The Quarterly Magazine of the Associated Builders & Contractors New Hampshire/Vermont Chapter



Volume 32, Issue 1



















2022 YEAR IN REVIEW

















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CORE VALUES

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.

Contents

CELEBRATE OUR MEMBERS4
FROM THE CHAIR A Letter from Matt Wheaton5
2022 YEAR IN REVIEW ABC NH/VT: Reaching New Heights in Member Growth and Service
MEMBER NEWS 17
NEW MEMBERS
PROFESSIONAL RESOURCES
LEGISLATIVE What You Need to Know to Take Advantage of the Inflation Reduction Act
ADVERTISER INDEX



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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CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1-3

JANUARY through MARCH 2023 ANNIVERSARIES

Celebrate Our Members

50 YEARS OR MORE

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S S YEARS OR MORE

Nathan Wechsler & Co., CPA Stoneman, Chandler & Miller, LLP

25 YEARS OR MORE

Cole Electric, Inc. The H.L. Turner Group, Inc. Cobb Hill Construction, Inc. L & W Supply Leighton A. White, Inc. Independent Electric Supply W. D. Matthews Machinery Company

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North Branch Construction CMGC Building Corp. Multi-Weld Services, Inc. Bancroft Contracting Corporation Rowley Agency, Inc., The Casella Resource Solutions, Inc GZA GeoEnvironmental, Inc.

S YEARS OR MORE

AA & D Masonry LLC TFMoran, Inc. Masonry Arts NH, LLC Devine, Millimet & Branch PA Dowling Corporation Viking Roofing Metro Walls, Inc. Eckhardt & Johnson, LLC Irish Electric Corp. Associated Concrete Coatings, LLC NorthEast Electrical Eastern Propane & Oil

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From the Chair

Dear Industry Colleagues,

First and foremost, I want to thank anyone who volunteers in our communities. There is a lot happening in life, but when you volunteer your time in support of a group, cause, or industry, it is very rewarding.

As Dan Smith concludes his 2022 Chairmanship at ABC New Hampshire/Vermont, I want to thank him for his time supporting our industry during one of the busiest construction years in recent memory. Dan should be a role model to many in our industry - his demeanor, the support he shows our industry, and his commitment to educate the H.P. Cummings employees, and very likely the next generation, are examples of what makes him a terrific leader.

Dan is quiet but passionate about what we all do and is always willing to support. I want to again thank Dan for being a great champion of our industry and members.

My journey in construction started like many people reading this magazine. At a young age, I had someone in my life that showed me a skill and that sparked my interest. For me that person was my dad. Now, we all have moments where we say, "I'll never work

for or with that person again!" but when you're able to reflect, that moment was generally a, shall we say, "character building moment." That experience with the skills being passed on, when coupled with the drive to improve yourself and the trade, we find a path to a very rewarding career. I remain grateful for my character-building moments because it laid the foundation to get me where I am today.

As your incoming board chair, I am proud to be the first person in that role to be representing a Vermont headquartered company. I promise you that Vermont and New Hampshire are not that dissimilar, and the organization we are all supporting now will continue to get stronger because both New Hampshire and Vermont contractors...

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MEMBERS:

New project just completed? Promotions within the company? New employees just hired? Won an award recently?

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CONSTRUCTION RESO

approach,

- believe the best company qualified for the job should do the work and believe in the Merit Shop philosophy,
- support and educate our incumbent workforce while developing new pathways like apprenticeship for a skilled next generation to replace us all someday,
- and feel our ABC chapter continues to be the go-to construction voice for our industry.

All ABC chapters have annual goals that are similar, but it's how we achieve those goals that make us so unique. For 2023, our ABC NH/VT Chapter will continue to focus on four strategic areas:

1. WORKFORCE DEVELOPMENT

- Get contractors to directly engage at the elementary and middle school levels to get students and adult decision makers interested in the CTE construction programs offered in both states.
- Continue to leverage the pipeline into CTE centers, and always promote construction trade and industry career opportunities to high school students.
- Further develop ABC's growing carpentry apprenticeship programs in Vermont and New Hampshire.

