

# The Merit Shop Spokesman

ABC Keystone Newsletter



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# The Merit Shop Spokesman

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# Coronavirus Updates & Resources

## Welcome to this month's digital Merit Shop Spokesman

*Your print version returns in May*

In the last few weeks, we've seen rapid changes to the COVID-19 pandemic and its effect on the nation. We recognized in mid-March, that sending the April *Merit Shop Spokesman* to print at that time would result in out-of-date articles and information by the time it reached our members on April 1. In an effort to ensure that this issue is as current as possible in this rapidly-changing environment, we elected to make this month's issue a digital-only publication. This allowed for information to be current for you.

We plan to return to print issues next month with the May newsletter. Meanwhile, please note that links are embedded on this pdf for your convenience, enabling you to access references to online information. Thank you for your understanding as we make this temporary adjustment in an attempt to provide you the most relevant information.

As you review this issue, please know that we understand that you are going through unprecedented, difficult times. We hope that the following information is useful, and that you will celebrate the positive member news that was current when published.

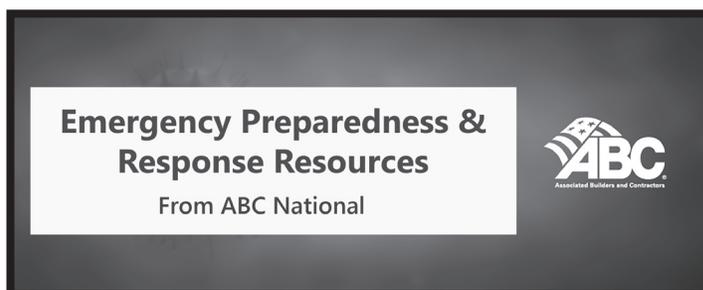
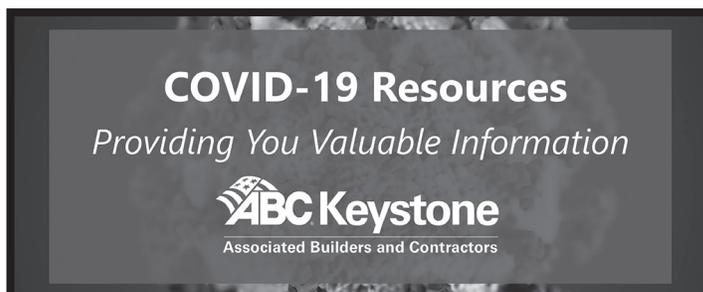
Our number one priority is that you and your team stay safe, and that we provide the resources that you need. To that end, we've created a [Coronavirus section on our website](#) designed to help you navigate this confusing and constantly changing time. Please visit our website for more information.

Stay Safe. Stay Healthy.  
We're here for you.

Sincerely,  
G. David Sload  
President-CEO  
ABC Keystone



Click the graphics below for access to online resources:



# A Message from the Chair

BY: ROGER S. BRUBAKER, ABC KEYSTONE 2020 CHAIR OF THE BOARD

## Make Health and Safety Your Priority

**A**pril typically marks a resurgence in construction starts and an uptick in work to be done. With the relatively mild winter, most contractors had hardly skipped a beat, even with projects coming out of the ground! Suddenly, COVID-19 enters the United States, and within a few weeks, it changed the way we approach business, employees, meetings and even social interactions.

Business owners and managers must evaluate the impact of new CDC restrictions as well as ensure employees remain informed and provided the flexibility necessary to take care of themselves and their families. This global pandemic creates new challenges on which we as leaders must first be educated, and secondly, take appropriate actions based on our own special set of circumstances and how the virus relates to our “normal” way of doing business. I expect not much will be “normal” for a number of months into the future! That being said, we must all do our part to reduce the spread of the virus yet keep businesses going and employees productive as much as possible given the circumstances.

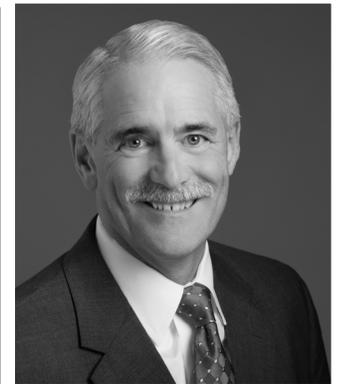
All dates for upcoming ABC Keystone events and meetings through April have been cancelled or postponed. Be sure to check the website as well as chapter emails announcing schedule changes and updates. The Chapter staff remain committed to supporting member needs throughout this emergency situation.

As health and safety remain on the forefront of our everyday lives, jobsite safety remains a key focus for our members. The STEP program is a great way to jumpstart an emerging program or take an existing program to the next level. Information and applications are available and free to submit online at [abckeystone.org/safety-training](http://abckeystone.org/safety-training).

My goal this year is to increase our contractor member participation in STEP by at least 10% over last year. These STEP Applications continue to be submitted as we move toward our goal of at least 30% contractor member participation. Thank you to those who have already submitted! If you need help or want more information, please let me know.

I look forward to seeing many of you at our upcoming events, whenever they may resume! In the meantime, stay healthy and work safely!

