

# THANKS TO OUR SPONSORS

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ABC Workers Compensation  
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**FutureComp**<sup>®</sup>

**TD Insurance**

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ASSOCIATED BUILDERS & CONTRACTORS  
Annual Career Development Awards,  
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- United Rentals, Inc.
- Bank of New Hampshire
- Door Control, Inc.
- J. Lawrence Hall Co., Inc.
- Say It in Stitches
- Turnstone Corporation
- V. R. Concrete, Inc.

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Thursday, June 21, 2012

ABC NH/VT Chapter Office  
"Under the Big Top"  
58 Chenell Drive, Concord NH 03301



New Hampshire/  
Vermont Chapter

# ABC CAREER DEVELOPMENT COMMITTEES, TASK GROUPS & INSTRUCTORS

## BOARD EDUCATION TASK GROUP

Wayne Vanasse - *ARC Mechanical Contractors*  
Scott Knightly - *EnviroVantage*  
Kelly Gagliuso - *Gagliuso & Gagliuso, PA*  
Ken Merrow - *Trumbull-Nelson Construction Co., Inc.*

## EDUCATION COMMITTEE

Dave Webb - *American Steel & Precast*  
Bob Carrigg - *Carrigg Commercial Bldrs*  
Angie Borden - *Cobb Hill Construction*  
David Voymas - *David Voymas*  
Gordon Cormack - *Cormack Constr Mgmt*  
Carey Demers - *Hampshire Fire Protect.*  
Ron Ciotti - *Hinckley, Allen & Snyder LLP*  
Debra Titus - *Human Capital Solutions*

Gary Sobolewski - *Interstate Electrical*  
Mark Stock - *Multi-Weld Services*  
Kevin Temple - *North Branch Construction*  
Patricia Stagno - *Powerskills for Life*  
John Pietroniro - *Project Resource Grp.*  
Randy Cheyne - *Torphy Construction*  
Stacy Clark - *Turnstone Corporation*  
Jay Fitzpatrick - *WorkSafe New England*

## SUPERINTENDENT INSTRUCTORS

Dave Webb - *American Steel & Precast*  
David Voymas - *Consultant*  
Kelly Gagliuso - *Gagliuso & Gagliuso*  
Peter Swislosky - *Granite Roots Construction, LLC*

Kevin Temple - *North Branch Construction*  
John Pietroniro - *Stabile Constr. Services*  
Bill Hickey - *The H. L. Turner Group*

If you're interested in sharing your industry experience and guiding the growth of those in or entering a superintendent position please contact Dan Stover, ABC Chapter Office.

## SEMINAR INSTRUCTORS

Dave Webb - *American Steel & Precast Erectors*  
Dave Johnson - *Association Insurance*  
Craig S. Packard, MD, MPH - *Concentra*  
Dave Benson - *Consultant*  
David Voymas - *Consultant*  
Paul M. Lane Esq. - *Domestico, Lane & McNamara, LLP*  
Julie Moore, Esq. - *Employment Practices Group*  
Kelly Gagliuso, Esq. - *Gagliuso & Gagliuso, PA*  
Rick Gagliuso, Esq. - *Gagliuso & Gagliuso, PA*  
Deb Titus - *Human Capital Solutions, LLC*  
Diane Carpenter - *NH Dept. of Employment Security*  
Catherine Barger - *NH Dept. of Labor*  
Cynthia Flynn - *NH Dept. of Labor*  
Patricia Stagno - *Powerskills for Life*  
John Rocheleau - *Protech HVAC, LLC*  
Dennis Francoeur - *RPF Environmental*  
Dan Whipple - *State of Vermont - VOSHA*  
Brian Renaud - *The Contractors Plan*  
Dennis Richardson - *W. D. Matthews*  
Jay Fitzpatrick - *WorkSafe New England*

