

The Merit Shop Spokesman

ABC Keystone Newsletter



Onward! The Chapter Reopens 2



A Summer to Remember 5

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ABC Keystone Leadership

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2nd VICE CHAIR – Steve Conway, Benchmark Construction Co., Inc.

SECRETARY – John Lehmann, Poole Anderson Construction, LLC

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Bethany Tesché, Houck Services, Inc.

Jan L. Wagner, Kinsley Construction, Inc.

Thomas O. Williams, Esq., Reager & Adler, P.C.

G. David Sload, President-CEO

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

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johna@pbe.org

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

A Message from the Chair

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

Onward!

ABC Keystone Continues to Meet Member Needs

After three long months of shutdown, members are looking to regain some form of pre-COVID momentum, the strong momentum that was evident in the first quarter of 2020. According to ABC's Chief Economist Anirban Basu, construction employment, backlog and contractor confidence are on the rise again, which is good news for recovery. Indicators support a strong third and fourth quarter; however, Mr. Basu believes it may take a year or more before contractors return to early 2020 revenue levels. I strongly recommend your company participate in the ABC Construction Backlog Indicator (CBI) and confidence monthly survey if not already doing so. This is an excellent source of data broken down into regions, based exclusively on responses from open shop contractors across the country. For more information on how to participate and receive results, contact Rachel O'Grady at ogrady@abc.org.

As of June 26th, all but one county in PA moved into the governor's least restrictive "green" phase. Interestingly, Lebanon County remains on the outside looking in. Could it be possible this was due to legislation, crafted by Lebanon County legislators, ending Governor Wolf's emergency declaration? Whether you are active in politics or not, elections have consequences. Later this month, Keystone will be hosting virtual town hall style, regional, PAC fundraising meetings with local legislators. This is an excellent opportunity to contribute, ask questions, get to know our leaders in Harrisburg who support free enterprise values, and make a difference in the November elections. Rep. Scott Perry and Sen. Scott Martin are just two of our local champions who will have tough races this year and will need our help. Watch for more information on how to participate in these events.

Unquestionably, graduating classes of 2020 missed out on the "regular" celebration normally associated with this lifetime milestone. The Chapter's own graduation celebration had to be postponed as well. I'm pleased to share that on August 13, ABC Keystone will be recognizing our Apprenticeship Class of 2020 and the Craft Professionals of the Year at Haars Drive In, Dillsburg in a unique ceremony! We look forward to honoring this elite group of craft professionals.

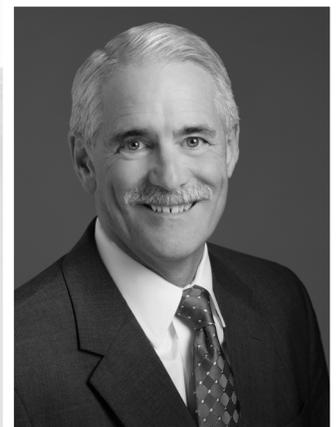
The Chapter facility will soon see in-person education classes return to headquarters. Professional development classes resume in July as do continued supervisor and safety training courses. During the shutdown period, ABC Keystone provided over \$27,000 worth of free virtual training to our members, and the Chapter continues to be the go-to resource for CDC compliance information.

This same period saw our Keystone Chapter member STEP applications exceed last year's totals, and we are well on our way toward my goal of obtaining a 30% participation rate from our contractor members. This also puts us well ahead of the current ABC National chapter average participation rate. Thank you for STEPPing up.

The Board of Directors has continued to provide direction and guidance to staff and members throughout the pandemic shutdown and will be holding the annual strategic planning meeting in September to determine the Chapter path for the next three years. Meanwhile, we continue to monitor and adjust our current plan to ensure we are meeting our members' needs for the rest of 2020 and beyond.

Onward,

Roger Brubaker
2020 Chair of the Board



Roger S. Brubaker
2020 Chair of the Board
ABC Keystone
Director of Construction Services
Meadow Valley Electric, Inc.
roger@mvegroup.com
(717) 397-9600

2020 *Excellence in Construction Awards*

The 2020 ABC Excellence in Construction Awards program submission deadline is approaching!

This program recognizes and publicizes the outstanding work performed on projects built by the members of ABC Keystone.

**Be Recognized as
the "Best of the Best"
in the Construction Industry!**

**Submission Deadline:
July 20, 2020, at 4 pm**

For more information, contact: emily@abckeystone.org



A Message from the President-CEO

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

"Are We There Yet?"

Anyone that has been on a long drive with children, or remembers long drives as a child, is very familiar with the phrase "Are we there yet?" It brings back memories of impatience and seemed to make long drives even longer. As we have now completed a little over sixteen long weeks of COVID-19 restrictions, we keep wanting to know when we will get "there," and when we will reach the next stage.

As we continue our COVID-19 travels into July, it appears that our entire Chapter area, like the rest of the state, will have reached the green phase. What does this really mean? For construction, it means you may be able to have larger groups for meetings, and the restriction on the number of employees you can have in a building goes away. However, social distancing and masks, as well as sanitation protocols, are still in effect.

For the Chapter, the green phase means we can start to get back to some normalcy with our programs and the use of our building. We are beginning to offer in-person training for both safety and career development. I encourage you to check out the ABC website for all upcoming classes. In addition, we have started to take registrations for networking events that are scheduled for September through December.

