

# The Merit Shop Spokesman

ABC Keystone Newsletter



## Celebrating Excellence in Construction

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### It's That Time of Year Again - School is in Session!

# 3

# October is Careers in Construction Month!



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ABC Keystone | 135 Shellyland Road, Manheim, PA 17545  
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# The Merit Shop Spokesman

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PBX covers Pennsylvania, West Virginia, Maryland, Delaware and borderina counties of Ohio.



## A Message from the Chair

# Celebrating Excellence in Construction

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

**I**t is that time of year again - The start of the Autumnal Equinox, football season, Careers in Construction Month and ABC Keystone's Annual Excellence in Construction (EIC) Awards Gala Presented by Donegal Insurance Group!

This year's EIC event will be held on November 6 at Spooky Nook Sports Olympic Hall, Manheim. The awards gala highlights the hard work and dedication of ABC member firms and all aspects of the construction industry - from design through to the final punch list - and together, we will celebrate the best of the best in construction.

Each project entry is evaluated by volunteer judges represented by a cross-section of the industry, including local design professionals and engineers who determine the score based on execution of design, quality of craftsmanship, attention to detail, proper installation, outstanding planning and coordination efforts, challenges successfully overcome, project complexity, custom materials, safety, community impact and owner satisfaction. An ABC member accounting firm tabulates the judge's scores.

This year, we've seen a growth in entries! There are a total of 82 entries - 55 from General Contractors and 27 from Specialty Contractors. Last year, our attendance of 356 was a record year, and this year we are looking to grow that number. We have invited ABC as well as non-ABC member firms that worked on award winning projects. This will be a great way to introduce non-ABC members to all the offerings available at ABC Keystone.

Another group in attendance are owners of winning projects. Many in this group are unaware that their project(s) were deemed to be award winning within the construction industry. In addition, this is a tremendous opportunity to invite vendors and suppliers that had a hand in making a project successful.

Attend the 2019 EIC Awards and prepare for 2020! Now is the time to start preparing your 2020 EIC entries. Determine projects that are likely candidates for award submission. To be eligible, projects must be completed by December 31, 2019. Be sure to

take in-progress photos displaying all aspects of the job as well as photos of the completed project. For additional details regarding the EIC application process, please contact Emily Winslow at the ABC Keystone office: 717-653-8106 | [emily@abckeystone.org](mailto:emily@abckeystone.org).

I hope to see you on November 6, or at an upcoming ABC event!

ABC Keystone's Excellence in Construction  
Awards Gala Presented by:  
Donegal Insurance Group

Wednesday, November 6, 2019

5:00 pm: Networking

6:15 pm: Dinner & Program

Spooky Nook Sports Olympic Hall  
75 Champ Blvd  
Manheim, PA 17545

*Celebrate 30 Years of  
the Best of the Best in  
Construction!*

Register:  
[abckeystone.org](http://abckeystone.org)



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



# A Message from the President-CEO

## It's That Time of Year Again...

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

**L**abor Day has passed, and school is in session, both in our community and at the ABC Keystone training facility. With the passing of Labor Day, we also mark the beginning of a new Apprenticeship school year, and several changes were made by the Apprenticeship Training & Trust Board over the summer months in order to raise the program to a new level. Two changes in particular were the move to full-time instructors and secondly to insure enough was budgeted to provide the materials and equipment needed to expand the hands-on experience.

The Keystone Chapter has started the 2019/2020 school year with high marks! For the first time, based on the records I could find, Keystone surpassed 400 apprentices in our program. As of this writing, we have 408 students enrolled, and we will continue to take registrations for our Heavy Equipment classes that start in January. Of those 408, 185 students are new to the program. Again, a new high-water mark!

While these numbers are great news, we still have a lot of work to do in order to fill the pipeline and replace the 40% of our industry who are projected to leave over the next 10 years. If you have not heard yet, Keystone offers Pre-Apprenticeship. We ran a pilot program with six students in the spring. This program put these high school seniors through 12 weeks of education, one day a week, learning our Core curriculum. This curriculum is germane to all trades. Therefore, these students can now enter the industry in any trade as an entry-level field employee, and enter our apprenticeship program, saving themselves and their employer the time and cost of the first semester. I am pleased to inform you that our fall class for pre-apprenticeship is sold out at 18 students.