# COMPANIES BENEFITING FROM ABC NH/VT CAREER DEVELOPMENT PROGRAMS

A. J. Cameron's Sod Farms Inc.  
AAA Energy Service Co.  
Accurate Air, Inc.  
Alliance Mechanical, Inc.  
Allied Property Solutions, Inc.  
All-Ways Accessible, Inc.  
Amari Company, Inc.  
American Steel & Precast Erectors  
Andrews Construction Co., Inc.  
ARC Mechanical Contractors  
Artisan Electrical Contractors, Inc.  
Benson Woodworking Co., Inc.  
Binnacle Rigging  
Blue Dot Glass, LLC  
Bruss Construction, Inc.  
Caprioli Painting, Inc /  
CPI Floor Coatings  
Casella Waste Services, Inc.  
CCI, Conneston Construction, Inc.  
Cianbro Corporation  
CMGC Building Corp.  
Cobb Hill Construction, Inc.  
Cohen Steel Supply, Inc.  
Concentra Medical Centers NH  
Construx, Inc.  
DECCO, Inc  
Dependable Controls Services LLC  
Deventry Siding Specialists  
E. D. Swett, Inc.  
Eastern Vent Systems, Inc.  
Eckhardt & Johnson, Inc.  
Electrical Installations, Inc.  
EnviroVantage  
Ewing Electrical Co., Inc.  
Fulcrum Associates, Inc.  
Ganneston Construction Corp.  
Granite State Glass  
Granite State Plumbing & Htg, LLC  
Hampshire Fire Protection Co., Inc.  
Interstate Electrical Services Corp.  
Irish Electric Corp.  
J. Lawrence Hall Co., Inc.  
Kaloutas Painting  
Kal-Vin CM, LLC

Laconia Refrigeration  
Leighton A. White, Inc.  
Life Safety Fire Protection Co.  
Longchamps Electric, Inc.  
Meridian Construction Corporation  
Merrimack Building Supply, Inc.  
Methuen Construction Co., Inc.  
Metro Walls, Inc.  
MMS Northeast, Inc.  
MSI Mechanical Systems, Inc.  
MTS Services of Bedford, Inc.  
Multi-Weld Services, Inc.  
North & South Construction  
North Branch Construction, Inc.  
Northern Design Precast, Inc.  
Novel Iron Works, Inc.  
Oliver Mechanical, Inc.  
P J Labrie & Sons  
Palmer & Sicard, Inc.  
Penta Corporation  
Powers Generator Service LLC  
Powerskills For Life, LLC  
Premier Concrete Construction LLC  
Project Resource Group, LLC  
Sam Mechanical Services, LLC  
Schroeder Construction Mgmt., Inc.  
Seacoast Scaffold & Equipment Corp.  
Skillings and Sons, Inc.  
Smart-ATI Construction  
Southern NH Concrete Construction, Inc.  
Spectrum Energy Sustainable  
Technologies, LLC  
SSW Erectors, LLC  
St. Pierre, Inc.  
Stahlman Group, Inc.  
State of Vermont – Dept. of Corrections  
Sullivan Construction, Inc.  
Torphy Construction & Development, LLC  
Total Concepts Builders, Inc.  
Trumbull-Nelson Construction Co., Inc.  
Turnstone Corporation  
USI - New England  
Viking Roofing  
WELCH SIGNAGE and Digital Graphics  
Wells Excavators

# FIND GOOD PEOPLE AND HELP THEM GROW

**ABC is your resource for information and programs to support your efforts to retain, recruit and develop a skilled workforce.**

The future of your company and the construction industry is dependent on TRAINING, COACHING, LEADERSHIP and MENTORING.

Participate in ABC sponsored programs. Utilize ABC as a resource for information by contacting the Chapter Office with questions and reading our publications.

Find good people, help them grow and your company and the construction industry will have a bright future!