While it seems like things are getting back to normal, being in the Chapter office will not be like that which you are typically accustomed. ABC still needs to follow CDC COVID-19 safety guidelines. Therefore, we have put protocols in place to ensure the safety of our members, students, guests and staff. As you enter the building, you will be required to scan a QR code and complete the COVID-19 health questionnaire. Only upon receiving a green check (which shows successful completion of the questionnaire) can you proceed to your class. In addition, all visitors, as well as instructors, will be

required to wear a face covering or face shield while in the building.

Behind the scenes, the staff and our cleaning service will be doing additional sanitizing to make sure we are doing our part to keep you safe. Because COVID-19 still exists, "We have not gotten there yet." No one knows yet "where" that is and when it will be.

In the meantime, we, as a Chapter, and you, as members, need to continue to work together and do our collective part to contain the spread of COVID-19. The top priority continues to be to keep everyone and their families safe. Continue to watch our website and your registration emails for updates on COVID-19 safety protocols in place for your visits to the Chapter, as some of these measures are ever-evolving.

As my father always said, "I'll let you know when we get there."



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

Advocacy Update

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

A Summer to Remember

While the Capitol Building has been closed to the public for several months, the government affairs team has been working hard advocating on behalf of the construction industry. Utilizing email, phone, and virtual platforms, we continue to engage elected officials on behalf of our members. The COVID-19 pandemic certainly did not slow down activities of state government, in fact, the General Assembly has been in session more days and has been more active than in “normal” years. Here is a rundown of just a few of the happenings over the last month:

Speaker Turzai Resigns: Earlier this year, Speaker Mike Turzai (R-Allegheny) announced he would not seek re-election. It was expected the Speaker would leave office for the private sector early in the spring session. The COVID-19 pandemic delayed that timing. In June, the Speaker formally announced his resignation, effective June 15. ABC Pennsylvania sent a letter of congratulations, as Speaker Turzai has been a strong supporter for the commercial construction industry throughout his public service. In fact, the Speaker was the key force in convincing the Governor to re-open construction earlier than anticipated. The Speaker’s resignation set up a leadership election within the House Republican Caucus. Four representatives were elected to new leadership posts:

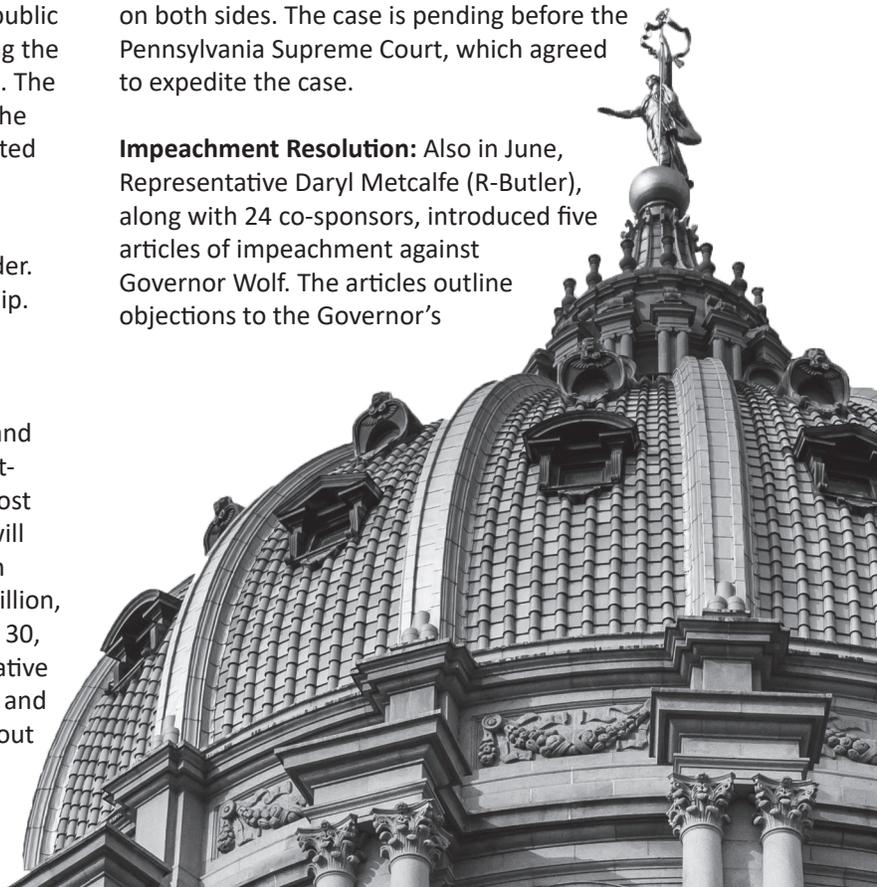
- Bryan Cutler (R-Lancaster) will serve as Speaker.
- Kerry Benninghoff (R-Centre) will serve as Majority Leader.
- Donna Oberlander (R-Clarion) will serve as Majority Whip.
- Martin Caser (R-McKean) will serve as the House Republican Policy Committee Chair.