Warm Regards,  
Roger Brubaker



Roger S. Brubaker  
2020 Chair of the Board  
ABC Keystone  
Director of Construction Services  
Meadow Valley Electric, Inc.  
[roger@mvegroup.com](mailto:roger@mvegroup.com)  
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# A Message from the President-CEO

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

## JLG Industries, Inc. is Here at Keystone!

In June of 2018, JLG Industries Inc. and ABC National announced a strategic partnership that would help solve industry challenges with world-class education, training and equipment solutions. What does this mean for ABC Keystone, and how will the members of the Keystone Chapter benefit?

Shortly after the announcement by ABC National, ABC Keystone got involved. We began our relationship by sending member companies and their employees to JLG's McConnellsburg, PA facility where they were able to test new equipment and provide input to JLG's engineering staff. The proximity of the JLG facility in McConnellsburg makes it a good fit for us to provide this input. In addition, as one member put it, when was the last time a manufacturer went to the end user to test and provide input? We were quick to jump on the opportunity.

With changes coming to the ANSI standards, the Keystone Chapter was able to seek specialized training for our Director of Safety Services, Kevin Keith. Kevin spent an entire week at the JLG facility being educated as a trainer on low level access, standard scissors, boom and rough terrain fork equipment. This will provide members a uniquely certified trainer who meets these new ANSI standards which go into effect later in 2020.

A highlight of this partnership took place on March 5, when ABC Keystone acquired three pieces of equipment from JLG. On site we now have a rough terrain forklift, a 1930ES scissors lift and a E300AJP boom lift. This equipment will be used to enhance the training for our apprentices and enable us to provide additional certification training for our members.

We are excited for what JLG has brought to the table, and we are anxious to serve you, the members. We have the certified trainer and we have the equipment, so reach out to ABC Keystone for your lift training needs. Take advantage of the strategic partnership ABC National had the foresight to form so members can develop people, win work and deliver that work safely.



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

*To read the full press release and view a video of the equipment delivery, please see the ["News & Resources" section of our website.](#)*



# Advocacy Update

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

## Advocating in Challenging Times

**F**irst, thank you for your membership with ABC. I understand there are challenges facing every member and realize advocacy may be the farthest thing from your minds. Please know that while our tactics have changed, ABC PA remains at the forefront in communicating our message.

I want to share the most recent advocacy activities we initiated in response to the COVID-19 pandemic. As we engage with elected officials, we are very clear that our top priority is the health and safety of our incredibly talented and skilled workers. We continue to call on the Governor to work with us to ensure construction sites adhere to public health protocols and allow companies that can adhere to those standards to be allowed to work, if they so choose.

The following are just a few examples of how ABC PA is working through these unprecedented times for the merit shop:

- ABC PA issued a press release asking the Governor to issue a waiver for the construction industry. The release was picked up by several media outlets.
- ABC PA issued two action alerts urging Governor Wolf to recognize construction as a life sustaining business. These alerts generated over 500 messages to the Governor.
- ABC PA joined forces with 20 construction, consulting, and design industries to ask the Governor to recognize residential and commercial construction as a life sustaining business. [Click here to read the letter.](#)

- ABC PA issued letters to the Governor, Legislature, and Legislative leaders asking that considerations be given to the construction industry.
- ABC PA has been monitoring revisions to the Governor's executive order and advising members when changes are made. Please note:
  - » Waiver Request: If your business submitted an early waiver request through the email address and NOT the Department of Community and Economic Development's webform, please re-submit the request using the webform linked [here](#).
  - » School Construction: According to the Pennsylvania Department of Education's website, if your business is working on school construction projects, a waiver is not needed; however, decisions to proceed are to be made by the local school district and with the guidance of your attorney.
- ABC PA has been communicating with legislative champions voicing support for the construction industry. We are keeping a running list of those champions and have been sending our thanks and support.
- House Speaker Mike Turzai (R-Allegheny) and Senators Dave Arnold (R-Lebanon), Camera Bartolotta (R-Washington), John DiSanto (R-Dauphin) and Dan Laughlin (R-Erie) will soon introduce legislation that would require the Secretary of the Department of Community and Economic Development to issue a waiver for all private and public construction, as long as jobsites are adhering to the mitigation guidelines from the Centers for Disease Control. We will keep ABC members apprised of actions surrounding that legislation.

Thank you again for your membership in ABC and your support of free enterprise in construction. We have work to do, but we will get through it. We are in this together.

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# Best Practices & Jobsite Precautions for COVID-19

## Employers, Please Note:

**The safety and health of our workforce remains our No. 1 priority.**

It is vital during the spread of COVID-19 that employees are kept safe if they are returning to work, and there are a number of safety precautions\* put forth by the Center for Disease Control and ABC National's Safety Committee that we highly suggest you adhere to for health, safety and legal reasons.