**Promoting The Construction Industry  
To New Hampshire's Youth**

## CONSTRUCTION CAREER DAYS

September 21 & 22 2012

ABC NH/VT is very active in coordinating and supporting the New Hampshire Construction Career Days (NHCCD). This important event exposes New Hampshire high school students to possible career paths in the construction industry through hands-on exhibits and educational resources. Last year 39 schools participated with over 900 high school students attending. These students had a wonderful opportunity to take part in hands-on activities with over 50 exhibitors including, welding, carpentry, heavy equipment, tree climbing, plumbing, post-secondary education opportunities, and many more. This year's two-day event (4th year running) will be held in September 21 & 22 from 8am-12 noon at the Hopkinton Fairgrounds.

Trade demonstrations and sponsorship opportunities exist – please contact Dan at your ABC Chapter Office for more information.

## CRAFT TRAINING INSTRUCTORS

Our Craft Instructors are all NCCER certified providing the added benefit of a nationally recognized skills development program for those teaching and being taught. The NCCER curriculum covers all the standard construction trades and is a valuable resource for our training programs, apprenticeship training and other in-house training initiatives. We are always interested in adding qualified instructors and trades to our offerings and supporting your internal training efforts. We would like to encourage you to consider joining our team as we continue to provide skills advancement throughout the industry.

## NCCER MASTER TRAINER

David Voymas - *Consultant*

## SAFETY INSTRUCTORS

### OSHA 10 and 30 Hour Outreach

Jay Fitzpatrick - *WorkSafe New England*  
Keith Ronalter - *EnviroVantage*

Patricia Stagno - *Powerskills for Life*  
David Voymas - *Consultant*

### Crane

David Webb - *American Steel & Precast Erectors*

### Lead RRP

Keith Ronalter - *EnviroVantage*

## TRAINING AT YOUR OFFICE

Did you know you can have ABC provide training held at your office for your employees? ABC NH/VT is available to provide or arrange on-site training for your organization. If you have a significant number of staff needing the same training we would be delighted to hit the road and get it done. Whether your need is safety related (confined space, first aid), business operation focused (MS Excel, contracts), or skill enhancing (teamwork, construction math) any of our classes are possibilities. But don't limit yourself to those – if you need training on a topic not covered by our classes – we will assist you in filling that need. Please call for more information or to set up a class. 603 226-4789

## BUSINESS MANAGEMENT / CEO PROGRAMS

There is no shortage of issues facing Mid- and Upper-Management. The Chapter's Education Committee considers a variety of sources, including surveys, to determine topics for our business management programs. Typically 2-3 hours, early AM, these seminars target current issues and provides information you can use immediately.

Sample Topics:

- Microsoft Office Suite
- NH Workers' Comp Regulations
- Contracts
- Labor Dept - Regulations & Compliance
- BIM
- Prevailing Wage
- Marketing & Sales
- Office Operation Efficiency
- Hiring & Retaining Employees
- Managing Employee Relations
- Insurance
- Continuing Educaiton Credits

## FUTURE LEADERS IN CONSTRUCTION

October - May

This program was designed originally to address the challenges new construction professionals face as they step into leadership roles within their organizations. We have found, over the years of offering this class, that the content is valid for both new and established construction industry leaders. The FLiC program will provide or strengthen the skills needed to lead direct reports, business initiatives, and the company to produce amazing results. During this 8 month program participants will consume several industry leading books, share a dialog with established industry leaders, build lasting relationships with classmates, and participate in skill reinforcing activities. Additionally this program contains a return on investment component which pushes the students to use the skills that are being learned in class to tangible while still under the guidance of FLiC's facilitators. This class is packed with nuggets that will make a positive impact on the students both personally and professionally - you and your organization deserve to reap the rewards of this program!

## SUPERINTENDENT COURSES

*Includes ABC's Certificate of Achievement In Construction Supervision*

Our certificate program required courses are aligned with the NCCER (National Center for Construction Education and Research) Project Supervision curriculum. This nationally recognized course includes testing to validate learning and assure that the basic concepts and skills have been learned by the student. The elective classes were developed by construction industry professionals to provide more in-depth knowledge on specific topics. Each course may be taken individually or as part of the program.