As we continue to work on the pipeline, I want to remind you that with October comes our fall session of "Construction Wars." On October 15, 16, and 17, we will host 200 middle school students and provide them an intro to hands-on experience in the trades. Will any of these students enter a career in construction? If we as an industry do not do our part to inform them, the answer will be "no." This is our third year and our fourth session providing this program, and based on the quick

responses of school districts to register students for this now filled-to-capacity event, I would contend we have become "the place" for construction careers awareness.

With so many things happening in apprenticeship, pre-apprenticeship and our middle school program, you will see many communications and updates on social media and in various print media during the entire month of October. October is officially "Careers in Construction Month." We at ABC Keystone will do our part to highlight this industry for the opportunities it provides and why we are so passionate about Careers in Construction. Join us in celebrating by viewing a class, volunteering for Construction Wars, or sending a note on what you are doing to promote the industry we all love.

*For information on volunteering for Construction Wars, please visit [abckeystone.org](http://abckeystone.org)*



G. David Sload  
President-CEO  
[dave@abckeystone.org](mailto:dave@abckeystone.org)



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## Why **Local Elections** Matter

BY: DAVID G. GREINER, IOM, ABC KEYSTONE DIRECTOR OF GOVERNMENT AFFAIRS

**T**his November, you will have the opportunity to vote for candidates running for local government. The winners of these elections will serve as school board director, county commissioner, city or borough council person, township supervisor, mayor, among others. Generally, voter participation and interest in “off-year” municipal elections are very low. This is unfortunate, as local elected officials are most directly connected to you and your business.

In the construction industry, the people that serve in local office are important, as they decide on matters directly impacting our work, from zoning to permitting. Local officials can also take up workforce issues the state has not acted upon, if they are not preempted. In that regard, ABC is working hard to advocate locally on two specific policy issues that promote free enterprise:

### **Fair and Open Competition on Construction Contracts:**

Through ABC’s leadership, three counties in Pennsylvania (Lancaster, Lebanon, and Berks) passed ordinances that will ensure fair and open competition for taxpayer-funded construction projects. We want more counties to follow suit. Far too often, government entities enter into a project labor agreement (PLA) which forces open shop contractors to subject themselves and their employees to a collective bargaining agreement in order to receive the contract. In other words, a non-union contractor must agree to the terms and conditions of a union, going as far as being forced to hire workers through a union hall or hire apprentices exclusively through union apprenticeship programs.

ABC PA is opposed to the use of PLAs, as it goes against the core fabric of the free enterprise system. We are reaching out to county commissioners across the Commonwealth to educate them on PLAs and explain why they are anti-competitive. The people you elect to local office will have an impact on our future work. Get involved and ask your county commissioner candidates where they stand on PLAs!

### **Right-to Work:**

Another threat to free enterprise is coercion to pay union dues as a condition of employment. Thankfully, the national

spotlight has been put on this issue, resulting in the landmark U.S. Supreme Court decision, *Janus v. American Federation of State, County, and Municipal Employees, Council 31*, which ruled public employees cannot be forced to pay dues if they choose not to join a union. We believe these same principles should be applied to the trades.

Across the nation, 26 states passed “right-to-work” laws, which, much like the *Janus* decision, says union contracts cannot force workers to pay dues. In some states where right-to-work has not passed, local elected officials have stepped up to take matters into their own hands. In Kentucky and neighboring Ohio, county governments decided to protect workers’ freedom and declared forced union dues as unlawful. If you see your county commissioner, ask if they would be willing to pass a local right-to-work law banning coerced union dues. Tell them to support freedom in the workplace!

The above examples point to why local control and local elections are so vitally important. Do not miss the opportunity to take part in the democratic process. Vote on November 5. Polls are open from 7 a.m. to 8 p.m. If you are unsure of your polling location, go to <https://www.pavoterservices.pa.gov/Pages/PollingPlaceInfo.aspx> for more information.

### **Did you know?**

As an ABC Keystone member,  
you are entitled to  
**A Free Legal  
Consultation**

Benefit from an initial connection with an ABC-appointed attorney providing the information you need to handle any next steps in the process.

For more information, please contact the Chapter office: (717) 653-8106



# ABC Keystone's Regional Construction Wake-up Call Events

Network with Construction Industry Peers in Your Area!



**7:30 am - 8:45 am**  
**Coffee, Networking & Program**

Register online:  
[abckeystone.org](http://abckeystone.org)

## Fall Topic:

### "Your Labor Law Update *Wedding Checklist*"

with Thomas R. Davies, Esq., Harmon & Davies, P.C.