2. WORKFORCE EDUCATION

- Continue to expand methods to make offerings and workshops more accessible to your company.
- Offer customized training specific to your organization.

CHAIR, CONT. ON PAGE 7

Associated Builders and Contractors

VOLUME 32, ISSUE 1

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H.P. Cummings Construction Company

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CHAIR, CONT. FROM PAGE 5

- Continue to explore and develop programs specific to unmet needs in the industry.
- 3. MEMBERSHIP DEVELOPMENT
 - Continue to talk about the merits of ABC and grow our membership base in Vermont.
 - We have secured the highest membership in 36 years at 270 members, and we're top in the nation with retention.
 - Continue to promote and talk about our exclusive member benefits and services such as the STEP safety program, Self-Insured Workers Compensation Group (SIG), and a multiemployer 401k Plan for companies that cannot offer this on their own.
- 4. LEGISLATIVE
 - Host legislative jobsite visits in both states to get

elected officials to see what merit shop can do.

- Have our voice heard in Montpelier and Concord, as well as Washington, DC.
- Continue to discuss issues burdening our industry with state legislators and agencies.

As your chairman, I will uphold and promote the ABC brand and message as well as challenge our Chapter to exceed expectations. There is much value in the membership DEW Construction gets from the ABC, and we do all we can to encourage non-members to become new active members; I encourage you to do the same.

I wish you all a successful and safe 2023!

Regards,

Matt Wheaton

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



CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1-7

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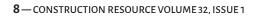
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2022 YEAR IN REVIEW

ABC NH/VT: Reaching New Heights in Member Growth and Service

"We're all in this together," is a phrase that took on fresh meaning for the Associated Builders and Contractors of New Hampshire and Vermont, whose membership is now the largest ever.

ABC NH/VT is now 270 member companies strong, boosted by (also a record) 28 new members added in 2022. "The fact that we are bigger than ever means more clout and more opportunities for our members," says Josh Reap, ABC NH/VT President & CEO.

- More members: The strength of a larger association means ABC NH/VT has further resources to offer more and better programming to help leaders meet the challenges of a growing but chaotic economic environment and a super-tight job market.
- **Better events:** Record attendance and more variety in events means added opportunities to learn from and collaborate with other leaders in the field. And these events are fun.
- A louder voice: A stronger ABC NH/VT means that the collective voice of the commercial construction industry can be that much more influential and listenedto in the halls of government in New Hampshire, Vermont and the US.

Tackling the Talent Shortage

As a go-to resource for training and education, ABC NH/VT is more important than ever for member companies and the growing number of non-members attending our programs.

The ongoing shortage of labor, especially skilled labor, affects virtually every company in construction, in our region and nationally. The shortage is a challenge that's not expected to improve too soon – with the shortfall of workers nationally setting a record last year. According to a recent report by the national Associated Builders and Contractors (ABC), construction industry job openings averaged 390,000 job openings per month in 2022, the highest level on record, and the industry unemployment rate stood at 4.6%, the second-lowest on record. According to the national ABC, nearly 1 in 4 construction workers – many of them skilled – are older than 55, so retirements will continue to outpace new additions to the workforce.

To help build the skills of our workforce, ABC NH/VT offers dozens of training and education programs each year, including blueprint reading, crane signaling, supervision and communication, as well as workshops addressing business issues from getting paid to business succession planning. The popular Future Leaders in Construction (FLiC) program, a yearlong series of workshops, helps to sharpen self-awareness and leadership skills for emerging or experienced construction executives.

In 2022, ABC NH/VT continued to expand its commercial carpenter apprenticeship program. Started in 2021 in New Hampshire, it now has expanded to Vermont with nearly a dozen participants in the first class of apprentices. Through a state grant, contractors in Vermont are enhancing the skills of their employees through this 18-month apprenticeship program.

