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I n the last issue of New Jersey Construction, we took a hard look at the effect the Great Recession had on construction. The news was bleak, but showed promise for many sectors.

This issue paints a more positive picture of the current economic climate and shows that many sectors are, in fact, on the road to recovery. The news is finally getting better for our industry!

The status of the workforce is a major focus for our national association, AGC of America. Our feature article shows national statistics point to an increase in construction employment and a decrease in construction unemployment, and many states are experiencing a shortage of skilled construction workers for potential projects. As you will see in the letter from Jack Kocsis, Jr., Chief Executive Officer, the news is much more positive for New Jersey.

Continuing to highlight our skilled workforce, this issue features several success stories from the New Jersey Helmets to Hardhats (H2H) program, an ACCNJ-supported program operated by the New Jersey Building and Construction Trades Council. H2H helps military service members transition back into civilian life by providing careers in the construction industry. The stories you’ll read showcase just how great those careers can be for our veterans returning home.

As always, support of training and education for our members is a huge priority. As you browse through these pages, you will see the Association hosted a series of educational workshops over the winter to address some of the top legal, labor, safety and business issues facing our members today.

We want you to use ACCNJ to its fullest potential. To that end, Chief Operating Officer Darlene Regina lays out the many services and programs that ACCNJ provides its members along with recommendations about how to effectively use the Association.

The 2015 construction season is now in full swing, and we wish you all a safe, successful construction season.
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Message from the Chairman

Since the Recession, A Lot Has Changed

By Mark D. Hall, AIC, CPC

Many indicators point to a more positive year in 2015 than we’ve seen in some time. But for ACCNJ members, signatory union contractors, a lot has changed since the Great Recession.

We face more non-union competition than ever before, and still lower profit margins. As a result, it is becoming more difficult to gain market share. An additional reality is diminishing funding for public work. That requires contractors to work harder and leaner and that is exactly what members are doing.

Aside from the training and education, the trades are ramping up recruitment of new, young workers to meet the construction industry’s workforce needs, especially as the aging workforce retires. Our members are the direct beneficiaries of their diligent efforts.

In addition to our focus on workforce and training, labor and management continue to work together to address key issues that directly affect our state’s economy: Replenishing the state Transportation Trust Fund and the federal Highway Transportation Fund for the long-term, authorizing more funding for New Jersey school construction, and allowing the construction of a 21st-century energy grid and water infrastructure system that can stand the test of superstorms.

We could also use sensible public-private partnership legislation to encourage new and untapped financial resources that can fund an array of projects. All of these actions and initiatives would help restore balance in state coffers, keep New Jersey competitive in the regional economy and ultimately bolster our members’ bottom lines.

Your Association is focused on all of the above and more, and continues to create market recovery programs, search out investment opportunities, work on pension reform initiatives and advance our legislative priorities. We can already point to successes that will help make 2015 a better year.

As members, our job is to continue to make ourselves more competitive. That hasn’t changed. But perhaps, more than ever, we rely on ACCNJ to help us in our efforts.
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At the moment, we are concerned about some major issues that affect the union construction industry in New Jersey. For example, the lack of funding for public projects – buildings and infrastructure. The agonizingly slow recovery from the recession. Waiting for constructive legislation to make its way through the state’s governing bodies – like public-private partnership authorization, and a sustainable Transportation Trust Fund.

What we’re not concerned about is a shortage of craftworkers. According to the most recent hiring outlook from AGC of America, other states and regions of the country are feeling the pinch. But in New Jersey, despite devastating unemployment rates during the recession that drove some craftworkers into other careers, we still have a strong, skilled, safety-conscious and well-trained workforce in the union construction trades.

Yes, we would like to see more women and minorities and veterans represented in the trades. In the state with perhaps the most diverse population in the country, it only makes sense to tap into the talents of all groups. We’re cognizant of the efforts of our labor partners to reach out to under-represented groups. As an Association, we support the labor initiatives and others with our time and resources. Those efforts began before the recession, continued through the recession and are vital today.

But what we also have in the New Jersey trades is a commitment to first-class training, from apprentice on up. Craftworkers don’t end their education when they finish their apprenticeship programs. They are continually challenged to pursue new certifications, hone their safety practices and perfect new skills. This is training and dedication that can be found at every union training center in the US. In New Jersey, such training and dedication is respected by contractors and owners, who realize the value of it in every finished project.

Despite unprecedented hardship in the last decade, our craftworkers haven’t disappeared. If we can keep working to solve the other issues, they and the generations that follow them will keep New Jersey’s built landscape the highest quality possible.
For many, a typical day at the office is not so typical. For the staff of Associated Construction Contractors of New Jersey (ACCNJ) that is no exception. The services and programs we offer to members on a regular basis are planned and routinely delivered. It’s the unknown issues arising each day that are more challenging and often need to take precedence over tasks on a typical “to do” list. When that happens, we want our members to have access to the information you need, even if the staff member you seek isn’t immediately available.

As we analyzed the various ways in which ACCNJ provides service to our members, we realized some may not be fully aware of how to effectively use the Association. You may not know the depth of the different publications we publish and the information housed within. Members may not realize the types of questions staff can assist with or the ability to guide them to reliable sources who can. Not to mention it’s easy to overlook an email, bulletin or letter alerting you of an upcoming program or inviting you to a social event.

We want to be sure members know how to easily track Association services and activities. To begin, you may want to include ACCNJ’s website (www.accnj.org) in your favorites. There you will find a complete overview of ACCNJ’s core focus: labor relations, government affairs, safety, education and workforce development. From the home page you can also access the monthly Updates, Hot Topics, Membership Directory and ACCNJ upcoming events.

But for members, the most valuable resource will be the Members Only page, which is a password-protected section. You will need your user name and password to enter. If you do not have it, call the Association office. Once you’re logged in, Active Members will find all of the general construction trades’ collective bargaining agreements, current wage and fringe benefit schedules, labor-related publications such as the Directory of Business Agents and Building Trades Councils, a summary of contract expiration dates, a contract summary highlighting the most often referred to sections of the trades’ collective bargaining agreements, and a directory of the administrators, professionals and trustees for the various fringe benefit funds. Aside from the labor information, all bulletins for the current year and the two previous years can be accessed.

An easy way to be sure you are using ACCNJ to its fullest potential is to find a few minutes each month to read through the Update. It is emailed and mailed the first week of each month. It briefly recaps the prior month’s bulletins and industry news and includes upcoming events.

As you know, there’s no such day as a “typical” one in the construction industry. We look forward to working with our members and encourage you to call with any questions you have, from labor and bidding to safety and education. As always, we thank you for your continued support.
Service Areas

Labor Relations
- develop and maintain all labor-related documents, from wage/fringe benefit schedules to industry directories and contract documents
- assist signatory contractor members with questions on the interpretation and applicability of the collective bargaining agreement in order to avoid disruptions in a job’s progress
- work in partnership with the general construction trades on a multitude of issues that will ultimately stimulate the economy and new construction opportunities for union contractors and craftworkers

Government Affairs
- maintain professional relationships with key State Departments, Agencies, Authorities and leaders in government
- maintain a strong political presence and diligently monitor member responsibility and awareness within our State’s shifting political landscape
- lobby on State and Federal legislative and regulatory initiatives that impact the construction industry

Communications and Publications
- promote union contractors and craftworkers to both private and public owners, architects, government officials and the general public

Education/Career/Workforce Development
- offer educational programs and workshops
- provide financial assistance for industry-related occupations through scholarships and internships
- promote careers in construction to students and under/unemployed men and women, while enhancing the industry’s image

Safety
- provide contractors with a menu of various safety-related programs and services to help ensure the well-being of craftworkers
- promote outreach and partnerships to strengthen safety initiatives throughout the industry

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Workforce Development Efforts Ramp Up as Construction Rebounds from Recession

By Fred J. Mihelic, Public Relations Consultant
Depending upon your perspective, the steady if glacial recovery taking place within the construction industry is either resulting in troubling workforce shortages for contractors or providing the first rays of hope for underemployed union craftworkers in nearly six years.

Federal and state statistics all point to increasing job opportunities in different market sectors across the industry. What’s not so clear is the industry’s state of preparedness to take advantage of those burgeoning opportunities.

Are there enough skilled craftworkers available to provide quality work on larger projects? Have contracting firms retained sufficient professional staff during the lean years to be able to effectively bid emerging projects as they come on line? What steps can the union construction industry take (workers and signatory contractors alike) to ensure an adequate supply of well-trained craftworkers for the years ahead?

Across the US, construction employment totaled 6,314,000 in January 2015, reaching its highest level in nearly six years and capping a 12-month gain of 308,000 jobs – a 5.1% increase. Construction employers added some 39,000 new jobs in January alone, and the sector’s unemployment rate fell from double digits to 9.8% for the first time in longer than anyone cares to remember.

More than three-quarters of the nation’s metro areas saw an increase in construction employment between February 2014 and 2015, including every metro area in New Jersey. In fact, the Atlantic City-Hammonton area ranked #4 in the nation in percentage gains. For the first time in what seems years, New Jersey ranked in the top 10 states for adding construction jobs, coming in at #6 with an increase of 14,500 jobs – a 10.5% jump – over a year’s time.

For the first time in what seems years, New Jersey ranked in the top 10 states for adding construction jobs, coming in at #6 with an increase of 14,500 jobs – a 10.5% jump – over a year’s time.

“Contractors have stayed busy this winter and expect to keep hiring through 2015 – if they can find the workers they need,” says Ken Simonson, chief economist for the Associated General Contractors of America (AGC/A). “The list of projects is growing in most states and most non-residential segments, in addition to a continuing strong demand for apartment buildings.”

Indeed, an AGC/A study (Ready to Hire Again: The 2015 Construction Hiring & Business Outlook) found most contractor members are optimistic about 2015 and are prepared to expand. Some 80% expect to increase their company’s payroll while only 7% expect to reduce it.

“Contractors are extremely optimistic about the outlook for 2015,” adds Steve Sandherr, the AGC’s Chief Executive Officer. “If their predictions are true, industry employment could expand this year by the most in a decade.”

Are Workers Hard to Find?

But, as the construction industry begins to emerge from the severe downturn that began more than seven years ago, AGC and other trade associations report that many firms are having a difficult time finding enough skilled construction workers for potential projects. In fact, some 87% of the AGC respondents in its annual survey contend they are having a difficult time filling key professional and craft positions.

“The combination of rapidly rising employment, good prospects for 2015, and a depleted pool of unemployed workers with construction experience means contractors may have a hard time filling jobs with the workers they need in coming months,” Simonson continues. “Worker availability challenges have replaced a lack of projects as the biggest worry for many contractors.”

At first, these workforce shortages may seem counter-intuitive for any industry that was forced to lay off more than two million workers since 2006. However, experts say these shortages, if they exist, are the consequence of a series of policy, education, demographic and economic factors that have clogged the once-robust pipeline for new construction workers.

Most would agree that the perceived shortages stem from an amalgam of events that began with the steady erosion of technical education programs from public schools and the way in which our society – parents and teachers alike – determine the best career paths for their children and students.

It’s also apparent that the dearth of skilled craftworkers will continue to grow as the Baby Boomer generation enters retire-
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ment. The Boomers may have been the last generation of Americans who were raised with an appreciation of working with their hands to build and maintain our country’s infrastructure. And, they may have been the last generation to be able to take advantage of school-run programs and courses to nurture and expand these skills.

The average workweek for craftworkers has also lengthened to 40.1 hours, the most since surveys began in 1947, as firms are asking employees to work more overtime to make up for the difficulty in finding additional workers.

The consequences of workforce shortages affect the construction industry in several different ways. “As the supply of qualified construction workers tightens, compensation levels appear to be rising,” says the AGC’s Simonson. “Some 51% of our firms report they have increased base pay rates to retain construction professionals and 46% have done the same to retain skilled craftworkers.”

“Between 2008 and 2010 many companies froze wages so craft employees saw no increase,” says Jeff Robinson, president of Personnel Administration Services. “This means some of the wage increases just after 2010 were to bring wages back to pre-recession levels, but increases continue so that firms can stay ahead of competitors and keep experienced workers.”

The average workweek for craftworkers has also lengthened to 40.1 hours, the most since surveys began in 1947, as firms are asking employees to work more overtime to make up for the difficulty in finding additional workers.

Historically, an increase in wages and overtime will diminish a firm’s profits, raise the cost of projects, impact a contractor’s ability to gain new projects, and challenge managers to maintain strict and even restrictive schedules.

Union Trades Dispute Workforce Shortage Claims
Perhaps not so surprisingly, many representatives of the union trades dispute contentions that workforce shortages are prevalent industry-wide. While allowing that there may be scattered shortages in areas of the country that have experienced a dramatic increase in construction activity (for example the Gulf Coast), they point to statistics that seem to demonstrate an overall abundance of skilled craftworkers.

The Bureau of Labor Statistics reports that union membership in the construction industry increased by approximately 53,000 in 2014. Combined with the increase reported for 2013, the two-year growth of membership in building and construction trade unions in America now stands at 148,000.

In addition, the Economic Policy Institute (EPI) finds that construction employment is more than 1.7 million jobs below its pre-recession peak, and currently unemployed construction workers far outnumber job openings in construction by well over seven to one.

