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CONSTRUCTION RESOURCE



June, 2026

Volume 35, Issue 2



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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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From the Chair

Building Safer Job Sites across NH and VT

In construction, progress is measured not only by project completion but by the well-being of every worker on site. Across New Hampshire and Vermont, contractors are placing renewed focus on safety—recognizing that strong programs, consistent training, and committed leadership directly impact the success of a project and the bottom line.

ABC and its training programs play a critical role in elevating safety training with hands-on safety training, hazard recognition, and ongoing education to keep skills current. Courses like OSHA 10 and 30, Crane Signal and Rigging, fall protection, mobile elevating platforms, and NFPA 70E electrical safety are some of the training courses offered.

Contractors throughout NH and VT continue to focus on reducing these events through proactive safety programs, annual training, and continuous reinforcement. OSHA recordable events are not simply about “checking a box”. It allows companies to identify patterns, address risk factors early, and have accountability from company leadership to field crews.

Strong communication is one of the most effective tools for preventing accidents. On an active construction site where conditions are rapidly changing, clear communication can be the difference between a near-miss and a serious incident. When workers feel informed and heard, they are more engaged and far more likely to work safely. When

management visits the job site, they need to “lead by example”. Make sure they are wearing PPE in the same manner you want the employees to.

Toolbox talks are another good communication tool; they are short, and very focused. Toolbox talks are regularly held on job sites to address safety issues. They are a cornerstone of effective safety programs throughout NH and VT. Key benefits are reinforcing daily safety awareness, addressing current job site risk, and encouraging worker participation.

Safety is not a one-time thing it is an ongoing commitment. Regular training updates, new safety initiatives, and continuous reinforcement are critical to maintaining awareness. Contractors who excel in safety, schedule routine training sessions, and encourage ongoing learning at all levels. Keeping safety “fresh” helps prevent incidence and ensures workers remain sharp. One often-overlooked aspect of job site safety is the impact of personal challenges. Stress, fatigue, and everyday distractions can affect focus and decision-making. Employers can support other workers by watching for signs of fatigue, distraction, and any signs of mental health issues. Recognizing the human element is essential to preventing incidents caused by reduced attention or impaired judgment.

As Artificial Intelligence continues to evolve and gain traction in the construction industry, there is an opportunity to lever-

age this technology to create job-specific safety plans and detailed safety analyses tailored to each project.

In closing, I would like to thank everyone for their continued support of all the ABC training programs offered, and your continued support for industry improvements in safety.

Sincerely,

Gregory A Bairam

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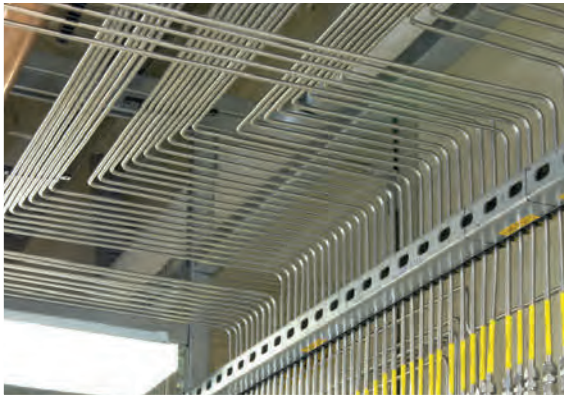
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Safety, Risk Transfer, and Contracts:

Building a Culture That Protects Everyone

By Evan O'Dowd | Avery Insurance

One overlooked clause. One missed safety step. One moment and everything changes. In today's world, safety, risk transfer, and contracts aren't just policies on paper; they're the difference between protection and exposure.

Safety is an operations issue; insurance is an administrative one. In practice, the two are deeply connected, and contractors who understand that connection can reduce claims, manage insurance premiums, and position themselves to grow.

Contracts Set the Standard

A contract is more than a scope of work and a payment schedule. It's a risk allocation document, and in many cases it's also a safety standard. Every indemnification clause, additional insured requirement, and insurance specification defines not just who pays when something goes wrong, but what level of preparation was expected before anyone showed up on site.

Many contractors sign contracts without fully understanding what they've agreed to and often don't find out until there's a claim. Reviewing contract language before signing, particularly around insurance requirements and safety obligations, is one of the most straightforward ways to avoid an expensive surprise.

Certificates of Insurance (COIs) confirm that coverage exists, but they are often misunderstood. A COI is not a guarantee of coverage; it is only a snapshot of a policy at the moment it was issued. If a policy is canceled, limits are exhausted, or an exclusion applies, the certificate itself offers no protection on its own. Real protection comes from requiring the right endorsements, specifically additional insured status on a primary and non-contributory basis along with a waiver of subrogation, and verifying that those endorsements are actually delivering what the contract requires. Not all additional insured endorsements are created equal. Many limit coverage to what is required in the written contract, and some exclude upstream parties entirely. This is where contract language and insurance structure must work together. General contractors (GC) and subcontractors who hire subs need to read and understand these forms, or partner with an agent who knows contract and additional insured language well.

Subcontractor Safety Is a Shared Responsibility

When a general contractor brings a subcontractor onto a jobsite, they're not just hiring a trade; they're inheriting exposure. A subcontractor's safety record, training programs, incident history, and the quality of their insurance all carry direct consequences for the GC. Assuming a subcontractor has their safety program in order, without verifying it is one of the most common and costly mistakes in the industry.

A subcontractor's Experience Modification Rate is one of the clearest indicators of how seriously safety is managed. Many GCs and project owners maintain a maximum EMR threshold for eligibility. If your EMR trends above 1.0, you may be disqualified before your price is even considered. For subcontractors, a genuine commitment to safety culture and proactive claims management is a competitive advantage, not just an obligation. Your EMR is a widely used pre-qualification metric that either opens doors or closes them.

For GCs, the stakes go beyond prequalification. When a subcontractor has poor safety practices, inadequate coverage, or lets a policy lapse mid-project, the GC's own program absorbs the impact. Incidents that should have been owned by a subcontractor roll up into the GC's claims history, erode their loss ratio, and drive up premiums at renewal. In more serious situations, safety failures and coverage gaps pull the GC directly into litigation they expected someone else to own.

A Proactive Approach Pays Off

The contractors who manage these risks most effectively treat safety and risk transfer as integrated parts of the same process. Subcontractor prequalification, reviewing EMRs, collecting and verifying COIs, checking endorsements, and holding subs to a defined minimum insurance standard, all of this happens before work begins, not after something goes wrong.

