

The Merit Shop Spokesman

ABC Keystone Newsletter



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G. David Sload, President-CEO

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The Merit Shop Spokesman

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A Message from the Chair

Safety Analytics: Leading vs. Lagging Indicators

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

How can contractors measure safety success? Many factors can be evaluated: Fewer accidents and injuries from one year to the next can indicate success. Evaluating OSHA 300 logs, comparing Experience Modification Rates and lowering insurance costs can also be measures of success. These are all lagging indicators which represent events that happened in the past. Leading indicators are needed to focus on what is happening today to ensure these incidents do not happen in the future.

According to The National Safety Council: "*Leading indicators measure the events leading up to injuries and fatalities and also provide information about the current state of an organization's safety management system. Specifically, leading indicators are designed to give advanced warning of potential problems so that preventive actions can be taken. Additionally, they help to reveal weaknesses in an organization's procedures or employee behavior before they have a chance to cause real harm.*"

The use of leading indicators is a proactive way to identify areas of your safety program that need improvement and can provide real time information regarding the state of any organization's safety program. Using leading indicators can help predict safety systems breakdowns that could lead to accidents and/or injuries.

Leading indicators can be classed into three categories: Operations Based, Systems Based and Behavior Based. Operations Based focuses on the functioning of the organization. This method measures and evaluates training, preventive and corrective actions, risk assessment, compliance, etc. Systems Based is the management of health and safety systems. This includes discipline and reinforcement systems, communication, hazard analysis, etc. Behavior Based leading indicators measure the behavior or actions of individuals or groups in the workplace along with people to people interaction. This quantifies leadership engagement, at-risk behaviors, and area observations.

Defining and identifying leading indicators does not have to be overly complicated or difficult, although the process to attaining world class safety does typically take some time. It also takes complete buy-in from the entire company - from upper

management to front line personnel. Management buy-in is essential in setting the tone for safety throughout the company.

A few simple things can get you started on using leading indicators to improve your safety culture. If you don't have a safety committee, start one. No matter the size of the organization, it is important to periodically take some time to review the company's safety issues and struggles and create a plan of action to address them. Encourage upper management to be part of the safety committee to reinforce the company's commitment to day to day safety efforts.

Secondly, communicate safety every day. I encourage safety huddles every morning to discuss the day's work as well as what hazards will be present and how they will be handled. This gives everyone on the job the ability to ask questions to get the job done correctly and safely.

I encourage all members to complete the STEP (Safety Training Evaluation Process) application. STEP is comprised of 22 leading indicators that are proven to improve safety performance. It is a great way to evaluate your current safety program and can show how to use leading indicators to improve.



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

ABC Membership Can Pay for Itself!

Some Members Receive a Positive Net on their ABC Membership with Affinity Programs

BY: G. DAVID SLOAD, ABC KEYSTONE PRESIDENT-CEO

When we survey members to see why they join ABC, we typically get one of three answers: Advocacy, Member to Member Networking (i.e., business development) or Education and Training. How do we place a value on these things, and are there other things that bring value to you, the member, as a result of your membership in ABC?

All three answers highlight the best of ABC and affect your bottom line. When we look at advocacy, it is difficult to put a tangible value on it. We need it to help protect our businesses from unnecessary government regulations and interference. While it may not add to your bottom line directly, advocacy protects members from losing more from your bottom line. Business to business networking may be able to be measured based on the potential of additional contracts and work. Education and training provides a safer and more efficient workforce, thereby adding to the bottom line.

While there's value to all three of the areas mentioned above, sometimes it is hard to quantify this value in dollars and cents. So, let's talk about a potential Positive Net on your ABC Membership! That's right: Some members pay for their entire annual ABC membership investment through savings on our Affinity Programs – discounts on vehicles, cell phones, shipping, uniform services, and more.

Just over one-quarter of ABC Keystone members are taking advantage of our discount opportunities – however, those that do are SAVING BIG: as an example, one member has saved \$144,000 on vehicles through ABC's Affinity program within the past twelve months!

Here are some specific examples of savings with your ABC Affinity programs:

- Save \$500 to \$1,000 on General Motors vehicles, with \$1,000's more in fleet and accessory savings
- Save \$3,000 to \$7,000 on Nissan trucks, cars and vans
- Shipping: Keystone members saved over \$37,000 on FedEx shipping in 2018 through the ABC Program!

- Does your company use cell phones? As an ABC Contractor member, you can save up to 22% monthly on Verizon calling plans!
- In need of uniforms? Save 20% off work wear and accessories through Aramark. Deep discounts at Enterprise, AutoZone and Lowe's are just a few more of the many affinity programs available
- The 'ABC Marketplace' shopping portal provides discounts on computers, electronics, restaurants and 20 other categories

Discounts can also extend to your employees. Consider this a part of your firm's benefits package, as a large number of the above-mentioned programs – including vehicle and cell service discounts – extend directly to your employees.

