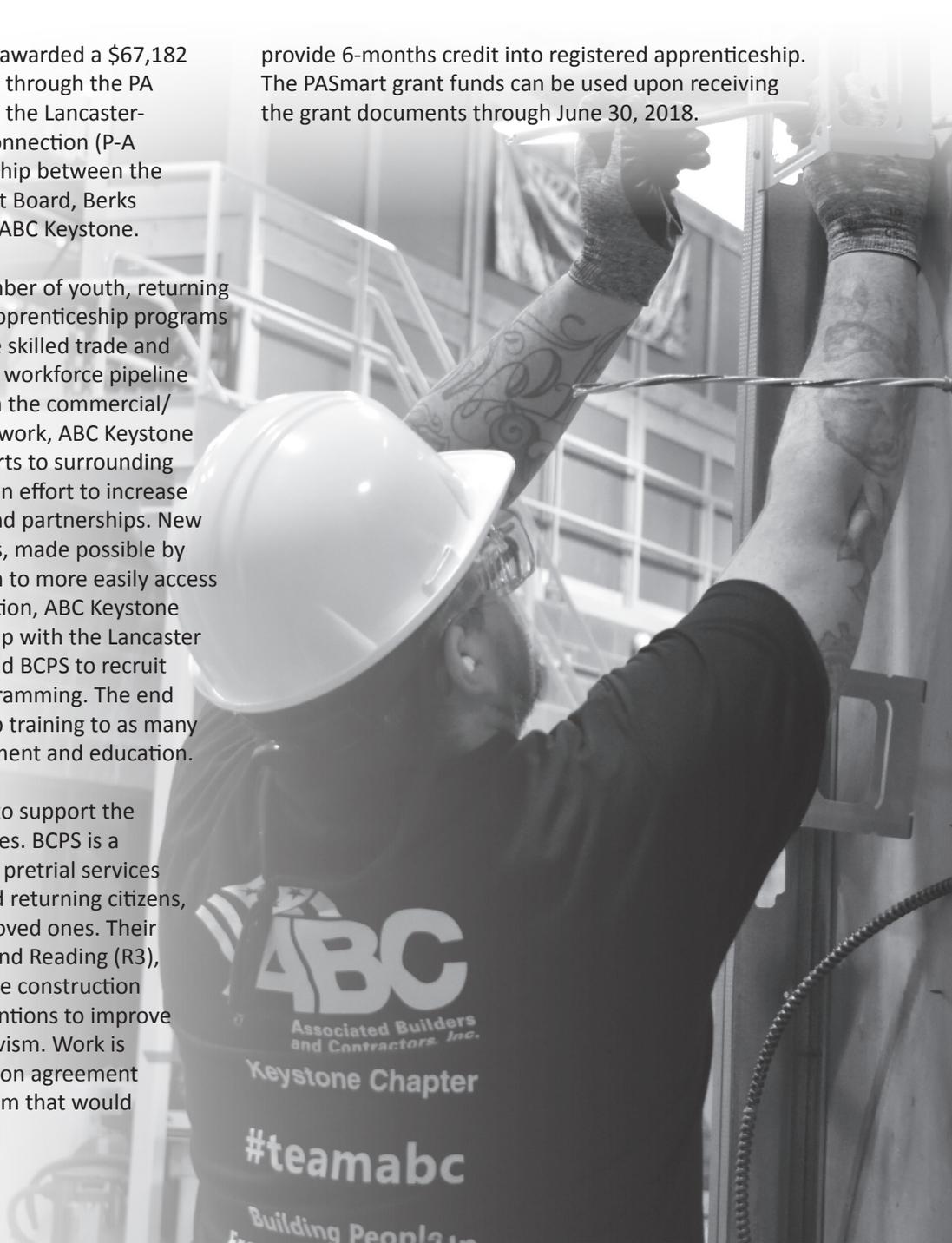
ABC Keystone Receives PASmart Pre-Apprenticeship Grant

The Keystone Chapter was recently awarded a \$67,182 PASmart Pre-Apprenticeship Grant through the PA Department of Labor & Industry to create the Lancaster-Berks Construction Pre-Apprenticeship Connection (P-A Connection). P-A Connection is a partnership between the Lancaster County Workforce Development Board, Berks Connections/Pretrial Services (BCPS) and ABC Keystone.