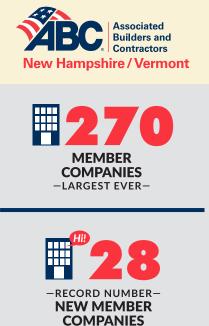
Also new in 2022 was the launch of the Safety Symposium – which is returning this year in early May. Last year's roundtable discussion drew 26 different member companies to share best practices and enhance companies' ability to turn safety from an afterthought to a core workplace value.

Making the Case for Merit

One of the most important reasons for belonging to ABC NH/VT is to ensure the interests of merit construction contractors are heard and understood at all levels of government. We not only communicate our concerns on legislation and regulatory issues, we also invite government leaders to some of our events and job sites so they can see (and be seen by) our members.

In NH, Governor Chris Sununu, former Senate President Chuck Morse and Senator Jeb Bradley were among the government leaders attending our events or holding meetings with us. In Vermont, ABC members engaged with Governor Phil Scott and the chapter played a significant role in chal-

REVIEW, CONT. ON PAGE 13



MEMBER RETENTION -IN NH & VT-

INCREASE IN PREMIUM SPONSORSHIP REVENUE -OVER 5 YEARS-

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12 — CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

REVIEW, CONT. FROM PAGE 11

lenging a proposal by the Burlington City Council that would have severely restricted the ability of merit shop contractors to work on future municipal projects. With the guidance of ABC NH/VT president and CEO Josh Reap, Vermont members connected with council members to point out the negative consequences of the proposal. The efforts resulted in several key changes to the proposal that produced a win for Vermont residents (in avoiding inflated construction costs) and for Vermont contractors in avoiding unnecessary costs and onerous contracting requirements.

Getting Us Together

Especially welcome in the wake of the pandemic, 2022 was a record year for ABC NH/VT events. Twelve major events drew 1,362 participants from 193 businesses and organizations. Each ABC NH/ VT event enables members to learn from colleagues, make new connections, and take some time to recognize and celebrate the excellence, high-level skills and leadership that are hallmarks of the merit construction shop community.

Our energetic Young Professionals group organized the Charity Bowling Tournament which provided another chance to socialize and raise funds for a worthy cause. The annual Seacoast Harbor Cruise doubled in the number of participants, making it the second-largest gathering of the year after the Excellence in Construction Awards Gala, where 18 excellence awards were presented.

Events in the Green Mountain state are also building momentum with attendance growing for the Spirit of Ethan Allen Cruise on Lake Champlain and the VT Fall Golf Classic.

In closing

"...The organization has seen strong membership growth and participation in the past year. We are excited that members are seeing value in the programs and activities of the ABC NH/ VT. Members' investment through their membership and their attendance at events is a vote of confidence and it means we can do more to support their efforts to grow their businesses and manage the challenges of today's economy."





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14 — CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

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16—CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

CHINBURG, a development, building and property management company headquartered in Newmarket, NH has earned the Sustained Excellence Top Tier of the National Energy Star Awards. This is the highest level of the Environmental Protection Agency's standard of recognition.

Chinburg has been building Energy Star homes since 2006 and has continued to raise the bar in its home performance standards



year after year. The company has won the Energy Star Partner of the Year Award multiple times and was one of only 12 new home builders recognized at the Sustained Excellence tier in 2023.

Energy Star homes are 55% more energy efficient than homes built to code. On average, homeowners also save an average of 30% on their energy costs annually. Chinburg's commitment to the Energy Star program has been a key feature of its green building commitment.

This award is a testament to Chinburg's commitment to sustainability and its dedication to building high-quality, energy-efficient homes for its customers.

Caryn Morse is a new member of the **DECCO** team and will serve as the Director of Media & Marketing. Caryn will oversee the company's marketing, branding, and social media strategies.

Also joining the DECCO team is Kristin Condon as Controller, supporting the company's CFO.