**Every company performing work at this time should have their safety directors review in full the information below with anyone currently working on a jobsite.**

*The guidelines below are for informational purposes only and do not eclipse any established local, state or federal guidelines. Please contact [ABC National's Safety Team](#) with any issues or concerns and, as this issue is constantly evolving, please stay updated on information and recommendations from our local government and health department.*

### Centers for Disease Control (CDC) Prevention Recommendations:

According to resources available on the CDC website ([www.cdc.gov](http://www.cdc.gov)), there are many steps you can take to protect yourself, including:

#### Clean your hands often

- Wash your hands often with soap and water for at least 20 seconds especially after you have been in a public place, or after blowing your nose, coughing, or sneezing.
- If soap and water are not readily available, use a hand sanitizer that contains at least 60% alcohol. Cover all surfaces of your hands and rub them together until they feel dry.
- Avoid touching your eyes, nose, and mouth with unwashed hands.

#### Avoid close contact

- Avoid close contact with people who are sick.
- Put distance between yourself and other people if COVID-19 is spreading in your community. This is especially important for people who are at higher risk of getting very sick.

#### Take steps to protect others

- Stay home if you are sick, except to get medical care.

#### Cover coughs and sneezes

- Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow. Throw used tissues in the trash.
- Immediately wash your hands with soap and water for at least 20 seconds. If soap and water are not readily available, clean your hands with a hand sanitizer that contains at least 60% alcohol.

#### Wear a facemask if you are sick

- If you are sick: You should wear a facemask when you are around other people (e.g., sharing a room or vehicle) and before you enter a healthcare provider's office. If you are not able to wear a facemask (for example, because it causes trouble breathing), then you should do your best to cover your coughs and sneezes, and people who are caring for you should wear a facemask if they enter your room. Learn what to do if you are sick.
- If you are NOT sick: You do not need to wear a facemask unless you are caring for someone who is sick (and they are not able to wear a facemask). Facemasks may be in short supply, and they should be saved for caregivers.

#### Clean and disinfect

- Clean AND disinfect frequently touched surfaces daily. This includes tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, and sinks.
- If surfaces are dirty, clean them: Use detergent or soap and water prior to disinfection.

**To disinfect:** Most common EPA-registered household disinfectants will work. Use disinfectants appropriate for the surface.

#### Options include:

- Diluting your household bleach.
- To make a bleach solution, mix: 5 tablespoons (1/3rd cup) bleach per gallon of water OR 4 teaspoons bleach per quart of water

Follow manufacturer's instructions for application and proper ventilation. Check to ensure the product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser. Unexpired household bleach will be effective against coronaviruses when properly diluted.

- Alcohol solutions – Ensure solution has at least 70% alcohol.
- Other common EPA-registered household disinfectants – Products with EPA-approved emerging viral pathogens claims are expected to be effective against COVID-19 based on data for harder to kill viruses. Follow the manufacturer's instructions for all cleaning and disinfection products (e.g., concentration, application method and contact time, etc.).

For complete disinfection guidance please see the [CDC's website](#).

### **Construction Jobsite-specific Information:**

The ABC National Safety Committee created a list of practical things jobsite leaders should be mindful of during the coronavirus outbreak. Recommendations include:

#### **Employee Education**

- Provide training for supervisors, employees and other key personnel to recognize signs and symptoms of COVID-19, as specified by the CDC.
- Humanize the virus by asking supervisors to greet employees at the gate or jobsite entry point.
- Schedule daily toolbox talks to communicate news concerning the virus/project, etc. and to visually assess your crew's health.
- During toolbox talks, remind employees to keep 6 feet of personal space.
- Review, update and communicate your "fit for duty" policy, including the requirement to provide a return to work pass if seen by a physician.

### **Personal Protective Equipment**

- Personal protective equipment should be assigned to an individual, not shared among groups.
- Glove technology has advanced extensively in recent years. Companies should consider a 100% glove use policy.
- Wipe down all tools before storing or at the end of every shift.

For additional information, refer to [CDC's website](#) for resources on the coronavirus disease.

### **Personal Hygiene**

- Encourage clients/owners to provide access to handwashing facilities onsite, where practical.
- Provide adequate hand washing facilities on projects, particularly at break areas.
- Designate specific break areas on projects.
- Suspend biometric or other fingerprint time signatures.
- Use Portable Bathroom Trailers or ensure daily or twice daily cleaning of portable toilets.
- Provide hand sanitizers at strategic locations throughout the project.
- Water fountains and other gathering points should be disinfected after each use or consider using bottled water.
- Projects should re-consider food truck access to projects.

#### **For additional resources and information, please visit:**

- [www.abckeystone.org](http://www.abckeystone.org)
- [www.abc.org](http://www.abc.org)
- [www.cdc.gov](http://www.cdc.gov)

Please also be in touch with your attorneys, accountants, insurance agents, and bankers during this time for advice.



# CORONAVIRUS UPDATE

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# A **First** from **ABC Keystone!**

## Introducing the Annual Workforce Development Report

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**W**orkforce development is a phrase that is used often today by legislators, the education system and the community, but it is a phrase that is not always fully understood. Here at ABC Keystone, we understand workforce development.

In 2018, the Chapter embarked on newly-energized workforce development strategic goal setting, and 2019 was the first incarnation of these ambitious objectives. Over the course of the year, we brought careers in construction to over 4,127 interested individuals.