State Budget: At the end of May, the Legislature passed, and the Governor signed into law, a \$26 billion budget that flat-funds education programs for a full twelve months and most other statewide programs for five months. State leaders will have enormous challenges budgeting the remaining seven months of the fiscal year. Deficits are projected to be \$5 billion, and negotiations need to be completed before November 30, which is the end date for the spending plan and the legislative session. There is a realization between the administration and legislative leaders that the state cannot cut or tax its way out of the budget hole; however, solutions are unclear at this

time, and fiscal decisions will be based on future federal assistance. ABC Pennsylvania will continue to monitor the situation and engage lawmakers on issues of importance, such as taxation and other regulatory matters.

Concurrent Resolution: In June, the General Assembly, along bipartisan lines, passed House Resolution 836, which terminates the Governor’s COVID-19 emergency declaration. Legislators who supported the resolution argue the Governor cannot issue a veto because the emergency code states the General Assembly may terminate an emergency order, and thereafter the Governor shall do so. On the other hand, Governor Wolf is arguing he does have power to veto the resolution, citing the state constitution, which says every order, resolution, or vote, shall be presented to the Governor. Because the Governor has yet to terminate the order, per the resolution, the Senate filed suit in Commonwealth Court. No matter which side you agree with, there are strong arguments on both sides. The case is pending before the Pennsylvania Supreme Court, which agreed to expedite the case.

Impeachment Resolution: Also in June, Representative Daryl Metcalfe (R-Butler), along with 24 co-sponsors, introduced five articles of impeachment against Governor Wolf. The articles outline objections to the Governor’s



management of the pandemic, from the waiver process to the massive delays in unemployment compensation. At the time of this writing, it is unclear if the House will take up the articles. The process would largely mirror the federal government's impeachment process, where the House would vote to impeach, and the Senate would vote to remove the person from office.

Primary Election: Pennsylvania held its primary election on June 2. As in any election, there were some surprises. In the southwest, one ten-year incumbent Democrat lost their primary election. In the southeast, five incumbent Democrats in the Philadelphia region lost their primary election. One Republican resigned his House seat to run for Senate and won. These numbers, combined with 18 retirements, means there will be at least 25 new state Legislators elected in November. No matter what side of the aisle, these newly elected candidates continue recent political trends, where voters are electing more progressive candidates on the Democratic side and more conservative candidates on the Republican side. What this means broadly is both political parties will have very different views on policy priorities. These views will drive the agendas of the party caucuses as a new two-year session begins in January 2021.

Police Reform Bills: Republican and Democratic leaders have agreed to move a package of bills as a first step to addressing law enforcement reform. The first, House Bill 1841, would require law enforcement agencies to disclose a current or former officer's personnel file if the person is seeking a position in another agency. The bill is intended to stop the practice of withholding information, complaints, or disciplinary actions in the hiring process out of fear of civil liability. The second bill, House Bill 1910, would add additional required trainings for law enforcement officers, including recognizing signs of child abuse, annual instruction on the use of force, de-escalation and harm reduction techniques, and biennial instruction in community and cultural awareness.

The summer and fall months are sure to be just as active on the advocacy front. Please keep apprised of ABC news and resources so you can stay in the know and participate in opportunities to let your voice heard. Thank you for your membership. Stay safe, stay informed, and stay engaged.

If you are not signed-up to receive email alerts, please download the "ABC Action App" from the app store on your mobile device, or at abc.org/abcaction.

Coronavirus Updates & Resources

Stay up to date with the latest information you need to navigate the COVID-19 pandemic:

abckeystone.org/coronavirus

abc.org/coronavirus

We are here to help you!

Virtual Meet and Greet with Area Elected Officials

Join us as we host virtual fundraising events for elected officials that represent Cumberland and Dauphin counties. This is your opportunity to ask questions of members that support our issues and serve on key committees!

Due to the COVID-19 pandemic, these virtual calls are not only opportunities for ABC members to interact directly with lawmakers, but to also contribute to our political action committees. To participate in the call, you may donate to either PA ABC PAC, which accepts individual donations only, or the Advancing the American Dream Fund, which accepts corporate and individual donations.

If you are interested in participating, please contact Austin Cawley at austin@abckeystone.org or register online. Participants will receive a unique password to enter the virtual meeting, which is expected to last approximately 45 minutes.

Thank you for your consideration. The 2020 elections are like no other, and it is extremely important we continue to support candidates that defend free enterprise and free markets.

Cumberland County Virtual Event: Tuesday, July 21

With Reps. Barb Gleim and Torren Ecker

Dauphin County Virtual Event: Thursday, July 23

With Sen. John DiSanto and Rep. Andrew Lewis

*Times to be determined;
additional events/regions coming soon!*

Moderated by Roger Brubaker and
Doug Dvorchak

Submit advance questions to:
austin@abckeystone.org

Support free enterprise with your contributions!
\$50 minimum contribution per call



DOWNLOAD THE ABC ACTION APP TODAY!

- One-click messaging to your elected officials
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- Detailed contact information for your federal representatives
- State-specific lawmaker and policy information



The ABC Action app for iPhone, iPad, and Android
Download it on your device at abc.org/action.