Sean McGarvey, president of the National Building & Construction Trades Department (BCTD), claims that one factor limiting the size of the workforce is the practice of some anti-union contractors to “ride training,” either by recruiting workers from employers who have invested in training, or by importing workers from other countries rather than investing in skills training for American workers. According to McGarvey, employers who follow this dubious strategy are creating local and even regional shortages of skilled workers.

Guest Worker Programs Under The Microscope
McGarvey and the BCTD also believe that some construction trade groups are engaged in a systematic public relations campaign to convince the media, the American public and lawmakers that today there are rampant shortages of skilled craftworkers in the US construction industry.

“By convincing lawmakers that there are not enough American workers to fill job openings in construction, these associations hope that Congress will expand the foreign guest workers program – the H2b visa program – so as to provide virtually unlimited access to an imported labor force,” the union trades department asserts. “Such a program would enable (non-union) contractors to continue to keep labor costs stagnant by utilizing low-cost, easily exploitable foreign imported workers.”
Regarding immigration reform, the BTCD advocates a policy that supports the apprenticeship programs jointly funded and administered by the union trades and their signatory contractors, and prevents the type of worker exploitation now so prevalent in the non-union sector.

In a 2013 letter to members of Congress on immigration reform, McGarvey wrote: “It is not uncommon for unscrupulous contractors to seek out undocumented workers rather than local hires because they know they can pay them less, protect them less, and respect them less.”

“The expansion or creation of new guest worker programs is not a solution,” he continued. “We must reexamine this exploitive workforce model. Guest workers who are legally in the US today face harsh abuses. Creating an even greater pool of temporary workers will only exacerbate those abuses and further play into the hands of unscrupulous employers seeking to drive down wages and standards for all who work in the US. Reliance on temporary foreign workers to fill labor shortages in the construction industry will inevitably discourage continued investment in apprenticeship and training.”

Instead of creating new guest worker programs, the Building Trades Department endorses the authorization and funding for additional worksite agents of the Bureau of Immigration and Customs Enforcement, and increasing fines, penalties and sanctions against employers who violate immigration law requirements.

The union trades group also calls for implementation of a mandatory electronic work-eligibility verification system to effectively detect the use of fraudulent documents and reduce the employment of unauthorized immigrants.

**Industry Recruitment Initiatives**

Despite disagreements over the reality or the extent of alleged workforce shortages, all parties agree that the construction industry needs an effective and coordinated strategy for workforce development to ensure an adequate supply of skilled craftworkers for future generations. For instance, the Bureau of Labor Statistics estimates that by the year 2018, the construction industry will face a deficit of at least two million skilled craft professionals.
In 2014, the Associated General Contractors of America released a workforce development plan titled: Preparing the Next Generation of Skilled Construction Workers: A Workforce Development Plan for the 21st Century.

The Plan outlines a series of measures that federal, state and local officials should adopt to expand secondary-school career and technical education and post-secondary training opportunities so more people can enter a growing number of high-paying jobs. Plan highlights include:

- Reform and reinvigorate the Perkins Act, which funds most career and technical education programs in the country.
- Encourage private funding for craft training programs.
- Improve the Workforce Investment Act.
- Make it easier for veterans to get training and be hired.
- Encourage partnerships between registered apprenticeship programs and community colleges.
- Expand federal apprenticeship resources and collect more comprehensive data on all apprenticeship programs.
- Enact immigration reform.
- Offer community college career and technical programs free to high school students.
- Make it easier to establish public schools focused on career and technical education.

Apprenticeship Programs a Top Priority
For members of the National Building Trades, the ideal operational model for workforce development is premised upon building successful collaborative partnerships with individual companies, whole industries, government agencies and local community groups.

In its 2014 Labor Day Message, the BCTD proclaimed: “The anchor to this collaborative partnership arrangement is perhaps the most successful, yet least acknowledged, educational success story in the history of the US; namely, the nationwide skilled craft apprenticeship infrastructure comprised of over 1,500 Joint Apprenticeship Training Centers (JATCs).

“Union apprenticeship programs also offer young people the chance to learn from the best trained construction workers in North America,” McGarvey says.

“This workforce development infrastructure is privately and jointly funded and managed by the members of our unions and our signatory contractors (no taxpayer money is involved) to the tune of over $1 billion a year. Additionally, our unions are working in close collaboration with local governments and community groups to build structured pathways for career training through pre-apprenticeship and formal apprenticeship programs for historically underserved communities, like minorities, teenagers, women and military veterans.”

BCTD President McGarvey contends that apprenticeship offers young men and women the opportunity to work and further their education without the burden of student loans, a kind of “earn while you learn” system that has succeeded for more than 100 years.

“Union apprenticeship programs also offer young people the chance to learn from the best trained construction workers in North America,” McGarvey says. “When they complete their apprenticeship, they also have a portable, nationally recognized credential they can take anywhere in the country, one that comes with good pay and benefits that will support them and their families.

“Apprentices also offer contractors and construction end-users a cost effective way to round out their construction workforce,” he continues. “Because of the high quality of apprenticeship curriculum, contractors and end-users don’t have to sacrifice efficiency or excellence when they put union apprentices to work on their projects.”

With increasing frequency, the building trades and their signatory contractors are turning to innovative means to recruit the next generation of construction workers. They include community outreach to minorities and women, utilizing the skills of returning military veterans, expanding and modifying basic apprenticeship programs, and establishing good working relationships with local school districts and community colleges.
“Today, our unions are structuring project labor agreements to include what are known as ‘Community Workforce Agreements (CWAs) in order to build ladders of opportunity for local residents,” McGarvey notes. “These agreements build well-defined career opportunities by establishing apprenticeship utilization requirements and targeting hiring practices. The building trades are also reaching out to local school districts in an effort to develop and implement pre-apprenticeship programs in their curriculum.”

“We’re committed to improving the (apprenticeship) completion rates of women, minorities and military veteran apprentices...,” McGarvey observes.

Pre-apprenticeship programs, sometimes called “Apprenticeship Readiness” programs, are designed to help both the recruit and the union determine whether an individual will be a good fit for the construction industry before he or she becomes a full-time apprentice.

In 2008, the Building Trades National Apprenticeship and Training Committee created the Multi-Craft Core Curriculum (MC3), a comprehensive apprenticeship-readiness program with 120 hours of instruction in construction math, health and safety, blueprint reading, green construction and industry awareness. In 2012, the US Department of Labor awarded the MC3 its Registered Apprenticeship Innovator and Trailblazer Award.

“We’re committed to improving the (apprenticeship) completion rates of women, minorities and military veteran apprentices, which is why we created the MC3,” McGarvey observes.

**Recruiting More Women, Minorities and Veterans**

Many of the union building trades’ initiatives to develop an adequate construction workforce for the future center on the recruitment of women, minorities and military veterans. Special efforts are made to attract and accommodate women by teaching the importance of diversity and diversity awareness and how to recognize and effectively respond to sexual harassment. Increased attention is also paid to a woman’s particular needs when it comes to safety issues (harnesses that fit correctly, tools designed for a woman’s use, etc.), and the importance of developing strong interview skills.

Now in its ninth year, the NJ Building & Construction Trades Council’s Helmets to Hardhats Program is placing extra emphasis on recruiting women and minority veterans. Bill Mullen, president of the NJ BCTC, says the program works with every branch of the military and was honored by the VFW with its Bronze Medal Award in 2013 for its efforts in supporting New Jersey veterans.
An Association of Union Masonry Contractors, Suppliers, Manufacturers, Architects, Engineers and other organizations that provide a service to the Masonry Industry. Dedicated to promoting quality Union Masonry Construction throughout the state of New Jersey.
In 2014, the program placed 75 veterans into the building trades’ registered apprenticeship programs, including more than 30 women and minority individuals. Since its inception in 2007, the program has hosted nearly 1,500 participating veterans and placed more than 500 in registered apprenticeship programs. Roughly 38% of the total placements were either women or minorities.

“It’s extremely important the union construction industry prepares for that inevitability now by ramping-up our recruitment and training activities, so that when work returns to pre-recession levels we won’t lose our place at the bidding table to non-union contractors because we don’t have a sufficient workforce.”

Mullen says the building trades’ council is a long-time participant in the state-funded Youth Transition To Work Program (YTTW), which provides information about the various building trades unions to interested high school students and offers them the opportunity to participate in a union apprenticeship program.

“We feel that New Jersey is finally emerging from the recession and that employment opportunities in the union trades look positive for the near-term,” Mullen says. “Our building trades unions are taking the necessary steps to ensure there will be an adequate workforce of skilled tradesmen and women available to build these new projects.”

Other tactics being used by the building trades to recruit more apprentices include increasing the number of days that they accept apprenticeship applications and inviting counselors and high school students into their training facilities on a regular basis for an up-close view of activities.

Some trades are establishing training centers in outlying areas to provide more localized training, and others are offering training in basic computer systems and other technologies to provide career advancement opportunities for new apprentices. Also, certification courses are now a staple within the construction industry and a proven way of climbing the leadership ladder. One apprentice program coordinator boasts, “When our apprentices arrive on a project, they have at least two certifications in hand.”

ACCNJ’s Skin In The Game

The members of the Associated Construction Contractors of New Jersey are working hand-in-hand with their building trades’ partners to ensure there will be a plentiful workforce of skilled, well-trained workers to undertake new projects. While New Jersey has to dig itself out of a deeper post-recession hole than most other states, there are encouraging signs that work is slowly picking up and that the days of 40% and 50% unemployment in the trades are thankfully receding.

ACCNJ, and its predecessors BCANJ and AGC of NJ, worked closely with the New Jersey union trades in establishing and funding jointly administered apprenticeship and training programs that continue to provide the contractor community with a ready supply of the most skilled, productive workers in the industry.

In addition to working with the individual trades to develop training courses to meet basic, industry-wide standards, as
well as the specific needs of their contractors, ACCNJ interacts with the NJ Building & Construction Trades Council and the State Department of Labor in a host of other worker recruitment activities:

- **Youth Transition To Work** – Hosting YTTW meetings for the NJ BCTC gives ACCNJ staff the opportunity to follow the workforce development activities of the trades. Meeting quarterly, ACCNJ staff along with DOL representatives, members of the trades and high school representatives develop programs and initiatives to interest New Jersey youth in careers in the union construction industry.

- **Helmets to Hardhats** – As a member of New Jersey’s H2H consortium, ACCNJ supports the hiring activities of the trades and advocates for best practices in seeking out and hiring veterans into the construction industry.

- **NJ BCTC Apprentice Coordinators Committee** – Involvement with this committee, which is comprised of apprentice training coordinators from all the union construction trades, allows ACCNJ to interact directly with the coordinators to discuss training, craftworker hours and other issues.

“While we can’t point to any specific workforce shortages in New Jersey’s union construction industry at this time, there is no question that many craft and professional employees left the industry for one reason or another during the recession,” con-

cludes Jack Kocsis, Chief Executive Officer of ACCNJ. “When you combine that with the steady retirement of more and more Baby Boomers, it is bound to result in a smaller pool of experienced workers that must be dealt with as work begins to pick up.

“It’s extremely important the union construction industry prepares for that inevitability now by ramping-up our recruitment and training activities, so that when work returns to pre-recession levels we won’t lose our place at the bidding table to non-union contractors because we don’t have a sufficient workforce.”
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A Conversation with New Jersey Schools Development Authority CEO Charles McKenna

SDA chief answers important questions for ACCNJ contractor members as we seek opportunities for public work in this lean economy.

ACCNJ: What does the SDA’s Capital Program look like for FY2015-FY2016?

Charles McKenna: Since the start of the Christie Administration the SDA has approved 40 projects for advancement through the SDA’s Capital portfolio, with three of these projects already complete. The SDA currently has 12 of these projects in construction representing a state investment of nearly $700 million in total estimated project costs, and anticipates nine of those will be completed and ready to accept students in 2015 and 2016.

SDA anticipates that a construction or design-build contract will be advertised and awarded for eight to ten additional projects during 2015 and 2016.

We are also continuing to advance early site packages in our effort to complete all site work prior to the start of construction. This process was established to ensure that once we start to build, we will not encounter delays because we have a clean site on which to build the school.

The SDA’s current portfolio of active projects is valued at approximately $2 billion – including the Capital Project Portfolio, emergent projects and Regular Operating District grants.

ACCNJ: What is the current funding situation for the SDA?

CM: The SDA is funded through School Facilities Construction Bonds issued by the New Jersey Economic Development Authority on the Authority’s behalf. The Authority is not funded through the state budget directly. In total, the New Jersey State Legislature has authorized $12.5 billion in funding for the SDA ($8.9 billion for SDA Districts, $3.45 billion for RODs and $150 million for vocational schools). Since the program’s inception, the amount of bonds issued to date to fund the program is $9.084 billion.

The bond proceeds provide SDA with the requisite cash to sustain its active project portfolio and fund its operating expenses. Bond sales generally coincide with forecasted cash flow requirements for already-committed projects in SDA’s portfolio, thus enabling SDA to promptly pay its vendors as the projects advance.

The majority of funding that has been authorized is already committed to those projects that have been approved for advancement. The SDA is in the beginning stages of planning and developing recommendations as to how to continue to address the statewide SDA needs once SDA’s authorized funding is exhausted.

ACCNJ: What kind of opportunities does SDA provide for small business?