## 2012 Safety Award Winners - CONT'D.

Zero Lost Time Cases	<i>Exterior Designs, Inc.</i>
Zero Lost Time Cases	<i>LDT, Ltd. Electrical Contractors</i>
Zero Lost Time Cases	<i>Multi-Weld Services, Inc.</i>
Zero Lost Time Cases	<i>MMS Northeast, Inc.</i>
Zero Lost Time Cases	<i>MSI Mechanical Systems, Inc.</i>
Zero Lost Time Cases	<i>V. R. Concrete, Inc.</i>

### SIC Code 17 - 50,000 - 100,000 Man-Hours

1st Place	<i>American Steel Fabricators, Inc.</i>
2nd Place	<i>Damon Insulation Co., Inc.</i>
3rd Place	<i>Rose Steel, Inc.</i>
Most Improved	<i>American Steel Fabricators, Inc.</i>
Zero Lost Time Cases	<i>American Steel Fabricators, Inc.</i>

### SIC Code 17 - 100,000 - 200,000 Man-Hours

1st Place	<i>Denron Plumbing &amp; HVAC, LLC</i>
2nd Place	<i>Bremco, Inc.</i>
3rd Place	<i>Skillings and Sons, Inc.</i>
Zero Lost Time Cases	<i>Denron Plumbing &amp; HVAC, LLC</i>
Zero Lost Time Cases	<i>Bremco, Inc.</i>

### SIC Code 17 - Over 200,000 Man-Hours

1st Place	<i>DECCO, Inc.</i>
2nd Place	<i>Granite State Plumbing &amp; Heating, LLC</i>
3rd Place	<i>Hampshire Fire Protection Co., Inc.</i>
Most Improved	<i>Reilly Electrical Contractors, Inc. - RELCO</i>
Zero Lost Time Cases	<i>DECCO, Inc.</i>
Zero Lost Time Cases	<i>Granite State Plumbing &amp; Heating, LLC</i>

### Suppliers

1st Place	<i>Mill Steel Corporation</i>
2nd Place	<i>Northern Design Precast, Inc.</i>
3rd Place	<i>Novel Iron Works, Inc.</i>
Most Improved	<i>Northern Design Precast, Inc.</i>
Most Creative	<i>Northern Design Precast, Inc.</i>

## NATIONAL ABC STEP AWARD WINNERS

### Platinum Level

*Bremco, Inc.*  
*DECCO, Inc.*  
*Cobb Hill Construction, Inc.*

### Gold Level

*The RELCO Companies*

### Silver Level

*American Steel & Precast Erectors*  
*Andrew's Construction Co, Inc.*  
*Bonnette, Page & Stone*  
*Damon Insulation Co., Inc.*  
*Hampshire Fire Protection Co., Inc.*  
*J. Lawrence Hall Co., Inc.*  
*Leighton A. White, Inc.*  
*MSI Mechanical Systems, Inc.*  
*North Branch Construction, Inc.*

# 2012 CONSTRUCTION SAFETY AWARD WINNERS

## SIC Code 15 - Under 50,000 Man-Hours

1st Place	<b>Bruss Construction, Inc.</b>
2nd Place	<b>Cobb Hill Construction</b>
3rd Place	<b>Turnstone Corporation</b>
Most Improved	<b>Turnstone Corporation</b>
Most Creative	<b>Sullivan Construction, Inc.</b>
Zero Lost Time Cases	<b>Bruss Construction, Inc.</b>
Zero Lost Time Cases	<b>Cobb Hill Construction</b>
Zero Lost Time Cases	<b>Meridian Construction Corp.</b>
Zero Lost Time Cases	<b>Sullivan Construction, Inc.</b>
Zero Lost Time Cases	<b>Turnstone Corporation</b>

## SIC Code 15 - Over 50,000 Man-Hours

1st Place	<b>North Branch Construction, Inc.</b>
2nd Place	<b>Bonnette, Page &amp; Stone Corp.</b>
3rd Place	<b>Construx, Inc.</b>
Most Improved	<b>Bonnette, Page &amp; Stone Corp.</b>
Zero Lost Time Cases	<b>Bonnette, Page &amp; Stone Corp.</b>
Zero Lost Time Cases	<b>Construx, Inc.</b>
Zero Lost Time Cases	<b>North Branch Construction, Inc.</b>