This 2019 Workforce Development Annual Report is designed to share with you the many initiatives being developed and put into action by ABC Keystone through partnership with our members. We have seen tremendous growth in our reach over the past year, and the Chapter is poised to build on these successes in the future.

### **Board Commitment to Workforce Development**

The ABC Keystone Chapter has a robust strategic planning process. Every year, members and staff convene to review goals, objectives, leading indicators and supporting actions to continually refine the work of the association.

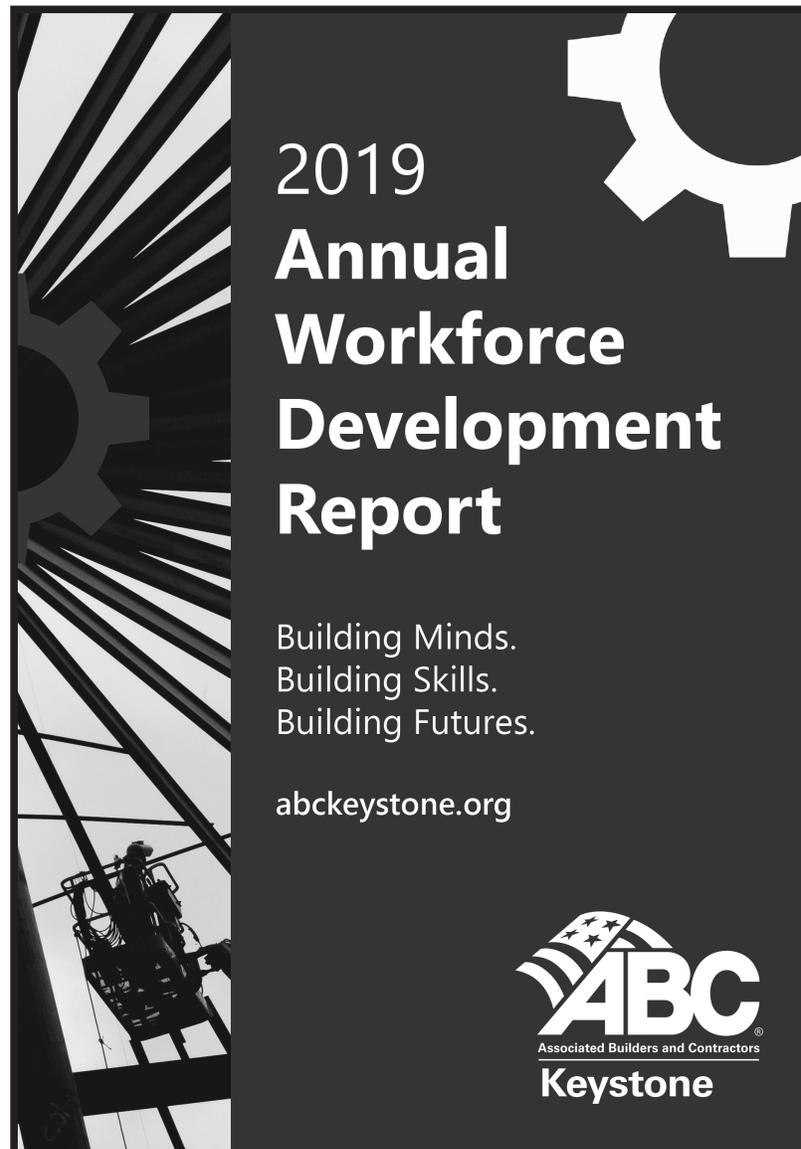
**The 2019 Chapter Strategic Plan laid out a very clear goal:**

Be the leading force in the construction industry for workforce development and training by offering award-winning education programs that meet the demands of the industry.

Specifically, the workforce development challenge was to increase articulation agreements with schools from six to 12 and increase outreach opportunities

with schools to one event every month. The 2018 hiring of a Vice President for Education, Safety and Workforce Development allowed for a focused effort in building relationships and increasing ABC's presence in the education arena and surrounding communities.

*To read the entire report, please visit the [Workforce Development section of abckeystone.org](https://www.abckeystone.org/workforce-development)*



2019  
**Annual  
Workforce  
Development  
Report**

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# ABC Keystone's Meet the Generals

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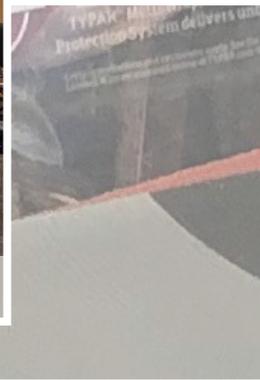


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# Ask an Attorney

BY: THOMAS O. WILLIAMS, ESQUIRE  
REAGER & ADLER, P.C.

## Pennsylvania Attorney General Just Itching to Prosecute Contractors

It was way back in October of 2010 when the Pennsylvania Legislature passed the law known as the Construction Workplace Misclassification Act (43 Pa. C.S. §933.1, et seq.). The stated purpose of the Act was to prohibit construction industry employers from classifying people who worked for them as independent contractors, as opposed to employees, and to prosecute those employers who misclassified such people. I recall writing articles and presenting a number of seminars to construction industry professionals on the Act, its prohibitions, requirements, and penalties for violators. Though the law has been in effect now for nearly 10 years, it has not spurred many prosecutions.

