#### **MAY 2014**

#### MAY

May 7 Meet the GC's Luncheon Tarlton Headquarters

May 13 Partners in Construction Mason Contractors Assoc.

May 21
Monthly Business Meeting
Syberg's on Dorsett

#### **JUNE**

June 13 BPI in a Box Syberg's on Dorsett

June 13 Construction Sales Training Quality Inn Dorsett

June 18
Construction Showcase & BBQ
Queeny Park

#### **JULY**

July 16 Monthly Business Meeting Soccer Park-Fenton

visit <u>www.asamidwest.com</u> for a calendar of events.

I would like to start this month's address by saying congratulations to all of the nominees and winners from the Roaring 20's Awards Gala held at the Four Seasons Hotel late last month. The night was a great celebration of the construction process, highlighting all aspects of the process from owner to the employee in the field. The winning General Contractors of the Year, as voted on by the ASA MWC members, are BSI Constructors, Inc., McGrath & Associates, and G.H. Voss Co., Inc. We look forward to seeing each winner at next month's meeting. Once again I want to thank the gala committee for putting on a wonderful evening, all the effort the committee put in, shows in a great event.

I would like to take this time to urge anyone with Cardinal tickets to donate to our **Ticket for the Troops** campaign this year. We are looking for tickets throughout the month of July, all tickets will be donated to members of the US Armed Forces through the USO of Missouri. This program has been able to provide a lot of joy to our military men and women over the last 5 years, having raised over \$85,000 worth of tickets. This year we are trying to make it the biggest year yet, so if have tickets please donate, and if you would rather donate money we can go buy tickets. Every little bit helps and it goes to a very good cause. Please call Tom McDonnell at George McDonnell & Sons at (314) 581-1681 or Susan Winkelmann (314) 845-0855.

Lastly, I would like to take this chance to promote our newest meeting platform starting in June, BPI in a Box. This has been an idea in the works for a while and will hopefully bring a great benefit to our subcontractor members. BPI in a box, is a lunch meeting that will be limited to only our subcontractor/supplier members and will include our Business Practice Interchange that we normally have at a monthly meeting. The goal is to keep this a short/informational meeting where our members can get BPI in a month that otherwise BPI would not be held. In June, we do not have a typical monthly membership meeting, so no traditional BPI session, due to the Construction Showcase taking place on June 18th. We hope that our subcontractor/ supplier members will take advantage of this extra BPI session, and I hope to see you there.

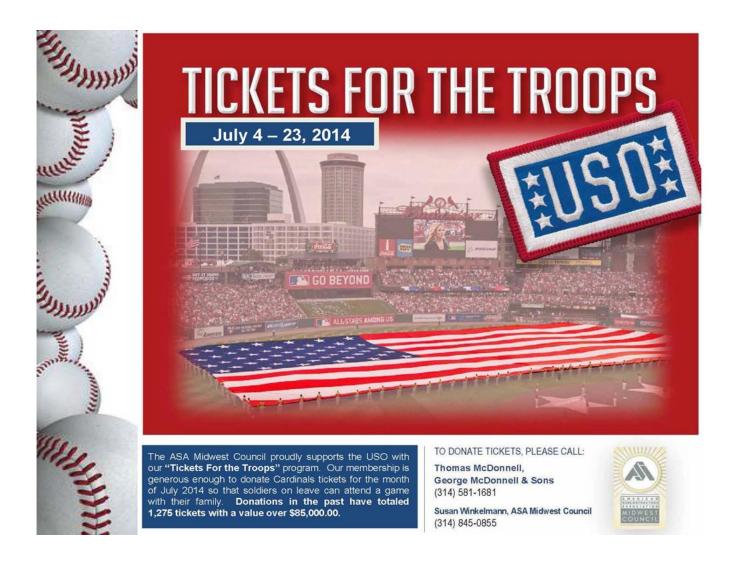
Sincerely, Vincent Irwin Irwin Products, Inc. President, ASA MWC Building, Community.







Syberg's on Dorsett 2430 Old Dorsett Road Maryland Heights, MO Directions: Exit HWY 270 at the Dorsett Exit. Go east on Dorsett, and a left onto Old Dorsett Road to Syberg's.