CM: Small businesses are vital to the economic success of New Jersey. SDA oversees and implements an effective and proactive Small Business Enterprise (SBE) program in compliance with the current law. The SDA continually exceeds the mandated 25% SBE participation level based upon the total dollar value of publicly advertised contracts awarded by SDA. In 2014, SBE participation reached 76%. This represents $69 million in SDA contract values for SBE companies. The increased participation of small businesses is due to multiple factors, including prime contractors that are classified as SBEs and the offering of multiple SBE set-aside projects. In addition, SDA advocates and encourages the use of Minority (MBE) and/or Women-Owned (WBE) firms as subcontractors on school projects.

The SDA is also committed to supporting the growth and success of small businesses in New Jersey. Working toward that goal, the SDA offers a free Small, Minority, and Woman-Owned Business Enterprise (SMWBE) Contractor Training Program to provide businesses with the tools they need to compete for a piece of the State’s investment in school construction. Participants receive instruction from SDA staff and subject matter experts on bidding, estimating, scheduling, budgeting, accounting, bonding and marketing.

ACCNJ: What types of project delivery methods are used most commonly by SDA?

CM: The SDA employs two different approaches to SDA-managed school construction: design-build and design-bid-build. On smaller-scale emergent projects, the SDA may also use its task order pools to advance the work.
With the design-build method, the SDA contracts with one firm, which is responsible for both design and construction services. This has several benefits. First, the design-build approach allows for some design and construction activities to proceed concurrently through phased advancement, leading to faster construction schedules. Because the builder pairs with a design firm, the builder takes on more of the risk, thereby lessening design-build method, the use of a constructibility review process is intended to reduce significant change orders and delays on design-build projects.

ACCNJ: What is involved with the SDA’s procurement process? Are there any obstacles contractors should be aware of?

CM: All SDA work follows a competitive bidding process. The most important thing to know for anyone interested in doing business with the SDA is that all prime bidders and required subcontractors as identified in the bid advertisement need to be prequalified by SDA. Prequalification with the SDA is free; however, it does require a current classification with the NJ Department of Treasury, Division of Property Management and Construction.

The SDA’s procurement process is straightforward but to those unfamiliar with state competitive bidding procedures it could seem daunting. SDA Procurement staff is always prepared to render assistance to prospective bidders. SDA Bid advertisements are placed in the classified section of the Star-Ledger and the Trenton Times and are also placed on the SDA’s website. All prospective bidders are notified of all bid-build projects.

ACCNJ: What should contractors know about working on SDA projects?

CM: The SDA is committed to working with our construction partners to deliver high-quality educational facilities that best meet the needs of the students of the State of New Jersey. For contractors to successfully do business with us it is important to know the following:

- All SDA projects pay prevailing wage.
- The Project Labor Agreement (PLA) is in effect on SDA-managed projects with a construction cost estimate of $5 million and above.
- School facilities projects managed by the Regular Operating Districts do not fall under the PLA unless determined by those districts.
- All subcontractors, at every tier on PLA-designated projects, who perform PLA-regulated work, are contractually bound by the PLA.
- SDA places great emphasis on worker and student safety on all of its projects.
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Collaborating comes easily to us because our 6,500 members are involved in their communities every day of the year – as workers, volunteers, coaches, moms and dads.

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Local 825 Operating Engineers work together to build better communities.
Established in 2003, Helmets to Hardhats helps military service members transition back into civilian life by offering them the means to secure a quality career in the construction industry. A database of more than 100,000 former military career seekers and experience in helping employers and veterans connect are excellent reasons for employers to apply to participate in the H2H program.

Much like other organizations around the country, the New Jersey Building and Construction Trades Council operates a local H2H program. They work with every branch of the military: Marines, Army, Navy, Air Force, National Guard, and Coast Guard; including Active Duty, Veterans, and Reservists. They are entering their ninth year of the New Jersey Helmets to Hardhats program. In 2013, their program was honored with a Bronze Medal, awarded by the VFW, for their efforts in supporting New Jersey veterans and servicemen and women.

Here are a few excellent reasons why Helmets to Hardhats works:

**STEVEN PIRES**  
Operating Engineers, Local 825  
As a son of Portuguese immigrants, Steven Pires was raised in Newark, New Jersey. He served our country as a Sergeant in the United States Marine Corps as an active duty member from 2005-2010, 0311 infantryman, OIF Asia. Steven knew he would have good days working away from office buildings and cubicles. When he heard about Helmets to Hardhats, he knew construction would be a great fit for him. Even though Steven is brand new to the industry and has been with the Local for only a few months, he can already see a future with Operating Engineers, Local 825.

**PAUL BEZAK**  
Operating Engineers, Local 825  
Prior to joining the United States Marine Corps, Paul Bezak graduated Hackensack High School and worked seasonally with Fair Lawn DPW. After four years of active duty, Paul left the military as an E-4 Corporal, but not before receiving a Combat Action Ribbon, Navy/Marine Corps Achievement Medal with combat distinguishing device for valor, Navy Unit Citation Commendation Medal, Afghanistan Campaign Medal, Marine Expeditionary Unit Medal, National Defense/Global War on Terrorism Medal, Good Conduct Medal, NATO ribbon, Sea Service Deployment Ribbon 2nd Award. During his service, Paul was deployed as part of the Marine Expeditionary Unit to Marjah, Afghanistan.

Hearing about Helmets to Hardhats through a friend in the construction industry, Paul became interested because of the
great benefits, good salary and camaraderie that comes along with union construction. As a first-year apprentice, he knows H2H connected him to a great career that also gives him the opportunity to continue interacting with other veterans. He is a strong believer more veterans need to be made aware of Helmets to Hardhats.

**JAMES McDERMOTT**  
**Operating Engineers, Local 825**  
As far back as James McDermott can remember, the military was going to prevail over college as his post high-school path. He joined the United States Coast Guard because they offered so many different ways to protect and serve our country, from navigation aids and marine safety to drug and migrant interdiction. These values and priorities aligned with James’ beliefs and thus a five-year adventure in the Coast Guard started.

Five years active duty E-3 in the United States Coast Guard, James spent his time at several units including CGC Thetis, Key West, FL; Air Station Miami, Miami, FL; CGC Pea Island & CGC Nantucket, Saint Petersburg, FL; and the Coast Guard Training Center, Yorktown, VA, with deployments covering the Gulf of Mexico, Pacific and Caribbean, conducting migrant and drug interdiction.

James always had an interest in building and working with his hands. While in the Coast Guard, he took the opportunity to get hands-on experience as the operator of small boats and other vehicles such as small cranes, aircraft transportation trucks, forklifts and skid steers. This led him to realize he truly enjoyed working as part of a team and getting projects done while operating equipment. After researching careers in the construction field, he quickly assessed being an operating engineer would be a great fit. Heading home after his service to join Local 825 was his ultimate goal.

James first heard about Helmets to Hardhats from a fellow veteran and then again while doing online research for operating engineer training. As a first-year apprentice, he gives credit to his father for showing him the benefits of the union and answering questions as he searched for a career path.

Getting accepted into Local 825’s apprenticeship program has change James’ life for the better. A huge weight was lifted off his shoulders knowing he has started a career. He has found a brotherhood that makes him proud, and he looks forward to going to work each day.

**YAJAIRA TORRES**  
**Northeast Regional Council of Carpenters, Local 254**  
Almost two years after graduating high school, Yajaira Torres joined the United States Army. She tried college, but found it wasn’t for her. She wanted something different for herself and called the recruiting station, asking how soon could she leave.

She joined the Army as PVT E-1 in September 1998 and stayed in the Regular Army for only one year. She then joined the Army Reserve for another five years and was honorably discharged as a SPC E-4. During her service, she was awarded the Army Achievement Medal for developing a comprehensive retention and mentorship program in her unit, which earned a near perfect score on their Commander’s inspection. The best score to date.

At the height of the recession, Yajaira lost her job. A friend mentioned she might be good at construction work, but she didn’t think much of it at the time. Then she saw a flyer with the word “opportunity” written at the top. It was for a pre-apprenticeship program in the trades. She knew it was her chance and would give her the ability to provide for her seven-year-old son. Yajaira’s grandfather had been a carpenter all his life in the Dominican Republic. She remembered playing with his tools and having him teach her, never once telling her she shouldn’t or couldn’t because she was a girl.
The same program that led her to construction introduced Yari to H2H. The program was looking for women and minorities, preferably with a military background, to join a trade union. Her military career definitely helped put her ahead of the pack. She finished the program at the top of her class and was quickly accepted into the UBC. Yari earned her journeyworker status April 10, 2015.

Yari could not have done this without the unwavering love and support of her wife. Her children are the biggest motivation to get up every morning and work hard. She is also grateful for the Hispanic Directors Association that offered the pre-apprenticeship program, especially Julie Jerome and Cuqui Rivera. Without them, she would have never known the union was an option. That flyer changed her life. In addition, Yari recognizes the business agents from Carpenters Local 254, especially Scott McDuff, for keeping her employed. Along with the instructors at the training center, the “Sisters in The Brotherhood” program is playing an integral role in Yari’s success by providing mentorship, encouragement and guidance.

Yari found the principles and values she learned in the Army have undoubtedly been enhanced by being part of the UBC. She believes the sky’s the limit in this business and has great aspirations to not just become the best carpenter in the field, but to expand and grow within the union and beyond. Yari wants to help others achieve what she has and have the same opportunities she’s enjoyed. For Yari, the future looks incredibly bright.

ROMAN ROVELLO
Bricklayers & Allied Craftworkers, Local 4

As an active person, always involved in sports and motivated by a challenge, joining the United States Marine Corps was a great fit for Roman Rovello. Deployed twice to Iraq and honorably discharged as an E-5, Roman found himself exploring his interest in construction. It was something he and his uncle always enjoyed doing together. Through “Tips for Taps,” Roman was led to Helmets to Hardhats. As a first-year apprentice, he is quick to give credit to his instructors at the training center in Fairfield and his foreman Erick for his current success.

Roman can parallel his military career to what he sees in his future in the construction industry. He envisions a group of people with different skillsets, motivated to accomplish their tasks for different reasons, but ultimately working toward the same goal. He is extremely grateful to the Bricklayers and H2H for this opportunity and knows with the support he is receiving, he will continue to succeed.

CRAIG COOPER
Heavy and General Laborers Local 172

Raised in Burlington County by his mother, Craig Cooper was an above-average student in high school. But due to financial circumstances, he wasn’t able to afford a secondary education, which ultimately led him to join the United States Army National Guard. As a member of the Army National Guard, Craig was assigned to 11B Infantry, Private First Class. During his time, he received various recognitions for infantry training while stationed at Ft. Benning, GA, and Ft. Dix, NJ.

Making his a military family, Craig’s brother also joined the armed forces. His brother was deployed to Iraq where he built various supply facilities for support of our troops in battle, which had Craig thinking about the infrastructure here at home and the construction involved. This spurred his interest in Heavy Highway construction.

Craig was introduced to the Helmets to Hardhats program by Local 172 business agent Herb Jaudon while on a fact-finding visit about entry into the Laborers apprenticeship program - a random stop at the union hall that ultimately changed his life.

To date, Craig has completed well over 4,000 hours of field experience and the five apprenticeship courses the union requires to make him a journeyworker. SET Instructor John Bohme was instrumental in conveying the classroom materials that allowed Craig to have the confidence to work on the jobsite with an understanding of specific duties delegated to him by the contractors. The benefits from the SET instructors are the key factors and the reason for Craig’s success in construction.

In between his enlistment and joining the union, Craig did head to college for his Bachelor’s degree. He sought employment in various fields relating to his major and found countless jobs that did not include medical benefits or steady hours. As a member of Local 172, he has achieved a level of security that has prompted him to start a family, buy a house, and claim his piece of the American dream. He is thankful for the opportunity through the H2H program, as well as the support of the members of Laborers’ Local 172. Last but not least, he is grateful for the men and women serving our country and helping to keep the United States of America the greatest country on earth.
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CHRISTOPHER WOOD
Heavy and General Laborers Local 172

Raised in Galloway, New Jersey, and a graduate of Absegami High School, Christopher Wood spent the year after high school collecting name tags: from Pizza Hut, Boston Market and Blockbuster Video.

In September 2000, he enlisted in the United States Army and was stationed in Ft. Stewart, GA. He was deployed to Iraq in 2003, spending four months in Baghdad and five months in Habbaniya. He left active duty in 2004 and enlisted in the New Jersey National Guard. In 2008, he deployed with the Guard to Iraq where he was stationed in Mosul. In 2011, he returned to active duty, stationed in Vineland, NJ. Christopher received his military discharge in 2014, as a Staff Sergeant (E6). During his time, he was awarded two Army Commendation Awards, three Army Achievement Awards, Good Conduct Medal, Purple Heart Recipient, Presidential Unit Citation, Brigade Level Soldier of the Year for 2008, and additional recognitions.

Christopher’s interest in pursuing a career in construction stemmed from a desire to transition from the military to a field that shared many similarities. He is no stranger to learning and utilizing new equipment, working with a team of capable individuals to attain a goal, and being flexible enough to adjust when something in the plan changes. Those familiar criteria made construction an ideal environment.

He found out about Helmets to Hardhats through a friend who had also participated in the program. Today, he is a second-year apprentice in Laborers Local 172. He credits the SET instructors of his general construction class for conducting an informative and professional course that keeps him successful on the job, as well as his business manager and current shop steward for their support.

