

SEPTEMBER

September 6

ASA PAC Claybird Shoot
Blackhawk Hunting Club

September 10

Contract Seminar
*Sandberg Phoenix &
von Gontard*

September 17

Monthly Business
DINNER MEETING
Soccer Park-Fenton

OCTOBER

October 6

ASA Golf Tournament
Whitmoor Country Club

October 14

Contract Seminar
*Sandberg Phoenix &
von Gontard*

October 15

Monthly Business
LUNCH MEETING
Syberg's on Dorsett

October 17

ASA Scholarship
Texas Hold'Em
Fundraiser
Mason Contractors Assoc.

NOVEMBER

November 12

Contract Seminar
*Sandberg, Phoenix &
von Gontard*

November 19

Monthly Business
DINNER MEETING
Soccer Park-Fenton

SEPTEMBER 2014

Some of you may have received the electronic newsletter I recently sent concerning trust, and lack thereof, in our industry. I thought it appropriate to build on that subject. Trust is certainly hard to come by these days. The overwhelming response from fellow subcontractors to my newsletter was that they cannot trust anyone. We all want to work for those that are fair and honest. How do we find those contractors and individuals?

ASA offers several resources to assist in that quest:

BPI allows us to openly share experiences with our clients, we have the ability to ask our peers who can and cannot be trusted and get factual real world feedback. BPI continues to be an enormous asset to our membership. I would encourage all those reading this to find three prospective new clients and bring them up in BPI to narrow your focus. This minuscule effort may save you an enormous amount of money and time.

Secondly, our Partners In Construction group is focused on building the trust relationship between general contractors/construction managers and the subcontracting community. We are working diligently towards finding best practices that promote trust and fair dealings. In addition, the open exchange of ideas and concerns in that group have allowed both sides to get a glimpse into each others worlds. Understanding the motivators of our clients is a key component in building a lasting and trusting relationship.

Contract review can also be a valuable resource in determining a potential contractors culture. If a new client is not willing to take a meeting to discuss issues related to contract terms, that may be an indicator that they have a culture of distrust and an unwillingness to partner with their subcontractors.

The path towards a profitable business, with clients whom you can trust, runs through a minefield. Take the opportunity to use ASA as a minesweeper.

Sincerely,

Robert Trask
Parkway Construction Services
President, ASA MWC
Building. Community.



Soccer Park-Fenton
One Soccer Park Road
Fenton, MO 63026

Directions: From HWY 270, take the HWY 44 west ramp. Take the first exit for Soccer Park Road, turn right and then left into the Soccer Park Facility.

Join a committee today.

Membership

(Jennifer Tichacek/Jodi Waeltermann)

Programs *(Tom Woodcock)*

Golf *(Jennifer Church)*

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!



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**SEPTEMBER 2014
MONTHLY BUSINESS MEETING
SOCCER PARK-FENTON
Wednesday, September 17, 2014**

Please join us Wednesday, September 17th Soccer Park-Fenton at 5:30 p.m. for this special Speaker Series event.

ASA welcomes 3 representatives from local property management firms to our speaker series. This month we will focus on how to secure service and material contracts with property management firms, while reviewing the role of the property manager in new and renovation construction projects.

Our speakers will be *Travis Maune, Cassidy Turley; Carrie Davis, Rafco Properties; Rob Bowman, Terra Properties.* All 3 speakers have a wealth of industry experience, as well as board affiliation with local property management associations.

Why is this a “must attend” meeting for all ASA members? The goal of this presentation is to help subcontractors and material suppliers become more effective in securing opportunities with property management firms.

Registration is \$42 per member & \$65 for non member attendees. Registration includes networking, program, hosted bar and dinner. No complimentary guests due to special programming this month.

The following companies will be reviewed at BPI:

BSI
S.M. Wilson
Washington University (Owner)
MODOT (Owner)

BPI Topic: “What Terms Reduce Productivity?”