## MAY 2014 MONTHLY BUSINESS MEETING SYBERG'S on DORSETT

Wednesday, May 21, 2014

Please join us Wednesday, May 21, 2014 at Syberg's on Dorsett, 5:30 p.m. Join the GC of the Year award winners for 2014 at the monthly meeting.

#### 2014 GC of the Year Winners:

BSI Constructors, Inc. McGrath & Associates G.H. Voss Co., Inc.

The cost is \$42 per member and includes networking, program, hosted bar and dinner.

#### Register online by Friday, May 16th.

The following companies will be reviewed at BPI:

C Rallo CLAYCO Integra J.A. Wachter

#### **BPI Topic: Project Closeout.**

Please invite a non member guest to the meeting, remember first time non member guests are FREE to attend. It is the best way to introduce someone to the benefits of ASA membership!

Please register your guests in advance with the ASA office-susan@asamidwest.com or 314 845-0855.

# Seal the Deal Construction Sales Training Quality Inn Maryland Heights Friday June ,13 2014 1:00 p.m. to 4:00 p.m.

Join Tom Woodcock, Seal the Deal, and for this informative and interactive sales training

"Sales Etiquette"
"Crossing the T's and Dotting
the I's in Selling"

\$40 ASA Members \$60 Non ASA Members www.asamidwest.com

#### Partners in Construction "Project Closeout-Getting Paid"

Mason Contractors Association 1429 South Big Bend Blvd St. Louis, MO 631117

Tuesday, May 13, 2014 3:00 to 4:30 p.m.

\$40 ASA Members \$60 Non ASA Members

For additional details or to register visit www.asamidwest.com



#### RPI in a ROX

Lunch & BPI Session ASA Subcontractor & Supplier Members Only

> Friday June 13, 2014 11:30 a.m. to 1:00 p.m. Syberg's on Dorsett \$25 per person

<u>www.asamidwest.com</u> To register today!!

#### **White Hard Hat Ceremony**

Walter Bazan, Jr.

Bazan Painting Co.

I recently attended a WHITE COAT CEREMONY. The White Coat Ceremony is used in ceremony, we would develop a greater sense of the healthcare industry and is symbolic of professionalism, a sense of loyalty to our trade and professionalism and integrity within the healthcare increase the self esteem of the people in our industry. profession, including doctors, pharmacists, dentists, From the guy swinging the hammer, using a screw represents the transition from student to doctor, cleaning the floors, etc. This would also obviously pharmacist, dentist, etc. Inherent in this transition is include office staff, a professional obligation and responsibility to uphold managers. the highest ethical standards and to continue education within their profession.

own white coat ceremony? Perhaps it should be a with cooperation with our partners, the general white hard hat ceremony. commitment to ethics and professional constructors in the way of increasing and maintaining your that uphold standards within construction. We need professionalism in this industry. Maybe someday, people working in construction to be committed to we will have our own white hard hat ceremony. personally developing themselves to continue to educate themselves in order to provide a great product for end users.



**Building. Community.** 

Maybe if we developed a white hard hat The ceremonial donning of a white coat gun, spraying a wall, to the person laying the brick, estimators,

ASA is committed to educating subcontractor members. Through webinars, white Wouldn't it be nice if construction had our papers, materials available on the website, seminars, We need more contractors and owners; much can be accomplished



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### ASA MIDWEST COUNCIL MEMBER AFFINITY PROGRAMS

#### ASA Membership has many benefits!!

Your membership includes exceptional affinity programs exclusively for ASA Midwest Council Members.

Discounts include but not limited to programs from the following ASA Members:

CMIT Solutions
D & J Glass & Sign
ELCO Chevrolet Cadillac
Firestone
ideas4promos
Pac-Van, Inc.
Secura Insurance
Stylemaster Promotional Products

www.asamidwest.com for details

# THANK YOU

#### to the companies that attended the April Monthly Meeting:

Affton Fabricating & Welding AHM Financial Group Air Land & Sea Express Air Masters/Gateway Mech. AME Constructors Aschinger Electric Bazan Painting Co Branham Electric Briner Electric C & R Mechanical Co. CeeKay Supply Central Power Systems CMIT Solutions Corrigan Company D & J Glass & Sign

Dawson Dodd Heating & Cooling **Duct Systems** Ductz of West St Louis ELCO Chevrolet Cadillac Enterprise Bank & Trust Event Productions Inc. Fabick Foundation Supportworks by Woods Freeman Contracting Frost Supply George McDonnell & Sons **Grant Contracting** Guarantee Electrical Ideas4Promos