How do you get started? To review all the available programs and their details go to abc.org/discounts. For your employees, ask them to check out abc.org/employeediscount, and for the ABC Marketplace go to abc.org/marketplace. Or, call us for more information.

Become one of the members that receives a Positive Net with your ABC Membership! Check it out and add value to your company and your employees.

Increase your bottom line!



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

NEW:

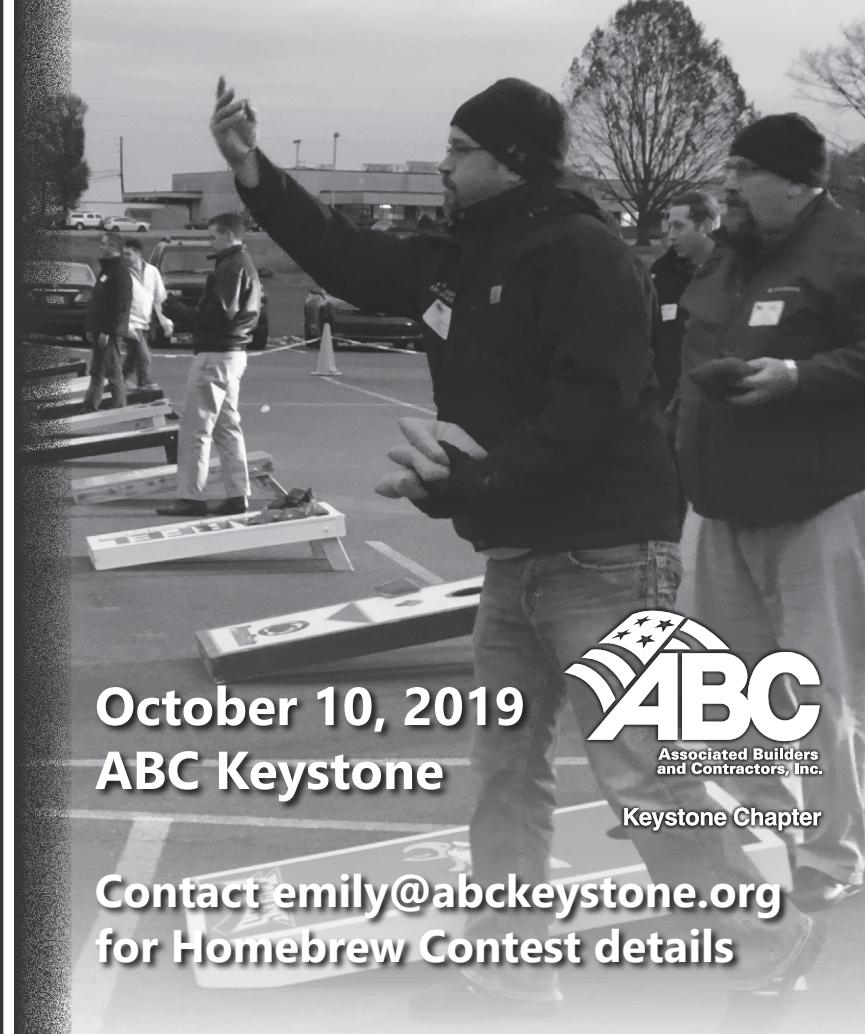
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**October 10, 2019
ABC Keystone**



Keystone Chapter

**Contact emily@abckeystone.org
for Homebrew Contest details**

ABC Keystone Members Save!
Affinity Program of the Month:

Verizon Wireless and ABC have teamed up to provide you special discounts and offers. This program's exclusive ABC Member discounts apply to monthly calling plans for existing subscribers and new lines of service. This is another tremendous benefit as a result of your membership with Associated Builders and Contractors!

Exclusive Contractor Member Benefits:

- Save with exclusive discounts (up to 22%) on monthly calling plan fees and accessories*
- Apply the discounts to existing contracts and new lines of service
- Learn about hundreds of Verizon's construction-specific applications

Employees also benefit!

- ABC Member employees receive discounts on their new and existing personal lines**

Who is eligible?

- Any contractor member
- Building material suppliers
- Crane rental, construction equipment rental, construction staffing/labor and trash dumpster/haul-off

*Unlimited plans are not eligible for these exclusive discounts (minimum of 5 lines required)

**Employer must be a participating company in this program

To learn more, visit abckeystone.org/member-benefits or contact Mike Bachman, Director of Membership: mike@abckeystone.org

verizon✓

Your ABC Keystone Membership Can Pay for Itself!