A certificate in a file and a signature on a contract are a starting point, not a finish line. When safety is genuinely prioritized at every level of a project and the insurance program is structured to reflect that, the whole operation is more resilient. In construction, risk is unavoidable. What separates the strongest contractors is whether they've built the systems to manage it, through safety, contracts, and insurance. ■

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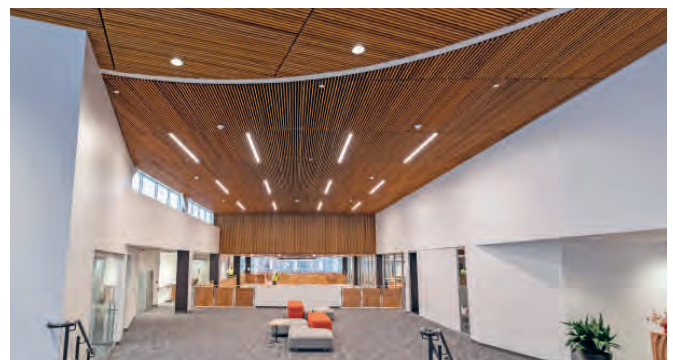
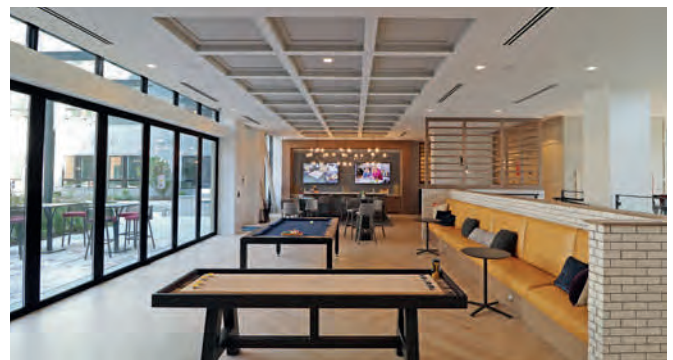
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Office Safety: A Small Investment with Big Returns

When people think about workplace safety, they often picture construction sites, manufacturing floors, or other high-risk environments. Yet office settings present their own set of hazards—many of which are overlooked because they seem routine. In reality, office safety is an essential part of overall risk management and plays a key role in employee well-being, productivity, and organizational success.

One of the most common office safety concerns is ergonomics. Employees spend hours each day at desks, working on computers, often in positions that can lead to strain or injury over time. Poorly adjusted chairs, improper monitor heights, and repetitive motions can contribute to musculoskeletal issues such as back pain, neck strain, and carpal tunnel syndrome. Simple adjustments—like ensuring proper chair support, positioning screens at eye level, and encouraging regular movement—can significantly reduce these risks. Slip, trip, and fall hazards are another leading cause of office injuries. Loose cables, cluttered walkways, wet floors, and uneven surfaces can all create dangerous conditions. These incidents may not seem severe at first glance, but they can result in serious injuries and lost work time. Maintaining clean, organized workspaces and promptly addressing hazards are basic but critical management practices.

Fire safety is also a vital consideration in office environments. While offices may not contain heavy machinery, they often house electrical equipment, paper materials, and other combustible items. Ensuring that fire exits are clearly marked and unobstructed, maintaining functional alarms and extinguishers, and conducting periodic evacuation drills can make a significant difference in an emergency. Employees should know exactly what to do and where to go if a situation arises.

Another often underestimated aspect of office safety is indoor environmental quality. Lighting, air quality, and temperature all impact employee comfort and health. Poor ventilation can lead to fatigue or illness, while inadequate lighting can cause eye strain and headaches. Employers who prioritize a comfortable, well-maintained environment not only reduce health risks but also support better focus and performance.

Workplace violence and security are additional considerations that require attention. While less common, these risks can have serious consequences. Implementing controlled access to office spaces, establishing clear reporting procedures, and promoting a respectful workplace culture all contribute to a safer environment. Employees should feel secure and supported while at work.

Emergency preparedness ties all aspects of office safety together. Whether dealing with severe weather, medical emergencies, or unexpected incidents, having clear plans in place is essential. This includes first aid readiness, communication protocols, and designated response roles. Preparedness ensures that when something does happen, the response is organized and effective.

Organizations should also remain aware of regulatory expectations. Guidelines from the Occupational Safety and Health Administration (OSHA) provide a framework for maintaining safe working conditions, even in office settings. While many office environments fall into lower-risk categories, compliance still requires attention to detail and ongoing oversight.

Ultimately, office safety is about creating a workplace where employees can perform their jobs without unnecessary risk. It does not require large investments or complex systems—just consistent attention, good management practices, and a commitment to continuous improvement. By addressing hazards proactively and fostering a culture of safety, organizations can protect their most valuable asset: their people.

■ THE SINGLE MOST COMMON OFFICE SAFETY VIOLATION IS POOR HOUSEKEEPING LEADING TO SLIP, TRIP, AND FALL HAZARDS.

This includes everyday issues like:

- Loose or exposed cords across walkways
- Cluttered aisles or blocked exits
- Spills that aren't cleaned up promptly
- Boxes or materials stored in walking paths

These hazards are so common because they develop gradually and are often overlooked in low-risk environments like offices. However, they account for a large percentage of workplace injuries—especially slips and trips that can lead to sprains, fractures, or lost work time.

Organizations such as the Occupational Safety and Health Administration (OSHA) consistently cite housekeeping as a foundational safety requirement, even in office settings.

■ BOTTOM LINE:

If an office improves only one safety issue, focusing on **keeping walkways clear, dry, and organized** will likely have the biggest impact on reducing injuries. ■

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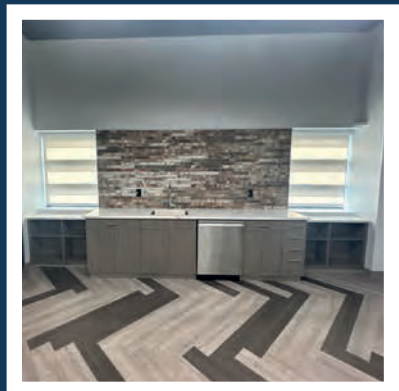
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Building Safety Into Corporate Strategy: A New Hampshire and Vermont Perspective

In the construction industry across New Hampshire and Vermont, safety is no longer just a regulatory requirement—it is a strategic business priority. With tight labor markets, persistent jobsite risks, and increasing project complexity, companies that embed safety into their corporate strategy are better positioned to compete, retain talent, and control costs. Regional data underscores a clear reality: safety performance is directly tied to business performance.

A High-Risk Industry in a Tight Labor Market

Construction remains one of the most hazardous industries, and the risks are evident at the state level. In 2020, Vermont private industry reported **6,900 workplace injuries and illnesses**, with an incidence rate of **3.6 cases per 100 workers**, notably higher than the national average. Within construction specifically, the rate climbs to **5.3 cases per 100 workers**, highlighting the elevated risk profile of the sector.