Register online-www.asamidwest.com by Friday, September 12, 2014.
No shows not cancelled by 9.12.14 will be billed.

*Grease the Payment Process by
Avoiding Killer Contract Clauses*

ASA & its
Chapter Attorneys
Sandberg Phoenix & von Gontard

Present a
Series of Breakfast Seminars

**7:30-8:00 a.m. Breakfast/Networking
8:00-9:30 a.m. Seminar**

- | | |
|---------|---|
| Sept 10 | Scope Letters, Bid Qualifications, Contract Documents. |
| Oct 14 | Payment Clauses, Retainage, Final Payment |
| Nov 12 | Lien Rights & Lien Waivers |
| Dec 9 | Change Orders & Back Charges |
| Jan 13 | Damages, Releases & Waivers of Rights. Termination, Arbitration, Labor Clauses. |

All session will be held at the offices of Sandberg, Phoenix & von Gontard-600 Washington Ave, 13th Fl. St. Louis, MO 63101

FREE PARKING & Continental Breakfast included.

**\$40 per session/\$160 series ASA Member
\$60 per session/\$240 series Non Member**

Visit www.asamidwest.com to register today.

If you register for the series and can not make all the sessions, you may substitute an attendee from your company for that session.



MANAGING RISK

Don Ardolino

J. D. Kutter Insurance Associates

At all times, but especially in today's construction environment, it is vitally important to be able to assess and manage risk.

In the construction arena there are numerous pitfalls that can impact the success of a project. One of the more dangerous situations involves incomplete or poor design documents, plans, etc. You must be certain to resolve all ambiguities prior to bidding and /or provide for a contingency fund within your bid.

Another potential problem is scheduling. Time related costs can be fatal to a project whether due to unexpected delays or accelerated schedules. Be certain that you can live within the time frames established by the bid documents. Although delays usually cannot be predicted, be aware that any delays increase overhead and production suffers. In the event of any such disruptions in the project, be very thorough in documenting all the facts to support requests for time extensions and/or claims for delay damages.

Contract language is a growing problem in the construction field as owners and, in turn, general contractors seek to push the risk and liability downstream. There are numerous one-sided contracts being used to release parties from wrongful acts and negligence. Many contracts are beginning to assess "actual damages" rather than specified "liquidated damages", and these can become astronomical. It is imperative to have your attorney review all contract documents and don't hesitate to walk away from the extremely onerous contracts.

In the current environment when contractors are going further afield to find work, geographic risks increase. The lack of extensive knowledge of owners, generals, subs, suppliers, etc. can be problematic when working in an unfamiliar area of the country. Unfamiliarity with the work environment, union vs. open shop issues and the availability of skilled workmen can be further challenges. Extremely thorough investigations and perhaps partnering with a local contractor can help minimize such risks.

A related type of risk is the temptation to venture into a new type of construction work, beyond the prior experience of a contractor and involving a different scope of work. This is a path that can lead to disaster if not approached carefully and conservatively until expertise is gained.

In a tight bidding market, such as we are experiencing these days, the temptation to cut margins in order to secure work is a recipe for disaster. Relying on buying out a job well or

improving margins by relying upon future change orders are precarious approaches. As long as there is a continuing flow of work a contractor may be able to "steal" from one job to fund another, however, as the work dries up, so do the repositories of money and the profits.

Another area of risk which is difficult for contractors to address is the ability to reduce overhead in a timely fashion when volume is declining. With the majority of construction firms being family-owned businesses, this becomes an extremely difficult task when forced to make cuts that will necessarily involve family members in order for the business to survive.

Once a risk is undertaken, a contractor needs to be aware of the methods of resolving disputes or claims, should they arise. The various methods involved are litigation, arbitration, mediation and negotiation. Each of these options carries its own idiosyncrasies and a contractor needs to be aware of the advantages and disadvantages of each system of resolution.

The main approach to managing risk is always with the pre-bid preparation, i.e., identifying sources of risk, reviewing contract documents, seeking ways to mitigate potential hazards and being extremely diligent in all phases of bidding and job execution.