- Something Old (Union Salting)
- Something New (NLRB and DOL New Rulings and Regulations)
- Something Borrowed (Aggressive Prevailing Wage Enforcement)
- And LOTS to Make You Blue

### Choose your location - attend one or more!

Sept. 18 - Northeast Region

Host Venue: RKL LLP, Wyomissing

Breakfast Sponsor: Engle-Hambright & Davies, Inc.

Oct. 2 - Southwest Region

Host Venue: OSS Health, York

Breakfast Sponsor: McConkey Insurance & Benefits

Oct. 23 - Capitol Region

Host Venue: Gannett Fleming, Camp Hill

Breakfast Sponsor: Boyer & Ritter LLC

Oct. 29 - Lancaster Area

Host Venue: ABC Keystone Facility, Manheim

Breakfast Sponsor: RKL LLP

## Happy Anniversary!

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating anniversaries in October 2019

### 60 Years:

Andrews Excavating, LLC

### 30 Years:

United Rentals

### 10 Years:

F&M Trust

S.M. Fridy Mechanical

### 5 Years:

Ebersole Brothers Construction, Inc.

High Mountain Hardware, Inc.

Shuman Development Group

### 1 Year:

Carter Lumber

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Contact Kristi Pronovost at the Chapter office to reserve today!

(717) 653-8106

kristi@abckeystone.org





# Inspiring Careers in Construction

BY: KRISTI PRONOVOST, ABC KEYSTONE DIRECTOR OF MARKETING & COMMUNICATIONS

**T**he Keystone Chapter is striving to create connections with all ages of students throughout the region by promoting careers in the construction industry. These connections begin with preschoolers and continue through to the young adult population and beyond. During Careers in Construction Month (and throughout the year), members will continue to see increased workforce development efforts and connections with students and educators.

As announced at the 2019 Inaugural, ABC Keystone will be the title sponsor of the Hands-on House Construction exhibit slated to open in early 2020. This learning-through-play exhibit will feature multiple trades and will be designed to inspire construction career interest in children from birth - 12 years old. To find out more about supporting the HOH Construction Co. exhibit, please see page 16 and read the full press release at [abckeystone.org](http://abckeystone.org).

In mid-October, the Chapter will continue to engage with the middle school population through the twice-yearly Construction Wars event. This event relies heavily upon Chapter members for its continued success, and we thank past volunteers and encourage future volunteers to sign up to assist with this event. It's a life-changing experience for these students and a rewarding experience for all. Thanks to the generosity of supply donations, sponsorships and member involvement, this event creates many

positive, life-long memories for the students. Each year, we hear from students who share that they are now considering a career in construction.

The Chapter continues through the education cycle by creating additional articulation agreements providing opportunities to connect with high school students through Core curriculum pre-apprenticeship classes. Currently, the Chapter has agreements with: Berks County CTC; Berks Connections/Pretrial Svc; Commonwealth Charter Academy; Cumberland Perry AVTS; Elizabethtown Area H.S.; HACC; Insight PA Cyber Charter; The Janus School; Lancaster County CTC; Penn College of Technology; School District of Lancaster; and Thaddeus Stevens College.

We invite you to help spread the message of the lucrative and plentiful career paths afforded by the industry during October's Career in Construction Month and beyond. It's vital that each and every member find ways to promote the value of these careers to the next generation alongside the Chapter's efforts to continue to share this message.

Visit our social media channels and share Chapter happenings with your networks. Together we can continue to inspire future craft professionals!

## The Future of the Industry... Merit Shop Construction Scholarship Program

**Assisting individuals seeking to further their education in careers in construction.**

Generally, 8-12 scholarships are awarded each academic year. The amount of each scholarship will be determined by the Merit Shop Training & Research Center Committee and generally ranges between \$1,000 and \$5,000 per scholarship. To date, a total of \$517,000 has been awarded.

Please share with students that might be interested!  
Applications are due February 28, 2020.

To view information on past awards and to download an application, please visit the News & Resources section of [abckeystone.org](http://abckeystone.org).

**For more information, please contact:**  
[stephanie@abckeystone.org](mailto:stephanie@abckeystone.org)

- Applicants must enroll in a trade school, college or university program directly related to a construction career.
- Sponsored by Keystone Chapter of Associated Builders & Contractors.
- Administered by the Merit Shop Training & Research Center.
- Scholarship recipients will be selected by the Merit Shop Training & Research Center Committee solely on the basis of merit and without regard for the race, color, religion, national origin and sex of applicants.