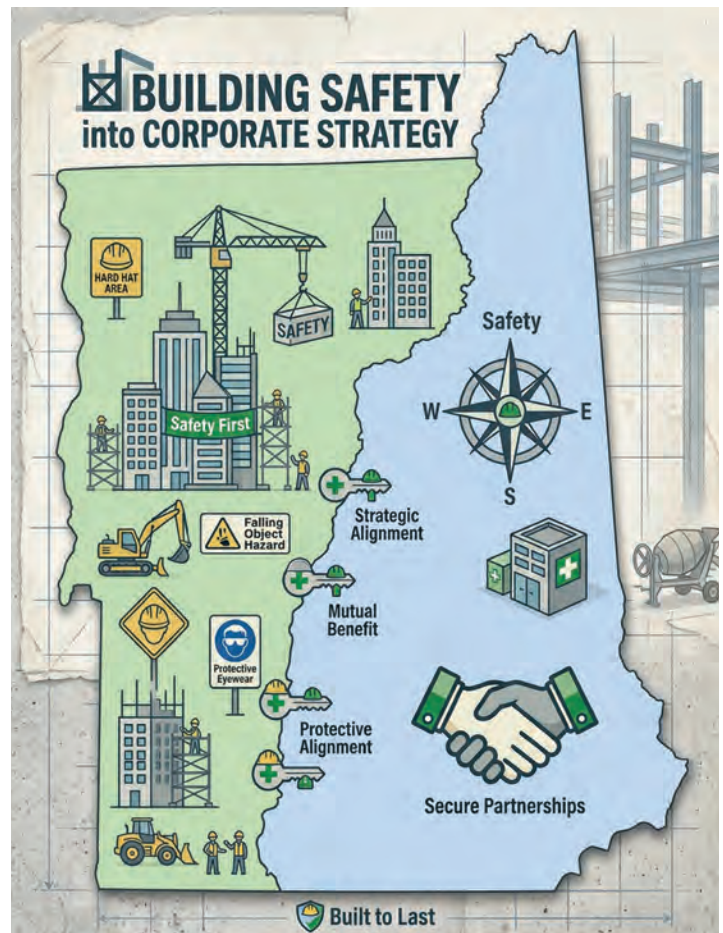
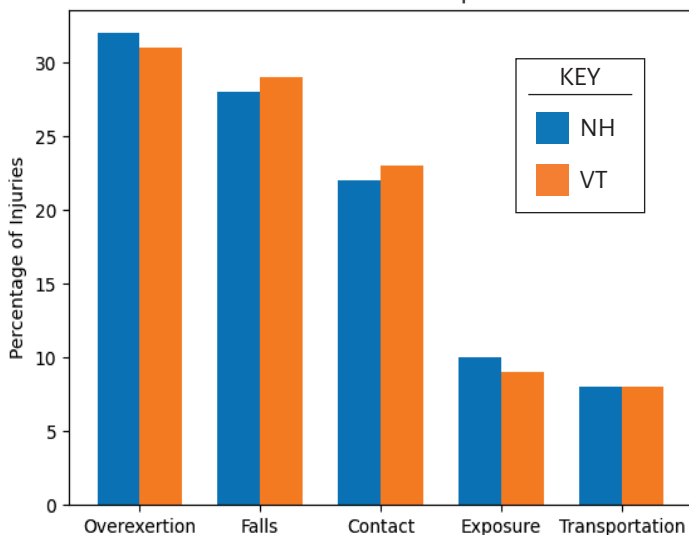
Serious incidents continue to occur. In 2023, Vermont recorded **16 workplace fatalities**, with **6 occurring in construction**, meaning more than one-third of all workplace deaths in the state were tied to the industry. Falls, slips, and trips accounted for a significant share of these fatalities.

In New Hampshire, while total fatalities are lower due to population size, risks remain. The state recorded **12 fatal occupational injuries**, including incidents involving falls and contact hazards—two of the most preventable causes in construction.

At the same time, both states face an extremely tight labor market. New Hampshire's construction unemployment rate has been as low as **1.3%–2.0%**, among the lowest in the nation, signaling intense demand for skilled workers.

Construction Workplace Injuries by Cause (Vermont vs New Hampshire)

Construction Workplace Injuries by Cause (BLS-Aligned Estimates) Vermont vs New Hampshire



This combination—**high risk and low workforce availability**—creates a powerful incentive for companies to prioritize safety. Losing even one experienced worker to injury can significantly disrupt operations.

The Cost of Poor Safety Performance

Beyond the human toll, safety failures carry significant financial consequences. OSHA enforcement actions in New Hampshire illustrate this clearly. In one case, a contractor faced **over \$230,000 in penalties** for repeated fall protection violations, including lack of training and inadequate safety systems.

However, direct fines are only part of the cost. Indirect impacts often include:

- Project delays and reduced productivity
- Increased insurance premiums and workers' compensation costs
- Damage to company reputation and client relationships
- Higher employee turnover

For small and mid-sized contractors—common across New England—these impacts can threaten long-term viability. As a result, leading firms are shifting from reactive compliance to proactive, strategy-driven safety programs.

Safety as a Strategic Differentiator

In a region where skilled labor is scarce, safety has become a competitive advantage. Companies that integrate safety into corporate strategy benefit in several key ways:

■ 1. Workforce Attraction and Retention

With unemployment in New Hampshire's construction sector near historic lows, workers have options. A strong safety culture signals that a company values its employees, making it easier to recruit and retain top talent.

■ 2. Operational Efficiency

Fewer incidents mean fewer disruptions. When jobsites operate safely, projects stay on schedule and within budget—critical factors in a competitive bidding environment.

■ 3. Client Confidence

Owners and developers increasingly prioritize safety performance when selecting contractors. A proven safety record reduces risk for all stakeholders and strengthens business relationships.

From Compliance to Culture

Building safety into corporate strategy requires more than policies—it requires a cultural shift supported by data and leadership.

Leadership Commitment

Executives must treat safety metrics with the same importance as financial performance. This includes setting measurable goals, tracking leading indicators, and holding management accountable.

Data-Driven Decision Making

New Hampshire's occupational health surveillance efforts emphasize the importance of tracking injuries, illnesses, and hazards to inform policy and prevention strategies. Companies that adopt similar internal tracking—such as near-miss reporting and hazard identification—can address risks before they lead to incidents.

Training and Accountability

Many OSHA violations stem from inadequate training, as seen in repeated enforcement cases. Investing in ongoing education ensures workers are equipped to recognize and mitigate hazards in real time.

Integration into Business Processes

Safety must be embedded into every phase of a project—from preconstruction planning to execution. This includes selecting safer materials, designing for risk reduction, and incorporating safety into scheduling decisions.

Addressing Regional Challenges

New Hampshire and Vermont present unique conditions that further reinforce the need for strategic safety integration:

- **Seasonal weather hazards**, including snow, ice, and extreme cold, increase the likelihood of slips, falls, and equipment incidents.
- **Rural and remote jobsites** can delay emergency response times, increasing the severity of injuries.
- **Aging workforce trends**—with a significant share of fatalities occurring among workers aged 45–54 in Vermont—highlight the need for targeted safety strategies.

These regional factors require tailored safety approaches rather than generic, one-size-fits-all programs.

Conclusion

The data from New Hampshire and Vermont makes one thing clear: safety is not just a jobsite concern—it is a strategic business imperative. With construction injury rates exceeding national averages in some areas, and workforce shortages intensifying competition for talent, companies cannot afford to treat safety as an afterthought.

Organizations that embed safety into their corporate strategy—through leadership commitment, data-driven practices, and cultural alignment—position themselves for long-term success. In a high-risk, high-demand environment like New England, safety is more than protection—it is performance. ■

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Concord, MA 01742
(781) 271-9006
www.cefloyd.com

Charters Brothers Const, LLC
27 Main St
Danville, NH 03819-3214
(603) 382-0279
www.chartersbrothers.com

Chinburg Properties
3 Penstock Way
Newmarket, NH 03857
(603) 868-5995
www.chinburg.com

CIANBRO
PO Box 1000
Pittsfield, MA 04967
(207) 487-3311
www.cianbro.com

CMGC Building Corp.
360 Harvey Rd
Manchester, NH 03103
(603) 629-9992
www.cmgcbuildingcorp.com

Cobb Hill Construction, Inc.
206 North State St
Concord, NH 03301
(603) 224-8373
www.cobhill.com

Consigli Construction
72 Sumner St
Milford, MA 01757
(508) 473-2580
www.consigli.com

Construx, Inc.
630 Daniel Webster Hwy, #1
Plymouth, NH 03264
(603) 536-3533
www.construxinc.com

Cormack Construction Management
46 East Madison Rd
Madison, NH 03849-5830
(603) 367-8272
www.CormackConstructionManagement.com

DECCO, Inc.
1900 Southwood Dr
Nashua, NH 03063
(603) 673-2200
www.decco.com

DEW Construction
150 Dow St, Ste 441
Manchester, NH 03101
(603) 352-3070
dewconstruction.com

Eckman Construction Co., Inc.
84 Palomino Lane
Bedford, NH 03110
(603) 623-1713
eckmanconstruction.com