Finally, the key to successful risk management lies in creating a culture within a construction company that focuses on methods to identify, classify, analyze and then respond to risk. It is a philosophy that should be pervasive throughout the company and exist throughout the cycle of a project, not just after a problem occurs, and requires a systematic approach.

Don K. Ardolino
Executive Vice President
J. D. Kutter Insurance Associates



The Tom Owens Memorial Scholarship is a 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. Please consider making a tax deductible donation to the Tom Owens Memorial Scholarship Fund to further our cause today.

Visit www.asatomsf.com for details.

FUNDRAISING EVENTS:

Texas Hold'em Tournament-October 17, 2014

Cigar Night @ the Ritz-January 8, 2015

Trivia Night-February 28, 2015

For additional information contact Chris O'Hagan-J D Kutter Insurance
chris@jdkutter.com

THANK YOU

to the companies that attended the August Monthly Meeting:

<i>Air Land & Sea Express</i>	<i>ELCO Chevrolet Cadillac</i>	<i>Johnny on the Spot</i>	<i>Process Marketing Group</i>
<i>Air Masters/Gateway Mech.</i>	<i>Enterprise Bank & Trust</i>	<i>Johnson Controls</i>	<i>Prosource Wholesale Floor</i>
<i>Allied Waste</i>	<i>Envirotech</i>	<i>K & K Supply</i>	<i>PS Rapp Sewer & Plumbing</i>
<i>AME Constructors</i>	<i>Excel Fire Protection</i>	<i>Kirby Smith Machinery</i>	<i>RubinBrown LLP</i>
<i>Aschinger Electric</i>	<i>Event Productions Inc.</i>	<i>Lizmark</i>	<i>Sachs Electric Co.</i>
<i>Bazan Painting Co</i>	<i>Fabick Rents</i>	<i>McCarthy, Leonard &</i>	<i>Safety International</i>
<i>Bell Electricical</i>	<i>Ferguson Enterprises</i>	<i>Kaemmerer</i>	<i>Schaeffer Electric</i>
<i>Bi State Fire Protection</i>	<i>Flooring Systems, Inc.</i>	<i>Midwest Elevator</i>	<i>SD Smith Financial</i>
<i>Bommarito Ford</i>	<i>Foreman Fabricators</i>	<i>Midwest Service Group</i>	<i>Seal the Deal</i>
<i>Briner Electric</i>	<i>Freeman Contracting</i>	<i>Montgomery Bank</i>	<i>Seiler Instrument</i>
<i>Brown Smith Wallace</i>	<i>Frost Supply</i>	<i>Murphy Company</i>	<i>Signature Craft</i>
<i>C & R Mechanical Co.</i>	<i>Gaus & Associates</i>	<i>Negwer Materials</i>	<i>Sikich LLP</i>
<i>CeeKay Supply</i>	<i>George McDonnell & Sons</i>	<i>Niehaus Construction Svcs</i>	<i>Stone Carlie</i>
<i>Central Power Systems</i>	<i>Goedeker Company</i>	<i>Nigel's Flooring</i>	<i>Stylemaster Apparel</i>
<i>CK Power</i>	<i>Guarantee Electrical Co.</i>	<i>Nu Way</i>	<i>T. J. Wies Contracting</i>
<i>CNA Surety</i>	<i>Haberberger Inc.</i>	<i>O.J. Laughlin Plumbing</i>	<i>UHY LLP</i>
<i>D&J Glass & Sign</i>	<i>ideas4promos</i>	<i>Pac-Van, Inc.</i>	<i>United Infrastructure</i>
<i>DEEP Foundations, LLC</i>	<i>Iron Planet</i>	<i>Parkway Construction Svcs</i>	<i>United Rentals</i>
<i>Duct Systems</i>	<i>Irwin Products</i>	<i>PayneCrest Electric</i>	<i>Wise Safety &</i>
<i>Ductz of West St Louis</i>	<i>J.D. Kutter Insurance Assoc</i>	<i>Pearl Street Electric</i>	<i>Environmental</i>
<i>Dynamic Controls</i>	<i>J.F. Electric, Inc.</i>	<i>Pirtek Fenton</i>	



Building. Community.