Irwin Products J.D. Kutter Insurance Johnson Controls K & K Supply Lizmark Lawrence Fabric & Metal Marketeer, Inc. Mays Maune McWard Meyer Painting Co. Montgomery Bank Niehaus Construction Oreo & Botta Concrete Pac-Van, Inc. Parkway Construction Svcs Professional Installers PS Rapp Sewer & Plumbing Rental Supply

RM Supply RubinBrown LLP SD Smith Financial Sachs Electric Co. Safety International Schaeffer Electric Seal the Deal Signature Craft Sikich LLP St Louis CNR T. J. Wies Contracting Techsmart Energy TROCO Custom **Fabrication UHY LLP** United Rentals Wise Safety &

Environmental

### CONGRATULATIONS **ASA Midwest Council Roaring Twenties** Awards Gala Winners!

**General Contractor MEP Subcontractor Specialty Subcontractor** 

of the Year

Category A Category A Category A

Kaemmerlen Electric **BSI Constructors Vee-Jay Cement Contracting** 

Category B Category B Category B

McGrath & Associates **Duct Systems AME Constructors** 

Category C

G.H. Voss Co., Inc. Service Provider/Supplier

Volvo Rents

#### Owner of the Year

Washington University School of Medicine-Steve Sobo

#### **Construction Industry Person of the Year**

Walter Bazan, Jr.-Bazan Painting Co.

#### **GC Office Employee of the Year**

Carol Barrett-McGrath & Associates

#### **GC Field Employee of the Year**

Benj Meyer

#### **2013 Safety Award Winners**

PayneCrest Electric Div I

Div II **Vee-Jay Cement Contracting** 

**Kirberg Company** Div III

John J. Smith Masonry Co. AND Golterman & Sabo Div IV

**Drilling Service Company** Div V

American Steel Fabrication AND Swanson Masonry, Inc. Div VI

For photos from the event visit www.asamidwest.com

Roaring Twenties Awards Gala Saturday, April 26, 2014 Four Seasons Hotel St Louis







### Congratulations Roaring 20's Awards Gala GC of the Year Winners 2014



G.H. Voss Co., Inc. Category C



McGrath & Associates Category B



BSI Constructors Category A

To view all ASA Roaring 20's Award Gala Photos visit www.asamidwest.com

### St. Louis Construction Showcase 2014



NOW TAKING BOOTH RESERVATIONS FOR THE

#### St. Louis Construction Showcase & BBQ

Join the ASA Midwest Council and the entire St. Louis construction community for our 2nd annual *St Louis Construction Showcase & BBO*.

This is a great opportunity to network, spend time with industry partners, and display the latest construction technology, equipment, supplies, and tools.

Booth space is LIMITED, so register today!!
Booth reservations must be received by May 30th.
WWW.ASAMIDWEST.COM for more information
susan@asamidwest.com or 314 845-0855

has been very little legislation passed. The Senate spent the projects are in a good position for passage this year. HB1484 month of April debating and discussing the State's fiscal year sponsored by Rep. Bart Korman sits on the House Calendar 2015 Budget. As of newsletter press time, the House continued waiting debate. SB529 has passed the Senate and now sits on the to focus its efforts on passing House bills, with very few Senate House calendar waiting debate and final passage. SB529 will be bills being debated. This is unusual this time of year. Usually the vehicle that moves on this issue. It appears we have the first to middle of April is when each chamber begins to focus neutralized all opposition to the bill and hope the bill will be on bills that have moved from the opposite chamber. With such brought up and passed soon. little bill movement thus far, the bills that have moved, will likely be heavily amended with pieces of legislation that are not moving voted out of the House Small Business Committee. The bill through the legislative process. We are closing in on the end of continues to be highly controversial and as expected has drawn the 2014 Legislative Session. Pursuant to the Missouri many opponents. It appears this bill has stalled out for the Constitution, session ends Friday, May 16, 2014, at 6:00 p.m.

vear came to a head in the House in mid-April. The House debated and Perfected HB1770 on Right-to-Work. As of Controversy over the intent of the language in the bill continues newsletter press time, the House had not yet brought the bill up to plague this legislation. Until the language can be worked out, for a final vote as it was having a hard time reaching the 82 votes we will have a hard time advancing risk transfer legislation. The needed to advance the bill to the Senate.