Engelberth Construction, Inc.
150 Water Tower Circle, 101
Colchester, VT 05446
(802) 655-0100
www.engelberth.com

Farrington Construction
4788 Spear Street
Shelburne, VT 05482
(802) 985-8669

Fulcrum Associates, LLC
5 Tech Circle
Amherst, NH 03031
(603) 673-3200
www.fulcrum-nh.com

H.P. Cummings Const Co
PO Box 269
Woodsville, NH 03785
(603) 747-3303
www.hpcummings.com

Hollis Construction Management
237 Morrill St
Gilford, NH 03249
(857) 400-1028
www.holliscm.com

Housewright Construction, Inc.
5365 Main St S.
Newbury, VT 05051
(802) 866-5520
www.housewright.net

J-Tek Construction, LLC
220 South Hall Street
Manchester, NH 03103
(603) 370-0636

Jewett Construction Co., Inc.
25 Spaulding Rd, Ste 17-2
Fremont, NH 03044
(603) 895-2412
www.jewettconstruction.com

Kingsbury Companies, LLC
58 Center Rd
Montpelier, VT 05602
(802) 496-2205
www.kingsburyco.com

Landry/French Construction
160 Pleasant Hill Rd
Scarborough, ME 04074
(207) 730-5566
landryfrenchconstruction.com

Lewis Builders Development, Inc.
54 Sawyer Ave.
Atkinson, NH 03811
(603) 362-5333
www.lewisbuilders.com

Martini Northern, LLC
PO Box 164
Newfields, NH 03856
(603) 431-6664
www.martininorthern.com

Meridian Construction Corp
32 Artisan Court # 4
Gilford, NH 03249
(603) 527-0101
www.meridiannh.com

Methuen Construction Co., Inc.
PO Box 980
Plaistow, NH 03865
(603) 328-2222
www.methuenconstruction.com

Morin Contracting Services, Inc.
711 Riverwood Dr
Pembroke, NH 03275
(603) 223-4127
www.morincontractingservices.com

North & South Construction Services
19 Nimble Hill Rd, Unit 2
Newington, NH 03801
(603) 610-1784
www.northsouthnh.com

North Branch Construction
76 Old Turnpike Rd
Concord, NH 03301
(603) 224-3233
www.northbranch.net

NorthPoint Construction Management, LLC
22 Hampshire Dr
Hudson, NH 03051-4922
(603) 546-2000
www.northpointcm.com

Optiline Enterprises, LLC
131 Burke St Unit A,
Nashua, NH 03060
(603) 402-1446
www.optiline.com

Optimum Construction, Inc.
91 Auburn St, Ste 1030
Portland, ME 04103
(207) 808-8269
www.optimumconstruction.com

PC Construction
193 Tilley Dr
South Burlington, VT 05403
(802) 658-4100
www.pcconstruction.com

PROCON
PO Box 4430
Hooksett, NH 03106
(603) 623-8811
www.proconinc.com

R.H. White Construction Co., Inc.
615 River Rd
Bow, NH 03304
(603) 424-3130
www.rhwhite.com

R.M. Piper, Inc.
PO Box 490
Plymouth, NH 03264
(603) 536-4154
www.rmpiper.com

Realty Management Partners, LLC
8025 S. Willow St, Ste 211
Manchester, NH 03053
(603) 432-8778

ReArch Company Inc
88 Technology Park Way Ste 2
South Burlington, VT 05403
(802) 863-8727
www.ReArchCompany.com

Sargent Corporation
3 Godfrey Dr
Orono, ME 04473
(207) 827-4435
https://sargent.us/

Structural Associates, Inc.
5903 Fisher Rd
East Syracuse, NY 13057
(315) 463-0001
www.structuralassociates.com

Sullivan Construction, LLC
258 South River Rd
Bedford, NH 03110
(603) 647-1777
www.sullivanconstruction.com

Swan Contracting, LLC
PO Box 420
Peterborough, NH 03458
(603) 371-2261
www.swan2b.com

Timberline Construction Corporation
30 Pine St
Canton, MA 02021
(339) 502-5000
www.timberlineconstruction.com/

Turnstone Corporation
479 Nashua St
Milford, NH 03055
(603) 249-9300
www.turnstonecorp.com

W.M. Schultz Construction
PO Box 2620
Ballston Spa, NY 12020
(518) 885-0060
www.wmschultz.com

Waterline Industries Corp.
7 London Lane
Seabrook, NH 03874-4328
(603) 474-7477
www.waterlineind.com

CONCRETE & MASONRY

AA & D Masonry, LLC
908 Hanover St. # 5
Manchester, NH 03104-5418
(603) 669-0083

Associated Concrete Coatings, LLC
476 Valley St
Manchester, NH 03103
(603) 669-2780
www.concoat.com

Carroll Concrete Co. Inc.
PO Box 1000
Newport, NH 03773
(603) 863-1000
www.carrollconcrete.com

Fifth Gen Masonry & Concrete, LLC
24 Townsend Rd
Mason, NH 03048
(978) 868-5436
www.fifthgenmason.com

George W. Pynn Masonry
29 Newton Rd. - Rte. 10
Plaistow, NH 03865
(603) 382-8969
www.pynnasonry.com

GS Bolton
61 Airport Dr, Unit 4
Rochester, NH 03867
(603) 330-0055

JG MacLellan Concrete Co., Inc.
180 Phoenix Ave
Lowell, MA 01852
(978) 388-6102
www.jgmaclellanconcrete.com

Mas-Con Corporation
29 Center St
Laconia, NH 03246
(603) 528-4880
www.mas-concorp.com

Masonry Arts NH, LLC
319 Dale St
Wilton, NH 03086
(603) 296-4933

Northern Design Precast, Inc.
51 International Drive
Loudon, NH 03307
(603) 783-8989
www.ndprecast.com

Premier Concrete Construction LLC
614 Gibbons Highway
Wilton, NH 03086
(603) 654-2471
www.premierconcretetelc.com

RediMix Companies, Inc.
1 Sundial Ave # 310
Manchester, NH 03103
(800) 269-6500
www.redimixcompanies.com

S.D. Szetela Masonry
PO Box 222
Glen, NH 03838
(603) 383-9740
www.sdszetela.com

VR Concrete, LLC.
PO Box 247
Colebrook, NH 03576
(603) 237-5000
www.vrconcrete.com

ELECTRICAL & CONTROLS

Advanced Power and Controls, LLC.
5 East Point Dr #16
Hooksett, NH 03106
(603) 722-9242
www.advancedpowercontrols.com

CFW Electric, LLC
PO Box 142
Danville, VT 05828
(802) 684-2157
www.cfwelectric.com

Charron I Reflex Lighting North
PO Box 4550
Manchester, NH 03108
(603) 624-4827
www.charroninc.com

Cole Electric, Inc.
205 Church Lane
East Thetford, VT 05043
(802) 785-4818
www.coleelectric.com

Consolidated Electrical Distributors
79 Carl Dr
Manchester, NH 03103
(603) 669-6427
www.cedmanchester.com

Cummings Electric
80 Ethan Allen Drive
South Burlington, VT 05403
(802) 658-1292
www.cummingselectric.com

Custom Electric & Communications, LLC
407 Daniel Webster Hwy.
Merrimack, NH 03054
(603) 424-7557
www.CustomElectricNH.com

Daniels Electric Corporation
PO Box 7412
Gilford, NH 03247
(603) 293-4707
www.danielselectriccorp.com

Dependable Controls Services, LLC
PO Box 307
Seabrook, NH 03874
(603) 580-5744
www.dependablecontrolsservices.com