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## 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](http://abckeystone.org/member-benefits) or contact Mike Bachman, Director of Membership: [mike@abckeystone.org](mailto:mike@abckeystone.org)

**Your ABC Keystone Membership Can Pay for Itself!**

# Young Professionals Spotlight

Meet **Dennis J. Shindle, Jr., Jr. CPA, CCIFP,**  
Senior Manager Rotz & Stonesifer, P.C.

## **Role you play in your organization:**

I am a senior manager with Rotz & Stonesifer, P.C. I work primarily with small to medium sized businesses providing tax, financial statement, and consulting services. I also hold the Certified Construction Industry Financial Professional credential through the Institute of Certified Construction Industry Financial Professionals and head up the portion of the firm that works with construction contractors.

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

I get up and go to work every day for several reasons. The first is the strong work ethic that my father instilled in me. He showed me as a kid that you have to work hard to get where you want to go. The next reason is that, while I am sure many in the world will disagree, I find accounting interesting. I do not have a “standard workday” and am constantly working through new situations and problems. The final and greatest reason is that I feel that I can make a difference in the lives of my clients. Many clients have great skills in their area of expertise, but they rely upon myself and others that work at Rotz & Stonesifer, P.C. to provide them with advice regarding their taxes and financial matters. I take that trust very seriously and want to provide them with the best service possible.

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

My involvement with ABC Keystone has introduced me to many people whom I would not have met otherwise. As a Young Professional, it is important to have a network of people who you can go to for advice and share ideas with.

ABC Keystone has provided that opportunity. It was also very eye-opening to travel to Washington DC and meet with legislators. This provided some great insight into some of the areas that my clients, and our country as a whole, are dealing with.

## **Words of advice for your fellow YPs?**

My advice for fellow YPs is to get involved. Organizations like ABC Keystone provide some wonderful opportunities. You must be willing to take the time and make the effort to make use of the opportunities that are available. What you get out of any organization you belong to is directly related to what you put into it. The organization also relies upon the support of its members to be able to provide the services and information that it does.

## **What is your favorite place in the world?**

My favorite place in the world is the family mountain property in Needmore, PA. My family has owned the property for at least four generations. There is so much history involved and stories made over all of those years. It is also back in the mountain far enough that you can almost forget that the outside world exists if you turn off the cell phone.



# NEXT. STOP. NASHVILLE.

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## Is the **Golden Rule** Dead?

BY: DENNIS J. SHINDLE, JR. CPA, CCIFP, SENIOR MANAGER, ROTZ & STONESIFER, P.C.

**A** huge topic of many management training courses/seminars that I've attended is the challenge and opportunity of three different generations of employees and business owners working at the same time. People often interpret the various generations within the workforce as a negative problem that is causing conflict. I would like to share the perspective of a Young Professional that is a part of the "millennial generation."

I heard a comment during a conference call between Young Professionals across the county that has changed my perspective greatly. The speaker stated that we all needed to stop following the "Golden Rule." Having grown up hearing "*treat others as you wish to be treated,*" my initial reaction was doubt and dismissal. This was the well-known saying that people have used to tell people to treat each other fairly and appropriately. How can we just throw it out the window?

Our society has always taken the assumption that you are treating people fairly and appropriately if you are treating them as you would treat yourself. The logic of the "Golden Rule" is appropriate if everyone thinks and acts the same way. This is obviously not the case, especially with individuals from three generations interacting and conducting business together on a daily basis. The people with whom you are interacting may not have the same perspective as you. Therefore, treating them exactly as you would treat yourself may not be appropriate with that individual.

We need to rewrite the "Golden Rule" to "*treat others as they wish to be treated.*" You must take the time to get to know the individuals with whom you are interacting with and treat them as they desire to

be treated. The way you respond to the exact same situation may be different with different people, depending on their background and personality.

In conclusion, I think we need to hold off on throwing the "Golden Rule" out the window. We do, however, need to adjust the wording a little. The world as a whole has changed significantly in recent years. The interactions between various cultures and ages have increased dramatically. To be an efficient leader, businessperson, friend, coworker, etc., we must get to know people and treat them accordingly. It is easy to have a default response based on your experiences. My challenge to everyone is for you to ignore the stereotype of the person with which you are interacting and get to know them as individuals.



Dennis J. Shindle, Jr. CPA, CCIFP,  
Senior Manager  
Rotz & Stonesifer, P.C.



# ABC Keystone's Apprenticeship Program Continues to Grow!



This September, the Chapter welcomed record numbers of apprentices. Welcome to all!