HB1770 would prohibit an employer from requiring a person to become a member of a labor organization as a condition until the end of the 2104 legislative session. I am available at any or continuation of employment. The debate on the bill in Mid-time to answer any questions you may have regarding any April was surprisingly short but heated. It lasted no more than 45 legislation or anything else going on in our State Government. minutes. House Democratic Leader, Rep. Jake Hummel, gave a short speech about his opposition to the bill, hastily stopped is debate when he was inquired of by Republican Rep. Dave Schatz, and shouted on the floor of the House "Let's quit stalling and vote on this"! After a couple short speeches from a few Republicans a vote was taken and the bill received the constitutional majority (78-68) to be Perfected or receive its first passing vote.

The perfection of this bill was not a win for the Republicans as the bill will need 82 "Yes" votes for its final passing vote (or Third Read Vote) to move the bill out of the House chamber and to the Senate for its consideration. The bill will not be brought up for a final vote unless it is clear the proponents of the bill have secured the 82 votes they need to pass the bill.

The bill specifies that, except in instances when these provisions conflict with or are preempted by federal law, no person as a condition or continuation of employment can be required to: (1) Become or refrain from becoming a member of a labor organization as defined in the bill; (2) Pay dues, fees, assessments, or other charges to a labor organization; or (3) Pay to any charity or third party any equivalent amount in lieu of dues, fees, assessments, or other charges required of a member of a labor organization. Any agreement, understanding, or practice between a labor organization and an employer that violates the rights of employees as guaranteed under these provisions will be unlawful, null and void, and of no legal effect. The bill contains a referendum clause and will not become effective unless approved by a majority of the qualified voters.

Finally, ASA continued its fight to move its legislative The month of April passed by quickly; however, to date, there agenda. Bills we have filed dealing with retention on public

HB1733 dealing with final lien waiver clarification was session. The battle with the multitude of opponents and House leadership not wanting to deal with another bill changing the lien One of the most controversial issues in the Capitol this laws has stopped the momentum of the bill this year.

In addition, risk transfer has stalled out this session. current statute is very confusing which has made writing appropriate language difficult at best.

I will continue sending weekly legislative e-mail updates



Tom Owens Memorial Scholarship The 501(c)(3) non-profit organization that provides financial assistance to qualified candidates who are part-time or full-time students who attend or will be attending accredited junior college, college, university or post-graduate institutions.

> The Scholarship Committee will hold their Annual Wine Pull at the St Louis Construction Showcase and BBQ Wednesday, June 18th

> We are looking for donations of bottles of wine with a minimum value of \$20. If you care to donate, please bring to the May 21st ASA Meeting.

Please consider making a tax deductible donation to the Tom Owens Memorial Scholarship Fund to further our cause today. Visit <u>www.asatomsf.com</u> for details.

## Upcoming ASA Midwest Council Events & Meetings

May 7	Meet the GC's Luncheon-Tarlton & Sitelines Tarlton Headquarters
May 13	Partners in Construction Seminar  Mason Contractors Association
May 21	Monthly Business Meeting Syberg's on Dorsett
June 13	BPI in a Box-Subcontractor & Supplier Members Only Includes lunch and BPI Session-only \$25 Syberg's on Dorsett
June 13	Construction Sales Training Seminar-Seal the Deal <i>Quality Inn Dorsett</i>
June 18	Construction Showcase & BBQ Queeny Park
July 16	Monthly Business Meeting Soccer Park-Fenton

#### **ASA Meeting Sponsorship**

Highlight your company at an upcoming

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It is only \$250 to be a meeting sponsor.

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Announcement at Meeting.

Slide in Meeting Presentation.

Recognition in Newsletter.

Contact Susan Winkelmann

Each month you will receive an update on the committees within ASA, to keep you informed. on current happenings at the committee level. Below are this month's committee reports.

#### **MEMBERSHIP**

As I look across the construction industry and the affiliated organizations, I cannot help but to be a proud member of the ASA – Midwest Council.

I believe that as far as organizations go, we have some of the best events that the St. Louis construction industry has to offer. The Meet the GC Expo is always one of the premier events to meet professionals face to face across any industry. Our gala continues to be an event for all of the general contractors and sub contractor stars to come out and shine. So, I cannot help but to be excited about the upcoming St. Louis Construction Showcase and BBQ being held at Queeny Park on June 18<sup>th</sup> from Noon – 7pm.