Econ Electrical Contractors, Inc.
17 Franklin Street
Warrent, RI 02885
401-297-1844
www.econelectrical.net

Electric Supply Center
25 Sundial Ave #405W
Manchester, NH 03103
(781) 272-7700

Ewing Electrical Co., Inc.
PO Box 370
Deerfield, NH 03037
(603) 463-8852

F.H. Hamblet, LLC
29 Victoria St.
Keene, NH 03431
(603) 352-2330
www.hambletelelectric.com

Gate City Electric, LLC
PO Box 3554
Nashua, NH 03061
(603) 886-0200
www.gatecityelectric.com

Graybar Electric Co., Inc.
80 Pepsi Rd
Manchester, NH 03109
(603) 206-7900
www.graybar.com

Harry-O Electrical Corporation
PO Box 67
Pittsfield, NH 03263
(603) 798-5599
www.harryoelectrical.com

Independent Electric Supply
177 Gay St
Manchester, NH 03103
(603) 627-2220
www.iesbuy.com

Interstate Electrical Services Corporation
15 Cote Lane
Bedford, NH 03110
(855) 500-4372
www.iesc1.com

Irish Electric Corp.
659 Currier Rd
Hopkinton, NH 03229
(603) 224-7474
www.irishelectric.net

Jolt Electric & HVAC Svc LLC
PO Box 474
Hudson, NH 03051
(603) 402-1955
www.joltnh.com

Lawrence & Lober Electric, Inc.
15 Barker St
Bellows Falls, VT 05101
(802) 460-3479
www.llelectricservices.com

Liberty Electric Inc.
50-B Northwestern Dr # 1
Salem, NH 03079-5846
(603) 898-6023
www.libertyelectricnh.com

Longchamps Electric, LLC
PO Box 4328, 700 Harvey Rd
Manchester, NH 03108-4328
(603) 625-5954
www.LongchampsElectric.com

MEC Electrical Contractors & Technologies
27 Industrial Avenue
Chelmsford, MA 01824
(978) 244-9301
www.themecteam.com

Nappa Electrical Contractors
24 Cook Rd
Billerica, MA 01821
(781) 273-6697
www.nappaelectric.com

Norman E. Day, Inc.
116 Perimeter Rd. # E
Nashua, NH 03063
(603) 880-4601
www.normaneday.com

NorthEast Electrical
36 Littleworth Rd
Dover, NH 03820
(781) 401-8500
www.needco.com

Oak Ridge Electrical
76 Oak Ridge Rd
Weare, NH 03281
(603) 660-4651
www.oakridgeelectrical.com

Peak Technical Solutions
14 Bittersweet Lane
Chester, NH 03036
(603) 582-1234
www.peaktechnicalsolutions.com

Piquette & Howard Electric Service
222 Plaistow Rd
Plaistow, NH 03865
(603) 382-3182
www.phelectric.net

Ray's Electric and General Contracting
33 Jericho Road
Berlin, NH 03570
(603) 752-1370
www.rayselectricnh.com

Richard Electric, Inc.
PO Box 999
Wilder, VT 05088
(802) 295-3894
www.richardelectric.com

TC Reilly Electric
67 Seaverns Bridge Rd
Amherst, NH 03031
(781) 858-8545
www.tcreillyelectric.com

Tocco Building Systems
29 Cook St, Ste A
Billerica, MA 01821
(978) 663-0292
www.toccocorp.com

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275 Billerica Rd., Ste 2B
Chelmsford, MA 01824
(877) 527-4040
www.alpine-environmental.com

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629 Calef Highway
Epping, NH 03042
(603) 679-9682
www.envirovantage.com

GZA GeoEnvironmental, Inc.
5 Commerce Park North #201
Bedford, NH 03110-6984
(603) 623-3600
www.gza.com

RPF Environmental, Inc.
320 First NH Turnpike
Northwood, NH 03261
(603) 942-5432
www.airpf.com

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750 Pierre Caisse Rd
Saint-Jean-Sur-Richelieu Quebec J3B 7Y5
(877) 731-7067

A.C. Hathorne/Melanson
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Williston, VT 05495
(802) 862-6473
www.achathorne.com

All Weather Insulated Panels
1276 Crowe Rd
East Stroudsburg, PA 18301
(707) 260-9037
www.awippanels.com

Barrett Siding, Inc & Sheet Metal Bending
107 Willey Hill Rd
Londonderry, NH 03053
(603) 425-2856
www.barrettsiding.com

Blaktop, Inc.
PO Box 5243
West Lebanon, NH 03784
(603) 298-8885
www.blaktop.com

Builders Installed Products of NH, LLC
PO Box 5111
Manchester, NH 03108
(800) 626-7797

Chamberlain Companies, Inc
14 Delaware Dr
Salem, NH 03079
(603) 893-2606
www.chamberlaincompanies.com

Chevron Royal
245 Pepin Street
Sherbook, QC J1L2E2
(819) 823-2225
www.chevronroyal.com

Damon Insulation Co., Inc.
5 Tallwood Dr # C
Bow, NH 03304
(603) 224-7406
www.damoninsulation.com

Door Control, Inc.
8 Delta Dr # D
Londonderry, NH 03053-2349
(603) 216-9222
www.doorcontrolne.com

Dually Works, LLC
90 Joppa Hill Road
Bedford, NH 03110
www.duallyworks.com

Evergreen Roofing, LLC
206 Hegeman Ave
Colchester, VT 05446
(802) 865-2264
www.evergreenroofingvt.com

Executive Building Systems, Inc.
25 Craftsman Lane
Merrimack, NH 03054
(603) 782-8930
www.executivebuildingsystems.us

Exterior Designs, LLC
184 Rockingham Rd
Londonderry, NH 03053
(603) 668-4113
www.exteriordesigns.com

F.A. Gray, LLC
300 West Rd. # 4
Portsmouth, NH 03801
(603) 436-0170
www.fagray.com

Fortin Building Systems, Inc.
82 Daniel Webster Highway
Merrimack, NH 03054
(603) 583-4653
www.fortinbuildingsystems.com

Gorman-Thomas, Inc.
60 Buckley Circle
Manchester, NH 03109
(603) 641-6055
www.gormanthomas.com

Granite State Glass
78 Douglas St
Manchester, NH 03102
(603) 528-4748
www.granitestateglass.com

Jasmor Properties LLC
PO Box 221
Concord, NH 03302
(603) 961-0335
jasmorprop.com

JDS Flooring Associates, LLC
5 Commerce Ave.
Londonderry, NH 03053
(603) 471-1821
www.floornh.com

JJ's Exteriors
PO Box 14
N Ferrisburg, VT 05473
www.jjexteriors.com

Kaloutas
11 Rail Road Ave
Peabody, MA 01960-4311
(978) 532-1414
www.kaloutas.com

Kelley Brothers of New England
87 Holly Ct
Williston, VT 05495
(802) 865-5133
www.kelleybros.com

Keystone Carvings
1 Rebel Road, Unit 1
Hudson, NH 03051
(603) 598-2650
www.keystoncarvings.net

KTM Exteriors
10 Hazel Dr
Hampstead, NH 03841
(603) 895-0400
www.ktmexteriors.com

Metropolitan Cabinets & Counter Tops
505 University Avenue
Norwood, MA 02062
(781) 949-8941
www.metcabinet.com

Lajeunesse Interiors, Inc
103 Plainfield Brook Rd
Barre, VT 05641
(802) 476-3173
www.lajinteriors.com