Caryn Morse Kristin Condon

Adam Lebel N

Adam Lebel is the new CUSP Manager, and will oversee the Maintenance, Operations, Project Management and Maintenance Plans for pharmaceutical clients throughout New England.

Lastly, Matt Donnelly is DECCO's IT Manager, and will be responsible for the design, development, implementation and coordination of IT systems, policies, procedures, and infrastructure.

DECCO is excited to have these talented individuals on their team.

■ **PROCON LLC** has named Kimberly Cochran, Christopher Lizotte, and Tracey Pelton as new members of its leadership team.

Kimberly Cochran has 14 years experience at PROCON, and is the

MEMBER NEWS

Vice President and General Counsel. A skilled attorney, Cochran has extensive knowledge of construction law and risk management. She is responsible for vetting and tailoring contracts, insurance requirements, and various legal issues.



Kimberly Cochran Chris Lizotte

Christopher Lizotte, Vice President of Architecture, has been with PROCON for 12 years, and is a talented architect with a keen eye for detail. He is responsible for the design of a variety of projects, including hotels, office buildings, and manufacturing facilities.



Tracey Pelton has been named Vice President of Tracey Pelton Marketing and Business Development. She has been

with PROCON 8 years, and is a marketing expert with a strong track record of success. She is responsible for rebranding the company and developing new marketing initiatives.

The new leadership team is a strong addition to PROCON LLC. They are all highly skilled and experienced professionals who are committed to the company's success.

■ NOBIS GROUP is pleased to announce that Jeffrey Brunelle, CPG has been named an Associate of the firm. Brunelle takes on the role of Director of Project Development and Senior Project Manager, and is a Certified Professional Geologist with over twenty years of experience leading hazardous materials investigations and environmental cleanups at industrial, institutional, military, municipal, and Superfund sites throughout the northeast.



Jeffrey Brunelle

■ NORTH BRANCH CONSTRUCTION recently welcomed two new Project Engineers to their staff. Andrew Young of Unity, NH employed with the company since 2020 as a carpenter, has moved into the role of Project Engineer.

North Branch Construction also welcomes Samantha Mullin of Manchester, NH as a Project Engineer.

Don Carter, Safety Specialist at North Branch Construction has earned the Board of Certified® Safety Professionals (BCSP) Certified Safety Professional® (CSP®) credential. The Certified Safety Professional has met the gold standard of safety, health, and environmental (SH&E) credentials and has achieved the industry's most-recognized SH&E certification.

Dartmouth Graduate Student Housing Project is a new 638-bed complex located on 53 acres of land just south of Dartmouth-Hitchcock Medical Center. It was constructed by North Branch Construction and designed by JSA, Inc. The project was completed in February 2023 and is now open for leasing.

The complex consists of four 4-story apartment buildings with 309 units and 628 beds. Each apart-



Andrew Young



Samantha Mullin



Don Carter

NEWS, CONT. ON PAGE 17





Associated Builders and Contractors

NEWS, CONT. FROM PAGE 15

ment building has student study, gathering, and fitness spaces, as well as bicycle and additional resident storage space. A central

ing masonry with a structural steel roof includes a 6,000 square foot SIG SAUER Flagship retail showroom, state-of-theart indoor shooting ranges, a high-tech interactive SIG SAUER



North Branch Construction's Dartmouth Graduate Student Housing Project

clubhouse provides community gathering spaces, fitness facilities, mail and package delivery service areas, work and office space for resident use, and an onsite management office for Michaels Student Living, LLC. The project also included the construction of an operations building providing work area and storage space for the facility's maintenance team. The project was completed on time and on budget and is now open for leasing.

North Branch Construction recently completed construction of the SIG SAUER Experience Center in Epping, NH. The twostory, 40,500 square foot facility of structural steel and load-bearMuseum depicting the history of SIG SAUER and a one-of-akind educational experience for SIG SAUER products, a members-only Club 1751 lounge, conference and events facility, and corporate office space. Design-Build services were provided by North Branch Construction and Cowan Goudreau Architects, both of Concord, NH.