However, recently, the Pennsylvania Attorney General, along with the District Attorney for Delaware County, announced a joint pilot program aimed at combating the misclassification of construction workers, putting Pennsylvania contractors on notice that they intend to prosecute contractor violators. Please see this brief [article from the DelCo Times](#) highlighting the Attorney General's latest crusade. Non-union contractors, in particular, should take note as the article reveals that the Attorney General and District Attorney have actively sought the assistance of organized labor to refer suspected violating contractors for prosecution.

Now is a good time to revisit the key prohibitions in the Act. First, it is important for contractors to understand that the law may not be circumvented by simply entering into an agreement with individuals whereby the agreement states that the individual is "an independent contractor." Simply designating a person as an "independent contractor" does not make him so, and such agreements are not determinative of whether there is a violation of the Act. As such, all agreements are essentially worthless as a defense to a prosecution under the Act. Rather there are several indicia required in order to properly classify an individual as an independent contractor, as opposed to an employee, who would otherwise be entitled to company benefits, unemployment and workers' compensation benefits among other protections. The law states that an

individual who performs services in the construction industry for payment is an independent contractor only if:

1. the individual has a written contract to perform such services,
2. the individual is free from control or direction over performance of such services both under the contract of service and in fact, and
3. as to such services, the individual is customarily engaged in an independently established trade, occupation, profession or business.

Whether an individual is customarily engaged in an independently established trade, occupation, profession or business requires the following:

1. the individual possesses the essential tools, equipment and other assets necessary to perform the services independent of the person for whom the services are performed,
2. the individual's arrangement with the person for whom the services are performed is such that the individual shall realize a profit or suffer a loss as a result of performing the services,
3. the individual performs the services through a business in which the individual has a proprietary interest,
4. the individual maintains a business location that is separate from the location of the person for whom the services are being performed,
5. the individual holds himself out to other persons as available and able, and in fact is available, to perform the same or similar services, and
6. the individual maintains liability insurance during the term of his contract of at least \$50,000.

Contractors who run afoul of these requirements are subject to prosecution and criminal penalties over and above administrative penalties. Finally, as is the case with most statutes that protect worker rights, the Act prohibits a

construction company from retaliating against any person who files a complaint or who informs any person about an employer's noncompliance with the Act.

In light of the Attorney General's announcement and rollout of his intended aggressive prosecution of violators, construction employers are well advised to revisit their relationships with all "independent contractors" to make certain that each relationship meets the requirements of the Act.

---

If you would like to submit an article for the "Ask an Attorney" or the "Ask an Accountant" feature, please email: [kristi@abckeystone.org](mailto:kristi@abckeystone.org)

**Tom Williams, Esq.**, a shareholder in Reager & Adler, is the longest-tenured attorney in the firm after Dave Reager and Ted Adler. Tom began his career with Reager & Adler in 1993 in the Litigation and Construction Law practice areas. Tom is the lead attorney in the Debt Recovery practice area. Utilizing a counselor's approach to his practice of law, Tom is meticulously thorough in analyzing all aspects of a case in order to develop the best solutions for his clients. Tom embodies the trademark characteristic of a Reager & Adler attorney—"attorney and business owner"—in his recognition that although parties may be adversaries today, they may need to maintain an ongoing business relationship at some point in the future. Prior to embarking on his legal career with Reager & Adler, Tom served in the United States Army performing with the "President's Own" Old Guard Fife and Drum Corps. Tom is an active member of the Keystone Chapter of the Associated Builders and Contractors Association. Tom can be reached at [twilliams@reageradlerpc.com](mailto:twilliams@reageradlerpc.com) | (717) 763-1383

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Contact [kevin@abckeystone.org](mailto:kevin@abckeystone.org) with questions



# Safety saves LIVES, time, and money.

# Member Spotlight

DANIEL J. LAIRD, PRESIDENT, COMMONWEALTH FIRE PROTECTION CO. (CFPC)

## Hear from Daniel J. Laird:

### What's an interesting fact about your business most people don't know?

Commonwealth Fire Protection is 100% employee-owned! On December 31, 2019, CFPC became an S Corporation ESOP. In the transaction, I sold 100% of the ownership interest to a newly created Employee Stock Ownership Trust allowing current and future employees to gain a beneficial ownership interest in the Company without personal investment.

The future of CFPC and the Legacy of our past owners, Jack Scott, Steve Scott, Paul Hoffnagle and Greg Foster were at the very heart of this decision. We have learned all too well the importance of succession planning over the past five years with the sudden loss of Stephen E. Scott in 2014 and Paul W. Hoffnagle in 2017. By creating the ESOP, we are assuring the legacy and the culture of Commonwealth Fire Protection for many years to come.

The management structure of CFPC continues as it was currently structured. I remained as President/CEO and am also the Chairman of the Board. Charmaine Zercher remains the Controller and Corporate Treasurer. Mike Borkowski remains the Director of Sales and Marketing and Jeff Fromm remains Director of Design Build and Construction. We have been blessed with an awesome team of employees, and the future looks very bright entering into this new phase of business.