We will also be holding May's monthly meeting at Syberg's – Dorsett on the 21<sup>st</sup>. This is a meeting to not be missed as we will be hosting the Gala award winners at this meeting. If you were not able to attend the gala, then make sure that you are there for this meeting. It is also a good idea, that if you would like your company to be in front of all that are in attendance, then talk to Susan about becoming a meeting sponsor.

Take this time to invite a guest to one of the many events that the ASA – Midwest Council will be hosting this summer. Earn your star by obtaining a new member and stay on top of business opportunities earned by effective networking within the organization!

As always, let me know how the membership committee can help you gain all of the possible benefits of being a member of the ASA – Midwest Council.

All the best.

Jennifer Tichacek, C&R Mechanical Company ASA – Midwest Membership Chair



#### **SAFETY**

Get educated by getting involved with the new *STAR Safety* program. Let us help you achieve your 2014 safety goals. The Safety Committee meets the last Wednesday of the month at 4:00pm at Helen Fitzgerald's Pub on South Lindbergh. New members are always welcome. If you think you might be interested, see you there! For additional info contact Mike Sicking, Safety International, 314-486-3141

#### **PROGRAMS**

Upcoming programming includes a Partners in Construction event on May 13th and Seal the Deal Construction Sales Training on June 13th.

If you have suggestions or comments regarding ASA Programming, feel free to contact Steve Albart, Enterprise Bank & Trust-salbart@enterprisebank.com

#### **CONTRACT REVIEW**

The next subcontract agreement the committee will review and add to our library of reviewed subcontracts, is the Walsh/Alberici joint venture form. This is an entirely different agreement than is used by Alberici.

The contract review committee has over 80 contracts of general contractors that have been reviewed. Copies are available for your use, contact Susan Winkelmann to see what contracts we have on file.

A 5 part seminar series on Killer Clauses and Lien Waivers is planned for late 2014/early 2015. Details to follow. Dick Stockenberg, Sandberg, Phoenix & von Gontard P.C.



#### **ASA's Excellence in Ethics Award Application Process Can Help Your Firm** Start an Ethics Program

If your firm has implemented, or is developing, a rity in the construction industry. Award winners are selected based on corporate ethics policies and procedures, construction industry practices, and general business practices.

The award is a great way to let your clients, employees, and others in your community know that your company is committed to professionalism and sound business practices — and including such a distinction in your bids can be a good way to help distinguish your firm from your competitors! ASA has developed a "Model Timeline for Preparing an Application for an ASA 2014 Excellence in Ethics Award," which assigns a completion date to each step in gathering or producing the needed documentation to complete the application, including: finalizing policies, scheduling ethics training, soliciting recommendation letters, arranging for payment of the application fee, and reviewing and submitting the application. Some examples of materials that must be included with your application are: an internal financial controls policy, a non-discrimination and/or anti-harassment policy, a process for timely and fair resolution of customer complaints, and a recommendation letter from a competitor, a customer, and a supplier.

#### **DUES RENEWAL**

Our annual dues renewal process begins in May

Please watch your mail for the renewal invoice, which will come from the ASA National organization in Alexandria, VA

Dues renewal \$845 due by July 1, 2014

Awards applications will be evaluated by Nitish corporate ethics code or training program, you may already Singh, Ph.D., an associate professor in International Busihave most of the materials you would need to apply for ness and the program leader of the Certificate in Corporate ASA's 2014 Excellence in Ethics Award. If your firm does Ethics & Compliance Management at Saint Louis Universinot yet have an ethics program, following the awards appli-ty, St. Louis, Mo. Dr. Singh also runs a consulting firm, cation process can help you start one! ASA's 2014 Excel- IntegTree, LLC, with his business partner, Thomas Bussen, lence in Ethics Award provides national recognition to sub- JD, MBA, providing ethics and compliance training and contractors that demonstrate the highest standards of integ- advisory services. For more information on ethics and compliance services, email Dr. Singh. Dr. Singh also serves as co-chair for the Brand2Global: Global Branding & Digital Medial Annual Conference.