In Memoriam

Robert A. Kinsley

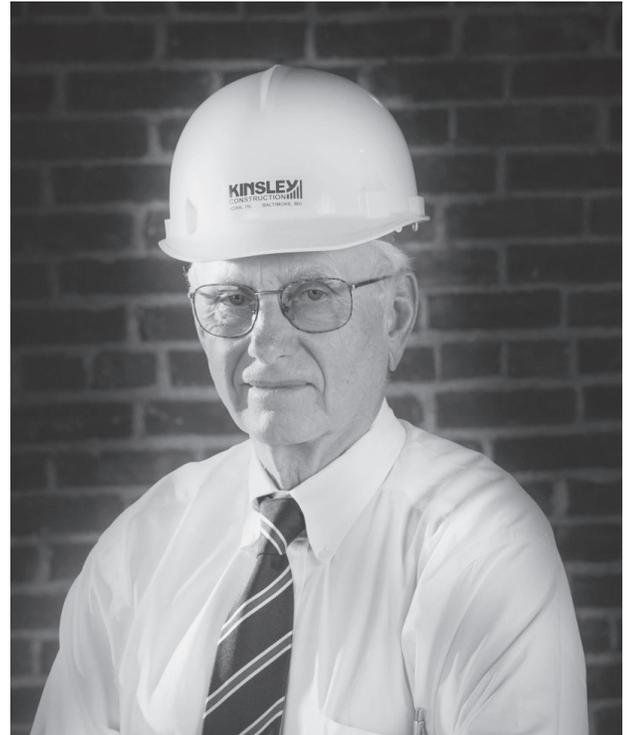
Kinsley Construction, Inc.

October 17, 1940 - June 10, 2020

It is with great sadness that we share the news of Bob Kinsley's passing. Founder of Kinsley Construction, Inc. in 1963, Bob was a true leader with deep compassion for his employees.

"We have lost an amazing leader," said Robert A. Kinsley II, CEO of Kinsley Enterprises in a statement to Kinsley employees. *"Bob was our founder, a visionary leader and man with unfailing energy. He cannot be replaced. There are no words big enough to describe the impact he had on so many of us. All of us will remember just trying to keep up with him when he walked across a job site."*

To share condolences with the family, please email: condolences@rkinsley.com.



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ABC Keystone Members Save! Affinity Program of the Month

Do you ship with FedEx?

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New account FedEx Freight® Priority holders in the FedEx Advantage discount program save on a variety of FedEx services.

After you enroll, you can use the same account to join My FedEx Rewards, and earn gift cards and brand-name merchandise when you ship. Enrollment for both programs is free.

Enroll now or call (877) 875-2270. Be sure to use passcode ABCFDX

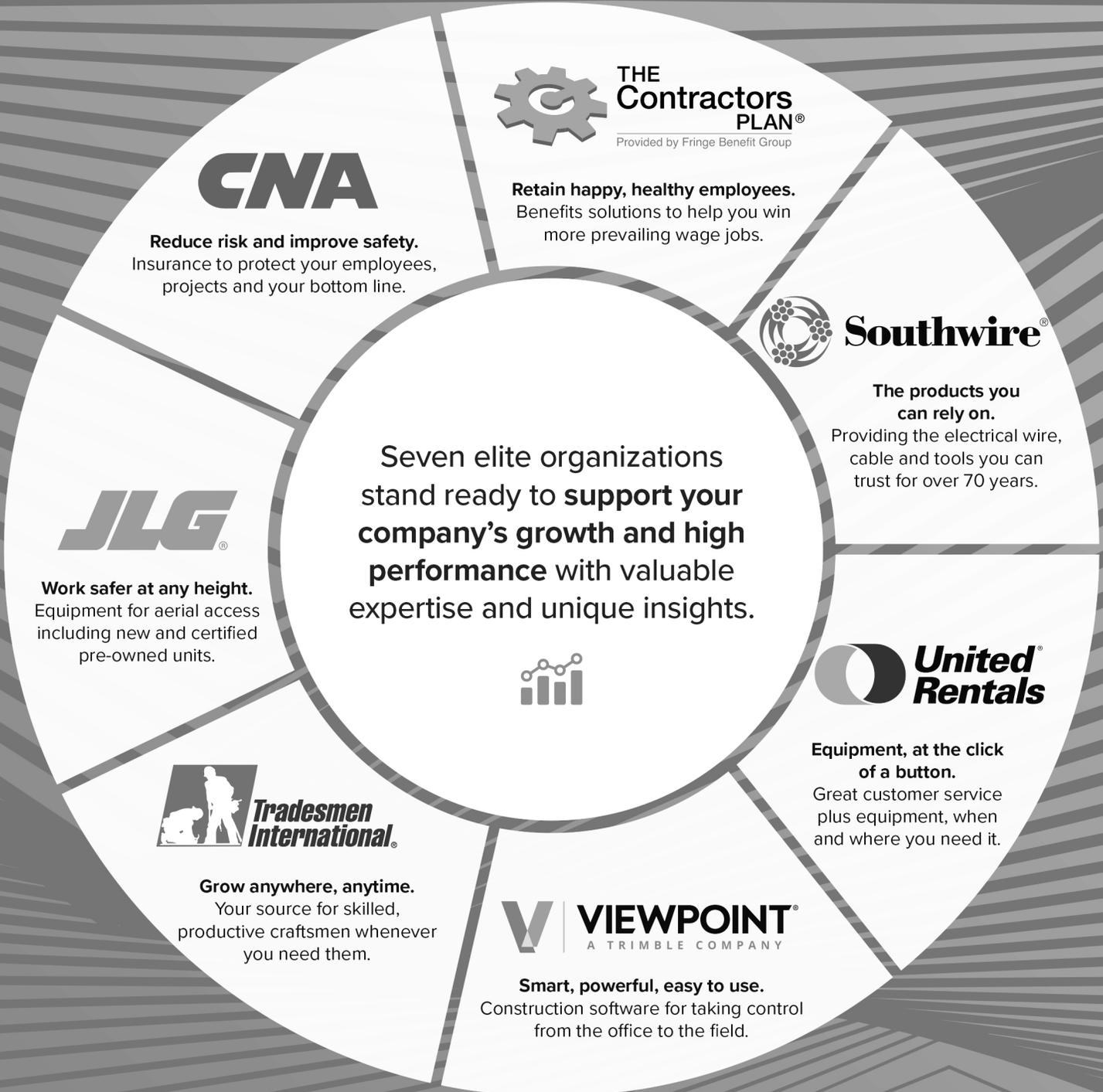
This is another tremendous benefit as a result of your membership with Associated Builders and Contractors!