*If you are interested in submitting for a Member Spotlight feature, a no-cost benefit exclusively for members, please contact:*

[Kristi@abckeystone.org](mailto:Kristi@abckeystone.org)

### Share your company's story:

Commonwealth Fire Protection Company has been providing a variety of Fire Protection services to the mid-Atlantic region for 42 years. Having offices in Leola, PA and Wilmington, DE and holding licenses in PA, NJ, MD, DE, WV and over 50 local jurisdictions, CFPC services both local and regional customers. Through our in-house NICET certified design staff, Inspection staff and highly training project management team, in addition to our in-house capabilities, we have developed an experienced network of construction partners to perform any level of turnkey fire protection construction.

We owe our many years of success to our employees. Due to long term employee retention, employee development and quality company attributes, we are able to offer our customers a high level of expertise, experience and performance which leads to long term customer relationships. With over 90 employees and a combined 950+ years of experience we are able to handle all types of projects. At CFPC we don't just talk about long term customers we plan for it, train for it and work for it!



Daniel J. Laird, President  
Commonwealth Fire Protection Co.  
2749 Creek Hill Road, Leola, PA 17540  
(717) 656-2981 | [dan@cfpsprinkler.com](mailto:dan@cfpsprinkler.com)



 **ABC Member**

# The Latest **Member News**

## **Boyer & Ritter LLC CPAs and Consultants Welcomes Four New Associates**

Four new associates, including twin sisters who graduated together from Bloomsburg University, have joined Boyer & Ritter, one of Central Pennsylvania's largest accounting firms.

Joining Boyer & Ritter as accounting associates:

MacKenna and Geneka Mahan, who interned with the firm in summer 2019, and each earned a BS in Business Administration in 2018 and Master of Accountancy in 2019 from Bloomsburg University.

Janvi Girish graduated magna cum laude with dual BS degrees in Accounting and Information Systems from Pennsylvania State University in 2018.

Jade L. Wareham earned a Master's in International Business in 2012 from Hult International Business School Boston's London campus in 2012 and a BS in International Business and Accounting, with a minor in Information Systems, from Elizabethtown College in 2008.

## **McConkey Insurance & Benefits Hires Their 100th Employee**

McConkey has grown from a company of one founded by Edwin K. McConkey in 1890 to a 100-person team 130 years later.

McConkey's growth has attracted some of the industry's top talent. Since 2000, the number of employees has nearly tripled and more than doubled since 2005. "We will continue to foster a culture that attracts and retains the best and brightest," said Steve Buterbaugh, President & CEO/Principal. "As employee #25 when I started 28 years ago, I have watched this company grow, and I am proud to celebrate such an exciting milestone hire, especially during our 130th anniversary year."

## **RKL LLP Partner Earns Prestigious Construction Industry Credential**

RKL LLP announced that Daniel J. Nickischer, CPA, recently earned the Certified Construction Industry Financial Professional (CCIFP®) designation. This prestigious credential places Nickischer, a firm partner, among the nation's leading business and financial advisors for the construction industry. Nickischer earned this credential through an intensive training program and comprehensive exam, where he demonstrated his mastery of ethical financial management principles and the construction industry's complex environment.

## **Pauline Felice Gibble Joins Saxton & Stump, LLC in Lancaster Alongside Barry Solodky**

Saxton & Stump is pleased to share that attorney Pauline Felice Gibble has joined the firm as an associate to support the growing Bankruptcy and Creditors' Rights practice in Lancaster. With more than 30 years of experience as a judicial law clerk, Gibble joins attorney Barry A. Solodky, who joined the firm in January, to launch the practice. Solodky has been serving clients for more than four decades in bankruptcy law. He previously served 33 years as a court-appointed Chapter 7 trustee providing independent oversight for bankruptcy cases and as counsel for other fellow trustees.

## **Providence Engineering Corp. Announces Promotions**

Providence Engineering is pleased to announce the promotions of Bart Foreman, P.E., and Matthew Kalmanowicz, P.E.

Bart Foreman has been promoted to Vice President of Providence Engineering after serving as the Manager of Distribution and Warehouse Facilities and Design. Matt Kalmanowicz has also been promoted to Vice President of Providence Engineering after serving as Director.

## **Simon Lever Promotes Sara Bruton and Josh Shroyer to Partner**

Simon Lever announced the promotion of Sara Bruton and Josh Shroyer to partner. Having joined Simon Lever in 2009, Sara Bruton, a Messiah College graduate, has been with Simon Lever since day one of her career. Bruton started at Simon Lever as a staff accountant and, over ten years, rose through the ranks to partner. Accolades go to Joshua Shroyer, who also made partner. Shroyer, a graduate of Penn State, started with the firm 13 years ago in 2007, immediately following graduation. Shroyer heads up the in-demand Advisory Services team at Simon Lever, which places emphasis on providing a financial advantage for Simon Lever clients.