Ask an Attorney

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Change Orders, Change Directives, and Differing Site Conditions

BY: JEFFREY C. BRIGHT, ESQ., SAXTON & STUMP, LLC

Most project managers know that when the work, cost or schedule is modified, a change order should document the event. But confusion often arises as to what type of notice and documentation should be used in these scenarios.

The answer: it depends.

The circumstances for each situation are different, depending on the specific contract language and the reason for the change. The following points should be kept in mind when deciding the course of action:

Follow your contract. Most contracts provide a specific process for noticing, documenting and agreeing upon changes. Certain timelines and procedures may be required, and they should be followed. If you fail to notice the change order request in a timely manner, you might waive your rights to additional compensation or time. However, even if the deadline has passed, it is often wise to request the change order because you still might be entitled to it.

Change Orders vs. Change Directives. A change order is an agreed upon modification to the contract. But if the change cannot be agreed upon, whether it be disputed compensation, scope or schedule, most contracts provide that a change directive may be issued.

A change directive is a written document that memorializes the existence of a disputed change and mandates that the contractor (or subcontractor) must proceed with the change order work under protest. The protest may be towards the compensation, the project schedule or some other item.

If the issue cannot be resolved, a claim can be made while the work proceeds towards completion. Each of these steps—the proposed change order, the rejected change order, the change directive for work under protest, and the claim for dispute—should be documented in writing and timely noticed.

Different processes may exist for different types of changes. Contracts sometimes require different processes depending on the type of change. If the change is a design conflict, it is often wise to first submit a request for information (RFI).

In the case of a differing site condition or a concealed site condition, some contracts differentiate the standards for recovery of claims. For example, most federal construction contracts classify the issue as either Type I, which is a condition on site that differs from the information provided in the contract documents, or Type II, which is a condition on site that differs from those that are usual and reasonably anticipated.

Some contracts also treat changes to the schedule differently. Certain rights may or may not be afforded, depending on whether it is an adverse weather issue or active interference by the owner or another contractor.

The process and right to recover for changes in time for compensation is dependent on the specifics of the situation and terms in the contract. All parties — contractors, subcontractors, and owners — can protect themselves by making sure there is a change order clause in the contract that details the rights and obligations of the parties. If issues arise, requests for changes (and rejections) should be memorialized in writing to prevent disputes as to facts and notices.



Jeffrey C. Bright, Esq.
Senior Counsel
Saxton & Stump, LLC

Negotiating change order terms upfront, or noticing and litigating change order disputes, is a complicated area of law and factual documentation. Best practice is to seek counsel advice early and often to ensure that all issues and evidence are documented accordingly.

The author, attorney Jeffrey C. Bright, regularly presents at ABC Keystone's educational seminars. Jeff focuses his practice on construction matters, civil litigation, employment law and real estate development and disputes. He represents contractors, subcontractors, owners, construction managers and design professionals on the preparation, revision, negotiation and litigation of construction contracts.

Saxton & Stump is a full-service law firm serving businesses by providing legal and consulting services. The firm's professionals apply strategic solutions and provide problem-solving support to help clients navigate legal issues and thrive in an increasingly complex world.

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Ask an Attorney or
an Ask an Accountant
Merit Shop Spokesman Article

Share Your Expertise!

If you are interested in writing for the
"Ask an Attorney" or the
"Ask an Accountant" feature,
please contact:

Kelly Moore
Asst. Director of Marketing & Communications
kelly@abckeystone.org

Thank you for contributing to
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DNA

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today. Visit abc.org/step.

Workforce Development Begins at the Earliest Ages!

Hands-on House and ABC Keystone are partnering to develop a new construction-focused exhibit, slated to open early in 2020.

Be a part of this exciting venture!



HOH Construction Co.

BUILDING FOR THE FUTURE

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APPRENTICESHIP CAMPAIGN

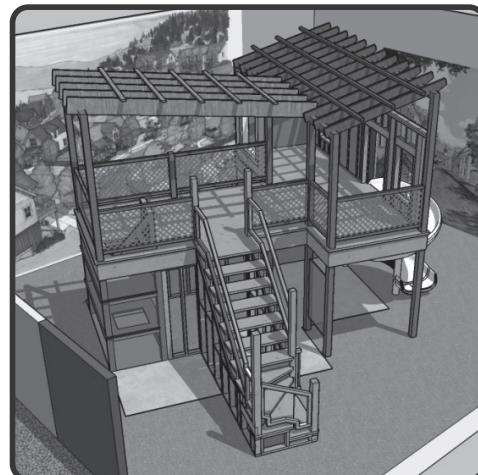
Master \$7,500

Company/group/family/individual name —

- on sign at exhibit entrance
- on brick at museum entrance patio
- logo on HOH Construction Co. web page (for at least one year following opening of exhibit)
- listed on museum donor web page
- listed in annual report (if contribution made by September 30)

as well as—

- invitations to preview night
- corporate membership (up to six people) for one year



