

CONSTRUCTION REC New Hampshire Vermont Associated Builders and Contractors RESOURCE RESOURCE

Volume 32, Issue 2 **ABC Northeast Regional Conference** Thursday-Friday, September 21-22, 2023 THE LODGE AT SPRUCE PEAK, STOWE, VERMONT DON'T MISSIT! Recognizing & Understanding Substance Abuse in the Workplace & Home **Responsible Contractor Ordinances Converting Challenges Into Strategy Economic Development Strategies ALSO INSIDE:** ➤ DOL Makes Big Changes to **Davis-Bacon** ➤ ABC Takes on Healthcare Costs ➤ Leaders in Construction

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ABC values economic freedom within a free-market economy, with open and fair competition and diverse participants constantly striving to achieve the highest levels of personal and company performance.

ABC values the highest levels of personal and corporate standards of behavior characterized by responsibility, accountability and integrity, with demonstrated personal and industry professionalism by all participants.

VISION

The Vision of ABC is an environment in which people and companies succeed based on free-enterprise principles within the free-market system.

MISSION

ABC will continually strive to be the leading voice promoting free enterprise within the construction industry. ABC will promote and defend the merit shop philosophy. This philosophy encourages open competition and a free-enterprise approach to construction based solely on merit, regardless of labor affiliation.

CORE PURPOSE

The Core Purpose of ABC is to advance and defend the principles of the merit shop in the construction industry and to provide members and their employees with an opportunity to succeed.



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Associated Builders and Contractors, Inc. is a national non-profit organization whose mission is to represent the construction industry as a cohesive group of professionals, to serve as their vision and voice, and to pursue quality, common goals, and solutions to industry issues. Construction Resource is published quarterly by the NH/VT Chapter of Associated Builders and Contractors. Subscription rate is \$20 per year.

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From the Chair

Dear Industry Colleagues,

2023 is already half over. I cannot even believe it.

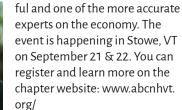
My daughter recently had her elementary school graduation. During that ceremony there was excitement to get lockers in middle school, reflection on their first few years of school, and lighthearted silliness that comes with young students. One of the encouragement speeches by a long-time teacher contained a section on finding "grit" - courage and resolve, strength of character. It was refreshing to hear because those that succeed in life, and especially in construction, have grit as part of their make-up.

Depending on the market analyst, the Northeast could be facing a slowdown in 2024. It's hard to imagine with many companies' contracted backlog larger than "normal" and sur-

veys indicate most companies remain cautiously optimistic about the future and still seek to fill vacant posi-

tions. ABC National published a report that in June non-residential spending expanded by 1.9%, despite the fear of a slowdown (I'm avoiding the "R-word" intentionally by using slowdown) but in a separate article backlog had a slight decrease in the Northeast. It's all so confusing.

While the future is unpredictable, you can get a clearer picture by attending the ABC Northeast Regional Conference and take advantage of the fantastic opportunity to hear directly from ABC Chief Economist Dr. Anirban Basu. He's the keynote speaker at this event and is always insight-



So, what if a slowdown does happen? How can we recession-proof our companies? We all know there is no script to follow, but a blog I read reminded me in advance of what could come and ways to help protect the business, our valued employees, and their families. A couple of the tips provided were obvious by keeping your best people, having cash on hand to carry a few slow months, etc. But there were other topics that made me think. First, don't rely on the backlog. Yes, backlog is a helpful metric, but look hard at the project details, speak with your clients, and identify the risks. You may find a project type is an early candidate to not move forward in a recession and plan accordingly. Second, focus on what you do best and leverage this for when competition for projects is elevated. Lastly, and where this market currently sits, do not overextend yourself - it's okay to say no. Turn low profit work away, focus on your core business, and do not contract with difficult clients. If we stay focused on what we do well and manage our risks, the business becomes more stable.

In closing, I hope you all enjoy this New England summer and please keep safety at the forefront on your jobsites!

My very best to you all,

Matt Wheaton

2023 ABC NH/VT Chairman DEW Construction, Executive Vice President



VOLUME 32, ISSUE 2

New Hampshire / Vermont

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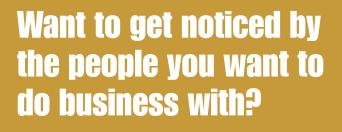
Shari Durazzano, ABC NH/VT shari@abcnhvt.org

VERMONT REGIONAL DIRECTOR

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CONSTRUCTION RESOURCE



ABC Launches New Healthcare Alliance for Contractors

Captive Aims to Lower Healthcare Costs for ABC Members

BY PHIL GRISAFI

want to address a growing concern that affects us all: the ever-increasing costs of healthcare. They say that in life, there are two certainties: death and taxes. Well, now we have a third certainty: our employee healthcare plan costs will increase every year. What's even more concerning is that despite spending more each year, our essential workforce seems to be facing more health issues. Spending on healthcare is the second largest line item in most company's profit and loss statements.

Meanwhile, since the passage of the Affordable Care Act (ACA) 13 years ago, the stock prices of major health insurance carriers and pharmaceutical companies have skyrocketed. Hospitals charge insurance companies 300% to 600% more than their actual costs and what they accept from Medicare. Prescription drug prices are soaring and catching up with hospital spending within health insurance plans. Especially here in northern New England, we have few choices for health insurance carriers, and they seem to shadow price each other. In the end no competition equals higher cost!