ALPINE ENVIRONMENTAL

has added two new members to its team: Peter Carlberg as **Director of Project Management** and Rachelle Greco as Personnel Coordinator.

Peter has 35 years of experience in asbestos and RRP/OSHA lead work. He will be responsible



North Branch Construction's SIG SAUER Experience Center

for planning and executing projects, acting as a point of contact for clients, and overseeing the daily operations

of the field. Rachelle will be responsible for recruiting, onboarding, training and licensing, and generally supporting the

Field Team. She has experience in retail management and talent acquisition.

Alpine Environmental is excited to have these talented individuals on their team.

DEW CONSTRUCTION has

announced several promotions and a new hire.

Sara Bosworth, Karl Bahrenburg, and Jim Kimball have been

promoted to positions of Senior Project Manager. Michael Deshais has been promoted to Assistant Su-

perintendent. In Sara Bosworth



Peter Carlberg





Karl Bahrenburg

their new roles, Sara, Karl, Jim, and Michael will be responsible for the planning and implementation of DEW's more complex projects from preconstruction through con-

Kyle LeBlanc



Kvle LeBlanc

Support Specialist. He will be responsible for providing daily technical assistance for computers, software, cell phones, and printing.

DEW is looking forward to their contributions to the company's success.





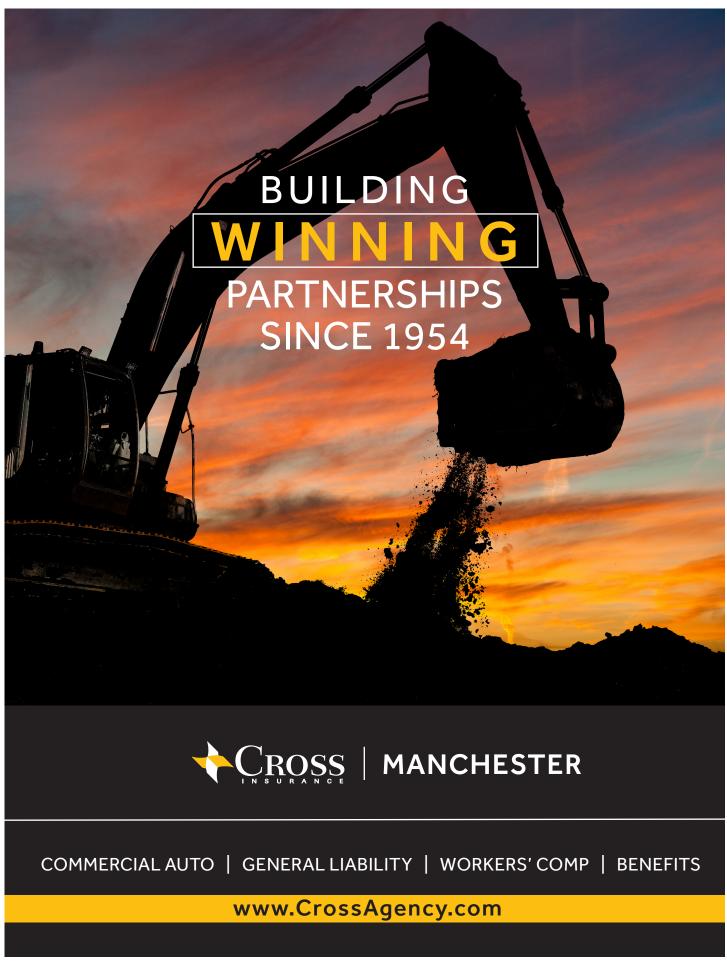
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Rachelle Greco



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24 — CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

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CONSTRUCTION RESOURCE VOLUME 32. ISSUE 1-25

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30—CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

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32 - CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