P-A Connection seeks to increase the number of youth, returning citizens, and the underemployed in pre-apprenticeship programs in the two-county area and to provide the skilled trade and employability skills necessary to build the workforce pipeline needed to meet the increasing demand in the commercial/industrial construction trades. To make it work, ABC Keystone will increase outreach and education efforts to surrounding schools and community organizations in an effort to increase the number of articulation agreements and partnerships. New articulation agreements with area schools, made possible by this grant, will allow additional area youth to more easily access the pre-apprenticeship programs. In addition, ABC Keystone will host Open House events in partnership with the Lancaster County Workforce Development Board and BCPS to recruit participants into pre-apprenticeship programming. The end goal is provide no-cost pre-apprenticeship training to as many as 20 individuals with barriers to employment and education.

A portion of the grant funds will be used to support the work of Berks Connections/Pretrial Services. BCPS is a nonprofit organization that provides both pretrial services and reentry programming for inmates and returning citizens, as well as services for their children and loved ones. Their reentry program, Rebuilding Reentrants and Reading (R3), is a comprehensive training program in the construction trades that incorporates cognitive interventions to improve employment outcomes and reduce recidivism. Work is already underway to develop an articulation agreement between ABC Keystone and the R3 program that would

provide 6-months credit into registered apprenticeship. The PASmart grant funds can be used upon receiving the grant documents through June 30, 2018.





2019 Excellence in Construction Awards

Submission Timeline

It's time to prepare for your 2019 Entries!

Important EIC Submission Dates!

Intent to Submit Forms Due April 19
Entries Due June 7

Coming Up Soon!

- ✓ Determine final list of projects to submit that meet award criteria (i.e. completion date).
- ✓ Start compiling information gathered during the year into a draft submission.
- ✓ Develop checklist of award requirements to determine items still needed (sample provided at abckeystone.org).
- ✓ Obtain a copy of your AQC Contractor certificate from ABC National.
- ✓ Complete Project Narrative. (Please provide plenty of time for others to weigh in as necessary.)
- ✓ **Complete an "Intent to Submit" form per project and return to michele@abckeystone.org.**
-- Due April 19, 2019 --

June 2019

- ✓ **Submit entries via Dropbox and finalize payment to ABC Keystone. Due June 7, 2019.**

August 2019

- ✓ Receive notification of awards results from ABC Keystone.
- ✓ Determine award acceptors for Excellence and Merit Award winning entries. Due September 6, 2019.

September 2019

- ✓ Register award acceptors and additional guests for the Awards Gala; invite project owners, project managers, and project design professionals who worked on the project with you.

October 2019

- ✓ Attend the Awards Gala for 2019 Entries.
- ✓ Publicize and highlight your company's award winning projects. Review the PR Kit on abckeystone.org.

⇒ ***Keep an eye out for ABC National
Excellence in Construction Awards materials!***

Chapter Calendar - Events, Education & Training



Keystone Chapter

2019

March

- 11 Adult AED, CPR & Basic Medic First Aid
- 12 Presentations – Removing the Fear - *Part of the Leadership Development Series*
- 12 Engaging & Mobilizing Your Team - *Part of the Leadership Development Series*
- 12 Construction Wars – A Middle School Hands-on Career Exploration Event (3/12, 3/13 & 3/14)
- 14 OSHA 30-Hour Construction (starts 3/14)
- 14 Delegating for Results - *Part of the Professional Development Series*
- 18 Basic Blueprint Reading for Support Staff (starts 3/18)
- 19 Safety Forum: Industrial Hygiene - Collecting Air Samples for Silica
- 19 ABC Keystone Trivia Tuesday Mixer Presented by Barley Snyder
- 20 Safety, Security, Health, and Leaves of Absence Management
Part of the Human Resource Management Academy
- 20 No-cost Spotlight Seminar: Leveraging Bluebeam Revu to Improve Your Business
Presented by Print-O-Stat
- 20 Field Engineering: Hands-on Field Labs & Classroom Learning (Starts 3/20)
- 27 ABC Keystone's Construction Contractor Human Resources Peer Group Roundtable
- 28 Crew Leadership for Effective Teams (3/28 & 3/29)