Being part of the construction industry has affected Christopher’s life in a few ways. In addition to getting a really defined farmers’ tan in the summer, he is glad to have found a career in the civilian sector that he can take pride in after leaving the military. He has genuinely appreciated his time in construction, learning something of real value daily, and at the end of the day, seeing his contributions and feeling good about his accomplishments.

Chris believes Helmets to Hardhats is a great program that allowed him to be in the position he is today. He encourages other servicemen and women who are interested in this route to show, through their work ethic and drive, why H2H works. H2H participants need to continue to demonstrate that acquiring former military personnel is a valuable resource for the union trades.

ROBERT GARDINER
Heavy and General Laborers Local 172

After going to school and working dead-end jobs, Robert Gardiner joined the United States Army. He served four years in the Army (E-4). He deployed to Afghanistan from 2009-2010 and again from 2011-2012. Robert was awarded the Afghanistan Campaign Medal with three campaign stars, Army Commendation Medal, Army Achievement Medal, Army Good Conduct Medal, National Defense Service Medal, Global War on Terrorism Service Medal, Army Service Ribbon, Overseas Service Ribbon, NATO Medal and the Combat Medical Badge.

After the military, he hit the point of what’s next and went back to college. Having a daughter, Robert knew he needed to make money to provide for her. The opportunity with Laborers 172 was something he couldn’t refuse. He could see it was his chance to earn a great living with a job that would make him proud.

As a new member of Local 172, Robert credits Brett Gardener and Matt McCormick as having been positive influences in his current success, letting him know what to expect. Also, the two-week apprentice class was a big help providing hands-on experience with the crucial guidance of Local 172 SET instructors.

NJ Helmets to Hardhats
FY 2014 Statistics
(March 1, 2014 – February 28, 2015 – as reported to NJDOLWD)

Placements:
65 – H2H program participants assessed/coached
75 – Military participants placed into a registered Apprenticeship Program
30 – Women & Minority Military accepted into a registered Apprenticeship Program
43 – White Male Military participants accepted into a registered Apprenticeship Program

Outreach:
24 – Total outreach sessions, mostly in the form of Career Fairs, throughout New Jersey, making contact with hundreds of individuals

Program Totals (since 2007):
1,500 – Program participants
500 – Placements into registered apprenticeship programs

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A Day To Celebrate!

Earth Day…Administrative Professionals Day…Safety Day

On April 22, 2015, the country paid homage to two constants that are there for us on a daily basis: Mother Earth and Administrative Professionals. In New Jersey, ACCNJ jumped at the chance to add a third reason to celebrate by acknowledging those that make sure safety is the priority at the worksite.

On that day, 68 Safety Day banners flew at locations around the state as ACCNJ members and labor partners said “thank you” to their employees and craftworkers for their hard work and dedication in securing safe jobsites throughout the year. The plethora of activities ranged from tool box talks with a bonus breakfast to a catered lunch, incorporating safety workshops and demonstrations focused on updating worker awareness.

We thank our members and labor partners for participating:

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Northeast Remsco
Operating Engineers: Local 825 Training Center/ELEC
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Schiavone Construction Co.
Skanska USA Building
Torcon Inc.
Traffic Safety Service
Walker Diving Underwater Construction
Weeks Marine Inc.
West Bay Construction Inc.

Look for the next issue of ACCNJ’s Industry Update, which will feature our members’ activities for Safety Day, OSHA’s Stand Down to Prevent Falls in Construction, and ACCNJ Safety Awards.
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New Jersey State Building and Construction Trades Council
Parent Organization:
Laborers’ International Union of North America

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ACCNJ is engaged at both the state and federal levels advocating for long-term and sustainable highway funding. Through our proactive involvement in groups such as ForwardNJ, a state-based coalition seeking constitutionally dedicated transportation funding solutions in New Jersey, and participation with the Transportation Construction Coalition seeking the same at the federal level, ACCNJ’s message has been united with many other like-minded industry groups. This collective voice has called on our federal and state officials to take action now to develop revenue solutions to end the uncertainties that have plagued the transportation construction sector for decades.

At the federal level, the Highway Trust Fund (HTF) was established in the 1950s to capitalize on federal investments that allowed for the improvement and modernization of our country’s transportation network. The primary source of revenue for the HTF has historically been the federal motor fuels excise tax, which has not seen a statutory increase since 1993.

In recent times, uncertainty has plagued the federal highway spending program. Although Congress publicly recognized in 2005 that stagnant HTF revenues could not sustain future federal highway investments, Congress has not taken action to solve the funding crisis. Instead, the following stop-gap measures have been enacted on Capitol Hill since 2008:

- 2008: $8 billion General Fund transfer to the HTF
- 2009: $7 billion General Fund transfer to the HTF
- 2010: $19.5 billion General Fund transfer to the HTF
- 2012: $18.6 billion transfer to HTF offset by changes to federal pension requirements
- 2014: $ 10.8 billion transfer to HTF, again offset by changes in federal pension requirements

While these actions have maintained hundreds of thousands of construction jobs nationally, and preserved much-needed federal highway investments, the long-term uncertainty has led to contraction and disruptions of state transportation program planning. In addition, Congressional threats of shutting down federal funding, which on average supports roughly half of all state capital programs, damages a construction contractor’s ability to plan ahead from a bidding perspective, hampers potential reinvestment in construction-related businesses, and stops a firm’s ability to hire new and highly skilled personnel.

According to AGC of America, “The US Department of Transportation projects the HTF is now facing its sixth revenue crisis. Absent enactment of legislation generating new trust fund revenues, the department will begin rationing reimbursements to states in July for federal-aid work already underway and the trust fund will be unable to meet its obligations in September 2015.”

As of this writing, the debate in Washington has intensified on the hill as the May 31 deadline looms for the expiration of the federal program. ACCNJ, alongside our national organization AGC of America, will continue to stress the importance of a multi-year reauthorization of the federal highway spending program with enhanced revenue options.

At the state level, ACCNJ commends legislative leadership throughout the past year for highlighting the funding crisis that currently faces New Jersey’s Transportation Trust Fund. Simultaneously, ACCNJ, as part of the forward-thinking business coalition ForwardNJ, has continued to define the need for a sustainable infrastructure spending plan. We’ve attempted to achieve this through direct contact with members of the Legislature and through the dissemination of real-time information and data to the general public, such as:

- TTF’s impact on the regional economy of which New Jersey is part
- TTF’s debt service overload
- New Jersey’s bridge deficiency ratings
- Rail service gaps in the North and South regions
- The importance of transportation-related local-aid allocations
This industry outreach has been constructive, and added not only to the debate, but ongoing negotiations on the health and future of the TTF.

As you know, there are significant challenges facing New Jersey and the overall health of our highway and bridge infrastructure are major components. The condition of our roads, bridges and corridors are critical to the future economic growth of the state. Further, the construction firms that build, maintain and manage New Jersey’s transportation infrastructure network, together with those who produce, manufacture and provide services necessary for their work, comprise the New Jersey transportation construction industry. The impact of these businesses on the state’s economy are significant.

Let’s take one moment and explore the potential consequences of inaction on this issue. Future project-planning through the design and engineering phases, the actual construction and completion of several active multi-year projects and the loss of substantial matching federal dollars for New Jersey’s transportation infrastructure are just some the areas of our industry at risk without a solution in the near future.

Speaking out on the severity of this issue before the Christie Administration and the New Jersey Legislature, we have continued to respectfully ask for action to be taken action now to replenish the TTF.

ACCNJ will continue to provide members with timely updates on the status of negotiations for transportation funding at both the state and federal levels.
After years of refinement, FASB issued Accounting Standards Update (ASU) 2014-09, Revenue from Contracts with Customers (ASU 2014-09). Our present industry-specific guidance will be superseded by ASU 2014-09’s broad principles. Application of these principles will necessitate greater judgment and advance preparation. This far-reaching standard establishes a uniform revenue recognition model for substantially all industries; however, the extent of the industry-by-industry impact will vary dramatically. The following are some frequently asked questions and answers regarding implementation of ASU 2014-09 in the Engineering and Design industry.

**When is ASU 2014-09 Effective?**

Nonpublic entities are required to apply the new standard for annual reporting periods beginning on or after December 15, 2017, and interim reporting periods within annual reporting periods beginning after December 15, 2018. Nonpublic entities may elect early adoption no earlier than public entities.

Public entities are required to adopt ASU 2014-09 in reporting periods beginning after December 15, 2016, and interim and annual reporting periods thereafter (for example, January 1, 2017 for public entities with a December 31 year-end). Early adoption of ASU 2014-09 is not permitted for public entities.

While there have been no changes to the transition dates since the initial release of this ASU, FASB is currently researching the delay of implementation and plans to discuss it in Q2, 2015, so stay tuned for developments.

**What are the Basic Ideas?**

ASU 2014-09 establishes the following core principle: Recognize revenue to depict the transfer of goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. This replaces the current focus on recognizing revenue when risks and rewards are transferred, with an emphasis on when a change in control occurs.

To apply that core principle, an entity should follow these steps:

**Step 1: Identify the contract with a customer.**

- A contract does not mean a legal document; it is essentially an agreement between you and your customer that creates enforceable rights and obligations.

**Step 2: Identify the performance obligations in the contract.**

- The contract may contain more than one distinct good or service.

**Step 3: Determine the transaction price.**

- Variable elements will require up-front estimation and careful consideration.

**Step 4: Allocate the transaction price to the performance obligations in the contract.**

- Allocate using the relative standalone selling price of each good or service, or an estimate if that is not available.
Step 5: Recognize revenue when or as the entity satisfies a performance obligation.

- This may occur at a point in time, or over a period of time.

While none of the above sounds radically different from how we currently account for revenue, applying the steps in certain industries may be challenging and produce different outcomes than current practices.

ASU 2014-09 is a principles-based standard, requiring judgment in its application. Accordingly, at a minimum, all entities will be subject to more disclosure requirements. However, the amount of enhanced disclosures will vary according to industry, and the extent of management’s judgments.

ASU 2014-09 will amend the Accounting Standards Codification by creating a new Topic 606, Revenue from Contracts with Customers. This will replace almost all existing revenue recognition guidance.

How Will ASU 2014-09 Affect the Engineering and Design Industry?
Based upon information currently available, we believe the impact on the Engineering and Design industry will ultimately be moderate. Since the engineering and design industry is governed by legal contracts, it is easy to default to the thinking that the changes will be profound, but when contracts are evaluated in terms of the guidance above it is unlikely that revenue will be recognized in a substantially different manner than it is now.

The “cost-to-cost” method of revenue recognition that largely prevails now will generally continue, only under the auspices of new terminology. Much design work, specifically in the fields of civil, municipal and survey, creates value to the customer as a function of time incurred, subject to agreed-upon pricing. This will yield revenue recognition that is very parallel, if not identical, to the current methods.

Some engineering and design entities may have revenue streams that contain variable elements, such as incentive payments, awards or penalties. For example, a $500,000 contract may contain a penalty of $40,000 if the work is not completed before a specified date. The $40,000 penalty is considered variable consideration under ASU 2014-09. The new standard requires variable consideration to be estimated as part of the transaction price (Step 3) as long as it is probable that a significant revenue reversal will not occur (this is referred to as a constraint). ASU 2014-09 provides guidance on how to estimate this. Further, any estimated variable consideration not subject to the constraint will then be evaluated for when to recognize it as revenue (Step 5). Generally, the revenue will be recognized as the related performance obligation is satisfied, subject to the constraint. Returning to our example, the entity will assess, based upon its experience with similar contracts, whether or not the penalty will be incurred (not subject to a significant revenue reversal). ASU 2014-09 discusses factors to consider in this assessment, such as if the entity has a long history of performing this type of work on time, is it within their control to complete the work on time, and will the uncertainty be resolved within a relatively short period of time.

Given the swing from a risks-and-rewards approach to an emphasis on change in control, it is possible that engineering and design entities may recognize certain variable revenue streams sooner.

What Should We Be Doing Now? Later?
Companies are concerned about how much internal effort, external help and time they need to address implementation questions. Therefore, we recommend the following.

1. Develop a broad understanding of ASU 2014-09 (now).
2. Perform a deeper dive. Identify and evaluate those aspects of ASU 2014-09 that will be different for your business along department lines: accounting, finance, technology, legal, tax, financial covenants or internal controls. Specifically, select a few representative customer contracts or arrangements, and evaluate them using the new revenue recognition model to identify areas for a further analysis (now).
3. Monitor industry-specific transition resources (see below) (now and ongoing).
4. Select a transition method, and plan for how you will retrospectively adopt ASU 2014-09. It would be valuable to evaluate each of your business units separately to ensure a full understanding for each of your core services (now).
5. Establish an implementation plan, including a timeline, educational sessions, third-party resources needed, and possibly a transition committee to oversee conversion (later).
6. Educate financial statement users and stakeholders about the changes ASU 2014-09 will have on your financial statements (later).