LEGISLATIVE

What You Need to Know to Take Advantage of the Inflation Reduction Act

BY ALEXANDRA MCMANUS

he recent Inflation Reduction Act (IRA) (https://www.congress.gov/bill/117th-congress/ house-bill/5376/text) offers asset owners and contractors considerable financial incentives for building qualified clean-energy projects. There are two main components to the IRA: apprenticeship utilization and the prevailing wage requirement. If these project requirements are met, the base credit increases from 6% to 30% for each project-and it brings more skilled workers into the industry at a time when they are desperately needed. This is outstanding motivation to get things right!

To be successful, it is critical to understand upfront what workforce data needs to be collected to stay within guidelines of the IRA. Also key is the ability to ease the reporting burden on construction teams by automating data collection processes. Doing so ensures the right metrics are captured to remain in compliance.

Let's break down the data required for each component of the IRA and how to simplify the data capture and reporting elements, so you can fully leverage available incentives.

Apprenticeship Requirement

The law's apprenticeship utilization standards require that, starting in 2022, 10% of total labor hours on an IRA-supported construction site must be completed by qualified apprentices; the requirement increases to 15% by 2024. This requirement applies to all site workers, from owners' reps down to the lowest-tier trade partner.

This aspect of the legislation is valuable on two levels. First, it enables organizations to feel good about the finished product, knowing that well-trained professionals are conducting or overseeing the work conducted. It adds another layer of confidence and professionalism to a job. At the same time, such a requirement ensures that the future workforce receives the training it needs before the existing workforce ages out, taking relevant on-the-job knowledge with it.

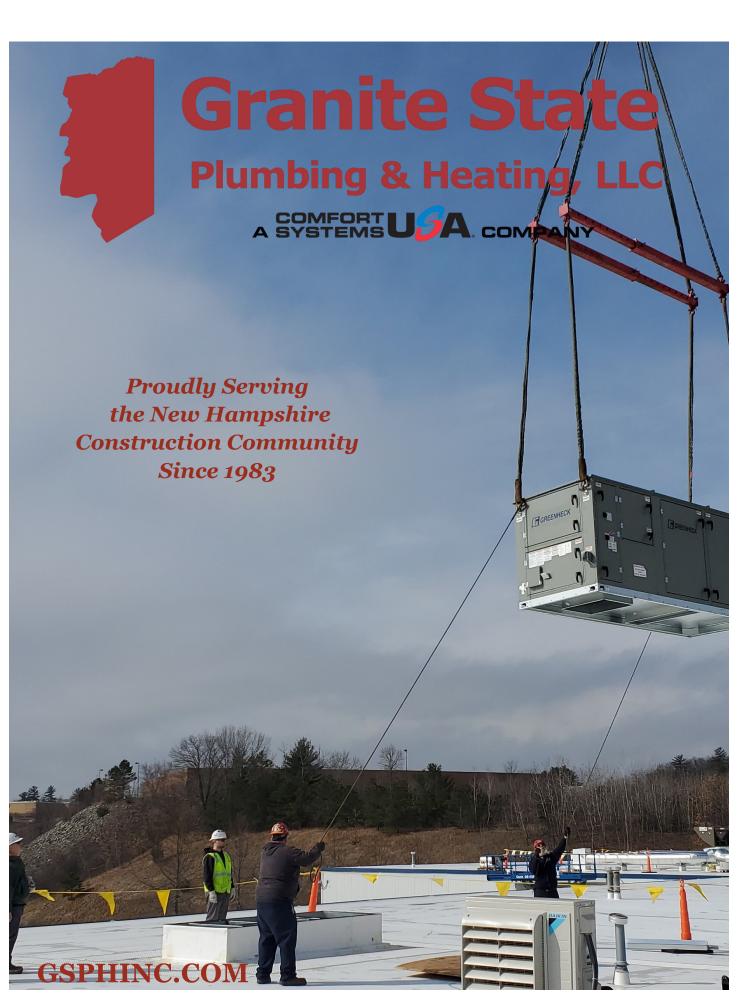
But meeting the apprenticeship requirement also poses some challenges. It begs the question: How do we collect and report on that that crosses multiple trades and organizations? These are some important factors to consider:

CENTRALIZE THE DATA –

In order to gain a complete picture of who is on your project, it starts with a centralized database of workforce data. Having a centralized database avoids the challenges associated with fragmented data coming from multiple trade partners; such data places an unnecessary burden on the project administration team that would have to manually aggregate and normalize the data. It is also key to ensure that this database is updated, that project teams can quickly

IRA, CONT. ON PAGE 35





34 — CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

IRA, CONT. FROM PAGE 33

react if requirements are not being met.

AUTOMATE DATA COLLECTION – Equipping the entire workforce with tools like IoT-based badges and beacons, for example, can greatly simplify the daily collection of worker hours as well as their related certifications and background data (such as details about their apprentice status). By automating the collection process, teams eliminate the need to manually collect data on paper, in a spreadsheet or via a field app, which is a huge time savings. It also gets rid of the human-error problem, if something is entered incorrectly or someone forgets to enter it at all. Automated tools make sure all data is updated and accessible in real time.

AUTOMATE THE REPORTING – When workforce data–the apprenticeship status data in particular-is stored in one centralized database, it becomes easy to automate the reporting of the exact percentage of the total workforce represented by apprentices.

Prevailing Wage Requirement

Prevailing wage requirements typically accompany federal funding of and assistance for construction projects through the Davis-Bacon Act. The IRA ensures that all clean-energy projects follow the same prevailing wage requirements consistent with other federal projects.

A prevailing wage requirement essentially ensures that workers on any given project are paid the basic hourly rate and benefits paid to other similarly employed workers in the same geography. This ensures fair wages, but like the apprenticeBy automating the [data] collection process, teams eliminate the need to manually collect data on paper, in a spreadsheet or via a field app, which is a huge time savings.

ship requirements, the prevailing wage requirements could put an extra burden on project teams to collect and report on the workforce data down to the lowest tier trade partner. Below are some best practices to streamline this process:

 DISTRIBUTE THE WORKFORCE CLASSIFICATION
 PROCESS – Adhering to the IRA's and Davis-Bacon's prevailing wage requirements starts with classifying workers on your project. Many project teams leverage a highly efficient "self-registration" process, where workers enter their own credentials and certifications into the

company's system. In these cases, each worker selects the proper classifications during the registration process based on the work they will be performing. Selections can be reviewed by their supervisors and ultimately approved by the project administration team. For example, a sprinkler fitter would select their Davis-Bacon trade denotation "SFL08211" from a restricted list of classifications. In addition to Davis-Bacon requirements, each project team can collect other attributes of each worker, such as their demographic

IRA, CONT. ON PAGE 41

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CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1-35

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40—CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1

IRA, CONT. FROM PAGE 35

or certification information, and keep them within the centralized system.

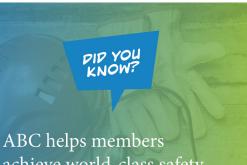
- AUTOMATE OVERTIME REPORTING – Davis-Bacon requires that overtime hours are paid at a rate of oneand-a-half times the base hourly rate. An automated process for collecting onsite hours greatly simplifies the monitoring and reporting of overtime hours on any site. It also ensures that data is collected accurately, reducing the possibility of downstream audits or disputes.
- DISTRIBUTE THE APPROVAL PROCESS – Having a centralized database with role and permission controls allows for supervisors to review and approve time collected on a weekly or monthly basis. Decentralized approvals ensure accountability for each trade to report and "certify" the actual onsite project hours.