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

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ABC Keystone Committees Stay Connected through COVID-19



Board of Directors

"I am thoroughly impressed with the resiliency of the committee members. Even though we have all had to adapt to huge changes in the way we approach our normal workday, I've not heard anybody complain about the current circumstances. Rather, they've shared excitement about being creative and improvising to continue to get the job done despite the current situation. I may be a bit biased, but I think it really speaks to the resiliency of our generation. We get excited about technological advancements and the progress companies are making in adapting to employees working remotely. The current pandemic has accelerated that very quickly."

- Elmer Zook, Quality Buildings LLC
ABC Keystone YP Committee Chair

Thank you to all our Chapter Committees and members for your willingness to adapt to the virtual meetings due to COVID-19 while still connecting with one another and providing your leadership for the association.

Young Professionals Committee



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For more information:

Cindy S. DeWire
Director of Apprenticeship
cindyd@abckeystone.org
(717) 653-8106

September 24



THE ABC KEYSTONE CLAY SHOOT

PRESENTED BY



It's Finally Happening!

The Keystone Chapter is looking forward to seeing members in-person again as the state opens up!

These past few months have been challenging for all of you, and we thank you for your commitment to safety and your support of the association through it all. Spring and Summer events and classes had to be postponed due to COVID-19, but now we can safely gather again! Let's build your business connections!



Outdoor MIXER MashUp

Featuring the Best of ABC's Two Most Popular Mixers!



October 6

We are pleased to announce that fall networking events are open for registration, and we've even created something NEW - The Outdoor Mixer Mashup!

See you soon - safely!



ABC Keystone Golf Outing

Presented by: HARMON & DAVIES, P.C.
ATTORNEYS AT LAW

October 21, 2020



Keystone

Register Online:
abckeystone.org

Member Spotlight

MICHELLE WITTIG, PRESIDENT, GENESIS CORPORATION

Meet Michelle Wittig!



Michelle Wittig, President
Genesis Corporation
781 Far Hills Drive, Suite 200
New Freedom, PA 17349
(443) 792-9480
michelle.wittig@genesiscorp.us
www.genesiscorp.us

How did you get involved in the industry?

In 2003, I was an executive business consultant for a 300+ employee design/build mechanical firm serving multiple states.

In 2005, I was asked to join an emerging design/build mechanical contractor as the COO/VP.

Over the next 13 years, we grew that business to 185 employees servicing DC, MD, and northern VA while being recognized by

ABC for safety (STEP), quality (AQC and AOE), and diversity (National Diversity).

I love working in our industry and creating together. Genesis has been with ABC since inception, and I personally have been involved with ABC since 2003 having served on Chapter Boards, chaired committees, and currently serving on a diversity council.

How does ABC provide you value?

ABC is an essential partnership for not only legislative updates and keeping our finger on the economic pulse, but also for growing our next generation of tradespeople. Everything in between is an additional benefit of membership.

Michelle was recently interviewed for the May/June issue of YoCo Connect, a publication of York County Economic Alliance.

Congrats, Michelle! View the article (pg 8) here:

https://www.yceapa.org/wp-content/uploads/2020/06/March_April_Web.pdf

Share your company's story:

Our headquarters is located in a HUBZone of Towson, MD, and we are in process for HUBZone certification. Genesis began building out the New Freedom, PA and Towson, MD office spaces in mid-March 2019, and our ribbon cutting ceremony was June 2019.

Genesis Corporation is a 100% woman-owned commercial mechanical, electrical, plumbing contractor serving York County and Maryland markets. Our focus is being a preferred contractor that offers one point of contact, one contract, three trades. We happen to have certifications such as WBE, SBE, EDWOSB, and several others. Genesis is also on the approved contractor list for Johns Hopkins.



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

Although Genesis Corporation is an emerging contractor, the majority of the employees have all worked together for 10+ years at previous large design/build electrical and mechanical firms in Baltimore. Our capabilities, knowledge, and skills are large commercial focused. As we implement a smart growth strategy, we are expanding operations into the commercial HVAC service market.



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

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

Philips Brothers Electrical Contractors, Inc.
Mark Philips
President
235 Sweet Spring Road
Glenmoore, PA 19343
(610) 458-8578
mark@philipsbrothers.com

USI Insurance Services
John Dempsey
Vice President, Property & Casualty
1787 Sentry Parkway West
Veva 16, Suite 300
Blue Bell, PA 19422
(866) 520-8674
john.dempsey@usi.com



"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
Download the **mobile app** on the App Store and get it on Google Play!