April

- 3 Mental Fitness for Leaders: Building Healthy Teams & Organizations - *NEW Offering!* (Starts 4/3)
- 8 Aerial Work Platform Operator Training Classroom and Hands-on Proficiency Certification
- 8 ABC PA Free Enterprise Day in Harrisburg
- 9 Building a High Trust Team: Who's Got Your Back? - *Part of the Leadership Development Series*
- 10 Pay, Benefits, and Other Rewards - *Part of the Human Resources Management Academy*
- 11 Conflict Management – *Part of the Professional Development Series*
- 16 Commercial Flooring Installation Training
Presented by Mohawk Group & ABC Keystone (4/16 or 4/17)
- 17 SalesWorks! Generating Revenue & Developing Long Term Clients (Starts 4/17)
- 18 Rough Terrain Forklift Training
- 25 ABC's CEO Roundtable (CEO / Owners / Executive Leadership)
- 25 Competent Person for Excavation and Trenching
- 30 Mobile Elevating Work Platform Supervisor Training

Save the Date:

May

- 1 ABC Keystone Safety Awards Dinner Presented by Cohen Seglias Pallas Greenhall & Furman PC
- 16 Apprenticeship Graduation & Craft Professionals of the Year Awards



If you don't see the **education** and **training** that you need, contact the Chapter!
We can **customize** to your needs.

ABC Keystone



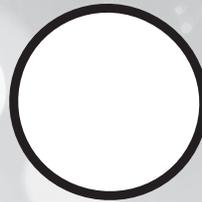
Trivia Tuesday Mixer

Keystone Chapter

Presented by:

Barley Snyder

ATTORNEYS AT LAW



Tuesday, March 19, 2019
5:00 pm – 7:00 pm

Cork Factory Hotel, Lancaster

Professionally hosted trivia!

**Bar compliments of
2019 C.O.R.E. Sponsors!**

Register online: abckeystone.org



Keystone Chapter

Welding Classes
Starting **Now!**

**D1.1 Structural Welding
Classes & Certification**

Contact Stephanie@abckeystone.org
for more information & to register
(717) 653-8106 | abckeystone.org

The Latest Member News

Benchmark Construction Co. Inc. Creates New Acquisitions & Development Department

Benchmark Construction Company of Brownstown, PA is pleased to announce that Michael S. Callahan has been hired as Vice President of Acquisitions and Development. This newly created position is responsible for the evaluation of acquisitions and development opportunities. This additional service offering from Benchmark allows clients to engage with the company as early as the conceptual stage in the development process.

Bright Law Firm Merges Services into Saxton & Stump

Saxton & Stump, a Pennsylvania-based law firm, is pleased to announce that Jeffrey C. Bright, Esq., founder of Bright Law Firm, has merged his practice into the firm effective February 1, 2019. Bright Law Firm was established in 2017 as a boutique firm focused on the construction industry. *"We are excited that Bright Law Firm has decided to merge their services into the firm."* said James W. Saxton, CEO. *"Jeff's experience allows us to continue to bolster our construction and commercial litigation groups."*

New Leadership Announced at Frey Lutz Corp.

At the request of the Board of Directors, majority shareholder Richard Donnelly Jr. resumed his former role as President/CEO of Frey Lutz Corp. in August 2018. After navigating that transition, Frey Lutz announces the first phase of the company's succession plan. Jeffrey Donnelly has been named executive vice president. Rick will spend the next two years mentoring Jeffrey to assume the role of president in 2021. Rick will remain CEO of Frey Lutz at that time.

RKL LLP Expands Research & Development Tax Credit Practice with New Leadership, Experienced Hire

RKL LLP introduced Benjamin J. Fortner, J.D., as leader of the firm's expanded Research & Development (R&D) Tax Credit Practice within its Tax Services Group. Joining Fortner on RKL's existing R&D team is Kerrie A. Wesley, J.D., who serves as R&D Credit Practice Manager. *"At RKL, we're constantly inspired by the innovation of our clients, and we're committed to helping them reap tax benefits from product and process development,"* RKL CEO Edward W. Monborne said. *"Now that Research & Development tax credits are more widely available to even more industries, we're proud to welcome highly regarded professionals like Ben Fortner and Kerrie Wesley to grow RKL's R&D Tax Credit Practice and help businesses across the nation take full advantage of this economic incentive."*

Wagman Welcomes Stephanie Kennedy, SPHR as Vice President of Human Resources.

Wagman recently welcomed Stephanie Kennedy, SPHR as Vice President of Human Resources. Ms. Kennedy brings over 20 years of human resources experience, including talent acquisition, onboarding, training and development and employee engagement for both private and public companies. She received her B.A. in Organizational/Leadership Studies from University of Wisconsin Parkside and her Master's in HR Management from Keller Graduate School of Management. This position offered the opportunity for her to relocate from Wisconsin and return to the York area. Ms. Kennedy replaces Bill McCrudden, who will retire March 1, 2019 after more than 25 years with Wagman.