Beyond Legislation

Companies should want to comply with the stipulations set forth in the IRA. They have a purpose, and the rewards for compliance are significant. For the organizations implementing an approach that automatically brings all of their workforce data into a centralized system for reporting purposes, there are also many other benefits. These include:

SAFETY MANAGEMENT –

Having a centralized database helps safety professionals manage their safety programs both proactively and reactively. Safety teams can run analytics on their workforce data and start to predict which projects are at risk for safety events. Examples include fatigue or turnover reports, which are both leading indicators of potential safety risks. Another example is tracking equipment certifications



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Safety teams can run analytics on their workforce data and start to predict which projects are at risk for safety events. Examples include fatigue or turnover reports, which are both leading indicators of potential safety risks.

to ensure that only trained and certified workers can operate certain types of equipment. A centralized database also affords reactive benefits, including mass text messaging or automated mustering check-ins in the case of a safety event.

- PRODUCTIVITY MONITORING – Connecting workforce data to either a CPM or Lean schedule automates the process of comparing projected vs. actual hours. This greatly reduces the reporting burden on project teams and provides key insights into which projects are at risk of schedule delays.
- COMPLIANCE AND CERTIFICATION

TRACKING – IRA and Davis-Bacon are just two examples of workforce reporting requirements that project teams must manage. OSHA has other requirements, and having a centralized database allows for project teams to quickly report on which workers are OSHA 10/30 certified and when their respective certifications expire. Certification tracking makes reporting remarkably simple.

Closing Thoughts

The IRA is an outstanding piece of legislation for construction companies. Its financial incentives will push organizations to automate and refine their processes in ways that will benefit them for decades to come. It will also ensure that we bring in trainable workers that can be efficiently deployed on specific projects. Firms will gain greater visibility into their workforce, so they can use them more strategically moving forward.

From a risk-mitigation perspective, automating compliance reporting helps avoid the potential for a company to have to pay back five-sixths of their incentives credit (in the event that the IRA requirements are not met). This alone could be reason enough to modernize systems.

Ultimately, though, the construction industry and its workforce win when data is captured and reported in a fast, easy and reliable way. Data, after all, is power.

Written by Alexandra McManus -CEO and Co-Founder, Eyrus Contact Info: (610) 517-2522, alex@eyrus.com

Alexandra McManus brings more than 20 years of professional experience in the construction technology space with business development, creating new markets, revenue growth, operations and leadership. She provides a constant stream of vision and intuition for Eyrus and motivates the entire team.

This article first appeared on March 13 in the Construction Executive (www.constructionexec. com). Reprinted with permission.



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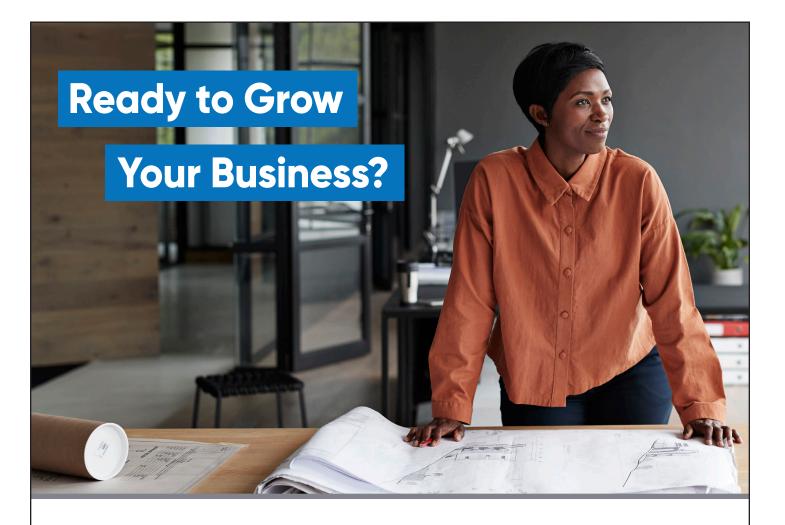
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CONSTRUCTION RESOURCE VOLUME 32, ISSUE 1-43



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