Happy Anniversary!

Thank you for your continued support of the merit shop!

Join us in congratulating these members celebrating milestone anniversaries in July 2020:

35 Years:

Plasterer
Equipment Co., Inc.

25 Years:

Keystruct Construction, LLC

20 Years:

Broderick's Landscape
Contracting, LLC

15 Years:

Sentry Fire Protection Inc.

10 Years:

Hess Auctioneers, LLC
Kencor Inc.
Mobile Dredging &
Video Pipe, Inc.
Synergy Employment
Group, Inc.

5 Years:

Lancaster County Solid Waste
Management Authority

1 Year:

Hanover Nissan
Home Climates, Inc.
Swirnow Building Systems Group

#ABCMeritShopProud

Chapter Calendar - Events, Education & Training

Register Today!

- 7/23 - Executive Leader Contractor Peer Group
(CEO/Owners/Executive Leadership)
- 8/27 - OSHA 10-Hour Construction
- 9/3 - Time Management
- 9/15 - SalesWorks!
- Starts 9/16 - Basic Blueprint Reading
- 9/18 - Rough Terrain Forklift Training
- 9/22 - Jobsite Safety Inspections - Competent Person Training
- Starts 9/23 - Project Management & Leadership
- Starts 9/24 - Superintendent Training Program (STP)
- 9/24 - ABC Keystone's Clay Shoot Presented by OSS Health**
- 9/24 - Mobile Elevating Work Platform (Aerial Lift) Training
- 9/29 - Adult AED, CPR & Basic Medic First Aid
- Starts 9/29 - Crew Leadership for Effective Teams
- Starts 10/6 - Estimating for Successful Outcomes
- 10/6 - ABC Keystone's Outdoor Mixer Mashup Party**
- Starts 10/13 - Leadership Development Series
- 10/21 - ABC Keystone's Golf Outing Presented by Harmon & Davies, P.C.**
- Starts 10/28 - Advanced Blueprint Reading



Discover more
**events, education
and training**
and register online:
abckeystone.org

Save the Date!

- Starts 11/4 - Excel 2016: Full Series
- 11/4 - ABC Keystone's Excellence in Construction Awards Gala**

Coronavirus (COVID-19) Update:

On-site training:

ABC Keystone continues to prioritize your safety to help prevent the spread of COVID-19. When you visit Chapter headquarters you will now see CDC-recommended safety precautions in place including COVID-19 symptom screenings, face mask requirements, enhanced cleaning measures and the implementation of social distancing to protect your health. We thank you in advance for your cooperation as we open up under these guidelines. **Please enter the building at Door 1 when you arrive.**

Customized Training:

We are here to meet your unique needs, and our team can customize training for you at our location or yours. Customized training at your site is available following a review of the site for the implementation of current CDC recommended COVID-19 safety guidelines.

Networking Events:

All COVID-19 safety protocols in place at the time of our fall networking events will be followed to protect the safety of all attendees.

We Can Customize Training for You!

We Strive to Meet Your Training Needs - Contact Us Today!

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

The Latest ABC Keystone **Member News**

Thirteen Barley Snyder Attorneys Named Super Lawyers

Barley Snyder is pleased to announce 13 of its attorneys have been named to the lists of Pennsylvania Super Lawyers and Pennsylvania Rising Stars for 2020. The prestigious, annual list highlights attorneys who have distinguished themselves in their legal practices.

The organization named six Barley Snyder attorneys to its 2019 Pennsylvania Super Lawyers list (their main office location in parentheses):

- Salvatore Anastasi (Malvern)
- Jennifer Craighead Carey (Lancaster)
- Thomas A. French (Harrisburg)
- Jill Sebest Welch (Lancaster)
- George C. Werner (Lancaster)
- Sarah C. Yerger (Harrisburg)

Super Lawyers named seven attorneys to its Pennsylvania Rising Stars List:

- Derek P. Dissinger (Lancaster)
- Peter J. Faben (Lancaster)
- Kevin S. Koscil (Harrisburg)
- Elizabeth L. Melamed (Lancaster)
- Justin A. Tomevi (York)
- David M. Walker (Lancaster)
- Luke T. Weber (Lancaster)

Super Lawyers, which administers both lists, is a rating service of outstanding lawyers from more than 70 practice areas who have attained a high-degree of peer recognition and professional achievement. The selection process includes independent research, peer nominations and peer evaluations.

"The 13 attorneys selected as Super Lawyers represent diverse choices from across our practice groups and offices," Barley Snyder managing partner Jeff Lobach said. *"In challenging times like these, we're glad we can deploy superior talent from every corner of our firm."*

Benchmark Construction Co., Inc. Welcomes Two Market Coordinators

Benchmark Construction Co., Inc. has hired Cara McCarthy and Mary Kate Watson as Market Coordinators. They will be responsible for managing all administrative and logistical elements of the work within the Healthcare and Commercial/Specialty markets and support the leadership team in exceeding client expectations. Cara was previously employed at B&P Neal as a project assistant, and Mary Kate graduated from the Savannah Technical College with an Associate degree in Hospitality Management.