What Resources are Available to Help Us?
A broad discussion of ASU 2014-09 can be found at:

A resource for understanding and implementing the new revenue recognition guidance:
http://www.aicpa.org/INTERESTAREAS/FRC/ACCOUNTINGFINANCIALREPORTING/REVENUERECOGNITION/Pages/RevenueRecognition.aspx

The text of the new standard may be accessed as follows:
www.fasb.org>>Standards>>Accounting Standards Updates Issued>>Update No. 2014

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The Northeast Regional Council of Carpenters, covering New Jersey and New York State, is one of the largest trade unions on the East Coast. Our regional structure ensures that our organization can work cooperatively with contractors efficiently and, most importantly, maintain the superior quality of workmanship that our contractors have come to expect from union carpenters. The Northeast Carpenters are a strong industry partner because our highly skilled craftsmen and women provide our contractors with the manpower they need to be productive, competitive and successful.

Michael Capel, Executive Secretary Treasurer
91 Fieldcrest Avenue, Raritan Plaza II, Suite A22, Edison, NJ 08837
ACCNJ Events

AGC/A’s Sandherr Headlines March Meeting

ACNJ CEO Jack Kocsis introduced AGC of America CEO Stephen Sandherr at the March Membership Meeting as one who “understands your issues, our issues.” And Sandherr immediately reposted, “or for what I don’t understand, Jack is an important resource for me.”

Sandherr, whose background as a Teamster, Kocsis explained, “gives him a unique perspective in a mostly non-union country,” headlined the meeting on March 10, 2015, at the Doubletree Hotel in Tinton Falls. His remarks focused on AGC of America’s “significant victories” as the organization, ACCNJ’s parent group, struggled to deal with a “dysfunctional” Congress following the 2014 midterm elections.

Among those victories, Sandherr relayed, were passage of the Water Resources Reform & Development Act of 2014 and a nine-cent-per-gallon increase in the inland waterways fuel tax, extension of the highway funding authorization, business tax extenders, prohibition of reverse-auction bidding and restriction of single-phase design/build in federal contracts, and passage of the multiemployer pension reform bill.

While recognizing work still to be done in pension reform, Sandherr cited passage of the bill as a good example of labor-management cooperation, praising the Building Trades for its

stance and mutual support. He thanked AGC chapters across the country for raising $200,000 to support the organization’s legislative and lobbying efforts in getting the bill through Congress, noting ACCNJ as “one of the first to sign a check.”

Sandherr also reviewed legislative battles for 2015, most particularly infrastructure funding. Other important AGC of America initiatives include:

- protecting tax-free municipal bonds;
- pushing President Obama to sign Keystone Pipeline legislation;
- controlling federal restrictions to fracking;
- establishing a Clean Water Trust Fund and extending private activity bonds to fund water/wastewater facilities;
- forming a construction industry coalition to “speak with one voice” regarding OSHA’s silica rule;
- curbing US Department of Transportation rules regarding hiring practices;

In closing, Sandherr reviewed The AGC Alternative, the private healthcare exchange offered exclusively to AGC members with 10 or more employees. The program rolled out in the Fall of 2014 and became available to New Jersey members early in 2015.
Legal Panel Focuses on Construction Law Issues

Four legal experts posed challenging questions to more than 30 members during “Construction Law for Construction Professionals,” a program on legal issues hosted by ACCNJ on April 8, 2015.

Change Orders and More

OSHA Enforcement
From experts Mike McKenna and John DiBiasi of Lewis & McKenna, “What To Do When OSHA Comes-A-Knockin” reviewed the latest OSHA enforcement initiatives and OSHA’s multi-employer liability rules.

Bringing Claims
In his discussion, titled “Claims Against Design Professionals by Contractors and Owners,” Mark Fleder of Connell Foley took us through the history of claims law, culminating in a 1980 law that changed the course of claims.

Construction Liens
Charles Kenny of Peckar & Abramson, in his discussion of “Construction Liens: Problems and Pitfalls,” reviewed New Jersey’s recent Lien Law history and speculated about the effect the changing landscape in construction—public-private partnerships, mixed-use development with multifamily residential units—could have on the Lien Law.

Members Get Update on Union Benefit Plans, ACA

At a meeting on March 31, 2015, at the Association office for contributing employers and management trustees, Jack Widman, Dan Brennan and Mark Levengood of Susanin Widman & Brennan presented an update on various Union Pension, Welfare & Annuity Funds to which ACCNJ members are party. The presenters serve as Management Fund Counsel on most of these funds. During the session they covered funding status of the pension plans; contributing-employer liability; the new Multi-Employer Pension Reform Act of 2014; fiduciary responsibility of trustees in investing the assets of the plans; and many other topics dealing with cost controls and compliance.
BUILDING OPPORTUNITIES FOR CONTRACTORS

A COOPERATIVE TRUST THAT HELPS YOU HELP US

ELEC is a labor-management organization that promotes economic development, investments in infrastructure and construction projects that provide contracts for our members and jobs for Local 825 Operating Engineers.

Marketing support and advocacy
We partner with business and professional organizations and advocate for policies, legislation and regulations that favor responsible development. Our efforts have helped initiate major bridge building projects, win approval for pipeline construction and authorize large-scale urban redevelopment programs.

Market Recovery grants and more
We offer our union contractors a wide range of professional assistance, including “Market Recovery” grants. And we invest in the most highly skilled, experienced and credentialed workforce of Operating Engineers, who work hard for you from the day you need them until the day you don’t.

Efforts that make a difference
Learn how we can help your business prospects.
Contact Kate Gibb at: 973-630-1011.

Building On Common Ground

Greg Laveyee, Chairman | Mark Longo, Director
WWW.ELEC825.ORG

ELEC is the labor-management fund for IUOE Local 825
In the interest of worker and public safety, Operating Engineers Local 825 implemented a new drug-testing program in January with the help of its labor-management organization, ELEC (Engineers Labor-Employer Cooperative).

Local 825 contracted with ACCNJ member Clarity Testing Services to administer its new drug-testing program. The program includes pre-employment, union entry testing, as well as random, post-accident and reasonable-cause testing. The random component will test 50% of the membership each year.

Member testing is paid for by ELEC as part of its mission to help maintain a ready workforce of licensed, credentialed and drug-tested operators ready to work "day one."

Clarity Testing’s Labmobiles provide complete testing services at the worksite – whether it is a union office or a construction project – in order to minimize the time that workers must leave their jobs. The fully equipped Labmobiles include exam rooms and onsite drug-screening equipment.

The drug-testing requirement is regulated by the US Department of Transportation (DOT) to help prevent accidents and injuries resulting from the misuse of alcohol or use of controlled substances by drivers of commercial motor vehicles. Enacted in 1995, DOT testing programs cover more than 10,000,000 employees in the US and have been successfully defended by employers for many years, as utilizing these procedures reduces employer risk and adverse litigation.

We have always worked to reduce accidents and improve safety and this is a logical next step to ensure worker and public safety. Safety is always our top priority, so it is imperative that we can rely on operators who are free of drug or alcohol substances of any kind.

Clarity has been administering these tests for more than 20 years and testing procedures are consistent with all federal DOT rules and regulations.

To demonstrate support for the program and to underscore that it is for everyone, Local 825 Business Manager Greg Lalevee made it a point be among the first to be tested when the Clarity Testing Labmobile rolled into the Local’s parking lot in Springfield.

Along with Local 825 business agents and trustees, the group lined up and took turns.

The testing provides peace-of-mind, knowing that we’re doing everything we can to ensure the safety of our own Operating Engineers, as well as other workers on a site and members of the general public.

Member Credentialing Also Advances

In addition to the drug-testing program, ELEC has experienced great success in its member credentialing program.

ELEC helps Local 825 members by reimbursing the total cost of security clearance credentials such as TWIC, SWAC and the South Jersey Chemical Card. With this program, employers can be assured that Local 825 Operating Engineers are pre-credentialed and ready to work at a moment’s notice.

Since the program began, the number of Operating Engineers who have obtained SWAC credentials has grown by nearly 500%. The result is that our members maintain an advantage over non-licensed operators and are available to work when called.
One of Many Ways
Drug-testing and credentialing have established ELEC as a strong advocate for signatory contractors and members of Local 825.

ELEC has distinguished itself by establishing a high profile among business and trade groups as a collaborative partner and advocate for critical investment in infrastructure.

Working actively in Trenton, Albany and Washington DC, ELEC promotes legislation that benefits Local 825 members and signatory contractors.

We ramped up our advertising, public relations and social media profile, promoting union-built development projects, supporting construction-friendly legislation in Trenton, and communicating that infrastructure is critical to the region’s economy.

Promoting Investments in Infrastructure
Among the numerous issues ELEC lobbied for, none has received more attention than the Transportation Trust Fund. Launching a social media program using Twitter and Facebook, ELEC has become a central player in the debate over TTF funding.

ELEC’s lobbying efforts on behalf of the Water Infrastructure Protection Act (WIPA) met with success when Gov. Christie signed the bill into law, ensuring that aging water infrastructure will be upgraded and able to fulfill the needs of our communities. An added benefit, of course, is the construction jobs that will be created as a result of the infrastructure improvements.

As we continue to be ever-mindful of readiness and safety, ELEC will remain focused on its mission to promote a range of initiatives, such as Public Private Partnerships, the Permit Expansion Act and several proposed pipeline projects.
YOUR NEW BUSINESS PARTNER FOR A NEW TIME
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CCT
CARPENTER CONTRACTOR TRUST
NY/NJ CONSTRUCTION NETWORK
One of the most elemental and consistent marketing activities of the Carpenter Contactor Trust (CCT NY/NJ) is to promote the story of union carpenters and contractors throughout New Jersey and New York. In that context, the Trust constantly poses a question to every marketing effort: “How can we provide the most positive exposure of our skilled craftspeople in the construction industry and in their respective communities?”

They are already deeply immersed in promoting union carpenters, who through volunteer efforts in their local communities, for example, receive recognition for their activities. These volunteer initiatives provide the Trust with human interest stories that allow it to convey a story that is clear, interesting and as compelling as possible. Throughout this approach, they constantly promote the fundamental attributes that separate union carpenters and contractors from everyone else in the industry: skillset, flexibility, equity and productivity.

The Trust recognizes that contractors also have a very important story to tell. Once they acquire their cooperation and the necessary editorial content, they will add these stories as a new video feature to their marketing efforts. They have dubbed this new video narrative: “Meet the Contractor.”

Every contractor and company have a story worth telling, according to Trust President Kevin P. McCabe. “It is our responsibility to share these stories, talk to the firm’s leadership, gather the facts and then develop the narrative in an interesting, relevant and compelling way,” McCabe says.

The Trust understands that many union contractors have worked hard over the years at building the reputation of their companies. It believes that “Meet the Contractor” is a valuable marketing tool that will become an added dimension to furthering the contractors’ reputations in a positive manner.

“We can offer our assistance in this effort by sharing the contractor’s story and visually ‘going behind the scenes’ to capture a sense of the history, expertise and successes,” continues McCabe. “We understand that owning and managing a construction business is never an easy task, and it’s our desire, indeed our goal, to add that positive spotlight to their story.”

The Trust has assembled a professional, first-class videography team to help shape the contractor’s story. They have also included the graphic and editorial talent to provide any written content that is necessary. There is no cost for this effort. All they request is a contractor’s commitment to a video shoot that will highlight the company’s success as well as its employees.

“We are very conscious of time constraints and will do everything we can to accommodate a contractor’s schedule,” says McCabe. “Our in-house experts are ready to help, and the CCT NY/NJ will assist in every way.”

After shooting the video, the Trust will post it on the CCT website, www.cctnynj.org, and throughout all of its digital communications, while providing featured contractors with copies for their own promotional and marketing efforts.

For contractors interested in having their company profiled in the new “Meet the Contractor” series, please contact: Christine D’Agostino, Marketing Manager, 732-215-1300 or cdagostino@cctnynj.org.
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BAC WE BUILD FOR YOU
The majority of the time people from my organization talk about our products - brick, block, and stone - we speak to the beauty, the strength, and the life-cycle benefits of using them in any type of project. But in light of the disaster in Edgewater, New Jersey a few months ago, SAFETY is the greatest reason to include masonry and concrete as part of our state’s building codes! We do not suggest that masonry or concrete will prevent fires, but they certainly offer an element of containment that will protect life and property.

**Fire Safety with Masonry**

Of all possible construction systems, masonry offers the utmost protection against fire. Masonry materials – brick, concrete block, stone, mortar, grout and tile – don’t burn, and therefore don’t contribute fuel to the fire. Masonry maintains its structural integrity at high temperatures, and heat transfers slowly through its mass. Depending on its configuration, a masonry wall can remain intact and contain a fire burning on one side for two, three, four hours or even longer.

These characteristics make masonry the ideal choice for fire-rated walls required by building codes to separate occupancies within buildings. Such walls offer passive fire protection; once constructed, they typically require no ongoing maintenance or testing. Used in combination with active fire protection systems such as smoke detectors, temperature sensors and sprinklers, masonry fire walls provide the highest level of fire safety for buildings and occupants.

The difference between a material’s fire rating and actual performance in a fire can literally mean life or death. In independent laboratory tests conducted on common gypsum walls and AAC block walls under the two-phased (*furnace and water application*) protocol of ASTM E-119, the AAC wall assembly emerged unscathed, while both gypsum walls disintegrated. Yet, both walls could still “earn” a 2-hour fire rating under E-119. Videos of the tests are on www.imiweb.org.

The cornerstones of fire safety design are:

- **Prevention:** Reduce the chances of fire through good housekeeping, education and building layout.
- **Detection and Alarm:** Use early warning devices, like smoke detectors.
- **Suppression:** Use sprinklers, fire extinguishers or other suppression systems to help put out fires quickly.
- **Compartmentation:** Building features like masonry fire walls can isolate and contain fire, toxic smoke and gases without losing the building’s structural integrity. This allows for safe evacuation of residents and access for firefighters.