As an association, ABC was established to deliver the resources our members need to help develop people and retain talent. ABC has a responsibility to address the massive problem of runaway insurance costs. It is draining critical resources from our industry for no good reason and with poor results. So, the ABC family, through the ABC Insurance Trust, is taking action!

The ABC Insurance Trust has established the **Construction Healthcare Alliance**, the first national healthcare captive for the

construction industry exclusively for ABC member companies. We have assembled a team of leading innovators in the healthcare industry to work with the captive and its members.

The Alliance enables ABC members to come together, share risk, negotiate for better services, exchange best practices, and significantly reduce upfront and long-term healthcare expenses. In addition to cost control, the Alliance and members are investing in creating a healthier construction workforce.

Below are few high-level details on the Construction Healthcare Alliance:

- Each member of this healthcare captive will design their own partially self-funded health plan and determine their own planlevel stop loss deductibles.
- New captive members have the potential to save 15-30% on their healthcare expenses right away. The captive will also work to stabilize future costs or even decrease them over time.
- In addition, employees of captive members can have their deductibles/copays waived in certain instances by following the plan's cost containment protocols!
- Starting as early as October 1st, the captive will initially focus on members with 75 employees or more. However, rest assured that we will gradually include groups with 25 or more employees who wish to join by January 1, 2024, with a similar offering.
- The captive has a team of highly qualified benefits advisors across the country, ready to assist new members.
 We will continue to expand

Hospitals charge insurance companies 300% to 600% more than their actual costs and what they accept from Medicare. Prescription drug prices are soaring and catching up with hospital spending within health insurance plans.

this team over time.

- The Alliance will have its own member Steering Committee that will contribute to shaping the future direction of the captive. Thus, ABC captive members will have control and transparency at every level of the program. This captive is built by contractors, for contractors.
- Not all ABC members will be a good fit for the Alliance. Factors such as a company's health risk profile, their commitment to improving the health of their workforce, active participation in cost containment programs, and sharing best practices and individual results will determine suitability.

This project has been two years in the making to get to this point where we can share the product with our members. Our work from here won't be easy, but

I believe that something must be done. With your support and collective dedication, we can make a genuine difference. Join the Alliance and help us revolutionize healthcare for ABC members. Other industries have successfully tackled this challenge, and now it's our turn to shine. Together, we can take control, significantly reduce costs, and positively change the lives of the most important people to us – the ones who bring us joy, laughter, and endless messes to clean up.

Thank you for being part of this incredible journey, and together let's change healthcare for the better!

Philip Grisafi is the Chief Growth Officer for the ABC Insurance Trust. To learn more about the Construction Healthcare Alliance, you can reach Phil at grisafi@abc.org.

ABC Northeast Regional Conference

THURSDAY-FRIDAY, SEPTEMBER 21-22, 2023 The Lodge at Spruce Peak, Stowe, Vermont

Thursday Agenda

8:30 am - 9:15 am: Registration & Breakfast 9:15 am - 9:30 am: Welcome & Introductions

> Recognizing & Understanding Substance Abuse in the

Workplace & Home

Speakers: J. Hileman and T. Choate, Blue U

10:45 am - 11:00 am: Morning Break

9:30 am - 10:45 am:

11:00 am - 12:00 pm: Speed Dating/Round Table Discussions

12:00 pm - 1:00 pm: Buffet Lunch

1:00 pm - 2:30 pm: Responsible Contractor Ordinances

Speakers: B. Sampson (ABC NY)

and D. Sload (ABC Keystone)

2:30 pm - 2:45 pm: Afternoon Break 2:45 pm - 3:30 pm: Chapter Share

3:30 pm - 4:30 pm: Converting Challenges Into Strategy

Speaker: D. Kaplan, Kaplan Performance Partners

5:00 pm - 6:30 pm: FEA Fundraiser Cocktail Reception











Dr. Anirban Basu

Friday Agenda

8:30 am - 9:30 am: Breakfast

9:30 am - 10:30 am: Economic Development Strategies

Speaker: Dr. Anirban Basu, Sage Economics

10:30 am - 10:45 am: Morning Break

10:45 am - 12:30 pm: Jobsite Tour - PC Construction

ABC New Hampshire/Vermont Chapter invites all ABC Members and Staff to join us in Stowe, Vermont for the 2023 Northeast Regional Conference.

The Lodge at Spruce Peak 7412 Mountain Rd, Stowe, Vermont Group Code: ABCNHVT

Attendees: \$295/person (does not include hotel accommodations)

REGISTER HERE:

Scan this QR code!







OPTIONAL EXTRAS

Not included in Conference Package

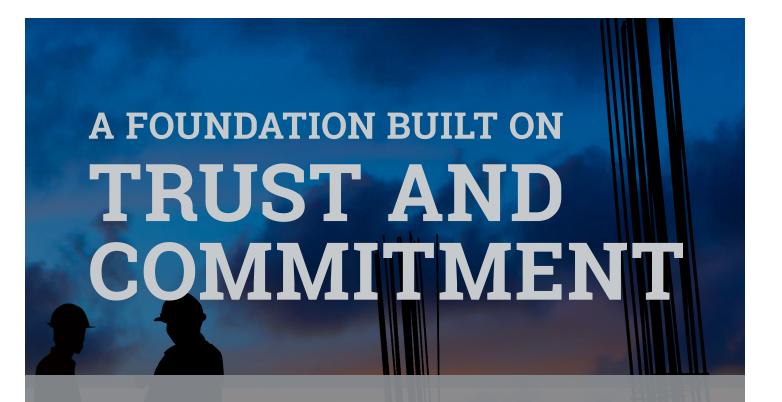
WEDNESDAY, SEPTEMBER 20

9:00 am - 3:00 pm: VT Fall Golf Classic -Stowe Country Club An ABC NH/VT annual event Call 603-226-4789 to register 6:00 pm-8:00 pm:

Dinner at von Trapp Brewery & Bierhall Transportation provided **FRIDAY, SEPTEMBER 22**

Lunch at Cliff House Restaurant
Gondola ride provided





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Cobb Hill Construction

Stephanie Marx

Cormack Construction Management

Nathan Alander Gregory Boelzner Jason Fortier James B.M. Hounsell Matthew Smith

EnviroVantage

John Lavin Omar Lazu

Fulcrum Associates Cory Hildebrand Nevin Houle Mario Paradiso

Hampstead Area Water Company

Jeremy Nicolaisen

Lewis Builders Development

Jeffrey Caillouette November Jalbert

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Team Engineering

Jeffrey Trovato

Turnstone Corporation

Jared Goudreau





"When I first came to this program, I thought it was going to be about how to manage people. I quickly found out that it is more about learning who I am. What are my strengths, weaknesses, and areas that I need to work on? You need to work on yourself before you can effectively lead others."

Construction Supervision GRADUATES

Rick Williams Keith Henderson Tom Webb Ryan Bogolin Justin Willette Steven Plante North Branch Construction Cormack Construction Management Cormack Construction Management Granite Roots Construction North Branch Construction Palmer & Sicard, Inc.









DIAMOND

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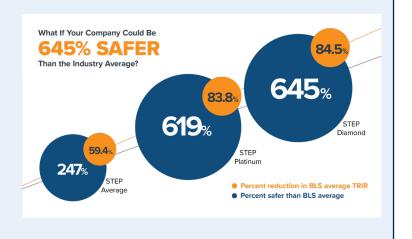
Multi-Weld Services, Inc. R.H. White Construction Co., Inc. PC Construction Sullivan Construction, LLC

SILVER

Structural Associates, Inc. EMCOR Services New England Mechanical Landry/French Construction

BRONZE

North Branch Construction DEW Construction Johnson & Jordan, Inc. Metro Walls, Inc.



SAFETY AWARD WINNERS... Next Page!







Safety is the Key

The annual **Safety Awards** recognize commendable safety performance of individual firms. The awards are intended to convey ABC's strong support of safety performance in full recognition of the fact that each firm has the responsibility for execution of safety, to ensure an overall safe workplace.

Safety starts at the top of the company, gets communicated all the way down and back up. Having a strong safety culture is what helps to make sure that teammates go home in the same condition or better than when they showed up for work that day.

SIC 15-Under 50.000 Personnel Hours

1st-Charters Brothers Construction 2nd-Sullivan Construction, LLC 3rd-Meridian Construction Corporation

MOST IMPROVED

Meridian Construction Corporation

MOST CREATIVE SAFETY PLAN

Sullivan Construction, LLC

O CASES RESULTING IN LOST WORKDAYS

Sullivan Construction, LLC Charters Brothers Construction Meridian Construction Corporation

SIC 15-Under 100,000 Personnel Hours

1st–Eckman Construction 2nd–Fulcrum 3rd–NorthPoint Construction Management

MOST IMPROVED

NorthPoint Construction Management

OCASES RESULTING IN LOST WORKDAYS

Eckman Construction Fulcrum NorthPoint Construction Management

SIC 15-Under 200,000 Personnel Hours

1st–ReArch Company 2nd–PROCON 3rd–Lewis Builders Development

MOST IMPROVED

Lewis Builders Development

MOST CREATIVE SAFETY PLAN

North Branch Construction

O CASES RESULTING IN LOST WORKDAYS

ReArch Company

SIC 15-Over 200,000 Personnel Hours

1st-DEW Construction

OCASES RESULTING IN LOST WORKDAYS

DEW Construction

SIC 15-Over 300,000 Personnel Hours

1st–PC Construction 2nd–Methuen Construction

MOST CREATIVE SAFETY PLAN

PC Construction

SIC 16-Under 50,000 Personnel Hours

1st-R.M. Piper, Inc.

OCASES RESULTING IN LOST WORKDAYS

R.M. Piper, Inc.

SIC 16-Under 100,000 Personnel Hours

1st–St. Pierre, Inc. 2nd–Leighton A. White, Inc. (tie) 2nd–Andrews Construction Co., Inc. (tie)

OCASES RESULTING IN LOST WORKDAYS

St. Pierre, Inc.

SIC 16-Under 300,000 Personnel Hours

1st-Cianbro Corporation

SIC 17-Under 50,000 Personnel Hours

1st-Multi-Weld Services, Inc.

OCASES RESULTING IN LOST WORKDAYS

Multi-Weld Services, Inc.

SIC 17-Under 100,000 Personnel Hours

1st-LHR Fire Protection 2nd-Rose Steel, Inc.

OCASES RESULTING IN LOST WORKDAYS

LHR Fire Protection

SIC 17-Under 200,000 Personnel Hours

1st-Optiline Enterprises, LLC. 2nd-Damon Insulation Company, Inc.

o CASES RESULTING IN LOST WORKDAYS

Optiline Enterprises, LLC Damon Insulation Company, Inc

SIC 17-Over 200,000 Personnel Hours

1st–Granite State Plumbing and Heating 2nd–Control Technologies

SIC 17-Over 300,000 Personnel Hours

1st–EnviroVantage, Inc. 2nd–DECCO, Inc. 3rd–Metro Walls

MOST IMPROVED

Metro Walls

MOST CREATIVE SAFETY PLAN

Metro Walls

O CASES RESULTING IN LOST WORKDAYS

Granite State Plumbing and Heating EnviroVantage Inc. DECCO, Inc.