Journeyperson \$5,000

Company/group/family/individual name —

- on sign at exhibit entrance
- on brick at museum entrance patio
- logo on HOH Construction Co. web page (for at least one year following opening of exhibit)
- listed on museum donor web page
- listed in annual report (if contribution made by September 30)

as well as—

- invitations to preview night
- 12 admission passes



Apprentice \$2,500

Company/group/family/individual name —

- on sign at exhibit entrance
- on HOH Construction Co. web page (for at least one year following opening of exhibit)
- listed in annual report (if contribution made by September 30)

as well as—

- 2 invitations to preview night
- 8 admission passes



Pre-Apprentice \$1,000

Company/group/family/individual name —

- on sign at exhibit entrance
- on HOH Construction Co. web page (for at least one year following opening of exhibit)
- listed in annual report (if contribution made by September 30)

as well as—

- 4 admission passes

Advocacy Update

State Looks to Reform Licensure

BY: BRENT SAILHAMER, DIRECTOR OF GOVERNMENT AFFAIRS

As a companion to the mandatory budget negotiations, legislators have spent the Spring of 2019 looking at another issue dealing with the way the State regulates business. As part of a larger criminal justice effort spearheaded by a group of bipartisan legislators, occupational licensure reform has found the spotlight.

Following a rigorous audit of the Commonwealth's occupational licensure system in 2018, the Wolf administration has proposed several changes to the current system, including the repeal of 13 mandatory licenses, such as cemetery brokers, auctioneers, and barbers. Over the years, heavy criticism of these antiquated licensure structures has claimed that they create barriers to entering the workforce, put unnecessary burden on employees, and add additional cost that drives up consumer pricing. Along with eliminating these licenses, the administration also supports the elimination of an automatic 10-year ban for drug offenses for certain licenses. Instead, the Governor is calling for a thorough character and fitness review of each applicant, rather than a mandatory, automatic penalty.

The legislature has also joined the effort for licensure reform, pointing to the current structure as a significant setback in criminal justice reform. Senate Bill 637, introduced by Sen. John DiSanto (R-Dauphin), would amend the Criminal History Record Information Act (CHRIA) to limit licensing boards and commissions to only withhold licenses for convictions that are related to the license in question. Currently, in many instances, boards and commissions can revoke or refuse a license for any conviction, despite an applicant who has completed necessary training and testing for the anticipated occupation. The legislation would also require boards and commissions to clearly denote how previous offenses could hinder specific occupational license applications.

While the most popular legislation is sometimes the hardest

to cross the finish line, it's safe to say that criminal justice reforms, including changes to the state's occupational licensure structure, will be coming our way.

Download the **ABC Action App**

The ABC Action App is an advanced advocacy tool that enables users to become a vital part of the ABC grassroots advocacy efforts and further the merit shop philosophy.

Get it on Google Play and the iTunes Store for the latest ABC legislative updates and alerts!



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YP Spotlight:

Daryl Staley, CPA, MBA, Manager, SEK, CPA's & Advisors

Role you play in your organization:

I am a manager working in the firm's Accounting, Consulting, and Tax Services Department.

Why do you wake up and go to work every day?

Every day is something new, and I never know what opportunity will present itself when the day begins. I love serving as the accounting function for closely held businesses. In my role, I help businesses understand their financial health and provide them with strategies to reduce tax liability, all while assisting them in their pursuit of short and long-term goals.

As a Young Professional, how has your involvement with ABC Keystone helped you?

I have had the opportunity to meet several really smart people who have taught me about the construction industry. I have gained valuable knowledge that I am able to translate to my interactions with my construction clients.

Words of advice for fellow YPs?

Be yourself, ask questions, always give your best effort, and don't be afraid to fail.

Favorite or inspirational quote?

"I've missed more than 9,000 shots in my career. I've lost almost 300 games. Twenty-six times I've been trusted to take the game winning shot and missed. I've failed over and over and over again in my life. And that is why I succeed."

- Michael Jordan



Daryl Staley, CPA, MBA,
Manager
SEK, CPA's & Advisors
dstaley@sek.com

Suggested Reads for YP's?

- "Don't Sweat the Small Stuff"*
-Richard Carlson
"15 Invaluable Laws of Growth"
-John Maxwell

Happy Anniversary!

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating anniversaries in July 2019

60 Years:

J.C. Snavely & Sons, Inc.

20 Years:

Richard F. Mulá Architects, LLC

K.L. Tyndale, Inc.