Please join us for the 27th Annual

ASA Midwest Council Golf Tournament

Monday, October 6, 2014 • Whitmoor Country Club • 11:30 a.m. Tee Time
Reservations Required

All-inclusive registration:

Golf gift • Course Games • Lunch Buffet • Cocktail Hour • Steak Dinner • Live & Silent Auctions



Visit asamidwest.com to register.
susan@asamidwest.com or (314) 845-0855 for additional details.



VISIT WWW.ASAMIDWEST.COM FOR A LIST OF ALL THE
SPONSORSHIP OPPORTUNITIES AVAILABLE IN 2014

Upcoming ASA Midwest Council Meetings & Events

- September 6 ASA PAC Claybird Shoot
Blackhawk Hunting Club
- September 10 Contract Clause Seminar
Sandberg, Phoenix & von Gontard
- September 17 Monthly Membership Dinner Meeting
Soccer Park-Fenton
- October 6 ASA 27th Annual Golf Tournament
Whitmoor Country Club
- October 14 Contract Clause Seminar
Sandberg, Phoenix & von Gontard
- October 15 Monthly Membership Meeting-**LUNCH MEETING**
Syberg's on Dorsett
- October 17* Tom Owens Memorial Scholarship Texas Hold'Em Fundraiser
Mason Contractors Association
- November 12 Contract Clause Seminar
Sandberg, Phoenix & von Gontard
- November 19 Monthly Membership Dinner Meeting
Soccer Park-Fenton
- December 9 Contract Clause Seminar
Sandberg, Phoenix & von Gontard
- December 17 Casino Night Holiday Party
Syberg's on Dorsett
- January 28 Meet the GC's Expo
St Charles Convention Center

**ASA MIDWEST PAC
12th ANNUAL
CLAYBIRD TOURNAMENT**



**Saturday, September 6th 2014
Registration 8:00 a.m./Tournament Start 9:00 a.m.
Blackhawk Valley Hunting Club**

**\$100 Per Person/\$400 Four Person Team
(does not include shells)**

Registration Includes:

**100 Sporting Clay Targets at 14 Stations
Lunch
Prizes/Door Prizes
Gun Raffle
Drinks Following Shoot**

All Proceeds to benefit the ASA Midwest PAC.

Sponsorships Available:

**Lunch Sponsorship \$1,000 (includes recognition, 4 team member registration, 4 man golf cart)
Event Sponsorship \$750 (includes recognition and 4 team member registration)
Station Sponsor \$100 (includes signage at station)**

**www.asamidwest.com to register or contact the ASA office for more information
314.845.0855 or susan@asamidwest.com**

**FOR SALE
Half Season
St. Louis Blues Tickets**



GREAT SEATS
*Section 103 (center ice)
Row S
Seats 14 & 15 (end of row)
\$5,950
Contact Tom McDonnell
314.581.1681*

The early part of the month of August was very eventful on the political front; however, politics soon exited the media limelight as the tragedy in Ferguson, Missouri occupied the headlines most of August.

The 2014 Primary election was held on Tuesday, August 5. Primary elections are designed to narrow the field in each political party to one candidate for the General Election in November. In some of those races, the primary decided who the winning candidate was, meaning who will serve in the 2015 legislation session beginning in January. One of the most notable of those deciding races was the three way primary to replace Senator Scott Rupp in Senate District 2 (Western St. Charles County). The primary was between incumbent State Representative Chuck Gatchenberger, former State Representative Vickie Schneider and former State Representative Bob Onder. The race proved to be no challenge for Onder as he prevailed by a large margin (63% of the vote).

For the a full recap of the results of all primary races log on to <http://enr.sos.mo.gov/EnrNet>.