Supplier

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USI Insurance Services
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Chasse Crane Services, LLC
Cohen Steel Supply Inc.
Dependable Controls Services LLC
Legacy Building Systems, LLC
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Estimators, Inc.
Methuen Construction Co., Inc.
Milton Rents
S.D. Szetela Masonry
Tradesmen International
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ConvenientMD Urgent Care Headquarters
DEW Construction
Elm Grove Companies
Grappone Ford
Knott's Land Care LLC
Marcum, LLP

Noonan Brothers Painting, LLC
NorthPoint Construction Mgmt, LLC
Optiline Enterprises, LLC
R.M. Piper, Inc.
Signarama of Concord
Structural Associates, Inc.
Travelers
White Cap





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CONTACT US



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Seth M. Pasakarnis 603-545-6102 spasakarnis@hinckleyallen.com



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NOBIS GROUP is pleased to announce a significant recent leadership transition: after 34 years of exceptional service, Ken Koornneef, PE has decided to retire from his position as President and CEO. Together with Koornneef, the company's executive leadership team and Board of Directors have been preparing for this transition through thoughtful succession planning. Nobis Group expresses deep gratitude for Koornneef's numerous contributions and unwavering dedication to the organization.

Nobis Group is thrilled to introduce Chris Adams, PE as the firm's newly appointed President and CEO. Adams is a professional

civil engineer with over 24 years of service at Nobis Group, holding multiple positions including, most recently, Vice



Chris Adams, PE

President of Operations and member of the Board of Directors. Adams has a proven history of success in the consulting and engineering industry and brings this wealth of knowledge and strategic vision to lead Nobis Group into the future. His expertise and leadership acumen will be instrumental in driving Nobis Group, as a 100% employee-owned company, towards growth and continued exceptional client service, maintaining Nobis Group's commitment to excellence and partnering with our communities into the future.

Now in its fifth year, the Nobis scholarship program was developed to further the company's dedication to promoting Science, Technology, Engineering, and Mathematics (STEM) to high school students. The scholarship is awarded to graduating high school seniors in New Hampshire and Massachusetts who have demonstrated an interest and are pursuing

MEMBER NEWS

further education in STEM fields at a college, university, or trade school. Scholarship applications, essays, and transcripts are evaluated by an internal committee at Nobis comprised of scientists, engineers, and administrative professionals tasked with selecting students who best demonstrate a passion for STEM.

"The students who apply for our scholarship each year are truly impressive. It's encouraging to see so many young people committed to not only the environmental and engineering fields, but also to bettering their communities," noted Katie



Danny Tran, Lawrence High School



Calla Kutschke, Nashua H.S. North

Dillon, Nobis Group Director of Marketing and Chair of the firm's Scholarship Committee. "It's always a challenging task to pick the winners, but I know our committee considers it a great privilege to be a part of supporting students in their pursuit of STEM education."

This year's recipients include Massachusetts student Danny Tran of Lawrence High School and New Hampshire student Calla Kutschke of Nashua High School North. Tran and Kutschke are both at the top of their graduating classes and are pursuing higher education in the fields of Environmental Science and Environmental Engineering, respectively.

MERIDIAN CONSTRUCTION is

serving as construction manager for major building renovations at Saint Thomas Aquinas High School in Dover, NH. With the first phase completed in time for the 2022-2023 school year, additional construction work is scheduled for the gymnasium and two new additions over the next 2 years.

When the school session ended in June of last year, Meridian Construction went to work and renovated 80,000 square feet of interior space. In only 10 weeks and before school resumed, the newly renovated interior was ready. Students were welcomed back to freshly upgraded, safer and more energy-efficient athletic spaces, locker rooms, hallways, bathrooms and classroom facilities.

During a recent project debriefing, Meridian's president, Tim Long stated, "We are truly honored to have earned the trust and confidence of the St. Thomas Aguinas Board, their leadership and staff, and of course, the architects at Oak Point Associates. The success of phase 1 is a testament of what a true partnership looks like when everyone pulls together, when we communicate often and push to the goal line. And we did this despite labor shortages and supply chain problems. I'm proud of this team for applying the Meridian 'never-give-up' mentality which we



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NEWS, CONT. ON PAGE 21

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Manchester, NH



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NEWS, CONT. FROM PAGE 19

always strive to instill throughout our company."

The next phase planned for summer 2023 will include completing the upgraded sprinkler



Saint Thomas Aquinas H.S., Dover, NH

systems throughout, installing new life safety systems (fire alarms and misc. safety upgrades), and completely renovating the gymnasium. A third phase includes a new building addition and a new freestanding chapel. The plan also includes new access control systems, new windows and exterior work throughout the school.

DECCO, INC. announces virtual design solutions offerings to support clients throughout New England. DECCO's new 3D Laser Scanning & Virtual Design Solutions supports projects with 3D scanned models and point clouds to integrate piping models and skidded systems into generated virtual environments supporting Building Information Models (BIM). These 3D scanned models illustrate how DECCO's custom skid models fit within a facility. The 3D model verifies field tie-in requirements, facilitating installation and minimizing schedule impacts.