**Fire Safety – The Basics**

- Masonry simply won’t burn. It’s NON-combustible (not just “fire-resistive,” a term that’s been applied to many gypsum-based products used for fire walls).
- In a fire, masonry doesn’t contribute to deadly smoke and gasses, the primary cause of death in such tragedies.
- Masonry products maintain their structural integrity even after being exposed to fire. In fact, concrete block can retain up to 82% of its strength even after exposure to fire.
- The ideal fire protection system is one that is “balanced” – one that has both “active” and “passive” elements, each supporting the other for optimum performance.
- “Active” systems for early detection (fire and smoke alarms) and suppression systems (sprinklers) are both necessary, but they are only part of the equation. In fact, 31% of apartment fire deaths occurred in buildings where smoke detectors were present AND WORKING, and 19% occurred where smoke detectors were present but inoperable. Add it up. Nearly 50% of all apartment fire deaths happened in buildings WITH smoke detectors. This statistic has remained virtually unchanged for the past several years.
Masonry is a “passive” fire protection system. It doesn’t need mechanical or high-tech electronic equipment to perform. As such, it is a perfect final line of defense for “active” systems.

Masonry backs up “active” systems by containing the blaze and the smoke in a smaller area. This provides more time for the occupants to escape, and time for the sprinkler system to reduce the intensity of the fire until firefighters and other emergency personnel can arrive at the scene. This containment ability is called “compartmentation” and is another key element in a truly balanced approach to fire safety design.

Fire Walls Are Not All Created Equal
Whether intended to protect individual units, avenues of escape, or critical building areas, fire walls need to perform according to their given rating – and people need to be able to have confidence that the structure they are in will provide them adequate protection and time to evacuate should a fire occur.

The test that’s used to determine the fire resistance of a wall system is ASTM E119. It tests how well a wall performs when subjected to fire and then to water, simulating the force of a firefighter’s hose. A “second chance” provision in the test essentially allows a wood-stud or metal-stud frame wall that’s clad with drywall to get the same fire rating as an eight inch thick masonry wall, even if the drywall sample has failed the second portion of the two-part test.

In a real fire, however, people don’t get a second chance, and firefighters, whose jobs are already treacherous, need as much passive protection as they can get as they fight the blaze. Masonry walls have NEVER failed to pass both parts of the two-part test – and always with flying colors.

For these reasons and so many more, the building codes in New Jersey should be reflective of our overall concern for the lives of our citizens, our property, and our overall quality of life. When it comes to delivering fire protection, masonry and concrete are clearly the materials of choice and the Bricklayers and Allied Craftworkers of New Jersey are the best-trained and prepared to install them.

For more information regarding Fire Safety with masonry, please feel free to contact the International Masonry Institute:

International Masonry Institute
The National Training Center
17101 Science Drive
Bowie, Maryland 20715
Phone 301-291-2124
Fax 301-291-2107
Toll Free 800-803-0295
www.imiweb.org
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LOCAL UNION NO. 68

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IRON WORKERS BUILDING THE 21ST CENTURY
How do you make sure projects are completed on time, on budget and with zero safety incidents? Make sure the work is done by the best.

The Iron Workers are the best. With 104 American Welding Society (AWS) accredited locations and 157 training centers throughout the United States and Canada, the Iron Workers are committed to achieving a high level of safety and reliability.

The Iron Workers and the Ironworkers Management Progressive Action Trust (IMPACT), their labor management arm, work tirelessly to provide ironworkers and their contractors with on-going training and development. The Iron Workers supply the best qualified workers for construction projects. To ready the workforce with safety-conscious workers, the Iron Workers offer a three to four year apprenticeship that combines 6,000 to 8,000 hours of on-the-job learning with classroom instruction.

“The Iron Workers apprenticeship program regularly attracts, trains and delivers the best ironworkers in the world,” says Iron Workers General President Walter Wise. “The program’s emphasis on safety and training time-after-time results in top-notch ironworkers who are dedicated to safety and doing the job right, the first time.”

In addition, the Iron Workers Mobile Training Trailers make it possible to not only reach workers in rural areas, but also provide site-specific, jobsite training. All of these venues combined have a training capacity of more than 50,000 apprentices, providing easily accessible, first-class training to the next generation of construction workers.

IMPACT also works closely with the Board of Certified Safety Professionals (BCSP) to train new leaders in the ironworking industry through the Safety Trained Supervisor certification program. The training course prepares ironworkers and contractor management professionals to maintain safe conditions and practices on construction job sites.

“We anticipate significant improvement in safety performance as more and more ironworkers attain this certification,” says Joe Merlino, Vice President of BayShore Rebar in Pleasantville, New Jersey. “This, of course, leads to many other benefits and other safety-related savings.”

“A jobsite is never ready for work until everyone working it focuses on safety,” says Wise. “Working with our robust training offerings will ensure that these workers will have the tools necessary to protect themselves on the job and return home safely each day.”

The Bureau of Labor Statistics estimates that ironworking will grow much faster than average between 2012 and 2022. The need to rehabilitate, maintain and replace an increasing number of plants and industrial facilities is expected to drive growth. Now is a perfect time for those thinking about trying their hand in ironworking to start an apprenticeship. A comprehensive list of all apprenticeship training centers is available at http://bit.ly/TrainingCenters. Visit ironworkers.org and impact-net.org for more information.
Oil and gas pipelines are buried below the Earth. 35,000 miles of them crisscross New Jersey for example, with little thought to their importance to our quality of life and economy. These are the invisible arteries to our society, unseen but critical.

When pipelines do become top-of-mind in the public consciousness, it is usually because of community opposition to proposals for the new energy infrastructure. A panicked alarm is sounded with confident predictions of the imminent environmental disaster that will follow should fuel be transported via pipeline rather than the alternatives—truck, train, or barge.

The fact that paid environmental advocates would advance this claim is unsurprising. Their professional responsibility is to advocate one side of the policy issue. And let’s be clear, they don’t like other types of fuel distribution either. They aren’t interested in a workable solution, only being a formidable opposition. Yet public officials must consider more than one side of a complex issue and if recent examples are any gauge, those entrusted with making policy are being driven by fear more than fact. It signals that our industry must do a better job of making the case for upgrades to and expansion of our energy infrastructure and that politicians should not be so quick to adopt a NIMBY position.

It is no surprise that LIUNA has an interest in the building of oil and gas distribution systems. Throughout North America, our union is providing the skilled and productive workforce for the upstream sector—oil and gas exploration and production; the mid-stream sector, which consists of transporting and treating natural gas before it reaches users; and of course, the downstream sector—the distribution lines and terminals. Our training center offers course after course of pipeline construction and repair (164 hours to be exact). Pipelines mean jobs for our members and contractors. That said, LIUNA’s position on energy investment is to take an “all of the above” approach, advocating for energy efficiency, renewables, and of course, oil and gas, which supply 62% of the energy used today and are sourced from domestic locations rather than hostile foreign nations. Our country is in a good place to build its energy independence and create literally millions of jobs, but that is predicated on developing a smart plan for growth.

Facts Should Lead the Way

Opponents to energy investment are quick to point out the examples of what are called “serious pipeline incidents” while conveniently ignoring the federal statistics that show such incidents have been reduced from 76 nationwide in 1993 to 24 in 2013. While risks are inherent in working with any volatile substance, an investigation by the independent journalist group ProPublica showed that pipelines are 70 times safer than trucks. In fact, trucks transporting fuel killed four times more people, despite accounting for only a tiny fraction of fuel shipments. Other research shows pipelines are also seven times safer than trains and barges.

Looking at the data, it seems clear pipelines suffer a similar PR challenge that airplanes do. People fear an airplane crash (which will always make the nightly news) when car travel is far more dangerous.
Ignoring Our Assets
Across the Delaware River, Philadelphia is undergoing what the media is calling an “economic revolution” powered by an energy renaissance. Renewed investment and activity in the region’s aging infrastructure is turning the City of Brotherly Love into a potential energy hub that some believe can rival Houston. Its relative location to gas production in the Marcellus Shale region is a main factor in this renewed interest. Yet, New Jersey boasts an equally advantageous location with refineries and, of course, markets for fuel consumption. Yet no New Jersey policies are in place to capitalize on the energy boom while also balancing the safety and environmental needs.

This may be a missed opportunity. While a decade ago, American manufacturing jobs were flowing to China, last year, more than 50% of $1 billion-plus U.S. companies with operations in China stated they are considering moving all or part of their production back home. According to Boston Consulting Group, for all the tax breaks New Jersey can offer to retain and attract business, it may be overlooking the value of plentiful and inexpensive energy. In manufacturing, the United States lost close to 7.5 million jobs since the 1970s. Since 2009, the US has actually added 307,000 manufacturing jobs. Low-cost energy is offsetting the higher labor costs in the United States and is making American industrialization seem more attractive, especially compared to the high costs of energy in Europe and Japan. It will come here to New Jersey or it will go somewhere else. If we don’t do anything to improve our infrastructure, it will most assuredly go somewhere else.

Moving Forward
Especially considering the effects of climate change, natural gas is acting as a reliable bridge from higher carbon fuels like coal to low and no-emission energy sources that are growing but not yet able to meet demand. It may not be perfect but it is very good considering where we are and where we want to be.

There is nothing new about pipelines. LIUNA has been constructing them since 1947. What is new is the tremendous interest in pipeline investment in the Garden State. If our state’s first and final answer to any pipeline proposal is no, then we lose the opportunity to define under what conditions we would say yes. We may eliminate some risk (while still having the other 35,000 miles of pipeline) but we will also be eliminating any chance of benefit.

That is the case LIUNA has been making and will continue to make. We are proud to be on the frontlines of fighting for America’s energy future.
The Laborers’ International Union and its affiliated funds are proud to partner with the Associated Construction Contractors of New Jersey.

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Economic Development

Laborers’ International Union of North America  
Raymond M. Pocino, Vice President & Eastern Regional Manager
Welcome New Members

ACCNJ welcomes these 16 new members, who joined since we last published New Jersey Construction in November 2014. We invite you to visit their websites and look forward to seeing their representatives at our upcoming events.

ACTIVE

Archer Steel Construction Co., Inc.
Archer Steel Construction of Manalapan specializes in the erection of structure steel, precast girders, bridge work and installation of metal decks and studs. The company is located at 151 Highway 33 East, Manalapan NJ 07726, and Fred J. Archer Jr., Director of Operations, can be reached by phone at 732.625.1300 and email, archer83@optonline.net. Visit Archer on the web at www.archersteelconstruction.com.

Brennan Industrial Contractors
Brennan Industrial Contractors of Kearny has offered millwright, ironworker, and boilermaker services for 120 years, specializing in plant rigging, equipment setting, warehousing, steel erection and critical alignment. The company is located at 337 Bergen Avenue, Kearny NJ 07032, and Todd Scarpone, Vice President of Operations, can be reached by phone at 201.998.7500 and email, tscarpone@brennanind.com. Visit Brennan on the web at www.brennanind.com.

C.J. Drilling, Inc.
C.J. Drilling of Dundee, IL, provides services for utility, road, bridge and building construction, including transmission lines, foundations for substations, traffic signals and lighting, bridge piers, soldier piles and retaining walls. The firm’s extensive fleet of drill rigs runs from the Soilmec SR-100 for shafts wider than 11 feet and 300’ deep to the CJ “Little C” that fits through doorways for retrofit applications. Eastern Regional Manager Charlie Fitzpatrick and Vice President Kevin Breen represent the company in New Jersey. Reach Kevin by phone at 847.669.8000 and email, kbrein@cjdrilling.com. Visit on the web at www.cjdrilling.com.

Dryden Diving Company, Inc.
Dryden Diving, located in Woolwich (Gloucester County), performs a host of services related to commercial underwater construction, inspection, maintenance and repair. The firm is the first in the region to qualify company procedures and divers for certified underwater welding, per the American Welding Society’s revised code (see more in Member News). Located at 213 Russell Mill Road, Woolwich Twp., NJ 08085, company President Donald Dryden can be reached by phone at 856.467.1385 and email, drydiv@hotmail.com. Visit Dryden on the web at www.dryendiving.com.

EDA Contractors, Inc.
EDA Contractors of Bensalem, PA, specializes in vegetated roof assemblies, wall panels and accessories, air and vapor barriers, roofing and sheetmetal, and waterproofing. Located at 600 Center Avenue, Bensalem PA 19020, the company is represented by President Edward DeAngelis. He can be reached by phone at 215.638.3500 and email, edeangelis@edacontractor.com. Visit EDA on the web at www.edacontractor.com.

Jett Industries, Inc.
Jett Industries of Collierville NY, a general contractor, has experience in water/wastewater projects and wastewater treatment facilities, DOT, bridge and lock construction, pre-engineered building and steel systems construction. Matthew P. Centofante, President, may be reached by phone at 607.433.2100 and email, mcento@jettindustries.com. The company’s mailing address is PO Box 219, Collierville NY 13747. Visit Jett’s website at www.jettindustries.com.