Also, there were several amendments on the ballot in August that either prevailed or failed. We spent quite a bit of time talking at the July meeting about Amendment 7. As you will recall, Amendment 7, if passed, would have imposed a $\frac{3}{4}$ cent sales tax increase to fund road projects across the state. The additional dedicated revenues this sales tax increase would have brought in were necessary to replenish the dwindling funds MoDot has to work with for future road projects. Unfortunately, and as you are likely aware by now, that initiative failed by a large margin. It is still too early to know what steps will be taken next to try to solve this serious funding problem. I can assure you that this will be a hot topic moving forward.

There were a few special elections held concurrent with the August 5 primary election. The most notable was House District 120 which had been vacated by Rep. Jason Smith when he replaced JoAnn Emerson to be our next U.S. Representative in Missouri's 8th Congressional District. Jason Smith's resignation last year forfeited the veto proof majority the House held at that time. On August 5, the victory of Republican candidate Shawn Sisco in Missouri House District 120 once again gave the Republican's their veto proof majority in the Missouri House. This will make the September 10 veto session very interesting as the Missouri House and Senate both have veto proof majorities.

The annual Legislative Veto Session is scheduled for Wednesday, September 10. Last year the General Assembly overrode a record number of Gubernatorial vetoes. This year the Governor set a new record number of vetoes. The General Assembly has vowed to break its record from last year and set a new record number of veto overrides. It is still unclear which bills the General Assembly will attempt to override, but many rumors are circulating as to which bills the General Assembly will attempt to override. Some of the veto override rumors include budget, sales taxes and deer regulation, just to name a few!