## SIC Code 16 - Under 100,000 Man-Hours

1st Place	<b>St. Pierre, Inc.</b>
2nd Place	<b>Leighton A. White, Inc.</b>
3rd Place	<b>Andrews Construction Co.</b>
Zero Lost Time Cases	<b>Leighton A. White, Inc.</b>
Zero Lost Time Cases	<b>St. Pierre, Inc.</b>

## SIC Code 16 - Over 100,000 Man-Hours

1st Place	<b>Methuen Construction</b>
Zero Lost Time Cases	<b>Methuen Construction</b>

## SIC Code 16 - Over 6,148,479.6 Man-Hours

1st Place	<b>Cianbro Corporation</b>
Zero Lost Time Cases	<b>Cianbro Corporation</b>

## SIC Code 17 - Under 50,000 Man-Hours

1st Place	<b>V. R. Concrete, Inc.</b>
2nd Place	<b>Caprioli Painting, Inc.</b>
3rd Place	<b>MSI Mechanical Systems, Inc.</b>
Most Improved	<b>V. R. Concrete, Inc.</b>
Most Creative	<b>Accurate Air, Inc.</b>
Zero Lost Time Cases	<b>All-ways Accessible, Inc.</b>
Zero Lost Time Cases	<b>Caprioli Painting, Inc.</b>
Zero Lost Time Cases	<b>Dependable Controls Services, LLC</b>

Individuals who complete all the Superintendent Course requirements (*required classes and 3 electives*) will be awarded a Certificate of Achievement in Construction Supervision. NCCER certification will also be provided for the required courses.

Required Courses: (*Hrs per class indicated - 80hrs total*)

- Understanding Construction Documents (5)
- Safety (7.5)
- Quality Control (5)
- Document Control and Estimating (10)
- Planning and Scheduling (17.5)
- Resource Control and Cost Awareness (15)
- Jobsite Leadership and Communication (20)

Choose Three Elective Courses: (*approx. 15 class hrs each*)

- Basic Construction Law
- Basic Structural Principles
- Building Green
- Project Estimating
- Understanding Codes

## ABC CRAFT TRAINING PROCESS

ABC NH/VT believes in the need to create skilled crafts people for all construction trades. We actively support this beginning with providing an awareness of construction as a career to school children (career fairs, Construction Career Days, etc.) up to high level craft skills training for trade professionals. As an accredited sponsor of the NCCER Craft Training Process we provide training and support for trainers, our own students and your in-house training programs. NCCER curriculum is approved for apprenticeship training and covers over 20 trades. Its materials are available in module form which provides the flexibility to focus on the specific skills development that is needed.

## ABC NH/VT SAFETY COURSES

ABC offers OSHA 10-Hour and 30-Hour Courses and other timely programs on topics concerning OSHA standard changes, emphasis programs and other issues.

Topics include:

- Safety Compliance & Regulations
- Accident Investigations, Safety Planning & Analysis
- Communications, HR & Effective Safety Training
- Safety Program Documentation
- CPR / First Aid
- Crane - Final Rule Compliance
- Hazard Communication
- Fall Protection
- Personal Protection Equipment (PPE)
- Permit Requirements
- Arc Flash
- Lead RRP Training
- Forklift / Aerial Lift



## ABC NH/VT CHAPTER SAFETY AWARDS PROGRAM

### April Deadline

To recognize companies with outstanding safety performance, ABC sponsors an annual safety awards program. Applications and criteria are sent to all members and award recipients are presented their awards at an annual Awards ceremony. The awards provide the winners with tangible evidence of their good safety performance and is valuable documentation to help boost employee morale and use as a prequalification tool with owners.

## NATIONAL ABC STEP PROGRAM

### (SAFETY TRAINING AND EDUCATION PROCESS)

An extensive evaluation process developed by contractors, for contractors. The STEP Program provides participants with an organized approach to analyze and develop your loss prevention program, provides a valuable method to measure safety program improvements and provides national recognition that can be used as an important business development tool with clients.