Merrimack Drywall, Inc./
Merrimack Estimators, Inc.
24 Putney Rd
Dunbarton, NH 03046
(603) 774-1320
www.merrimackdrywall.com

Metro Walls, Inc.
160 BouchaRoad St
Manchester, NH 03103
(603) 668-2648
www.metrowalls.net

New Horizon Finishes
48 Beechwood Drive
North Andover, MA 01845
(781) 933-9301
www.newhorizonfinishes.com

Overhead Door Company
210 West Rd
Portsmouth, NH 03801
(603) 431-2474
www.overheaddoor-portland.com

Pella Windows & Doors New England
109 Airport Dr
Rochester, NH 03867
(603) 568-9194

Raynor Door Authority of New England, Inc.
444 E Industrial Park #1
Manchester, NH 03109
(603) 628-3667
www.raynordoorauthority.com

Skyline Roofing Services, LLC
861 Page St
Manchester, NH 03109
(603) 669-0131
www.skylineroofinginc.com

Steel Elements International, LLC
237 Daniel Webster Highway
Merrimack, NH 03054
(603) 466-2500
www.steelelements.com

Vast Glass
P.O. Box 159
North Salem, NH 03073
(603) 401-5918
www.vastglass.com

Vermont Frames
22 Varney Hill Road
Starksboro, VT 05487
(802) 453-3727
www.vermontframes.com

Vermont Furniture Designs
4 Tigan Street
Winooski, VT 05404
(802) 655-6568
www.vermontfurnituredesigns.com

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10 Clinton Dr
Hollis, NH 03049
(603) 883-6642
www.vikingroofingnh.com

FIRE SUPPRESSION & LIFE SAFETY

Encore Fire Protection
70 Bacon St
Pawtucket, RI 02860
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www.lifesafetyfire.com

Hampshire Fire Protection Co. LLC
8 North Northworth Ave.
Londonderry, NH 03053
(603) 432-8221
www.hampshirefire.com

Interstate Fire Protection
25 Chenell Drive
Concord, NH 03301
(800) 649-9881
www.interstatefire.com

HVAC, MECHANICAL & PLUMBING

Accurate Air LLC
140 Bouchard St #1
Manchester, NH 03103-3358
(603) 669-5159
www accuratairinc.com

Al Terry Plumbing & Heating, Inc.
1776 Hooksett Rd.
Hooksett, NH 03106-1689
(603) 485-4205
www.alterryplumbing.com

Alliance Group, Inc
PO Box 666
Essex Junction, VT 05453
(802) 864-4000
www.agusa.com

ARC Mechanical Contractors
PO Box 724
Bradford, VT 05033
(802) 222-9255
www.arcmech.com

Bow Plumbing & Heating Corp.
3 Bow Bog Rd
Bow, NH 03304
(603) 225-6929
www.bowph.com

CRS Mechanical, LLC
119 Turnpike Rd, Unit 3G
Concord, NH 03301
(603) 333-2949
www.crsmechanicalnh.com

Denron Hall Plumbing & HVAC
605 Front St
Manchester, NH 03102
(603) 627-4186
www.denronhall.com

Dowling Corporation
363 Exeter Rd
Hampton, NH 03842
(603) 433-1311
www.dowlingcorp.com

Eastern Mechanical Contractors
724 E Industrial Park Unit 1
Manchester, NH 03109
(603) 518-8480
www.easternheatpump.com

Eastern Vent Systems LLC
4 Dick Tracy Dr
Pelham, NH 03076
(603) 595-8559
www.easternvent.com

Eckhardt & Johnson, LLC
6 Eastpoint Dr
Hooksett, NH 03106
(603) 622-7493
www.eckhardtjohnson.com

Elliott Controls, Inc.
10 Northern Blvd, #4
Amherst, NH 03031
(603) 883-7975
www.elliott-controls.com

Granite State Plumbing & Heating, LLC
17 Oil Mill Rd
Weare, NH 03281
(603) 529-3322
www.gspinc.com

Johnson & Jordan, Inc.
22 Gauthier Dr
Epsom, NH 03234
(603) 736-0175
www.johnsonandjordan.net

Laconia Refrigeration
11 Walker St
Laconia, NH 03246-2819
(603) 524-2937
www.laconiarefrigeration.com

New England Mechanical Overlay.
100 Barnstead Rd
Pittsfield, NH 03263
(603) 435-9999
www.nemoinc.net

North Shore Mechanical Contractors, LLC
72 Jonspin Rd
Wilmington, MA 01887
(978) 774-9800
www.nsmech.com

Oliver Mechanical, Inc.
991 Candia Road, Unit 1-3
Manchester, NH 03109-5209
(603) 621-9063
www.olivermechanicalinc.com

Palmer & Sicard, Inc.
89 Holland Way
Exeter, NH 03833
(603) 778-1841
www.palmerandsicard.com

Powers Guaranteed Services
PO Box 10005
Swanzey, NH 03446
(603) 352-9334
www.powersguaranteed.com

VHV Company
16 Tigan St. #A
Winooski, VT 05404
(802) 655-8805
www.vhv.com

Wicked Cool Mechanical
1 Burton Dr, Ste 1, Unit 4
Meredith, NH 03253
(603) 524-0445
www.wickedcoolmech.com

LANDSCAPING, SITEWORK & UTILITY

BMP Consultants LLC
51 Granite Lane
Chester, NH 03036
(603) 608-9779
www.bmpconsultantsllc.com

E.A. Quinn Landscape Contracting LLC
240 Commerce St
Glastonbury, CT 06033
(860) 633-0115

Greeley Farms Landscaping, LLC
136 Temple Road
Wilton, NH 03086
www.greeleyfarms.com

Helical Drilling, Inc.
639 Granite St
Braintree, MA 02184
(781) 848-2110
www.helicaldrilling.com

Jamco Excavators, LLC
84 Exeter Rd
South Hampton, NH 03827
(603) 394-7664
www.jamcoexcavators.com

Kenyon Lawn & Property Maintenance
40 South River Rd, Ste 35
Bedford, NH 03110
(603) 391-5819
www.kenyonlawn.com

Leighton A. White, Inc.
138 Elm St
Milford, NH 03055
(603) 673-2294
www.leightonawhite.com

New Era Excavation
13 Sheridan Dr
Londonderry, NH 03053
(603) 231-1164
www.neeh.com

North Point Outdoors
PO Box 925
Derry, NH 03038
(603) 289-8000
www.northpointoutdoors.com

Outdoor Pride Landscaping
500 Harvey Road, Ste 205
Manchester, NH 03103
(603) 625-9738
www.outdoorpride.com

R & B Services
71 Brook Rd
Sanbornton, NH 03269
(603) 235-8254
www.rbservicesnh.com

St. Pierre, Inc.
59 Jeffrey Rd
Charlestown, NH 03603
(603) 826-4121
www.stpierreincsandandgravel.com

PAINTING

Caprioli Painting, Inc.
20 Beech St Extension # 3
Newmarket, NH 03857
(603) 659-2788
www.capriolipainting.com

CE Painting, LLC
220 Forbes Road Ste 108
Braintree, MA 02184
(781) 849-3030
www.cepaint.com

Keeley Painting Co., Inc.
256 True Rd
Pittsfield, NH 03263-3516
(603) 435-7234
www.keeleypainting.com

King Painting, Inc.
85 Flagship Drive, Suite K
N Andover, MA 01845
(978) 683-7434
www.kingpaintinginc.com

Marchand Painting, Inc.
1200 Elm St, Unit 214
Manchester, NH 03101
(603) 472-9235
www.marchandpaintinginc.com