RKL Partner Stephanie Kessler Recognized among Central PA's Most Influential Female Leaders

RKL LLP announced that Stephanie S. Kessler, RAC-CT, CHP, a partner in its nationally recognized Senior Living Services Consulting Group, has been honored as one of Central Penn Business Journal's 2020 "Women of Influence." This annual program celebrates female leaders making a positive impact on their clients, colleagues and communities.

"We are proud to see Stephanie celebrated among the midstate's most dynamic leaders," said RKL CEO Edward W. Monborne. *"Her peers respect and learn from her professional excellence, and senior living leaders across the nation depend upon her post-acute health care expertise."*

With more than two decades of clinical, education and operations experience, Kessler helps post-acute providers navigate a complex and constantly evolving industry and achieve successful outcomes. She specializes in post-acute care operations, strategic planning, regulatory and billing compliance, third-party reimbursement, continuing education, quality improvement, survey assistance and electronic health record optimization and implementation.



If you have news to share, please send your press release to:

Kristi Pronovost, Director of Marketing & Communications: kristi@abckeystone.org

Safety Update

The Challenges with Face Coverings

In the past month, with the return to work for many PA construction companies and workers, the requirement to wear face coverings while at the jobsite has sparked numerous worker complaints. The common complaints have been about worries of heat stress and medical conditions that free the worker from wearing the face covering. Ultimately, contractors are finding it more and more difficult to reach compliance. In this article, I would like to explore two of these common complaints and clear up the myths.

Heat stress and the use of face coverings has become a larger issue now that our temperatures are approaching summer-like heat. While this argument seems logical, we first must think about how our bodies respond to being exposed to higher temperatures. Our bodies function best at a temperature of 98.6° F. If our core body temperature starts to rise above the optimal temperature level, our bodies respond to regulate the temperature back to the optimal level. The hairs on our skin will typically relax, which allows for heat to be released. This relaxing of the hairs also stimulates our sweat glands to release sweat which ultimately causes surface cooling through evaporation.

Humans have many sweat glands to allow for this type of cooling. Contrasting this human response, dogs and cats have sweat glands but not in the numbers that humans do. Dogs and cats have most of their sweat glands in their paws but not enough to allow for effective cooling. They cool down through panting. In other words, they cool down through respiration, and humans cool down through sweating. Linking this all together, humans are one of the few species that cool by sweating (monkeys, apes and horses are the others). It is a much more efficient way to cool than through mouth breathing.

Wearing a face covering does not necessarily cause an increase in core body temperature. Instead, it decreases comfort due to perceived temperature

change in the numerous thermoreceptors located at the nose and mouth, giving us the sensation that we are hotter than we really are. A review of scientific studies published by Oxford University Press found that the psychological impact of wearing a protective face mask in higher temperatures led many users to believe that they were hotter, and in fact, showed in many cases there was no change in core body temperature when wearing the mask. A sense of being uncomfortable was more the driving force.

So, with no scientific proof of increased risk of heat stress while wearing a mask, we must default to the fact that personal protective equipment is uncomfortable. Its effectiveness relies heavily on the user's ability to wear it as instructed. This argument would be like a worker complaining that wearing shoes and socks when it is hot will lead to heat stress because their feet are hot.



The second issue with the face coverings is that the user can report a medical condition exists that does not allow for them to wear the face covering. This very well may be true, but as an employer you do have the right to know of this physical limitation so that reasonable accommodations can be made to protect the worker. It is absolutely within the right of the employer to request a medical note stating that the worker is not capable of wearing the face covering and detailing the limitations. Once this information is provided, the employer can then try to make reasonable accommodations, such as offering the worker a face shield to be worn.

Face shields have been found, if worn correctly and providing good overall coverage, to be more effective than face coverings in providing protection. Another example of accommodation would be, if available, the worker could be isolated from other workers and perform work tasks alone. This may not be possible, and if that is the case, it could be possible that accommodations cannot be made for the worker. If this is true, document your accommodation attempts and notify the employee that work is available for them, but you are unable to accommodate their restrictions. Always consult your legal advisor when it comes to these types of discussions and decisions. It is in your best interest to ensure no legal action can be taken against you.

COVID-19 has put us all in a place of uncertainty and challenge. We have all become weary of its impacts on our daily lives. We all just want to go back to “normal.” Unfortunately, nothing has been done to address the virus. We have no treatment, and there is no approved vaccination. This new normal will be here for some time to come, and we all just must work through this together.

Many do not believe that the virus is real or a major threat. This article is not meant to challenge those beliefs, but simply to provide some guidance in addressing common issues that have been shared. If you have any additional questions related to the COVID-19 virus and the impacts in construction, ABC Keystone offers guidance and can assist your company in accessing the latest information. Visit the coronavirus section of our website, abckeystone.org, and look for updates. Frequent updates are posted along with links to provide the best assistance available. If you are still looking for guidance, please feel free to contact Kevin Keith, Director of Safety Services, to discuss your concerns or issues: kevin@abckeystone.org.

The advertisement features a central graphic of a glowing DNA double helix structure. The helix is composed of white wireframe lines and is set against a dark background with faint architectural or construction elements. Four key components are labeled in white text around the helix: 'Leadership Commitment' at the top left, 'Cultural Transformation' on the right side, 'Process and Systems' at the bottom left, and 'Results' at the bottom right. In the top right corner, the ABC STEP logo is displayed, with 'ABC' in a large, bold font and 'STEP' in a similar font, followed by the text 'Associated Builders and Contractors' in a smaller font. Below the logo, the main message is written in large, bold, white letters: 'Make SAFETY a part of your company's DNA'. At the bottom right, a call to action reads: 'Start your safety journey today. Visit abc.org/step.'