#ABCMeritShopProud



First Year Students - Day 1





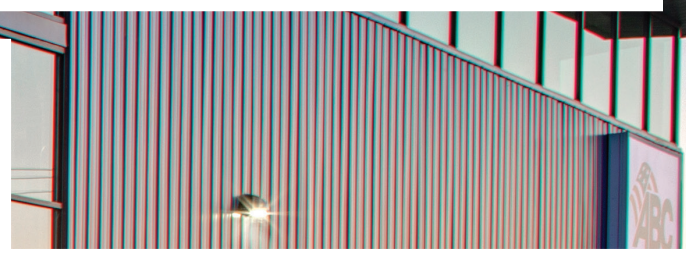
# ABC Keystone

APPRENTICESHIP & TRAINING TRUST

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First Year Students - Day 2





# Safety Academy



November  
14 & 15  
2019

Hosted  
by:

## The Road to World Class Safety

Featuring: Steve Wiltshire  
Director of Safety, ABC National



November 14, 2019 / 1:00 pm – 5:00 pm & November 15, 2019 / 7:30 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

#### Benefits of Attending:

- Discover the safety program model that top performers are using
- Gain tips and best practices for implementation into your safety program
- Be a part of a discussion and discover how to create and implement ideas that will improve your culture
- Increase your profits and reduce risk and liability

#### Develop Your Knowledge and Learn More About:

- What makes a safety program effective
- How to improve upon your company's safety culture
- How to apply to ABC National's STEP program  
(STEP is a safety improvement tool that can be significant in enhancing safety culture.)

#### Who Should Attend:

Business Owners, CEO's and Safety personnel will benefit from this course.

#### Presenters:

**Steve Wiltshire, Director of Safety, ABC National**, directs programs and initiatives that support the achievement of ABC's strategic safety goals, including the Safety Training Evaluation Process (STEP), a safety benchmarking and improvement tool for construction firms that can reduce incident rates by 87 percent. Wiltshire has designed and implemented award-winning safety programs, behavior-based training and loss control processes to create a culture of safety at ECS, Turner, Clark, AvalonBay and other construction firms in the Washington, D.C., metropolitan area in addition to a stint as a compliance safety and health officer for the Commonwealth of Virginia. Among his many contributions to Occupational Safety and Health Administration committees, industry stakeholder groups and advisory councils, he has been an active member of ABC's Health, Safety and Environment Committee for more than 20 years. Wiltshire earned a bachelor's degree in human resources management from Wilmington University and a master's degree in safety management from West Virginia University.

**Kevin Keith, Director of Safety Services, ABC Keystone**, provides safety trainings and safety services for the Chapter's members. Kevin is a graduate of Penn State University with a degree in Exercise and Sport Science. He has been providing Health and Safety services since 1996. Kevin is an OSHA Authorized Construction Trainer for the Mid-Atlantic OTI Education Center. He has aided with Workers' Compensation, ergonomics, rehabilitation, fall protection system design and install, developed safety programs for automated systems, jobsite audits, PIT operator trainings, and an extensive list of trainings related to OSHA and safety during his career.

Preferred registration date: November 7, 2019; ABC Members: \$45; Non-members: \$60

Register online at: [abckeystone.org](http://abckeystone.org)

Event held at: ABC Keystone | 135 Shellyland Road | Manheim, PA 17554



# 2019 Excellence in Construction Awards



Celebrating 30 Years of the Best of the Best in Construction!

November 6, 2019, at Spooky Nook Sports, Manheim

Presented by:  **DONEGAL**  
INSURANCE GROUP

## Honor Excellence at ABC Keystone's Biggest Awards Gala of the Year

*Network with Award-winning Contractors!*

*Discover the quality construction that ABC Keystone members are accomplishing in our community!*

Wednesday, November 6, 2019

5:00 pm: Networking

6:15 pm: Dinner & Program

Spooky Nook Sports

Register online:  
[abckeystone.org](http://abckeystone.org)

## Welcome to the New **ABC Student Chapter!**

### ABC Keystone's Millersville University Student Chapter is up and running!

The group meets weekly on campus at Millersville University with ABC member contractors and would like to take field trips to jobsites (Contact [Barbara@abckeystone.org](mailto:Barbara@abckeystone.org) to schedule your slot). The group will also begin interacting with with ABC's Young Professionals Committee in November.

We look forward to seeing Student Chapter members at upcoming ABC Keystone networking events. Welcome to this group of future construction industry professionals!