Pro Contractors, Inc.
Pro Contractors of Stony Point NY, specializes in drywall, finish carpentry and painting. The company is located at 5 Washburns Lane, Stony Point NY 10980, and is represented by Michael Salerno, President. He can be reached by phone at 845.786.5822 and email, mikes@procontractorinc.com.

TAAS Contracting, LLC
TAAS Contracting of Hackensack is a specialty subcontractor with expertise in carpentry, framing and drywall. Located at 162 Lodi Street, Hackensack NJ 07601, the firm is represented by Dean Theodorou, President. He can be reached by phone at 201.343.7970 and email, dt@taasconstruction.com. Visit TAAS on the web at www.taasconstruction.com.
Walsh Construction Company
Walsh Construction, headquartered in Chicago with a local office in Rutherford, is a family-held general contractor with a history in heavy and building construction reaching back to 1898. Its Eastern Regional office, headed by NY/NJ Regional Manager Paul J. Scagnelli, is located at 201 Route 17 North, Suite 607, Rutherford NJ 07070. Paul can be reached by phone at 201.691.6000 and email, pscagnelli@walshgroup.com. Visit Walsh on the web at www.walshgroup.com.

ASSOCIATE
Allan Briteway Electrical Utility Contractors, Inc.
Allan Briteway, headquartered in New York City with a local office in Whippany, has more than 60 years of experience in the electrical contracting industry. Located at 130 Algonquin Parkway, Whippany NJ 07981, the company is represented in the Association by Santo Maertz, who can be reached by phone at 973.295.5600 and email, smaertz@allanbriteway.com. Visit the website at www.allanbriteway.com.

American Global LLC
American Global of Morristown is a surety and insurance brokerage with comprehensive, market-specific services for GC/CM, engineering, heavy civil and sub-trade firms. Located at 89 Headquarters Plaza, North Tower, 3rd Floor, Morristown NJ 07960, the firm is represented by Kevin T. Walsh, Jr., President. He can be reached by phone at 862.777.8191 and email, kevin.walsh@americanglobal.com. Visit the website at www.americanglobal.com.

Clarity Testing Services Inc.
Clarity Testing of Tarrytown NY offers mobile medical and testing services, including DOT programs and drug and alcohol testing, with expert, certified professionals operating state-of-the-art Labmobiles. Located at 150 White Plains Road, Suite 204, Tarrytown NY 10591, the firm is represented by Jeffrey D. Altholz, MD, President. He can be reached by phone at 914.593.0300 and email, drj@claritytesting.com. Visit the website at www.claritytesting.com.

CODEWORX VCL LLC
The CODEWORX Group of Belvidere creates form-based software designed to lower construction costs and facilitate project completion using the latest construction technology, including cloud-based collaborative design and BIM. Located at 450 Buckhorn Drive, Belvidere NJ 07823, the firm is represented by Ken Schafer, Partner. He can be reached by phone at 646.675.8496 and email, ekennethschafer@comcast.net. Visit the website at www.codeworx-group.com.

Excelize Software Private Limited
Excelize of Chesterfield celebrated its first decade in business in 2014 as a global architectural services firm specializing in providing BIM and design management services to real estate developers, building contractors and architects. Located at 18 Donlonont Circle, Chesterfield NJ 08515, the firm is represented by its Chairman & Managing Director, Pratap Dhopte. He can be reached by phone at 267.242.4586 and email, pratap.dhopte@excelize.com. Visit the website at www.excelize.com.

The Gordian Group
The Gordian Group of Greenville SC offers innovative data and software solutions and consulting expertise for construction and construction procurement. Headquartered at 30 Patewood Drive, Suite 350, Greenville SC 29615, the firm is represented by Thomas DiGangi, Jr., Vice President. He can be reached by phone at 908.930.7159 and email, t.digangi@thegordiangroup.com. Visit the website at www.thegordiangroup.com.

Grassi & Co., CPAs
Grassi & Co.’s New City NY office offers accounting and business consulting services for the commercial construction industry. Located at 10 Esquire Road, Suite 4, New City NY 10956, the firm is represented by William Hughes, Partner. He can be reached by phone at 845.634.5300 and email, whughes@grassicpas.com. Visit the firm’s website at www.grassicpas.com.
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www.trainliunanjde.org
The International Standards & Training Alliance (INSTALL) has a key message for its members: Customers demand quality and value. In turn, floorcovering companies must demonstrate the quality and value of their business at all levels and through every employee of the company. INSTALL is pushing its members to recognize the value of a strong brand and make efforts to put that messaging front and center in all outreach.

This call-to-action was one of the main topics of communication during INSTALL’s recent triennial conference. Hosted at the state-of-the-art Carpenters International Training Center (ITC) in Las Vegas, the conference created a platform to share industry updates, identify problems, discuss areas of success and examine current and upcoming trends.

The two-day conference drew more than 360 INSTALL members, representing North American flooring mills, manufacturers, consultants, contractors and installers. Presentations by industry experts and business leaders included Lewis Migliore, LGM and Associates; Michel Vermette, President, Mohawk Group; Mark Breslin, CEO, Breslin Strategies; and myself as INSTALL Executive Director.

Building Brands
Construction industry business consultant Mark Breslin of Breslin Strategies provided an exhilarating presentation on building and marketing a performance brand. The audience gained insight on the challenges facing business today and the cultural and performance changes necessary. Breslin noted that INSTALL members have the unique benefits of market endorsement and unmatched expertise, key messaging that is critical in leveraging a value brand. Breslin finished the conference with a compelling call-to-action enthusiastically embraced by the audience.

Industry Outlook
Although 2014 was a bit lackluster, the flooring industry saw bright spots in hospitality and commercial spaces. Vacancy rates are shrinking and new construction is growing, but at very modest levels. Remodeling is expected to be more moderate but is demonstrating similar positive trends. Given that continued growth, 2015 looks promising.

Key observations were also made regarding today’s floorcovering end-user:

- Over the course of the downturn, end-users began to take a hands-on approach to their overall spending;
- With ever-improving information technology, end-users have clearer visibility of how they are spending their funds in their facilities;
- They are more conscious of investments in facilities as these decisions have long-term implications;
- Any major decision in real estate often has multi-year impact and is further complicated by an ever-changing business landscape; and
- There is an expectation that real estate and interiors will change faster to meet the changing business requirements.

It Boils Down to Installation
Improper installation continues to be a top problem in the floorcovering industry and a major complaint, particularly in the commercial market. Specifically, carpet is getting more complicated and challenging to install due to patterning. Tile also offers challenges in installation.

INSTALL continues to stress the importance of using a superior contractor to reduce the issue of improper installation. INSTALL is working to improve this ongoing problem through its resources, commitment and collaboration with mills and manufacturers, installers and flooring contractors. This partnership allows unparalleled distribution of industry-directed training and certifications to incoming and existing installers, offering benefits that can be delivered to floorcovering customers through superior and dependable contractors.
“The most effective way to ensure a successful installation is to only work with superior contractors,” said Andy Silins, Labor Chairman of INSTALL. “It is essential that effective superior contractor standards be specified.”

The INSTALL curriculum is an extension of floorcovering manufacturer training that is revised regularly with the manufacturer’s direction. INSTALL apprenticeship, journeyworker upgrade courses and certifications are recognized as the best in the industry.

**Shifting Strategy**
Michel Vermette, President of Mohawk Industries, noted, “Manufacturers are moving from a product-centric business model to a full-service solution model tailored to the specific needs of each end-user. Customers like the idea of a one-stop-shop for products and services. This provides them one go-to person and minimizes disruption of their business. Today, businesses are all about the end-user and project requirements. They want a team of partners working together across A&D, contractor and manufacturer that understands their business and can create value for them.”

Vermette stated that manufacturers are seeing increased demand for integrated product solutions. As such, customers are seeking more partner-based relationships and examining areas such as supply chain optimization, purchasing consolidation and corporate standards. Expansion on both national and global levels is driving this mindset. In response, major manufacturers are more fully leveraging consolidation, which strategically positions them as complete flooring providers.

**Floorcovering Trends**
Lew Migliore of LGM and Associates, one of the floorcovering industry’s most respected independent consultants, identified key industry trends:

- New manufacturing technology and growth
- More polyester
- Solution-dyed polyester and nylon
- Increased demand for carpet tile, lighter weight, varying sizes, unique installation
- Greater call for hard surface
- More luxury vinyl tile and plank
- Higher styling and brighter colors
- PVC-free vinyl
- New installation technology
- New backing systems

**Labor Pains**
Migliore took time to address the labor shortfall and its growing effect on the industry. “Quality labor is in short supply,” said Migliore. “This acute shortage stems from the fact that it’s a challenge to recruit, maintain and develop a labor force and the market growth will only increase this challenge.”

Migliore affirmed the INSTALL program as an active tool in combatting the shortage stating, “INSTALL has no equal in the flooring industry. Only INSTALL has the access to manufacturers and information to teach the latest technology in flooring products and installation.”

As a result, INSTALL is experiencing record-breaking enrollment into its apprenticeship program. An INSTALL certification demonstration was held at the conference, staffed by six apprentices showcasing the high-quality standards learned through INSTALL curriculum and certification. All six installers were in their 20s and came to INSTALL from the armed services, high school and as previously independent contractors.

**About INSTALL**
INSTALL, the International Standards and Training Alliance, is an alliance of major flooring manufacturers, contractors and professional installers across the US and Canada. It consists of a comprehensive training and certification program for its floor covering installers, and a marketing program for its alliance members. Certifications and trainings are based on the direction and continued review of floorcovering mills and manufacturers, making it the most endorsed and recommended training program in the industry. With a demonstrated commitment to quality installation, INSTALL recently added a free, extended INSTALL Warranty on Labor. Learn more here: www.installfloors.org/warranty. For more information on INSTALL, visit www.installfloors.org.
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Atlantic Concrete Cutting of Mount Holly is proud to announce it received the top award for Infrastructure Renovation from the Concrete Sawing and Drilling Association (CSDA) at the World of Concrete 2015 in Las Vegas in February. The project, for the Long Island Rail Road, called for drilling more than 23,500 holes, each 1.75 inches in diameter at a depth of 5 to 5.5 inches, along two miles of the LIRR’s concrete bed. The holes would house fixtures to more securely fasten the rails to the bed. Adding to the challenge, this precision job had to be completed within 16 weeks. So Atlantic Concrete Cutting came up with an innovative solution, designing a custom LIRR Railcar with four, six-speed Cardi core drills that would drill four holes to spec simultaneously at speeds of 3,000 to 3,200 rpm. The car rolled along the rails, fitted with a generator, water pump, lateral hydraulic drive and a water tank that held 1,285 gallons. The hydraulic drive, equipped with an air brake and laser pointer, allowed the holes to be drilled perfectly perpendicular to the track, even as the surface of the track varied.

Overcoming these and other onsite obstacles, Atlantic Concrete Cutting completed the project in nine weeks, within budget. Project Manager Stu Fishman credits the crew for their commitment to the project.

Barr & Barr

Bayer Healthcare’s new US headquarters in Whippany, constructed by Barr & Barr on a 94-acre site that had formerly held Lucent Technologies and Bell Research Labs, achieved LEED Gold for both the buildings and the site. First, a five-story glass atrium was built to link the two existing office structures. Then each building was renovated, clad in insulated precast panels with glass curtain wall systems. One was given a two-story vertical addition, and both incorporated improved mechanical systems. An existing research building was remade into a fitness center. And approximately 2,500 on-grade parking spaces were constructed within the parking fields that surrounded the buildings. When it was complete within 12 months, the new headquarters encompassed 675,000 square feet with a construction cost of $75 million.

Following the ribbon-cutting ceremony, Barr & Barr Vice President & Project Executive Richard Lepre reported to various members of the New Jersey Building Trades that “1,702 different individual union workers (passed) through the job and every one of them did a great job in helping us pull off what (the owners) said was an impossible schedule...Never underestimate the American worker...we all stepped up and pulled together. Thanks again for a great job.”
Bayshore Recycling

Bayshore Recycling of Woodbridge was honored with the 2014 Outstanding Corporate Citizen Award at two ceremonies last November – the 99th Annual New Jersey League of Municipalities Conference Luncheon and the 6th Annual Sustainable Jersey Luncheon. As a recipient, Bayshore was recognized for its substantial contributions to and support of these organizations. The company is a model of sustainability, where energy conservation and renewable energy are central to its ultimate corporate vision of operating 100% green businesses powered 100% by renewable energy.

Bayshore senior staff is active in 14 environmental management and sustainability organizations across the state and country. Valerie Montecalvo, President, recently passed the gavel as President of the Construction & Demolition Recycling Association, a position she held for two years. The CRDA promotes and defends the environmentally sound recycling of construction and demolition material. Under Montecalvo’s leadership, the CRDA completely rebranded itself, assembled a database of C&D processing regulations across the 50 states, developed a first-ever strategic plan and conducted advocacy initiatives related to federal, state and local rule proposals to protect the industry.

In addition, Gary Sondermeyer, Vice President of Bayshore Operations, leads Sustainable Jersey’s Waste Management Task Force.

Valerie Montecalvo, President of Bayshore Recycling (second from right) and Gary Sondermeyer, VP of Operations at Bayshore (middle), accept the 2014 Outstanding Corporate Citizen Award from the New Jersey State League of Municipalities at a Sustainable Jersey Luncheon in November. Also pictured, from left: Rick Dovey, Vice Chairperson, Sustainable Jersey; Pam Mount, Chairperson, Sustainable Jersey; and Art Ondish, Mt. Arlington Mayor and Sustainable Jersey Trustee. (Photo: Hal Brown)

Dryden Diving Company, Inc.