Noonan Brothers Painting, LLC
140 Bouchard St. # 1B
Manchester, NH 03103
(603) 621-9422
www.noonanbrotherspainting.com

Painting with Purpose
133 Elm Street
Winooski, VT 05404
(802) 377-1897
www.paintingwithpurposevt.com

Sherwin Williams
161 Abby Rd
Manchester, NH 03103
(603) 626-6999
www.sherwin-williams.com

White Diamond Painting, LLC
PO Box 594
Barrington, NH 03825
(603) 905-9660
www.whitediamondpainting.com

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American Steel & Precast Erectors
590 Hancock Rd
Peterborough, NH 03458
(603) 547-6311
www.aspe-nh.com

Capone Iron Corporation
20 Turcotte Memorial Dr
Rowley, MA 01969
(978) 948-8000
www.caponeiron.com

Cohen Steel Supply Inc.
10 Basin St
Concord, NH 03301
(603) 225-2047
www.cohensteel.com

Multi-Weld Services, Inc.
153 Riverside Dr
Contoocook, NH 03229
(603) 746-4604
www.multi-weld.com

Novel Iron Works, Inc.
PO Box 221
Greenland, NH 03840-2444
(603) 436-7950
www.noveliron.com

Rose Steel Inc.
P.O. Box 221
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Mental Well-Being as a Jobsite Safety Imperative

Submitted by: Jennifer L. Landon, M.Ed. Founder, YGM Consulting (Your GriefMatters)

The nature of the work - tight schedules, high-risk environments, long hours, and constant coordination - means mental well-being shows up on the job every day. It is a daily factor in safety, performance, and decision-making. May is Mental Health Awareness Month, but in construction, this isn't a once-a-year conversation.



Construction leaders already invest heavily in OSHA training to reduce physical risk. The same level of intention is needed for mental well-being. If we accept that fatigue and physical hazards can lead to incidents, we also have to recognize that stress, distraction, and cognitive overload affect attention, judgment, and communication in similar ways.

Defining the Terms

Mental health refers to a person's overall psychological condition including how they think, feel, and function. It exists on a spectrum and can change over time depending on stressors, environment, and support.

Mental well-being is the day-to-day state of being able to cope with normal pressures, stay focused, make sound decisions, and contribute effectively at work. In construction, this directly connects to situational awareness, problem-solving, and safe execution.

When mental well-being is compromised, the risk isn't abstract. It often shows up as near misses, costly errors, accidents, and injuries.

Building a Culture That Supports Psychological Health and Safety

Creating a workplace that values mental well-being doesn't require overhauling operations. It requires consistent, practical actions that align with how the industry already approaches safety.

■ 1. Treat Mental Well-Being as a Safety Issue

Position mental well-being alongside physical safety; not separate from it. When leaders talk about focus, fatigue, and decision-making as safety factors, it normalizes the conversation and reinforces that mental readiness is part of doing the job safely.

■ 2. Integrate Mental Well-Being into Training

OSHA training is standardized and expected. Mental well-being should be approached with similar consistency. This doesn't mean replacing existing programs, rather incorporating short, relevant training that builds awareness of stress, cognitive load, and their impact on

performance. (Contact steph@abchvt.org for more information.)

■ 3. Use Toolbox Talks to Address Mental Well-Being

Toolbox talks are one of the most effective ways to reinforce safety messages. Incorporating brief discussions on mental well-being such as managing stress, recognizing distraction, or knowing when to step back, helps normalize the topic. This applies to both the field and the office. Whether someone is on a job site or in a project meeting, mental well-being affects how work gets done. (Check out the Safety tab on the ABC NH/VT website for a list of toolbox talks.)

■ 4. Model It at the Leadership Level

Culture is set by what leaders do, not just what they say. When leaders demonstrate respect, encourage questions, and respond constructively to mistakes or con-

cerns, they create an environment where people are more likely to speak up before issues escalate.

■ 5. Support Recovery to Maintain Performance

Construction is demanding work. Recognizing the need for occasional recovery - whether due to fatigue, stress, or personal circumstances - helps ensure that individuals return to work focused and able to perform safely. This is a performance and risk management strategy, not a lowering of standards.

■ 6. Reinforce That Everyone Has a Role

Mental well-being is not limited to one role or location. From executives to project managers to craft professionals, everyone influences the work environment. A culture that values psychological health recognizes that every person contributes to both safety and team performance.

Looking Beyond May

Mental Health Awareness Month in May can be a useful starting point, but the goal is consistency. In an industry where conditions change daily and risks are ever-present, maintaining mental well-being is not optional. It is part of doing the job right. When organizations treat it with the same seriousness as physical safety, they strengthen not only their people, they strengthen the quality and safety of their work. Your employees are your greatest asset. Invest in them. ■



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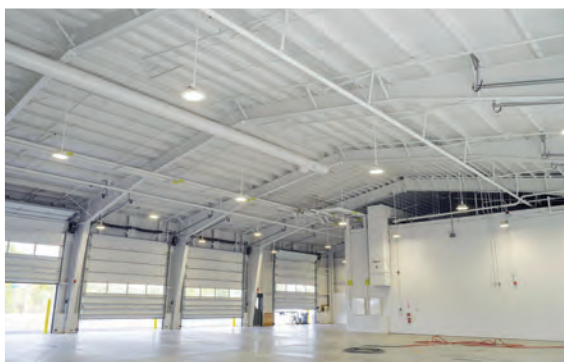
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DEW CONSTRUCTION

Turner Group is pleased to announce that **Jonathan Smith, AIA** has joined the firm as a **Senior Architect and Associate**, bringing more than three decades of experience in the planning and design of healthcare, institutional, and complex residential care facilities.



Jonathan Smith

Turner Group has announced that Carole Zielinski has been promoted to the firm's Chief Financial Officer by its board of directors.



Carole Zielinski

Carole has been with the Turner Group for four years, where she plays a key role in aligning financial strategy with long-term growth and innovation. With more than 30 years of experience in the construction industry, she oversees the finance department, human resources, project accounting, and risk management, and collaborates closely with the board of directors to enhance operational efficiency and support the firm's strategic objectives.

Turner Group is proud to announce that David Vaccaro, Mechanical Engineer, has passed his Professional Engineer (PE) exam, a milestone that recognizes his dedication, and commitment to delivering workable engineering solutions.



David Vaccaro

With over five years of experience designing and commissioning mechanical and plumbing systems, David's expertise spans educational, office, and municipal facilities, with a focus on energy efficiency, occupant health, and overall system performance. Mr. Vaccaro takes pride in delivering innovative, practical solutions that enhance building functionality and sustainability.



Bow Elementary School in Bow, NH

DEW Construction has promoted Shane Snyder to Superintendent from his previous role as Assistant Superintendent.



Shane Snyder

Snyder joined DEW just over two years ago and brings more than 20 years of experience in the construction industry. Since joining the firm, he has contributed to several notable projects, including The MAREK South in Lebanon, NH, and the Dartmouth Sailing Center in Enfield, NH. He is currently working on the Settlers Common project in North Conway, NH, a 228-unit residential community spread across eight buildings, where he oversees field operations with a focus on coordination, quality control, and clear project documentation.



Northfield Savings Bank

Anna Girdali, PE, Senior Bridge Engineer at Turner Group, has been appointed to the Board of Directors of the American Council of Engineering Companies of New Hampshire (ACEC-NH). With more than 25 years of experience in civil and structural engineering, Anna brings extensive expertise in bridge rehabilitation and replacement, hydrology and hydraulic analysis, and construction administration.