## 2019

### October

- 2 **ABC Keystone Southwest Regional Construction Wake-up Call**
- 4 Mental Fitness for Leaders (Starts 10/4)
- 7 Mobile Elevating Work Platform (Aerial Lift) Training
- 8 OSHA 30-Hour Construction
- 8 Submitting Certified Payroll - *A No-cost Seminar Presented by Beneco*
- 8 **ABC Keystone Tailgate Party Presented by Barley Snyder Featuring Chili, Cornhole, Themed Booth and Homebrew Competitions**
- 9 Adult AED, CPR and Basic Medic First Aid
- 10 Understanding the Construction Process - *Series start!*
- 15 **ABC Keystone Construction Wars - A Middle School Hands-on Career Exploration Event (10/15, 16 & 17)**
- 16 Human Resources Management Academy - *Series start!*
- 17 Crew Leadership for Effective Teams (10/17 & 18)
- 18 Rough Terrain Forklift Training
- 22 Developing a Social Media Marketing Plan
- 23 **ABC Keystone Capitol Region Construction Wake-up Call**
- 24 Executive Leader Peer Group (CEO/Owners/Executive Leadership)
- 24 Material Takeoffs from Blueprints (Starts 10/24)
- 29 **ABC Keystone Lancaster Regional Construction Wake-up Call**
- 30 Harnessing the Power of Supplemental Unemployment Plans - *A No-cost Seminar Presented by DirectAdvisors*
- 31 Crew Leadership for Effective Teams (10/31 & 11/1 - *Offsite in Berks County*)

### November

- 6 **ABC Keystone Excellence in Construction Awards Gala Presented by Donegal Insurance Group**
- 7 Superintendent Training Program (STP) – Risk Management and Problem Solving (Starts 11/7)
- 7 Productive Conflict: Communication, Conflict Resolution and Negotiation Skills (Starts 11/7)
- 12 Self-Management - *Leadership Development Series Start*
- 13 Construction Layout (Starts 11/13)
- 14 Project Development & Environmental Decisions - *Understanding the Construction Process*
- 14 Safety Academy – The Road to World Class Safety (11/14 & 11/15)
- 14 Crew Leadership for Effective Teams (11/14 & 11/15)
- 19 Field Leaders Peer Group
- 19 Optimizing Websites and Analytics to Increase Profit
- 20 Employment Laws, Compliance, and Minimizing Risk

## Save the Date:

December 12 **ABC Keystone Ugly Holiday Wear Mixer** *Presenting sponsorship available!*

## 2019 Fall Regional Construction Wake-up Call Series

*"Your Labor Law Update  
Wedding Checklist"*

Sept. 18 - Northeast Region  
Oct. 2 - Southwest Region  
Oct. 23 - Capitol Region  
Oct. 29 - Lancaster Area

Meeting times:  
7:30 am – 8:45 am

Register online  
at [abckeystone.org](http://abckeystone.org)



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(717) 653-8106 | Barbara Holtzaple (Career Development) & Kevin Keith (Safety)

Discover more **events/education/training** and register online at: [abckeystone.org](http://abckeystone.org)



# Workforce Development in Action

## ABC Keystone Partners with Hands-on House Children's Museum

The announcement was made at the 2019 Inaugural that the Keystone Chapter is partnering with Hands-on House Children's Museum of Lancaster to produce a new construction-themed exhibit at the nonprofit education center. ABC Keystone will be the main sponsor for the exhibit, slated to open in early 2020 and geared towards elementary-school ages. The exhibit will teach children about different occupations and trades in the construction field, supporting construction industry workforce development. By now, you might be asking yourself, "What will it look like?"