ASA Members 2014-15

AHM Financial Group
Acoustical Ceilings, Inc.
Affton Fabricating & Welding
Air Land & Sea Express
Air Masters/Gateway Mechanical
AME Constructors
American Burglary & Fire, Inc.
American Mechanical
American Steel Fabrication, Inc.
Anders CPA's +Advisors
Aschinger Electric
Bazan Painting Company
Bell Electrical Contractors
Benson Electric Company
Bi-State Fire Protection Corp.
Bi-State Utilities Company
Blue Line Rental
Bommarito Ford
Branham Electric
Briner Electric
Brown Smith Wallace LLC
Business Bank of St. Louis
C & R Mechanical Company
CD Strong Construction
C. E. Jarrell Contracting
CK Power
CMIT Solutions
CNA Surety
Cam-Dex Security
Cardinal Environmental Operations
Cee Kay Supply
Central Power Systems
CliftonLarsonAllen, LLP
Cohen Architectural Woodworking
Collins & Hermann
Common Sense Solutions
Construction Logistics & Equipment
Corrigan Company
D & J Glass & Sign
Dawson-Dodd Heating & Cooling
Deep Foundations, LLC
Drilling Service Company
Drury Company
Duct Systems
Ductz of West St Louis
Dynamic Controls, Inc.
ECO Constructors
ELCO Chevrolet Cadillac
Enterprise Bank & Trust
Envirotech, Inc.
Erb Equipment
Eureka Forge
Event Productions, Inc.
Excel Fire Protection. Inc.
Fabick CAT
Fastrack Erectors
Fenix Construction Co. of STL
Ferguson Enterprises, Inc.
Firestone
Flooring Systems, Inc.
Foundation Supportworks by Woods
Freeman Contracting
Frost Supply
GBI, Inc.
Galloway, Johnson, Tompkins, Burr & Smith
Gaus & Associates
George McDonnell & Sons
Goedecke Company
Golterman & Sabo
Grant Contracting
Greensfelder, Hemker & Gale, P.C.
Guarantee Electrical
H & G Sales, Inc.
Haberberger, Inc.
Hanenkamp Electric
Hawkins Construction & Flatwork
Hayden Wrecking
Heitkamp Masonry
Helitech
Hereford Concrete Products
Hilti
Hoette Concrete
Hunter Saak Modular Sales & Leasing
Ideas4Promos
IronPlanet
Irwin Products
J.D. Kutter Insurance
J.F. Electric
JJ Construction Services, LLC
J.W. Bommarito Construction Co.
J.W. Terrill
John J. Smith Masonry
Johnny on the Spot at Republic Services
Johnson Controls
K & K Supply, Inc.
Kaemmerlen Electric
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Kay Bee Electric
Kirberg Company
Kirby-Smith Machinery, Inc.
Knapheide Truck Equipment
Lawrence Fabric Structures
Liberty Mutual Surety
Lindberg Waterproofing
Lizmark
Luby Equipment Services
MSI Motor Service, Inc.
Marketeer, Inc.
Mays-Maune-McWard, Inc.
McCarthy, Leonard & Kaemmerer
Merric
Meyer Painting Co.
Michele K Smith CPA
Midwest Elevator
Montgomery Bank
Murphy Company
National Fire Suppression
Negwer Materials, Inc.
Niehaus Construction Services
Nigel's Flooring
Nu Way
O.J. Laughlin Plumbing Co.
Oreo & Botta Concrete
P & A Drywall Supply
Pac-Van, Inc.
Parkway Construction Services
PayneCrest Electric
Pearl Street Electric, LLC
PierTech Systems
Pirtek Fenton
Positioning Solutions Company
Power Up Electrical
Precision Daylighting, Inc.
Precision Office Installers
Preferred Wireless, Inc.
ProSource Wholesale Floorcoverings
Process Marketing Group
Professional Installers, Inc.
PS Rapp Sewer & Plumbing
RAI Insurance Group
R.F. Meeh Co.
RJP Electric
RM Supply
Raineri Building Materials
Reinhold Electric, Inc.
Rental Supply, Inc.
Ritchie Bros Auctioneers
Rock Hill Mechanical Corp.
RubinBrown LLP
Sachs Electric Company
Safety International, LLC
Sandberg, Phoenix, von Gontard
Schaeffer Electric Co., Inc.
Schneider Electric
SD Smith Financial
Seal the Deal
Secura Insurance
Seiler Instruments
Signature Craft
Sikich, LLP
St. Louis Screw & Bolt
Stone Carlie
Stylemaster Apparel, Inc.
Sunbelt Rentals
Swanson Masonry, Inc.
T.J. Wies Contracting
Taylor Excavating
TaylorMade Construction Co.
Techsmart Energy
Trojan Iron Works, Inc.
TROCO Custom Fabrication
Tulley Steel & Supplies
Tyson Onsite
UHY LLP
United Infrastructure Corporation
United Rentals
Vee-Jay Cement Contracting
Windoor Company
Wise Safety & Environmental

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

It's that time again and with the kids going back to school and the weather cooperating so far, I hope that everyone enjoyed their summer! This is the time when I like to encourage everyone to think about gearing up for more business. How do you do that you may ask??? Here are a couple of ideas: 1. Invite your best sub contractor customer or vendor / supplier to next month's meeting. With the meeting topic focused on property managers and how they review projects, maintenance agreements and tenant build outs.... I assure you that everyone will walk away with an increased idea on how to approach this type of client base. 2. Join a committee. This has been the most fulfilling part of my involvement with ASA Midwest. When you invest your time volunteering on a committee, you immediately start to deepen the relationship building process within the organization. 3. Sign up for the Golf Tournament on October 6, 2014. If you golf, then here is the perfect way to have some serious one to one time with your prospect (s) that you have building upon. Even if you don't golf, you can always take advantage of one of our sponsorship packages. I hope that one or all of these ideas gets you moving towards improved business, good luck, happy selling and I look forward to seeing you at the next meeting!

All the Best,
Jennifer Tichacek, Membership Chairman
Ferguson Facilities Supply

SAFETY

The ASA Safety Committee is looking for more members. Please consider sending someone from your staff to join our committee. Remember Safety Pays! For additional info contact Mike Sicking, Safety International, 314-486-3141

PROGRAMS

The program committee is busy planning programming for the 2014-15 year, which began July 1, 2014.