Young Professionals at ABC

BY: SAMANTHA NOCHECK, PROJECT DEVELOPER, CLARK ASSOCIATES, INC.

Three Helpful Tips ***for Marketing Your Way through COVID-19***

C COVID-19 has hit the construction industry hard, but as we adapt back to the new normal, being able to balance social distancing while remaining relevant is a steep hill to climb. Here are three tips to enhance your online presence and marketing abilities:

Tip #1:

Remember that you are offering a service and that you are here to help! Reiterating to your customer base about how your company is responding to the pandemic and always remaining positive will help to remind the customer that, although what is happening is scary, there is help out there. Keeping the tone light and helpful, with just a pinch of sales thrown in, will definitely go the extra mile with the customer.

Tip #2:

Develop interesting visuals and new marketing materials. Use free online software (like www.canva.com) to create eye-catching infographics and highlight services to help to boost the connection between you and the customer – no matter how distanced you are. Try creating a video with your team to highlight your company's response to COVID and remember to have fun with it! Marketing is going to be needed more than ever now, so keep in mind what types of marketing work on you and on your friends and observe what you are exposed to every day – use that your advantage.

Tip #3:

Find new ways to connect. Try hosting a virtual happy hour, trivia night, or other virtual networking activity. Plenty of us are bored working from home and miss having social

interaction with others. Keep it light, not too sales-oriented, and if you need more of a turn out – try including a raffle! Boost your social media presence, send a “*just wanted to check in on you*” email or even pick up the phone and call them. Remember to keep your outreach personable and meaningful.

As we adapt back to the new normal, don't forget that strategies like these can also be used when we are not facing a pandemic. If anything, the pandemic has enforced more than ever that a virtual presence for your company is needed.

Remember that we are all going through this together. I hope to see you on the other side!



Young Professionals Spotlight

Meet Samantha Nocheck!

What role do you play in your organization:

I specialize in multi-year contract sales for food service equipment and supplies for K-12 and other government agencies nationwide.

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

Connecting and networking with individuals in an industry that is so vast and rapidly changing is a great way to stay relevant and knowledgeable.

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

I always thought growing up that I would work with children, and now I have a position that helps to support schools and food service professionals that feed our nation's children every day. This has become something that I truly enjoy, and it is remarkable to be a part of it.

What words of advice do you have for fellow YPs?

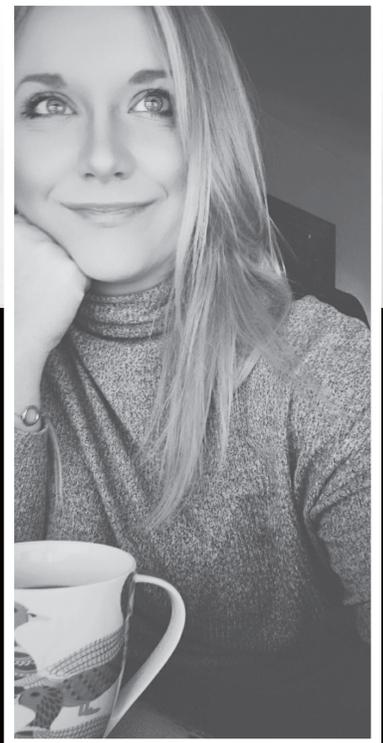
Remember that we are all in this together, reach out to others when you need help and remember to be a resource for others when help is needed.

Where's your favorite place in the world?

My daughter and I love to travel, and there is no ONE single best place in the world. But the best experience I have had is watching her interact with children from all around the world and knowing that we are all connected in some way.

What is the last/best book you've read?

I'm currently reading *The Infinite Game* by Simon Sinek.



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Show the nation how our industry puts worker safety and health first.

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Post on social media that you've taken the pledge and tag @ABCKeystone.

We'll share your commitment to safety!



Associated Builders and Contractors Delivers Value to Members in the Coronavirus Era

Since March, ABC has supported members and chapters with an expansive array of information, guidance and advocacy to help them survive a grave crisis and the worst economic decline in generations.

Education



35+
member webinars

7,400+
attendees

Media Relations



1,000+

stories placed in trade, business, national and local media outlets

Social Media



435
posts on Facebook, LinkedIn, Twitter and Instagram

12,000+ engagements **610,000+** impressions

Economic Analysis



18
reports on backlog, contractor confidence, spending, employment, materials prices and forecasts

Newsline
ABC's all-member newsletter



73
stories on coronavirus

more than **32,000** readers each week

COVID-19 Daily Update



184
posts on federal affairs developments

Action Alerts



9,600
messages to Congress

96 Senate **312 House**
offices reached



Resources for Members and Their Employees
abc.org/coronavirus

160+
resources, including federal and state actions, analysis and Q&As

65+
emergency preparedness and safety resources

35,000+
page views

Resources for Chapters
nationalconnections.org/coronavirus



85+ resources to ensure continuity of operations and support state and local advocacy

2,600+ page views

In April, President Donald Trump announced that ABC was named to one of the Great American Economic Revival Industry Groups.



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