10 Years:

McNees Wallace & Nurick, LLC

5 Year:

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Powerhouse Communications, LLC

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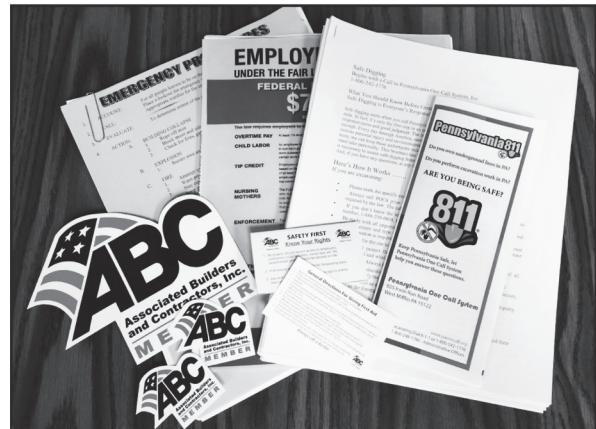
Keystone Chapter

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- Hazardous materials classifications
- Emergency procedures
- OSHA Construction Industry Digest
- Job safety check list and requirements
- Copy of a 300 Log

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Save the Date!

**NEXT. STOP.
NASHVILLE.**



A Young Professional's Perspective

Bethany Tesché
Director of Marketing & Client Relations
Houck Group, Inc.
7464 Linglestown Road
Harrisburg, PA 17112
btesche@houcks.com

Managing Customer Expectations When We're "Crazy-busy"

BY: BETHANY TESCHÉ, HOUCK GROUP, INC.

The key is to set realistic customer expectations, and then not to just meet them, but to exceed them – preferably in unexpected and helpful ways.”

- Richard Branson

When asked how things are going in our industry, the most frequent answer is typically: “It’s busy.” Quite the understatement, really. We’ve studied the forecasts, read the reports and braced ourselves for the deluge of awarded projects to commence – all while trying to manage the challenges of labor shortage and the unrelenting opposition of Mother Nature. But even more daunting than those challenges are the demands of the client’s expectations.

Although these challenges encompass the entire industry, the customers’ demands have not lessened. Anyone attempting to pacify a facility manager by using “it’s busy” as an excuse for any project delays can attest to how little patience there is for the plight of the contractor. So, how, in this climate of extreme busyness, are we to properly manage our reality with that of the customer? In the end, there will be only so much that scheduling, manpower and weather permit. Thankfully, there are measures we as project managers, estimators and business development professionals can take to effectively “hold the customer’s hand.”

“The first step in exceeding your customer’s expectations is to know those expectations.”

- Roy H. Williams

Set Realistic Expectations

The only way that expectations can be managed, met or exceeded is if they are realistic to begin with. If a customer is expecting something unrealistic, be transparent about the actuality of the situation. From the start, the client should be clear on what to expect; and, conversely, we must be clear on our own deliverables. What we promise and what we execute greatly impacts our credibility.

Walk in the Customer’s Steel-toes

From our standpoint, it can be extremely frustrating to maneuver through the sales and scheduling process when the customer’s

timeline was yesterday. Why didn’t the customer pull the trigger on the project earlier – before the backlog blew up? Don’t they realize that we have other customers that planned in advance, got on the schedule and have priority? Do they not understand that there is absolutely nothing we can do to control the weather, and that most projects can only be carried out in certain conditions?

The truth is, they are not thinking about any of that. More than likely, the client is simply focusing on how to get their job done. They are also doing so under circumstances that we have no idea about. The project may have taken a back seat to other, more pressing issues – but once approved, movement must be immediate. If there are delays or problems with a project, the facility manager will be hearing about it from all fronts, and not in the nicest of ways. Explaining their contractor’s backlog, scheduling issues and weather challenges is not going to fly with the client’s board members, residents or those working under their respective roofs.

Over Communicate

When things aren’t going perfectly or are leaning more on the stressful side, we tend to go quiet. In this boom, the very last thing we should be doing is under communicating. We should be going over and above with regular communication to stay on top of expectations and manage relationships. If plans change, we should be upfront. We need to take the time to educate the client about the process, keep them informed and check in with the right amount of frequency. When it comes to managing the expectations of the client, there is no such thing as over communicating.



Bethany Tesché
Director of Marketing & Client Relations
Houck Group, Inc.