If you have news to share, please send your press release for consideration to:  
Kristi Pronovost, Director of Marketing & Communications: [kristi@abckeystone.org](mailto:kristi@abckeystone.org)

Thank you for your support of the **merit shop mission!**

# Welcome to ABC's **Newest Members!**

## **Independent Refrigeration Services, Inc.**

Nick Nechay, President  
20 Aberdeen Road  
York, PA 17406  
(717) 227-2200  
[nnechay@irsnh3.com](mailto:nnechay@irsnh3.com)

## **Princeton Hydro, LLC**

Samara McAuliffe,  
Employee Relations Manager  
1108 Old York Rd.  
Ringoes, NJ 08551  
(908) 237-5660  
[smcauliffe@princetonhydro.com](mailto:smcauliffe@princetonhydro.com)  
Sponsor: Dale L. Bentz,  
RiverLogic Solutions, LLC

## **Safety Works, Inc.**

Craig A. Shaffer, President  
2 Heatherwood Drive  
Dillsburg, PA 17019  
(717) 432-0861  
[craig@safetyworksinc.com](mailto:craig@safetyworksinc.com)  
Sponsor: Phillip D. Ireland,  
Benchmark Construction Co., Inc.

*"When I'm in need of products and services, I always go to ABC members first."*

- John H. Hykes II, B&B Integrations

View a **searchable membership directory** at [abckeystone.org](http://abckeystone.org)

Download the **mobile app** available at App Store and Google Play Store!



## **Happy Anniversary!**

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating anniversaries in April 2020

### **50 Years:**

Penn National Insurance Co.

### **10 Years:**

Easy Does It Drywall, Inc.  
Voganville Masonry, LLC

### **45 Years:**

Pennsy Supply, Inc.

### **5 Years:**

SEK, CPAs & Advisors

### **35 Years:**

Benchmark Construction Co., Inc.

### **1 Year:**

York P-B Truss, Inc.

Schaedler Yesco

## **Your Ad Here!**

Gain visibility with opportunities for placement in ABC Keystone's print/digital publications:

The Merit Shop Spokesman  
Digital E-blasts  
Website Banners  
Course Catalog



### **Contact:**

Kristi Pronovost  
Director of Marketing & Communications  
(717) 653-8106 | [kristi@abckeystone.org](mailto:kristi@abckeystone.org)

# Young Professionals at ABC

BY: ETHAN KLINK , PRODUCER, STRICKLER AGENCY, INC.

## *Don't Improv: Lay the Groundwork and the Rest Will Follow*

**A**s a young professional in an industry where I am surrounded by tenured and well-established professionals, I am constantly trying to find ways to earn the respect and trust of my clients and peers. Society has conditioned not only me, but the millennial generation, to focus on the final outcome, “get to the point,” or as Nike quotes, “*Just Do It.*” Far too many times, I feel we ignore the “little things,” and we lose out on the best opportunity to grow as individuals and professionals. Creating a process for your professional life allows you to not only accomplish your goals, but it sets you up for success.

### **What is the process?**

The process to me is a roadmap; it establishes where to start and where my ultimate goal lies. It may be different for everyone or change over time, but overall, you need to know where you are now and where you need to go. This will allow you to set smaller or more obtainable goals and actions to get you to your “destination.” More importantly, be sure to continuously self-reflect on what got you to this point and take that opportunity readjust if you need to.

### **How to develop your process?**

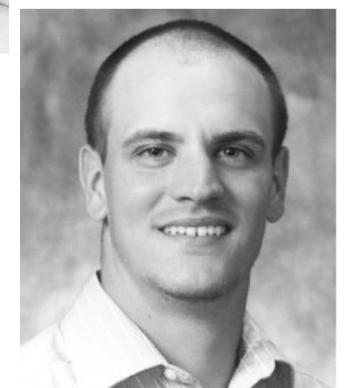
The best way to develop your process is through mentorship. It's important to surround yourself with a trusted advisory team made up of mentors who may or may not be in your industry but will allow you to “pick” their brain about what has made them successful or what they could have done differently. By continuously leveraging these relationships, it can help create awareness and build knowledge.

### **How to implement?**

Just as they say you cannot fit a square peg in a round hole, not every technique will work. You will fail, so be flexible, roll with the objections, and create what works for you.



Much like your career, it can't be mastered overnight. It is something that must be practiced, tested and constantly reevaluated. By developing a process and a plan, you will find yourself boosting confidence, self-awareness and overall professional growth.



Ethan Klink  
Producer  
Strickler Agency, Inc.  
ABC Keystone YP Committee Member  
[eklink@stricklerins.com](mailto:eklink@stricklerins.com)

# Young Professionals Spotlight

CORBIN BEITTEL, PROJECT ENGINEER, WARFEL CONSTRUCTION COMPANY

## Meet Corbin Beittel!



### Role you play in your organization:

As a Project Engineer I assist project teams with a wide variety of day to day operational items while striving to maintain total client satisfaction. From managing project schedule, to on site coordination and problem solving, to budget tracking and analysis, no two days are the same along the journey of taking a project from concept to completion.

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

My involvement in ABC and specifically the Young Professionals committee has provided an immense amount of involvement in furthering my networking within the construction industry. I refer to it as home-grown networking as it is not fostered by a social media platform but is done so by participating in one-on-one efforts in communicating with others throughout various sectors of the construction industry and understanding one another's role within them.