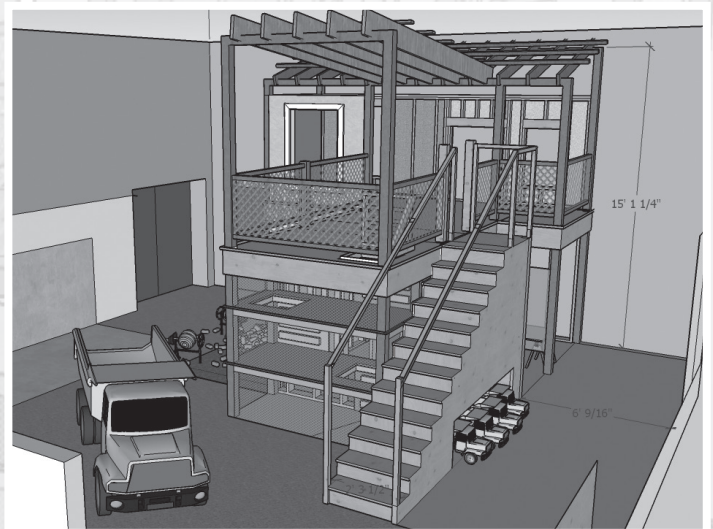
Titled "HOH Construction Co.," the planned exhibit will allow children and their families to simulate entering a job site, where they will first "STEP Up to Safety" — with the opportunity to put on hard hats, gloves, and vests - and then choose from a set of tools related to their chosen construction trade. As they interact with the many elements of the exhibit, children and parents will learn about the career opportunities provided by the construction industry in addition to education and training paths available such as apprenticeship. ABC Keystone's apprentices will take part in building much of the structure for the exhibit itself, and elements of this production will be available for children and students to see as they explore the exhibit.

A Hands-on "Build" House, a framed structure in different stages of completion, is planned as the center point of the exhibit, including areas for different trades to be highlighted, such as pulling wire as an electrician, affixing PVC pipe as a plumber, finishing trim as a carpenter, and building a brick wall as a mason, among other skills. This structure is proposed as a multi-floor clubhouse, built at a height that allows parents to interact with their children and discuss with them all that they are learning.

Additional proposed exhibit elements include:

- Foreman's Station, where blueprints can be reviewed;
- Excavating Zone, consisting of contained foam dirt and rubber boulders;
- Concrete Mixer, a hand-turned mixer with wheelbarrows;
- Trade Stations, explaining more about each trade and how they work together to finish a project.

Watch for updates on the Chapter's social media pages and website to follow the build process of this new exhibit!



*In addition to ABC Keystone, the Building Industry Association of Lancaster County and Clark Associates Charitable Foundation have committed funding to this project as Trade Sponsors. Hands-on House is seeking community support to fund the project. Multiple opportunities for corporate sponsorship and individual contribution are available. Learn more at <https://www.handsonhouse.org/support/hoh-construction-co/>*

# The Latest Member News

## **Arthur Funk & Sons, Inc. Expands Staff**

Arthur Funk & Sons President Bob Funk, PE, LEED AP, said that the firm recently added Travis Freed as Senior Estimator and Cobie Arnold as Project Engineer. As Senior Estimator with Arthur Funk & Sons Inc., Freed will be estimating both negotiated and hard dollar projects. His background in project management will be implemented. As engineer for Arthur Funk & Sons Inc., Arnold's duties include field support, submittal and RFI preparation, submittal review, and analysis, and overall job coordination. Arnold will work closely with the owner, AE Team, and project managers to ensure that the job remains on schedule and is completed in an accurate and timely manner.

## **Barley Snyder to Add New Schuylkill County Office**

Barley Snyder has continued the expansion of its regional office model, with plans to move into Schuylkill County and open a new office featuring two seasoned attorneys. The two newest attorneys – partner David H. Rattigan and associate Michael W. Fox – will be based out of the new Schuylkill Haven office full-time. Rattigan joined the firm on Sept. 3, and Fox joined the firm on Aug. 1. The new office – Barley Snyder's 10th – will be located at 950 E. Main St. in Schuylkill Haven in the Miller Bros. Construction complex. The office opening is planned for early October.

## **RKL LLP is Ranked Among Nation's Top 10 Fastest-Growing Firms**

A leading industry publication has named RKL LLP one of the top 10 fastest-growing U.S. accounting firms, based on its 2018 growth of 21.5 percent. INSIDE Public Accounting (IPA) awarded RKL 7th place in its growth ranking, and also elevated the firm by six spots to number 61 on its 2019 roundup of the nation's Top 100 Firms, thanks to 2018 revenue of \$82.51 million.

## **Gunn-Mowery, LLC Hires Chris Donofrio and Jennifer Fuller**

Gunn-Mowery, LLC is pleased to welcome Chris Donofrio and Jennifer Fuller, Personal Lines Agents. As a Personal Lines Agent at Gunn-Mowery, Chris prepares quotes for clients and helps them make the best decisions for their home and auto needs. Jennifer was welcomed back at Gunn-Mowery, LLC, where she worked for 11 years before staying home with her kids for a few years. She has already hit the ground running by earning her AINS (Associate in General Insurance) designation.