Chapter Calendar - Events, Education & Training



2019

July

- 8 How to Improve Your Company's Safety
- 11 Accountability for Results: *Build Accountability for Successful Teams!*
- 18 Competent Person for Fall Protection & Falling Object Protection
- 24 Developing Your Skilled Labor & Leaders: *Growing Your Own!*
- 25 Executive Leader Peer Group (*CEO/Owners/Executive Leadership*)

August

- 6 ABC Keystone Summer Outdoor Mixer Presented by: Saxton & Stump LLC
Our most popular mixer of the year! Sponsorships available!
- 8 Managing Change: *Smooth, & Successful Change Management for Lasting Results*
- 8 Adult AED, CPR & Basic Medic First Aid
- 12 Safety Academy: *The Road to World Class Safety* (Aug. 12 & 13)
- 13 Competent Person for Supported Scaffold Training
- 19 Competent Person Training for Silica
- 21 Key Employment Law Competencies for Supervisors
- 27 Managing a Respiratory Protection Program

Keystone Chapter

2019 Fall Regional Construction Wake-up Call Series

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

View topic/dates/location updates online at abckeystone.org

Meeting times:
7:30 am – 8:45 am

A black and white photograph showing several construction workers sitting around a table, looking at papers or documents, suggesting a professional meeting or training session.

Save the Date:

- September 26 ABC Keystone Clay Shoot Presented by: OSS Health
Sponsorships available!
- October 10 ABC Keystone Chili, Cornhole & Homebrew Tailgate Party
Start Your Homebrew Now!
Sponsorships available!
- November 6 ABC Keystone Excellence in Construction Awards Gala
Presented by: Donegal Insurance Group
Sponsorships available!

Several New Series Start this Fall!

Mental Fitness, HR Academy,
Leadership Development & More!
Visit abckeystone.org



Discover more events/education/training and register online at: abckeystone.org

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

Safety Academy



The Road to World Class Safety

Featuring: Steve Wiltshire
Director of Safety, ABC National

August
12 & 13
2019

Hosted by:
ABC
Associated Builders and Contractors, Inc.
Keystone Chapter
abckeystone.org

August 12, 2019 / 12:00 pm – 4:00 pm & August 13, 2019 / 8:00 am – noon

Continue the conversation begun at ABC's successful Spring Regional Safety Panels

Expand on your knowledge and understanding – take a deeper dive!

Discover how an enhanced safety culture can play an important role in maximizing your profits

Relying on the extensive data that ABC National collects regarding safety and key leading indicators that top performers in safety have in common will help you and your company to improve safety. Deep diving into successful business models will reveal that top businesses have models that indicate that safety is part of the equation that maximizes their profits. Join us to discuss safety and how to make it part of your company's DNA.

This interactive forum will discuss the methods and means to develop a world class safety culture

Register online at: abckeystone.org

Exclusive Member Benefit

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Contact kevin@abckeystone.org with questions



Safety saves LIVES,
time, and money.

In Memoriam

Joseph W. Ryan, Jr.

Jan. 1, 1954 - May 29, 2019

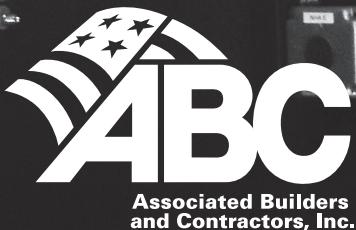


Joseph W. Ryan, Jr., President, Red Rose Interior, Inc. (Lancaster), was a former ABC Keystone Board Member. The Chapter sends our condolences to Joseph's friends and family.

Changes in ANSI Standards

ANSI has made some significant changes to the aerial lift standard. All aerial lifts will now be named Mobile Elevating Work Platforms, or MEWPs, and there is new terminology to classify the equipment. This change no longer aligns with OSHA and OSHA will be put in a position to make adjustments to reflect the new changes. The ANSI standard is set to go into effect on December 10, 2019, and it will require all operators and supervisors of operators to receive the updated training in order to meet the new requirements.

To better serve ABC Keystone members, Kevin Keith, Director of Safety, has recently attended instructor training held at JLG in McConnellsburg, PA. Kevin is now authorized to offer the training and will assist employers in meeting the new ANSI standards.



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ABC Keystone Signs Additional Articulation Agreements

The Keystone Chapter now holds articulation agreements with 11 entities:

- Berks Connections/Pretrial Services – 6 months
- Berks County CTC – 1 year
- Cumberland Perry Area Vocational Technical School – 1 year (carpentry, craft laborer and HVAC); 6 months (HEO, SM and P)
- Elizabethtown Area High School – 6 months
- HACC – 1 year for a Certificate Program; 2 years with an Associate's Degree
- Insight PA Cyber Charter – 6 months
- The Janus School – 6 months
- Lancaster County CTC – 1 year
- Penn College of Technology – 2 years
- School District of Lancaster – 6 months
- Thaddeus Stevens College of Technology – 6 months for a certificate in Facilities Maintenance Technology; 2 years with an Associate's Degree

Building Tomorrow's Workforce!