In 2010, the American Welding Society revised the underwater welding code in recognition of the advancement in welding electrodes, procedures and experience with underwater structural connections. Dryden Diving is pleased to announce it is the first diving company in the region to qualify both company procedures and divers for certified underwater welding.

The backstory: In the past, Dryden Diving President Don Dryden relates, the poor quality and unpredictable nature of underwater welding limited its use in underwater structural connections. Engineers had to rely on bolted connections, which have many drawbacks. However, as the AWS Code D3.6M, 2010 presents, it is now possible to provide an underwater weld with reliable and predictable characteristics.

Under the code, a company must qualify its own procedures and divers for certified Class B underwater welded structural connections. Dryden Diving, located in Woolwich (Gloucester County), took advantage of the opportunity to qualify its procedures and divers because of the great benefits of underwater welding to connect underwater structural members.

Dryden Diving is the first diving company in the region to qualify both company procedures and divers for certified underwater welding under the American Welding Society’s 2010 revised underwater welding code.
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Foley, Inc.

Foley, Inc., of Piscataway, is pleased to announce these promotions:

Ryan Foley has been promoted to President of the company, effective immediately. During Ryan’s 15-year tenure with the company, he has served in a variety of positions, most recently as Vice President of Foley Rents. CEO Jamie Foley notes that during the seven years Ryan led the Foley Rents, he and the team “propelled Foley Rents to top-quartile performance among our CAT dealer peers.”

Ed Gudaitis has been promoted to Rental Services Division Manager, reporting directly to Susan Connolly, Executive Vice President and COO of Foley. In his new position, Gudaitis will assume overall responsibility for the performance of the Foley Rents Division and direct responsibility for the day-to-day management of the sales team. In addition, he will join Foley’s Executive Leadership Team.

Mike Pohndorf has been promoted to Product Support Sales Manager for the Construction Division, reporting to Vice President of Product Support Tom Wagenblast. Pohndorf will be responsible for growing the parts and service business while managing the Customer Support Representatives. He is a 10-year veteran of Foley, Inc.

Northeast Remsco Construction

Northeast Remsco, part of the JAG Companies, Inc. portfolio, participated in JAG’s Annual Staff Safety Meeting in January. More than 125 employee from craft management, project management and executive management attended the meeting, representing Caldwell Marine International, Huxted Tunneling and ECI Drilling International, in addition to Northeast Remsco. President and CEO Roly Acosta, who serves on the ACCNJ Board, was one of the keynote speakers, along with Chief Financial Officer Marcelo Afonso, Counsel Tom Johnson, Corporate Safety Director Dan Ratyniak, Paul Demattie of The Crosby Group and electrical safety subject matter expert Don Oxley. Presentations covered the JAG corporate safety culture, incident reporting, legal and insurance liabilities, electrical safety and rigging safety. All the attendees participated in creating a JHA to cover a hypothetical work task.

The emphasis was on the corporate philosophy that safety is everyone’s responsibility, with all employees empowered to halt operations until an unsafe situation or practice is rectified. Roly Acosta delivered the closing remarks, stressing the continued commitment to a safe working environment for every employee, as summarized by the corporate safety statement: SAFETY. It’s not optional.

Michels Corporation

Michels Corporation, with its regional office in Mt. Vernon, NY, is pleased to announce exciting project and personnel news.

The company was recently awarded a $264 million bridge and highway project by the New York City DOT. In addition, Michels is proud to report its team is four months ahead of the completion date on the ESA Project.

And Michels welcomes Dermot Joyce, who has joined the Michels team in Mt. Vernon as Chief Estimator.
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**Edward J. Post Company, Inc.**
Edward J. Post, Surety Bond Specialists in Medford, proudly announces that May 2, 2015, marks the company’s 37th year in business.

**Vollers Excavating & Construction, Inc.**
Vollers of North Branch is pleased to announce the opening of its new Pennsylvania office, located at 720 Sheridan Drive, Easton PA.

**WithumSmith+Brown, PC**
WithumSmith+Brown, Certified Public Accountants and Consultants, is pleased to share noteworthy accomplishments and awards achieved in recent months by its Construction Services Team:

Joseph Malfettano, Senior Manager and Team Leader, has officially received the Certified Construction Industry Financial Professional (CCIFP) designation.

WS+B received a FAME (Fabulous Achievement in Marketing Excellence) award for Best Associate Member Billboard at the 9th Annual FAME Awards held in February by the Shore Builders Association of Central New Jersey. The billboard, with a football theme, was displayed on Route 3 outside MetLife Stadium during Super Bowl XLVIII.

Diane McNulty, Partner and newest partner on the Construction Services Team, was named one of New Jersey’s 2015 Best 50 Women in Business by NJ BIZ at an awards ceremony in March. McNulty, based in the firm’s Red Bank office, has more than 20 years of professional accounting experience and is a member of the National Association of Professional Women in Construction.

**Two ACCNJ Board Members Elected to AGC of America Board of Governors**
ACCNJ Board of Trustees Chair Mark Hall and Trustee Art Corwin have been elected to serve three-year terms on the National AGC Board of Governors, representing New Jersey. Their terms commenced at the close of the AGC 2015 Annual Convention in March.

**KWM and the Goethals Bridge Replacement: Construction DBE Opportunities**
The Goethals Bridge Replacement is a design-build project for the Port Authority of New York & New Jersey, replacing the existing Goethals Bridge that spans the Arthur Kill on I-278 connecting Elizabeth and Staten Island. The existing bridge, built in the 1920s, will be replaced with a dual span and the original bridge demolished. Annually, the bridge will carry approximately 14 million vehicles eastbound.

Kiewit-Weeks-Massman, AJV (KWM) was selected by the Port Authority to design and build the new Goethals Bridge. KWM is committed to providing a world-class project for the people of New York and New Jersey. As part of the mission, KWM is also committed to providing meaningful employment opportunities for hundreds of construction workers and firms in the region, with particular outreach to the DBE community so that KWM may “meet or exceed” federal requirements for diversity on this important construction project. KWM invites interested DBE firms to use the project website as a resource: www.goethals-kwm.com.

**KWM Vendor Solicitation Log**
All companies that complete the Contractor’s Questionnaire will be added to the KWM Vendor Solicitation Log, used for upcoming contract opportunities. Find the Contractor’s Questionnaire under the Partnering tab on the website.

**Partnering Opportunities**
- Lumber Supply
- Security & Anti-Climb Fence on New Bridge Shared-Use Path
- Electrical Conduit, Wire, Enclosures & Fittings
- Permanent Concrete Traffic Barriers
- PPC Bridge Deck Overlay
- Right-of-Way Security Fence
- Safety Supplies and Promotional Materials
- Landscaping/Seeding
- Pipe Supports Fabrication & Delivery
- Misc. Metals Supply

Check the website periodically for updates on partnering opportunities.

**MWDBE Bonding, Lines of Credit and Insurance Assistance**
For assistance in obtaining bonds, lines of credit and/or insurance for this project, please visit the website or contact Anne at KWMdivcontracting@kwmjv.com for more information.

**Project Office:** 137 Bayway Avenue, Elizabeth NJ 07202 • KWMdivcontracting@kwmjv.com

*Kiewit-Weeks-Massman, AJV is An Equal Opportunity Employer*
Goethals Bridge – Construction Partnering Opportunities

The Goethals Bridge Replacement Project is a design-build project for the Port Authority of New York & New Jersey. The Authority, the project will replace the existing Goethals Bridge which spans the Arthur Kill River on I-276 connecting Elizabeth, New Jersey and Staten Island, New York. Kiewit Weeks Massman, AHI, KWM has been selected by the Authority to design and build the new Goethals Bridge.

Partnering Opportunities
Concrete, Masonry, and Paving
Design/Consulting
Electrical Work/Utilities
Fencing and Railings
Maintenance of Traffic
Marine Services
Quality Control
Services and Supplies
Surveysing
Trucking
Miscellaneous Building and Bridge Demolition
And many more...

If your DBE firm would like to apply to participate, please use our website as a resource, www.goethals-kwm.com.

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Giving Back

Foley, Inc.’s Kim Foley Helps Bring Home to Wounded Warrior

As a member of the Board of Trustees of the Semper Fi Fund, Kim Foley, Chairman of the Board of Foley, Inc., Piscataway, helped give a new home in Haskell to Wounded Warrior Matt Todd. Matt is a former Marine who served two tours in Iraq, and twice was severely injured. Discharged after his second injury, Matt returned home, suffering from post-traumatic stress, a traumatic brain injury and complications from his earlier injuries. The Semper Fi Fund, which provides immediate financial assistance and lifetime support for injured and critically ill members of the US Armed Forces and their families, helped Matt make a new start. So when the Fund was approached by Greentree Development Group, which wanted to donate a home in their Parkside at Wanaque residential community to a wounded veteran, Fund administrators knew just who would benefit from the gift. The Fund was “overwhelmed with gratitude and appreciation for Greentree Development’s donation of a new condo...” reports Foley. “We are very thankful to have support from generous companies like Greentree, which can truly change someone’s life for the better.”

Greentree Development and the Semper Fi Fund formally presented the home to Matt in a simple ceremony two days before Christmas 2014.

Foley would like to thank these people and organizations for making this all possible for Matt Todd:

- Dave Gunia, division president of Greentree Development Group
- Lakeside Construction of Hopatcong, which did the excavation and grading at the Parkside at Wanaque site, and contributed financially to the donation to Matt Todd; Lakeside used its fleet of Cat machines during the site work, reflective of its close relationship with Kim Foley and Foley Inc. for more than 30 years
- Ferguson Appliances of Rockaway, which donated the refrigerator, dishwasher, microwave, gas range, washer and dryer for Matt’s home
- Wanaque Mayor David Mahler, Borough Administrator Thomas Carroll and other members of the Wanaque town government who assisted in the effort

Railroad Construction Builds H4H Homes

Railroad Construction Company, Inc. of Paterson was proud to be part of a record-breaking year for the Paterson Habitat for Humanity Corporate Challenge.

Once a year for the past 20, Paterson Habitat for Humanity holds a two-week event during which corporations from all over the tristate area send volunteers to Habitat worksites to build various projects. In 2014, more than 30 companies sent more than 800 employees and raised more than $200,000! The corporate challenge received such an overwhelming response in 2014 that the 2015 event was extended to four weeks – and Railroad Construction committed to participating in the 2015 Paterson Habitat for Humanity Corporate Challenge in June.

Railroad Construction Company, Inc. volunteers were involved in building the three homes, including painting, flooring and framing the front wall on the second floor of one home. The firm recognizes these volunteers: Rick Bunker, Carl DiGirolamo, Greg Fallon, Amy LaRocco, Dennis Leahy, Andrey Moor, Vlad Moor, Sally Ortiz, Matt Paquet, Patrick Rooney, Joe Vaccaro and Michael Wierzbicki.
Michels Corp. Donates to Fundraiser

Michels Corp. of Mt. Vernon, NY, is pleased to report it once again contributed to Calvary Temple Fund Raiser Dinner during the 2014 year-end holidays.

Richard Weeks Donates $6 Million to Rutgers for Hall of Engineering

Richard Weeks, Chairman of ACCNJ member Weeks Marine, graduated from Rutgers in 1950 with a degree in civil engineering, and went on to grow his family’s business into one of the country’s leading marine construction, dredging and tunneling firms. Now, 65 years later, he has donated $6 million toward construction of a new 100,000 square-foot facility that will bear his name, the Richard Weeks Hall of Engineering.

According to Rutgers, the building will house the Rutgers School of Engineering’s Department of Civil and Environmental Engineering and will also feature laboratories for advanced manufacturing and environmentally sustainable resources and systems, classrooms and collaborative work space for team-based senior design projects. It is planned as the gateway into the Rutgers Busch Campus from Davidson Road in Piscataway, adjacent to the Biomedical Engineering Building.

Expected completion of the building is 2017.

In 2011, Richard Weeks was honored by the Rutgers School of Engineering for his funding support of a Soil and Sediment Management Laboratory, a collaborative undertaking of the Center for Advanced Infrastructure and Transportation at Rutgers where undergraduate and graduate students study erosion measured by water and sediment flows. The laboratory was dedicated as the Richard N. Weeks Soil and Sediment Management Laboratory.

Edward J. Post Company Active in Community/Military Liaison

The Burlington County Military Affairs Committee’s mission is “to act as a liaison between county-based military commanders and the civilian community to promote, maintain and foster a harmonious and mutual understanding of each other’s missions and issues...” Lisa A. Post, Owner of Edward J. Post Company in Medford, has been elected treasurer of the organization, a volunteer-based 501c3 group. In addition to those duties, Lisa is also editor of the Committee’s quarterly newsletter.
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Our People. Our Experience. Our Reputation.

For over 55 years our talented team of construction managers, engineers, estimators, construction workers and professional staff have delivered high quality complex projects. In today’s competitive environment, Schiavone remains an industry leader in the heavy infrastructure market with an emphasis on tunnels, deep foundations, highways, bridges, water treatment facilities, and marine work. Schiavone is one of the few construction firms maintaining a full design staff, allowing us to develop innovative and cost saving solutions to today’s most challenging opportunities.

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