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

Each day is filled with opportunity and untapped potential. Getting out of bed is the first step in immersing oneself amongst these opportunities and striving to be better than you were the day before.



Corbin Beittel  
Project Engineer  
Warfel Construction Company  
ABC Keystone YP Committee Member  
[cbeittel@warfelcc.com](mailto:cbeittel@warfelcc.com)

# How Coronavirus Is Impacting the Construction Industry

BY: GRAHAM RYAN | CONSTRUCTION EXECUTIVE.COM

***COVID-19 (officially SARS-CoV-2 or also the novel Coronavirus) is disrupting everyday business and life as we know it.***

## Tax Deadline Extension

The U.S. Treasury Department announced that it would be pushing back the April 15 deadline to file tax returns and pay taxes owed on that date by 90 days, giving Americans three extra months to pay their 2019 income tax bills. This gives millions of individuals and C-Corporation businesses extra time needed to pay these out-of-pocket costs in light of COVID-19.

Treasury Secretary Steven Mnuchin explained that with this new regulation, the IRS, under President Trump's national-emergency declaration, will also waive interest fees and penalties. Individuals and businesses should file their taxes as normal, if they can, and they will not incur interest or penalties on amounts due.

On Wednesday, March 18, IRS notice 2020-18 granting relief was released. The notice confirms the 90-day extension included in the Treasury Department announcement. The notice further clarifies that relief provided by the extension is available to be applied to first quarter 2020 estimated income tax payments in addition to federal income tax owed for the taxpayer's 2019 tax year. As a result, payments of this nature due by April 15 are subject to the relief covered by the IRS notice. All taxpayers are also granted an automatic 90-day extension of time to file until July 15, 2020.

The announcement did not provide guidance on payroll taxes and their respective due date. Uncertainty also remains around whether second quarter 2020 estimated taxes are expected to be paid by the normal June 15 deadline or if they will be deferred as well.

In a time surrounded by uncertainty, the extension will at least provide cash flow relief to businesses and business owners, as many will qualify for the extension.

The construction industry faces additional challenges due to the onsite necessity of work performance and constraints on the extent of social distancing that can be practiced within the labor force on an active jobsite.

Furthermore, supplies are imported from a variety of international suppliers and disruption to the manufacturing industry both domestically and abroad will impact the availability of supplies necessary to complete projects, while also increasing the cost. It is critical for project management teams to analyze current supply chains to assess the exposure to disruption in those supply chains that ensues.



Labor and material challenges often lead to project delays and cost overruns, presenting budgetary and profitability challenges to project management.

As many business interruption policies limit coverage to interruptions related to natural disasters with "disease" not

included in coverage, companies are left wondering how they can mitigate risk exposure.

One possible form of relief for contractors is the "force majeure" clause that is included in certain contracts. The term itself may not be explicitly included; however, contract language provides for a time extension in the event of delays caused by an act of God, act of government or other events beyond the reasonable control of the contractor. A practice encouraged for contracts currently undergoing negotiation is the inclusion of specific references to force majeure with respect to COVID-19, pandemic and disease specific to time extensions.

While the force majeure clause offers protection to contractors it also protects material suppliers in that contractors may be subjected to price increases or may limit the contractor's ability to terminate the contract and seek alternative suppliers.

As a result of these challenges, it is more important than ever for construction companies to be proactively communicating with project owners and project partners regarding these risks and how they will be handled through the course of a contract's performance period.

As containment measures continue to intensify across the country, having a variety of communication channels available—including teleconference and video conference as an alternative to face-to-face, for instance—as well as a high frequency of communication will be critical for ongoing projects to complete in a timely and cost effective fashion. Social distancing and other sanitary measures will also be key for jobsites looking to avoid quarantine delays.

Article and image source: [ConstructionExecutive.com](https://www.constructionexecutive.com)

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# Economic Injury Disaster Loan Program

Small business owners in all U.S. states and territories are currently eligible to apply for a low-interest loan due to Coronavirus (COVID-19).

To apply, please visit: <https://disasterloan.sba.gov/ela/>

Find more information on the SBA's Economic Injury Disaster Loans at:  
[SBA.gov/Disaster](https://www.sba.gov/Disaster)

The SBA will work directly with state Governors to provide targeted, low-interest loans to small businesses and non-profits that have been severely impacted by the Coronavirus (COVID-19). The SBA's Economic Injury Disaster Loan program provides small businesses with working capital loans of up to \$2 million that can provide vital economic support to small businesses to help overcome the temporary loss of revenue they are experiencing.

Source: [www.sba.gov](https://www.sba.gov)



## Let ABC Pay Your PA One Call Invoice!

### ABC Member Exclusive Benefit:

Did you know that as a member of ABC Keystone, your PA One Call Invoice will be paid as one of your many member benefits? Fax or email your invoice to the Chapter office, and let ABC take care of payment.

**Fax: (717) 653-6431 or email to [kellys@abckeystone.org](mailto:kellys@abckeystone.org)**

## 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
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