DECCO's Virtual Design Solutions support:

- ▲ Site scanning presents accurate data on floor levelness/flatness and wall plumpness.
- Clash detection, prefabrication, and mitigation.
- Comprehensive data analysis.
- Piping system design.
- Concrete scanning and infrastructure assessments to locate and document existing conduits, utilities, rebar, and other components.
- Scanned data can be exported into preferred software such as Autodesk, Navisworks, REVIT, Rhino 3D, and SolidWorks.

"The use of advanced and virtual technologies in construction continues to progress at lightning speed," notes Dan Manzi, Project Engineer.

"Capturing accurate as-built conditions for documentation, design, construction, renovation, fabrication, utility installations and facility modifications supports cost-saving and time-saving options."

■ NORTH BRANCH CON-STRUCTION is pleased to announce that Susane Gilbert, Project Manager, has recently re-

ceived the LEED Green Associate credential from the U.S. Green Building Council. LEED Green Associates are equipped with the knowledge



Susane Gilbert

and skills necessary to promote and implement green building



DECCO's 3D Virtual Design Solutions example

practices within the workplace and community.

"Since Sue joined North Branch Construction in 2022, she has worked diligently to expand her industry knowledge and skill set to address the needs of our clients and our company," said Joseph H. Campbell, North Branch Construction President. "Attaining LEED Green Associate credentials is an important and valuable contribution that Sue has made to the quality of the services North Branch Construction provides our clients."

North Branch Construction recently completed construction of Red Oak at 409 Elm Street in Manchester, NH. The mixed-use development includes 90 market rate studio, 1-bedroom, and 2-bedroom apartment homes,



Red Oak, Manchester, NH

the corporate headquarters of Red Oak Apartment Homes, and co-working office spaces.

The facility features upscale and high-tech finishes including energy-efficient features, LED lighting, Energy Star rated appliances, rooftop solar panels, and electric vehicle charging stations. The ground floor space offers 16 co-work office suites and shared office space, a conference room, a fully equipped business center, and resident mailboxes, package lockers, and resident-only entrance and lobby. Other amenities include washers and dryers in each apartment, central heating and air-conditioning, video security, pet-friendly living, bike and additional storage areas for residents, pet and bike washing areas, and fitness area and yoga

studio. The property features 96,250 square feet over a 6-story podium construction with structural steel, concrete, & metal stud framing from basement to the second floor deck and wood framing in the upper five floors.

"North Branch Construction is very proud of our work on the Red Oak at 409 Elm Street project," said Joseph H. Campbell, North Branch Construction President. "This development within the Downtown Manchester community is a shining example of modern urban living at its best."

■ PROCON chosen to be the Design-Builder of 15-acre campus and facilities in Franklin to become a center of excellence with first-of-its-kind veteran-centered services in New Hampshire.What

started as a conversation with Governor Sununu regarding deepening Easterseals NH's long-term commitment to military service members, veterans, and their families has evolved into an unprecedented partnership with the State of New Hampshire to provide a

central hub for housing and a variety of services designed to give back to those who have given so much. The blueprints for the 15-acre campus in Franklin, NH, are complete and construction gets underway in September for what will be a roughly 15-month schedule.

"Our military service members stood tall for us, defending the freedoms and liberties we hold dear," said Governor Chris Sununu. "Like never before, New Hampshire is creating the gold standard for the health and wellness of America's heroes. In the Granite State, neighbors take care of neighbors. It comes with great pride that we are able to create this historic, one-of-a-



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kind, all-encompassing campus."

"New Hampshire has one of the largest per capita populations of veterans in the country, mission."

The campus will include affordable rental housing apartments, a hub of services, a retreat center, and therapeutic recreation opportunities for military



PROCON is the Design-Builder of new veteran-centered facilities in Franklin, NH

so we know the demand is high," says Maureen Beauregard, President and CEO of Easterseals NH. "This new campus will create a singular pathway to connect military service members, veterans, and their families with the services, programs, and assistance they need. It is a project of passion for all of us at Easterseals NH and we are deeply honored to be a part of such an important

service members, veterans, and their families.

Merrimack College's Lawler Rink is undergoing a major renovation to support their Division 1 Hockey Team, the Warriors. Merrimack College leadership, major donors including the Gallant family and PROCON's design-build team attended an event to commemorate this investment that will bring a new,



Proposed renovations to Merrimack College's Lawler Rink

fresh look to this storied facility and enhance the spectator experience. This includes a new luxury pavilion with premium seating, new and improved luxury suites, modernized game day club experience, and new designated areas for media, broadcasts and the Merrimack Marching Band.

"We're excited about the ongoing efforts to improve the facilities at Merrimack College's Lawler Rink," said Felipe Schwarz, Vice President of Capital Plan-

ning and Facilities. "With this renovation project, we aim to provide a better viewing experience for spectators, while also improving the overall functionality of the space for our athletes and visitors."

Merrimack College's Lawler Rink serves as the home of the Merrimack College Warriors ice hockey teams and men's and women's basketball teams. The