> Read ASA's 2014 Excellence in Ethics Awards brochure to learn about the awards judging criteria and submission requirements. ASA also provides a resource guide to help firms prepare and submit applications. This guide contains model documents, such as sample recommendation letter requests and model policies on topics ranging from competition and conflicts of interest to internal procedures and whistle blowing. The application deadline is Dec. 12, 2014. ASA will present the 2014 Excellence in Ethics Awards at its annual convention, SUBExcel 2015, which will take place March 26-29, 2015, in Seattle, Wash. Learn more about the ASA Excellence in Ethics Awards on the ASA Web site under "Education & Events."



#### **Zero Tolerance Safety Policy?**

Mike Sicking, Safety International

I am starting to see more and more Pre job specifications stating that there will be a "Zero Tolerance Policy" for workplace safety violations.

It's no secret that violence, drugs, harassment and discrimination are part of the workplace. Over the years, each issue has attracted plenty of attention, and forced HR to search for solutions. In some cases, organizations have turned  $\sqrt{\phantom{a}}$ to security-based solutions to restrict entry to work areas. In other instances, companies have implemented policies ranging from drug testing to diversity training—to eradicate incidents and educate employees. Now this same no tolerance level has worked its way down into our construction arena.

It's not difficult to understand why. The fallout from an incident—or perceived incident—can send shockwaves through a company, harm a general contractor's reputation, and create a public relations nightmare for the end user customer of the project. We like to think this is only about the Stay Safe! safety of the employee, but common sense tells us it runs much deeper than that.

#### So what can you do to acclimate yourself to this new way of performing work?

- Take a hard look at your company and ask yourself, "Do we have a safety culture in our company?"
- If the answer is "No" or "I am not sure" take advantage of your ASA safety committee and ask us for some suggestions.
- Communications are key. Make sure all of your employees are well aware of all the required safety protocols for this particular job and they know about the Zero Tolerance policy.

- Let them know this is the way of the future so they should practice increased emphasis on safety for every job you do regardless of size.
- Update any required training and create any job specific training that would be helpful.
- You, as the owner, should make more frequent trips to the job and make sure you always bring up safety in your conversations while there.

These are just a few of many tools you can utilize. The most important thing to remember and convey to all your workers is that Safety has become a very important component in the total building process.

As always, if you have any further questions please feel free to contact me or one of our safety committee members.

Michael Sicking

Safety international, LLC

314-486-3141



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#### WISE SAFETY & ENVIRONMENTAL

Recruit a new member and earn a star for your ASA name badge.

#### Join a committee today.

#### Membership

(Jennifer Tichacek/Tom Woodcock)

Programs (Steve Albart)

**Golf** (Jennifer Church/Jeff Jordan)

**Advocacy** (Tim Thomas)

#### **Awards Gala**

(Molly Spowal /Rick Swanson)

#### **Construction Showcase & BBQ**

(Kevin Douglas/Rick Williams)

#### **GC Expo**

(Walter Bazan, Jr./Tim Thomas)

Safety (Mike Sicking)

#### **Brand Development**

(Stephanie Woodcock)

Contract Review (Dick Stockenberg)

Most committees meet every 4 weeks, contact a committee chair today, to join a committee!!

#### WE NEED YOUR FEEDBACK!!

Have you filled out a member needs survey for 2014?

Please visit <u>www.asamidwest.com</u> to access the member survey



Please complete and email tosusan@asamidwest.com

# >ponsorship Potes

Sponsorship opportunities are available in the ASA Rates are very reasonable but are limited. Below are the rates. If interested, please call Susan at 314 845-0855.

•	Website Rotating	\$300/Year
•	Website Static	\$1,000/Year
•	1/4 Page Monthly	\$300/Year
•	1/4 Page Quarterly	\$125/Year
•	1/2 Page Monthly	\$500/Year
•	1/2 Page Quarterly	\$225/Year
•	Business Card Monthly	\$125/Year
•	Business Card Quarterly	\$70/Year
•	Whole Page 1X	\$300 Per Issue
•	Whole Page Quarterly	\$900/Year
•	Classified Ads	\$15 Per Issue

**Contact Pam Holway** or David Gillick (314) 645-1966

Mason Contractors Assoc.(MCA)

**ASSOCIATION PARTNERSHIPS:** 



www.masonrystlouis.com

#### **American Society of Professional Estimators (ASPE)**



Contact Mindy Funk or Cyndi Walker (314) 596-7695 or (314) 781-1422 www.stlouis-aspe.org

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