## ACCREDITED QUALITY CONTRACTOR PROGRAM

The AQC Program recognizes and honors construction firms that document their commitment to excellence in five key areas of corporate responsibility: quality, safety, employee benefits, training and community relations. A company that meets the criteria set forth in the program, and has earned a Safety Training Evaluation Process (STEP) Gold, Platinum or Diamond status, is formally designated an "Accredited Quality Contractor". AQC members that earn this prestigious accreditation receive benefits such as national and local recognition and promotion at industry trade shows, including the American Institute of Architects, Design-Build Institute of America and Construction Users Roundtable. Accredited contractors are allowed to use the AQC designation as a marketing tool on bid documents, letterhead, business cards, brochures and jobsite signs.

**DECCO, Inc.**

**Interstate Electrical Services Corp.**

**Methuen Construction**

**MSI Mechanical Systems, Inc.**

## GREEN CONTRACTOR CERTIFICATION

The ABC Green Contractor Certification Program is designed to document the merit shop construction community's efforts to develop a sustainable workplace environment - both on and off the jobsite - as well as recognize ABC member firms that are green industry leaders.

**MSI Mechanical Systems, Inc.**

## FUTURE LEADERS IN CONSTRUCTION

### 2011-2012 GRADUATES

Sarah Crane - *Andrews Construction*

Jody Perkins - *ARC Mechanical*

Wayne Vanasse - *ARC Mechanical*

Jeff Bennett - *Bruss Construction*

Jim Fritz, Jr. - *Electrical Installations*

Brian Tebbetts - *EnviroVantage*

Peter Carlberg - *EnviroVantage*

Daphne Pelletier - *Ewing Electrical*

Derek Monroe - *Ewing Electrical*

Jared Treshinsky - *Interstate Electrical*

Mike Provost - *Interstate Electrical*

Carl McMullen - *Kaloutas Painting*

Matt Bary - *North Branch Construction*

Hiland Doolittle - *Penta Corporation*

Dave Harrison - *Trumbull-Nelson Construction*

Tony Instasi - *Trumbull-Nelson Construction*

William Clark - *Turnstone Corporation*

### A SPECIAL THANKS TO OUR OPENING PANEL AND GUEST LEADERS WHO PROVIDED MUCH WISDOM AND INSIGHT TO OUR CLASS.

#### Opening Panel

Stacey Clark - *Turnstone Corporation*

Mark Holden - *Associated Builders & Contractors, NH/VT*

Bill Frasella - *Sullivan Construction Co.*

#### Guest Leaders

Gordon Cormack - *Cormack Construction Management*

Tom Avallone - *Cobb Hill Construction*

Christine Fletcher - *Secondwind Water Systems*

Jeff Lavoie - *All-Ways Accessible, Inc.*

Mark Stock - *Multi-Weld Services, Inc.*

Tim Long - *Meridian Construction Corporation*

## SUPERINTENDENT CERTIFICATE PROGRAM

### 2012 PARTICIPANTS

Mike Best - *North & South Construction*

Sheldon Bruss - *Bruss Construction, Inc.*

Ken Dufresne - *Fulcrum Associates, Inc.*

Robert Graham - *Torphy Construction & Development*

Jared S. Raymond - *Bruss Construction, Inc.*

Charlie Romano - *Palmer & Sicard, Inc.*

Marc Smith - *J. Lawrence Hall Co., Inc.*

Scott Tarzia - *Palmer & Sicard, Inc.*

Robert Levesque - *Fulcrum Associates, Inc.*

### OTHER COMPANIES TAKING ADVANTAGE OF INDIVIDUAL SUPER CLASSES

A & E Flooring Inc.

ARC Mechanical Contractors

EnviroVantage

Sam Mechanical Services, LLC

Amari Company, Inc.

Cobb Hill Construction, Inc.

Oliver Mechanical, inc.