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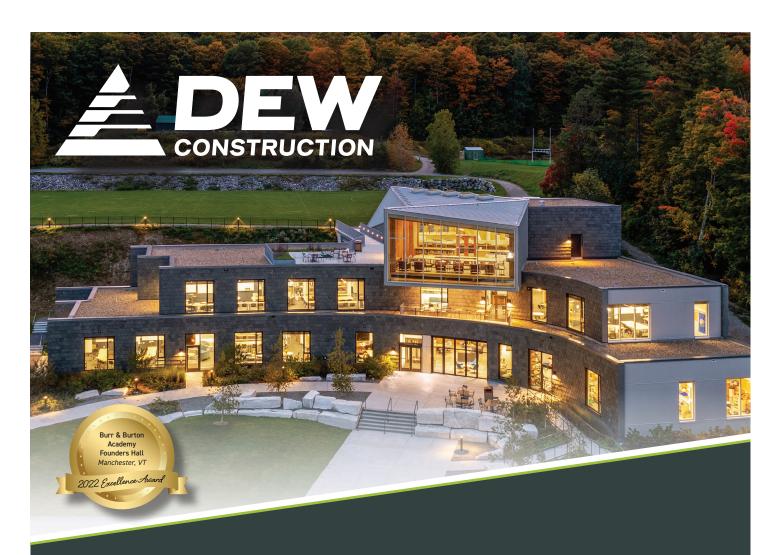
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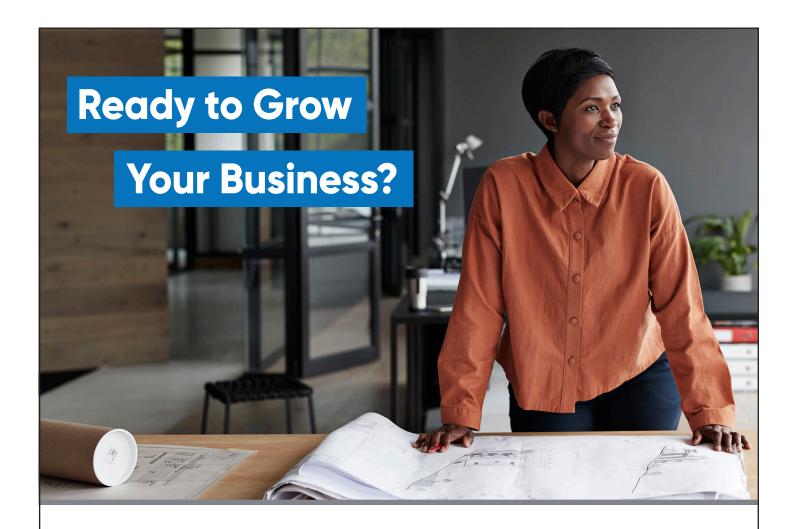


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NEWS. CONT. FROM PAGE 25

men's basketball team won the NEC Championship in the Lawler Rink last year. The rink hosts a range of events throughout the year, including games, practices, and community events. The renovation project will lead to a more open concept, enhancing viewing areas and amenities.

■ FULCRUM ASSOCIATES is excited to announce the addition of three distinguished professionals to its ranks, each bringing a wealth of expertise and experience to their respective roles.

Fulcrum is proud to welcome Dave Gambaccini, CCIM, as the

newest member of its Business Development team. With an impressive track record spanning nearly two



In an exciting development,

Heath Dinsmore has returned to Fulcrum as a Senior Project Manager. Boasting an extensive career in the Boston market,

our department.



Heath Dinsmore

Heath brings with him a wealth of experience in the life science, institutional, and multi-residential sectors.

And finally, Fulcrum is delighted to welcome Tod Fisher to

its team as the newest Project Superintendent. With over two decades of experience in the construction industry, particularly in



Tod Fisher

the multi-residential market, Tod brings a wealth of expertise to the table. In his role, he will be overseeing and managing the day-to-day operations of a variety of Fulcrum projects, ensuring they are completed on time, within budget, and in accordance with the company's high-quality and safety standards.

"We are excited to welcome Dave, Heath, and Tod to our growing team," said Daryl Luter, President at Fulcrum. "Their vast experience and expertise will undoubtedly elevate our business and enhance the services we offer to our clients. We look forward to their valuable contributions and are confident in the positive impact they will have on our organization."

Are you an ABC member with news to share?

Please send your press releases and newsletters to josh@abcnhvt.org for inclusion in future editions of "News of Our Members."





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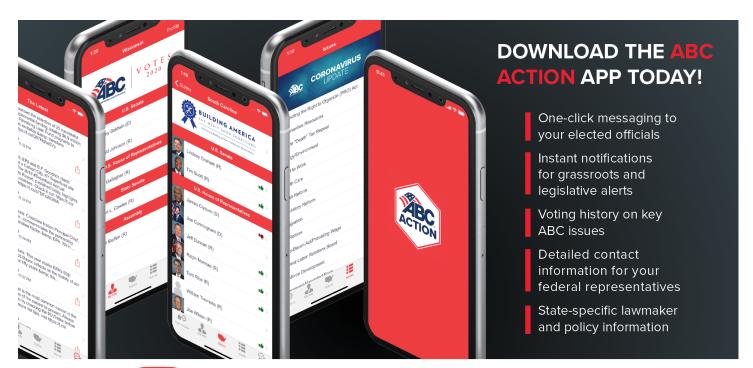
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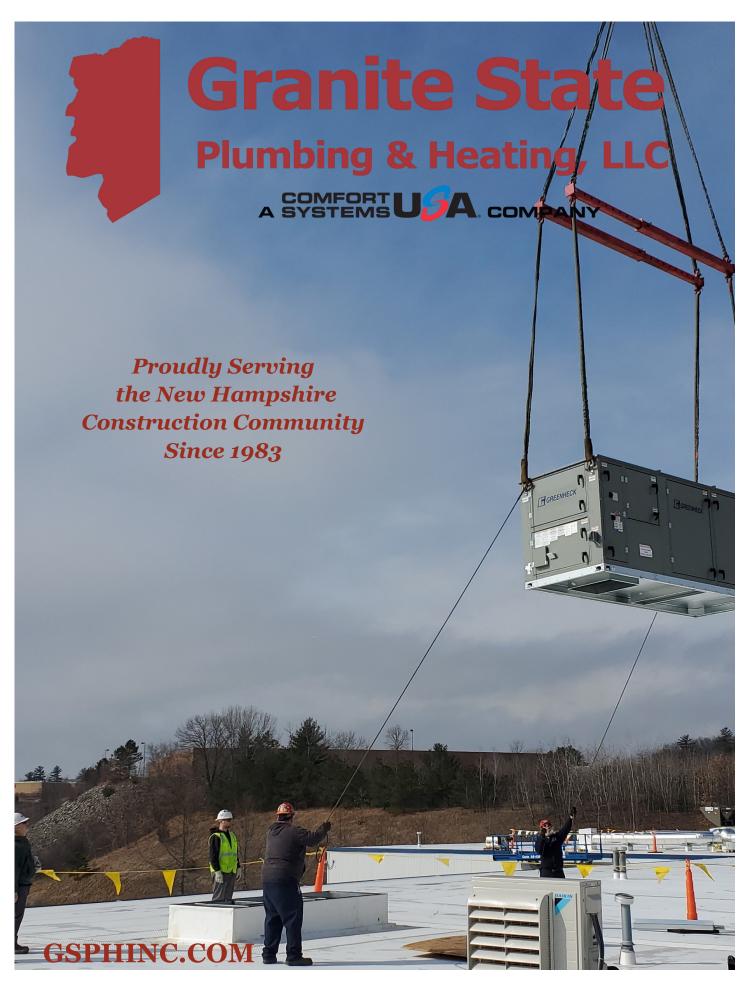