Anna Girdali

Paige Wilber, PE, PMP, Manager of Structural Engineering and a member of Turner Group's Board of Directors, has been appointed to the City of Concord Planning Board. Paige has been with Turner Group for nine years and offers a strong combination of technical and strategic leadership. She oversees a wide range of structural projects, including new design, condition assessments, and dam safety evaluations, with particular experience in FERC-regulated dams.



Paige Wilber



ReArch Construction announced leadership changes that support the company's continued growth in Vermont and New Hampshire and its expansion across northern New England.

■ **Chris Huston** has been promoted to **Executive Vice President**. In his expanded role, Huston will provide firm-wide strategic direction, focusing on preconstruction, business development, and organizational performance for the approximately 80-employee construction management firm. He will continue to support client engagement and project delivery.



Chris Huston

As part of this leadership transition, **Kurt Naser** has joined ReArch as **Vice President of Preconstruction**, effective April 20, 2026. He succeeds Huston in leading the company's preconstruction team.



Kurt Naser

Naser brings experience in preconstruction management, cost estimating, and project planning, including conceptual budgeting, guaranteed maximum price development, value engineering, and constructability analysis.



■ Following the recent expansion of its preconstruction team, Metro Walls continues to strengthen its framing and drywall operations foundation with the addition of **Jamie Gibbs** as a **Project Manager**. Jamie joined Metro in mid-May, bringing over a decade of experience in project coordination, field support, and client communication. In her role, she will support framing and drywall projects throughout Greater New England while contributing to the broader operational strength that supports Metro Walls' full range of services, including ACT and Specialties.



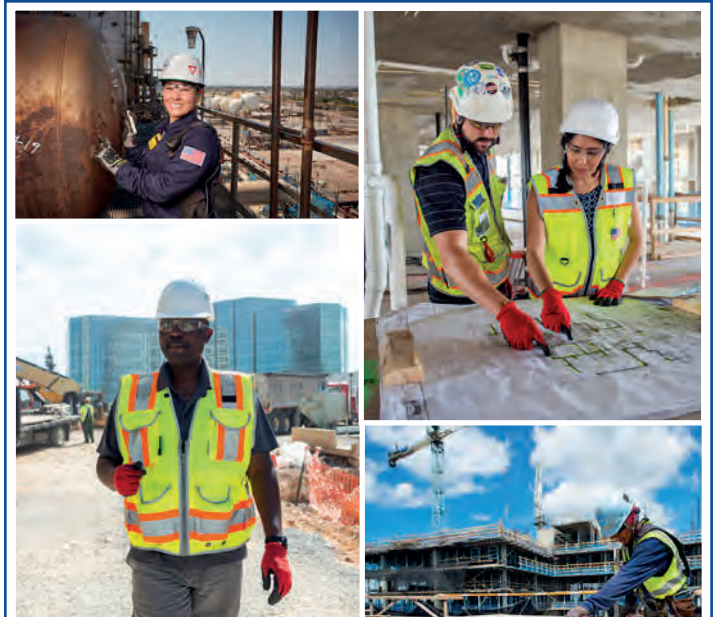
Jamie Gibbs



■ Interstate Fire Protection is happy to announce the promotion of Lance Flagg to President, where he will lead the company's strategic direction and oversee day-to-day operations. Flagg brings a deep understanding of the business and a values-driven, people-first approach to leadership, having served as General Manager since 2022. During his tenure, he has played a key role in strengthening operations, supporting team growth and building on the company's strong reputation for service and reliability across New England. He is known for leading by example and fostering a culture of accountability, respect and continuous improvement.



Lance Flagg



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When a career isn't working, a new one in the trades could be waiting

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A daunting task in Covid: finding a therapist in NH
An already restricted industry has been stretched even more

Build Better Leaders: Why You Should Register for the ABC Project Management Institute

In today's fast-paced construction environment, strong project management isn't just a competitive advantage—it's a necessity. That's why the Associated Builders and Contractors (ABC) Project Management Institute (PMI) is a must-attend program for professionals looking to sharpen their skills and elevate their impact. In 2026, the NH/VT chapter will bring this nationally recognized training directly to our region—offering a valuable opportunity for members to invest in their people and their future.

The ABC Project Management Institute is designed specifically for construction professionals who want to master the full lifecycle of a project—from pre-construction planning through closeout. Participants gain practical, real-world knowledge in areas like scheduling, cost control, contract management, safety integration, and leadership. This isn't theoretical learning; it's immediately applicable tools and strategies that can be used on the job the very next day.

What sets this program apart is its industry focus. Unlike generic project management courses, ABC's curriculum is tailored to the unique challenges of construction. Instructors are seasoned professionals who understand the realities of the field

and bring firsthand experience into the classroom. That means participants walk away not just with knowledge, but with insights grounded in real project scenarios.

For employers, sending staff to PMI is an investment that pays dividends. Well-trained project managers help improve efficiency, reduce costly errors, and strengthen client relationships. They are better equipped to keep projects on schedule and on budget—while maintaining a strong focus on safety and quality. In a market where margins are tight and expectations are high, that level of performance makes a measurable difference.

For individuals, the benefits are just as compelling. PMI builds confidence, enhances leadership skills, and positions participants for career advancement. It also provides valuable networking opportunities with peers from across New Hampshire and Vermont, fostering connections that extend well beyond the classroom.

Opportunities to strengthen your workforce and your business don't come along every day. The ABC Project Management Institute is one of them. Register your team, invest in their growth, and watch the results carry through every project you deliver. ■



Register today to secure your spot!

www.abc.org/pmi

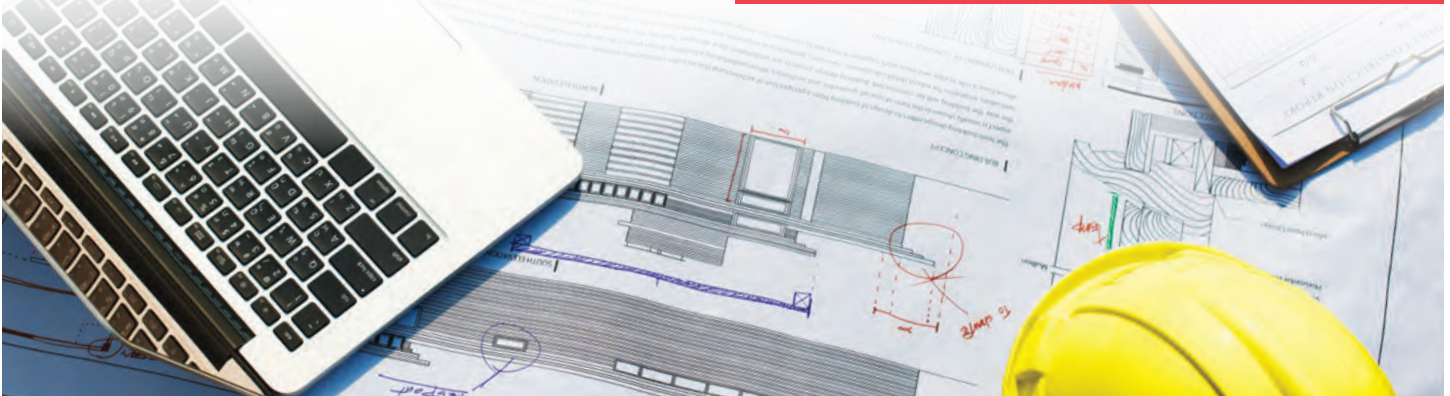
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