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 February 1, 2019

Advantage Engineers LLC

Bruce G. Stegman, PE, Senior Engineer
435 Independence Ave, Suite C
Mechanicsburg, PA 17055
ph. (717) 458-0800
bstegman@advantageengineers.com

Sponsor: Jan Wagner,
Kinsley Construction, Inc.

Industrial Caulk & Seal, Inc.

Charles Marshall,
Executive Vice President
302 Broad Street
Delta, PA 17314
ph. (717) 456-7015
cmarshall@industrialcaulkandseal.com

Sponsor: Michael J. Stefanic,
Mowery

The Keating Agency, LLC

Thomas J. Keating, President
7201 Paxton Street
Harrisburg, PA 17111
ph. (610) 489-6168
tkeating@thekeatingagency.com

Sponsor: Michael Metz-Topodas,
Cohen Seglias Pallas Greenhall &
Furman PC

Pollart Electrical Sales, Inc.

Walt Cunningham,
Outside Sales Support
1231 Ford Road
Bensalem, PA 17601
ph. (215) 245-4003
wcunningham@pollart-electrical.com

Sponsor: , Kevin Eshleman,
H.L. Wiker, Inc.

Spartan Surfaces

Doug Fulmer, Sales
10 South Hays Street
Bel Air, MD 21014
ph. (410) 838-7619
dfulmer@spartansurfaces.com

Sponsor: Joe Finkey,
Martin's Flooring, Inc.



Ultimate Accountability is our promise to deliver tailored, personal, and expert services to our clients on every job, every time. This promise has been the foundation on which we have built relationships with our construction industry clients for 40 years. To learn more go to:

www.whywalz.com

With Services in:

- Bid Models
- Break-even Analysis
- Cost Segregation and Unit of Property
- Backlog Evaluation
- Overhead Analysis
- Cash Flow Analysis

2019 Spring Regional Construction Wake-up Call Series

Coming to Your
Backyard this Spring!

Topics/Dates TBD

Visit abckeystone.org for updates

2929 Lititz Pike | PO Box 5555 | Lancaster, PA 17606-5555

717.392.8200

Apprenticeship at ABC Keystone

Meet the **Keystone Chapter** 2019 National Craft Championships Team



Brandon Dippner, Electrical
Employer: CCS Building Group
Hometown: Denver, PA

Advice to future competitors:
"Work hard to reach your goals and see it through to the end."



Matthew Leibhart, Carpentry
Employer: Warfel Construction Company
Hometown: Harrisburg, PA

Advice to future competitors:
"Pay attention to everything that goes on around you. You can learn a lot that way."



Anthony Hartz, Plumbing
Employer: Brubaker, Inc.
Hometown: Leola, PA

Favorite part of your career choice?
"[I like the] variety of work that comes with the plumbing trade."



Tim Thalwitzer, Sheet Metal
Employer: Walton & Company
Hometown: Baltimore, MD

What are you looking forward to most at the competition?
"I'm looking forward to showing my craftsmanship at the craft competition."



Khalil Hunter, HVAC
Employer: H.B. McClure Company, Inc.
Hometown: Dallastown, PA

What are you looking forward to most at the competition?
"Working with apprentices across the nation and seeing the different ways people complete tasks."

These five apprentices represent the top of their class. They will each be competing on behalf of ABC Keystone in Long Beach, CA, on March 27, at the National Craft Championships.

ABC National Craft Championships

The National Craft Championships (NCC) are held annually to highlight the achievements of the men and women who represent the future of the construction industry. Craft trainees and apprentices travel from across the country to demonstrate their superior skills, training and safe work practices and compete for top honors in their chosen craft. NCC demonstrates the staunch commitment of ABC members, chapters, training sponsors and staff to the career path the construction industry offers.

For more information, please visit: www.abconvention.org/Programs/NCC



ABC Keystone's 2019 National Craft Championships Team



Congratulations!

The Keystone Chapter applauds your skill and determination. Wishing you success at the ABC National Craft Championships on March 27!



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

@ABCKeystonePA



@ABCKeystone



linkedin.com/company/abckeystone/



@abckeystone



Visit abckeystone.org for more!

#ABCKeystone

#ABCMeritShopProud