## **SEK, CPAs & Advisors Named Readers' Choice Accounting Firm**

SEK, CPAs & Advisors has been recognized as Readers' Choice Accounting Firm for 2019 by Harrisburg Magazine. Harrisburg Magazine readers were invited to nominate who they believe are the best of the best in the Harrisburg area. Other professional services categories included bank, law firm, real estate agency, and more.

## **Warfel Construction Named Fastest Growing Business in Central PA**

On Monday, September 9, Warfel Construction Company was named the fastest growing business in Central Pennsylvania by the Central Penn Business Journal. Topping an impressive list of the 50 fastest-growing companies in the Midstate, Warfel's revenues rose to \$233 million in 2018. *"We are incredibly appreciative of our team and their commitment to our Clients For Life mission,"* said Matthew Hartzler, President of Warfel Construction. *"Their dedication to our core values – Honesty, Integrity, Accountability, Initiative, and Teamwork – enables us to run towards adversity. We thank our clients for their partnership and trust, which has driven the growth Warfel has experienced for the last 100+ years."*

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





Welcome to ABC's Newest Members!

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Continuing the Merit Shop Mission

# Congratulations to our 60 Year Members!

As ABC Keystone celebrates 60 years, let's also celebrate these members who have been a part of the Chapter since the beginning!

**Andrews Excavating, LLC**  
**D & H Electrical Construction, LLC**  
**Howells Glass Co., Inc.**  
**Murray**  
**Penn Stone**  
**J.C. Snavely & Sons, Inc.**  
**Warfel Construction Company**  
**Wickersham Construction and Engineering, Inc.**  
**Wohlsen Construction Company**

*Celebrating*  
**60** <sup>1959 - 2019</sup> **Years**  
*Anniversary*



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### SILVER LEVEL: \$1,650

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*\*\*Diamond Level exclusive to one member firm from each classification (General/Specialty Contractor, Supplier, Associate). First-come, first-served. 2019 sponsors have first right of refusal.*

*Learn more and sign up  
online! [abckeystone.org](http://abckeystone.org)*

**C.O.R.E. FLEX Credits must  
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*\*Membership Directory ads excluded*

Thank you to the 2019 C.O.R.E. Sponsors for your commitment to sponsorship and member resources!  
View a listing of 2019 C.O.R.E. Sponsors online at [abckeystone.org](http://abckeystone.org)

# Building Careers at ABC Keystone

## Craft Competition Highlights Quality Skills and Training

Each year, top fourth-year apprentices are invited to compete in the annual craft competition, and this year's apprentices showed their quality skills on Saturday, September 21, at the Chapter's training facility. The weather cooperated and allowed for Carpentry and Plumbing to take place outside with HVAC, Sheet Metal and Electrical taking place in the shop.

ABC Keystone has a rich history of sending skilled apprentices to the National Craft Championship, and we are confident that the 2020 Competition team will also display top craftsmanship at this upcoming event in Nashville this Spring. Earning the top scores at the Chapter's recent local competition provides these apprentices the opportunity of an all-expenses paid trip to the competition.

The ABC Keystone Local Craft Competition Top Scorers are:

- Jarrad Fulgenzi, Sheet Metal, Frey Lutz Corp.
- Bradley Gerberich, HVAC, Penn State Construction
- Sean Herr, Electrical, John E. Fullerton, Inc.
- Jeremy Spangler, Plumbing, Haller Enterprises, Inc.
- Brandon Thomas, Carpentry, Warfel Construction Company

The timed competition followed a similar format as the upcoming National Competition, and apprentices were challenged to follow plans to craft projects that tested their skills, knowledge and attention to safety. The competition has two components: the written test, which counts for 25% of their total score; and the practical "hands-on" competition, which counts for 75% of their total score.

In addition to showcasing their top-quality work, the competitors must also adhere to strict safety standards. They are challenged throughout the day by having to maintain focus in a busy environment with spectators just as they will be at the National Competition.

*"We are very proud of all of the apprentices who competed in this competition," said G. David Sload, President-CEO, ABC Keystone. "Their commitment to high quality craftsmanship and safety will serve them well as future craft professionals."*

**Congratulations to all competitors!**

*View photos from the event on Facebook.*



**The top scorers by trade (L-R):**

Carpentry – Brandon Thomas, Warfel Construction Company  
Plumbing – Jeremy Spangler, Haller Enterprises, Inc.  
Electrical – Sean Herr, John E. Fullerton, Inc.  
HVAC – Bradley Gerberich, Penn State Construction  
Sheet Metal – Jarrad Fulgenzi, Frey Lutz Corp.



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- See members in action



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