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Government Affairs Update:

DOL Issues Final Davis-Bacon Rule:

Today, the U.S. Department of Labor issued its final rule updating Davis-Bacon and Related Acts prevailing wage regulations. The new rule is expected to be hailed by Vice President Kamala Harris and Acting DOL Secretary Julie Su in a speech to union construction workers and leaders in Philadelphia later today, and the White House released a fact sheet on the new rule.

ABC issued a statement opposing the new rule, stating,

"This is yet another Biden administration handout to organized labor on the backs of taxpayers, small businesses and the free market," said ABC Vice President of Regulatory, Labor, and State Affairs Ben Brubeck. "Unfortunately, the DOL's final rule disregards the feedback of ABC contractors, construction industry stakeholders and thousands of small businesses urging

the withdrawal of this unnecessary, costly and burdensome regulation. Instead, the DOL is moving forward with dramatic changes to prevailing wage regulations, reversing much-needed reforms that were established nearly 40 years ago, and unlawfully increasing the

Labor and Pensions
Ranking Member,
Senator Bill Cassidy,
R-La. who blasted the
Biden administration's
new rule, stating, "This
is the last thing our
country needs as families
continue to live with the
painful effects of the
Biden administration's
inflation agenda."

regulatory burden on small businesses, new industries and public works projects."

Key changes in the final rule include:

- Lowers the definition of "prevailing wage' to a wage paid to at least 30% of workers in a locality, down from 50%
- Makes DBA requirements effective by "operation of law," meaning even if a federal agency fails to include DBA clauses in a contract, contractors are still required to pay prevailing wages
- Adds new anti-retaliation provisions to DBA contracts
- Expands the scope of the DBA to new industries including trucking and surveying

The new rule is also opposed by key congressional leaders, including Senate Health, Education, Labor and Pensions Ranking Member, Senator Bill Cassidy, R-La. who blasted the Biden administration's new rule, stating, "This is the last thing our country needs as families continue to live with the painful effects of the Biden administration's inflation agenda." House Education and the Workforce Committee Chairwoman, Dr. Virginia Foxx, R-N.C., also released a statement calling the new rule "wrong" and stating that it "will also drastically increase the costs of federal construction projects, leading to fewer completed infrastructure projects and a greater burden on taxpayers."

Cassidy and Foxx have also questioned Acting DOL Secretary

DOL, CONT. ON PAGE 39







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DOL, CONT. FROM PAGE 37

Julie Su's indefinite appointment without Senate confirmation and its potential violation of the constitutional provision of advice and consent that could open any DOL action under Su's leadership to legal challenges.

The 1931 Davis-Bacon Act and related regulations require contractors and subcontractors that perform work on federal and federally funded construction projects to pay a government-determined prevailing wage and benefit rate on an hourly basis to on-site construction workers. According to the DOL rulemaking, the Davis-Bacon Act and 71 active Related Acts collectively apply to an estimated \$217 billion in federal and federally assisted construction spending per year—about 63% of all government construction put in place—and provide government-determined wage rates for an estimated 1.2 million U.S. construction workers.

ABC previously opposed the proposed rule, submitting nearly 70 pages of comments outlining how the rule would fail to fix the DOL's unscientific wage determination process, rescind reforms made by the Reagan administration and increase regulatory

burdens on small businesses, new industries and more public works projects. ABC will provide additional information on any potential legal challenges to the new rule and will continue to update members on the rule's effect on the construction industry.

Vermont state Legislative Session Concludes with Several Veto Overrides by Legislature

The June 20th special Legislative Session resulted in an override of Governor Scott's veto of the statewide child-care bill. Once implemented, advocates say the measure will provide childcare for Vermont families. To pay for the program, the Legislature has enacted a new payroll tax. Initial estimates for universal childcare are \$125 million but experts expect that number to be a low estimate.

State paid family medical leave did not muster enough support to pass. ABC plans to monitor expected legislation pertaining to paid family leave. Another measure, called the "Clean Heat Standard" did survive veto attempts, and the Public Utility Commission will be tasked with proffering regulations surrounding the legislative act.