The Latest Member News

Bench Dogs

Bench Dogs has hired Michael Boyer as VP of Creative Development. Boyer holds 25 years' experience within the retail fixture industry, previously serving as an executive at Fleetwood Fixtures for the past two decades. His role at Bench Dogs will focus on retail design, development, and the manufacturing sector. Boyer's prior experience also includes informational display work and contract furniture. Bench Dogs, based in Denver, Pa, specializes in the creation and distribution of displays, fixtures, and case goods for brand manufacturers, industry partners, retail chains, and general contractors.

Commonwealth Fire Protection Company

Commonwealth Fire Protection Company and the Scott & Hoffnagle Scholarship Fund are proud to announce that four individuals were awarded 2019 Scott & Hoffnagle Scholarships. The Top Winner of \$7500.00 will be presented to Easton Hendrickson of Nottingham, Pa. Easton will be attending Thaddeus Stevens College of Technology in the Metals Fabrication & Welding Technology curriculum. Additional information is available on their web site: cfpsprinkler.com

E L A Group, Inc.

Central Penn Business Journal selected Cheryl L. Love, RLA, Principal & Division Director: Landscape Architecture, E L A Group, Inc. to receive the 2019 Women of Influence award. Thirty Women of Influence were selected by the editors of Central Penn Business Journal for their significant contributions to their respective fields and for their leadership in Central Pennsylvania in the following areas: civic leadership, communications, education, finance, general business,

health care, law, philanthropy, real estate and technology.

OSS Health & Kinsley Construction, Inc.

Kinsley Construction, Inc. broke ground on a new medical office building (MOB) for OSS Health. The 45,000-square-foot, three-story MOB and orthopaedic walk-in service facility will be conveniently located along Roosevelt Avenue in Manchester Township. The facility will allow OSS Health to better serve the West York community. Recently, Kinsley completed construction of the 6,000-square-foot addition and parking deck at the existing OSS Orthopaedic Hospital on Powder Mill Road.

Schaedler Yesco

2019 marks Schaedler Yesco's 95th anniversary. The focus of the company's celebration is less about the past, and more about the JOURNEY taken to arrive at today. *"Our story is about listening to the customer, adapting as needed, and keeping an eye on what's coming next,"* said Farrah Mittel, president. *"It's been that way since 1924 and it continues as we move confidently into the future."* The company will be launching an external campaign this month and plans a formal employee celebration in September. The Schaedler Yesco 95th Anniversary Video can be seen on the company's website: sydist.com/whoweare

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 June 18, 2019

IntegrityWorks Coaching

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Carlisle, PA 17013
ph. (717) 226-4306
mike@integrityworkscoaching.com
Sponsor: Mike Snyder,
H.B. McClure Company

Kegel Kelin Almy & Lord LLP

Benjamin Pratt, Esq.
24 North Lime Street
Lancaster, PA 17602
ph. (717) 392-1100
pratt@kkallaw.com
Sponsor: Benjamin Pratt, Esq.,
Kegel Kelin Almy & Lord LLP

Prevailing Wage Solution Center, LLC

Karen (deMontigny) Vogel
318 S. Market Street
Mechanicsburg, PA 17055
ph. (512) 470-4162
karen@prevwagesolution.com
Sponsor: Cleo Weaver,
Triangle Refrigeration Co.

PDQ Industries

Mary Loreto
2230 Embassy Drive
Lancaster, PA 17603
ph. (717) 656-5360
maryloreto@pdqlocks.com

Victaulic Co.