If you have suggestions or comments regarding ASA Programming, feel free to contact Tom Woodcock, Seal the Deal.

CONTRACT REVIEW

The Contract Review Committee has completed its review of the subcontracts of Keystone Construction Company and the Green Street Construction LLC. For copies of subcontracts that have been reviewed, contact Susan Winkelmann.

If you are successful in achieving any revisions suggested by the committee we ask that you report such changes to the committee.

A 5 part seminar series on Killer Contract Clauses is planned beginning Sept 9th and running through January 13th. asamidwest.com to register.
Dick Stockenberg, Sandberg, Phoenix & von Gontard P.C.

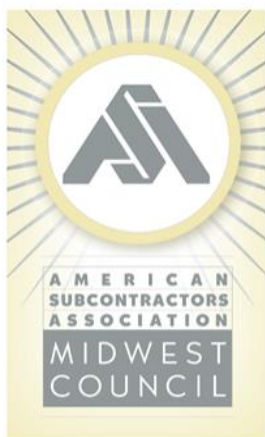


ASA Midwest Council is on Facebook, Twitter & LinkedIn

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 corporate ethics code or training program, you may already have most of the materials you would need to apply for ASA's 2014 Excellence in Ethics Award. If your firm does not yet have an ethics program, following the awards application process can help you start one! ASA's 2014 Excellence in Ethics Award provides national recognition to subcontractors that demonstrate the highest standards of integrity 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.



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Awards applications will be evaluated by Nitish Singh, Ph.D., an associate professor in International Business and the program leader of the Certificate in Corporate Ethics & Compliance Management at Saint Louis University, St. Louis, Mo. Dr. Singh also runs a consulting firm, IntegTree, LLC, with his business partner, Thomas Bussen, JD, MBA, providing ethics and compliance training and 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."

WE NEED YOUR FEEDBACK!!

*Have you filled out a
member needs survey for 2014?*

*Please visit www.asamidwest.com
to access the member survey*



*Please complete and email to
susan@asamidwest.com*

What records should I keep in the office in the event of an OSHA Inspection?

Michael Sicking, Safety International

I often get asked what records should I keep in the office in case I get inspected by OSHA? Remember, you should keep these records for a minimum of 5 years from the date of occurrence.

- Safety policy manual
- Training records
- Disciplinary Records
- OSHA Employee rights poster displayed in a place of public gathering
- OSHA 300 log
- OSHA 300A, posted between Feb 1 and April 30
- Accident reports
- Medical reports of treated employees
- Near miss reports
- SDS sheets for products
- Safety Inspection reports
- Equipment maintenance & inspection records
- Records on the exposure of employees to toxic substances and hazardous exposures, physical examination reports and employment records.
- Safety Committee meeting records
- New employee orientation records
- Any safety related information distributed to employees

If you have any questions feel free to contact me at 314-486-4141

Be Safe!

Michael Sicking, Safety International



STAR SAFETY PROGRAM

Safety Training And Responsibility

Powered by ASA MWC Members

***INTERESTED IN JOINING THE
STAR PROGRAM?***

***Contact Mike Sicking or
Susan Winkelmann for details!***

THANK YOU AUGUST MEETING SPONSORS

ELCO CHEVROLET CADILLAC
JOHNNY ON THE SPOT
KIRBY-SMITH MACHINERY
NU WAY

Knapheide Truck Equipment

Trojan Iron Works, Inc.

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

DUES RENEWAL

RENEW YOUR ASA MEMBERSHIP TODAY

Time is running out to renew your
ASA membership
\$845 dues for the 2014-15 year

**Dues must be paid by 10.31.14 to
maintain your ASA membership status.**

*contact Susan Winkelmann
314.845.0855
susan@asamidwest.com*



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Sponsorship Rates

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

- Website Rotating \$300/Year
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