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Prioritizing Mental Health in an Industry that Doesn't Want to Talk About It

BY TODD ADAMS - MIDWEST AND WEST COAST SALES DIRECTOR, JVI

The construction industry is known for its high-stress environment, long hours and physical demands, which can lead to issues such as anxiety, depression and/or substance abuse. The construction industry ranks second among all industries in suicide rate, and death by suicide of men in construction and extraction occupations is almost twice the total suicide rate for civilian working men.

Currently, there are between 8 and 12 million people employed in the U.S. construction industry, 90% of whom are men. According to data from CIRP, a production engineering research firm, 83% of construction workers have struggled with mental

health issues. Although men's mental-health struggles are not exclusive to the construction industry, it is crucial for us to collectively acknowledge the need to address this issue.

Unfortunately, many men in this industry hesitate to seek help due to the stigma surrounding mental health and the perception that seeking help is a sign of weakness. A report from the American Psychiatric Association (APA) noted that the majority of workers would be reluctant to seek assistance from both supervisors and colleagues, with the primary reasons to avoid seeking support being shame, fear of judgement and fear of negative consequences.

As construction executives, it is important to prioritize proac-

tive mental-health support for your employees. This can include offering counseling services, promoting mental health awareness and creating a culture that values openness and support. By prioritizing mental health, you can foster a healthier and more productive workplace for your employees, reduce risk and ultimately improve the success of your business.

Recognizing the need for mental-health support in the construction industry, leaders and organizations have been taking steps to address the issue. One such leader is Tracy Brown, CEO of a construction-based consulting company. "Intentionally supporting the mental wellness of employees," she says, "is not just the right thing to do, it helps create a healthier and more productive workforce."

Brown believes being proactive is vital to creating change in the industry. "While it's critical to provide suicide prevention and important from a risk standpoint for an organization to have a plan in place to respond to a death by suicide, I advise companies to provide mental-health support that intervenes well in advance of a crisis. Resources like MenLiving offer judgement free spaces for men to share and connect—an important component that supports mental health."

To achieve proactive mental-health support, here are some strategies that construction industry leaders can consider implementing:

Building Awareness and Reducing Stigma

It is vital to create an environment where mental health concerns, substance abuse, suicide prevention and more are openly discussed. Sharing resources from organizations and professionals working to provide support in the construction industry can help break down barriers and reduce stigma.

Proactive Support and Commitment From Management

Leaders should model good behavior when it comes to mental-health discussions. By openly sharing their own experiences and demonstrating a commitment to improving their own mental health, they can encourage others to seek help without fear of judgment. It is essential to educate other leaders in the organization on how to set good practices and create a supportive culture.

Developing Ongoing Communication Plans

Creating a comprehensive communication plan to provide mental health resources year-round is crucial. This includes sharing information about available counseling services, employee assistance programs and community resources. Regularly reminding employees about the importance of mental health and the resources available can encourage them to seek help when needed.



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HEALTH, CONT. FROM PAGE 43

Identifying At-Risk Employees and Creating Support Spaces

It is essential to identify employees who may be at risk of mental-health issues and provide them with the necessary support. This can be achieved by training supervisors to recognize signs of distress and creating a safe and confidential space for employees to seek help. Additionally, organizations can collaborate with external mental health support networks and organizations to ensure that employees have access to a wide range of resources.

By implementing these proactive strategies, construction industry leaders can create a supportive and mentally healthy work environment for their employees. However, it is equally important to provide employees with readily available resources for mental wellness. Here are some organizations and resources that focus on mental health in the construction industry: Unfortunately, many men in this industry hesitate to seek help due to the stigma surrounding mental health and the perception that seeking help is a sign of weakness.

A report from the American Psychiatric Association (APA) noted that the majority of workers would be reluctant to seek assistance from both supervisors and colleagues, with the primary reasons to avoid seeking support being shame, fear of judgement and fear of negative consequences.

- MenLiving: A platform that offers judgment-free spaces for men to share and connect offering five virtual full house meeting weekly as well as a specific gathering for men in construction.
- 2. Prevent Construction
 Suicide: An organization
 dedicated to preventing
 suicide in the construction
 industry. Their website
 provides resources and
 information on suicide
 prevention.
- 3. Construction Working
 Minds: A program that offers
 resources, training, and
 support to improve mental
 health and well-being in the
 construction industry.
- CPWR (Center for Construction Research and Training): Provides a range of mental health and suicide prevention resources tailored to the construction industry.
- 5. The National Action
 Alliance for Suicide
 Prevention: Offers a
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 Blueprint for Suicide
 Prevention in the Workplace,
 providing guidance on
 implementing suicide
 prevention strategies.
- **6. 988 Lifeline:** A national 24/7 crisis helpline for mental health emergencies, including suicide prevention.

Proactive planning and support for mental wellness in the construction industry are essential to addressing the high prevalence of mental-health issues and reducing the stigma surrounding seeking help. Construction industry leaders must prioritize mental health, create

a supportive culture and provide accessible resources for their employees. By taking these proactive measures, the industry can foster a healthier and more productive workforce while improving the overall wellbeing of construction professionals.

Todd Adams is the Midwest and West Coast sales director for JVI and is a part of the Precast/Prestressed Concrete Institute membership committee and serves as a PCI Foundation trustee. He is also the founder of MenLiving, a nonprofit committed to improving men's lives by creating in-person, virtual and digital opportunities to give and get support and build friendship.

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