Benjamin Weaber
23 Laurel Drive
Hershey, PA 17033
ph. (484) 553-5640
benjamin.weaber@victaulic.com
Sponsor: James P. Craft,
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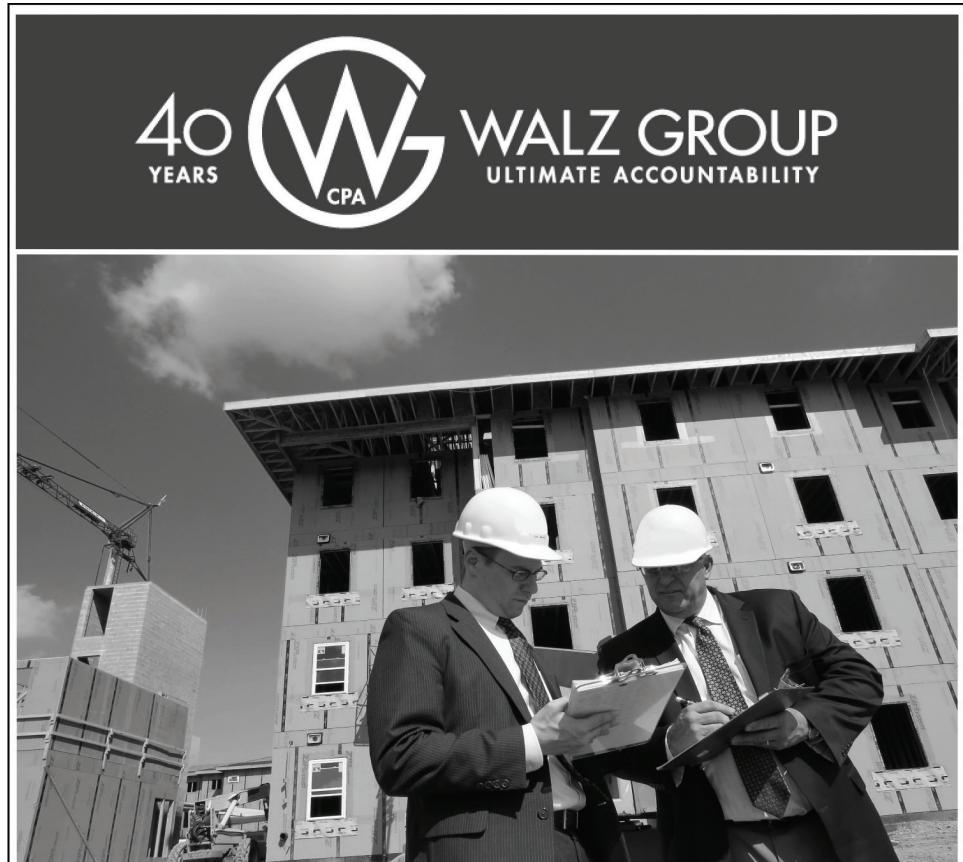
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The Walz Group logo is displayed prominently at the top. It features a large stylized 'W' with 'CPA' written below it, set against a dark background with the text '40 YEARS' and 'WALZ GROUP ULTIMATE ACCOUNTABILITY'. Below the logo is a black and white photograph of two men in business attire and hard hats standing at a construction site, reviewing blueprints or plans. In the background, a large building under construction is visible.

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Workforce Development at ABC

MSTRC Awards Eleven Scholarships for 2019/2020 School Year

Eleven deserving individuals were recently awarded scholarships from the Merit Shop Training and Research Center (MSTRC). The \$23,000 in scholarships for the 2019-2020 academic year brings the total to \$517,000 that has been awarded by MSTRC since its inception, helping students entering a career path in the construction industry.

The purpose of the Merit Shop Construction Scholarship Program, sponsored by ABC Keystone and administered by the Merit Shop Training & Research Center (MSTRC), is to assist individuals seeking to further their education in the construction field. To be eligible, applicants must enroll in a trade school, college or university program that is directly related to a construction career. This includes skilled trades, engineering, architecture, and construction management. Students are evaluated on recommendations, academic achievement, initiative, and community and extra-curricular activities.

This year's top award winners are:

Thomas M. Martz, Hanover (\$5,000), is a recent graduate (May 2019) of Delone Catholic High School in McSherrystown, PA and is pursuing Civil Engineering.

Activities: Jazz and marching band, chorus, speech and debate team

Student organizations: National Honors Society Service Committee, National English Honors Society

Volunteer: Relay for Life, Elementary and Junior Band helper, musical performances at retirement homes and adult daycare



Thomas M. Martz

Mickayla J. Harris, Lititz (\$3,000), is a recent graduate of Warwick High School and was dually enrolled with HACC and Harrisburg University. She is pursuing Mechanical Engineering.

Activities: Varsity, travel and league soccer; basketball

Student organizations: National Honor Society, Co-president of Aevidum (Aevidum is a 501(c)3 non-profit organization that empowers youth to shatter the silence surrounding depression, suicide, and other issues facing teens), soccer and basketball

Volunteer: Highway cleanup; science labs at a child care center

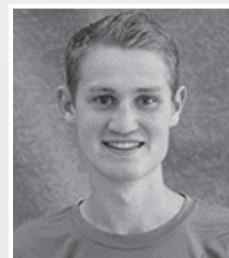


Mickayla J. Harris

Daniel B. Forry, Columbia (\$3,000) attends York College of PA and is pursuing Plastics Engineering. He graduated from Hempfield High School in 2017.

Activities: DCAA cross country, indoor and outdoor track & field

Student organizations: President/Founder of Fellowship of Christian Athletes; American Society of Engineering Education; American Society of Mechanical Engineers



Daniel B. Forry

Congratulations to all Scholarship Recipients!

View the full press release
[at abckeystone.org](http://abckeystone.org)

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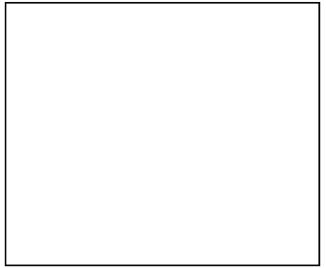


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