

JUNE 2020

ALL EVENTS SUBJECT TO CANCELLATION OR POSTPONEMENT!

JUNE

June 17
Monthly DINNER Meeting
Syberg's on Dorsett or
Virtual meeting TBD

AUGUST

August 19
Monthly DINNER Meeting
Syberg's on Dorsett

SEPTEMBER

September 16
Monthly LUNCH Meeting
Syberg's on Dorsett

OCTOBER

October 5
ASA Golf Tournament
Whitmoor Country Club

DECEMBER

December 9
Holiday Party
Casino Night
Syberg's on Dorsett

For a full list of all
ASA Midwest Council events
visit www.asamidwest.com

I would like to take this opportunity in my last monthly President's Message, to thank the membership for your continued support of this organization. Thanks to Susan Winkelmann, all board members, and committee members for making my position run as smoothly as possible. A large portion of my term (pretty much half) has been unexpected to say the least. As my term expires, the membership will be in capable hands, as I turn the presidency over to Rich Russell (Sachs Electric Company). To Rich and other board members and officers I do wish you the best as you continue to push the chapter ahead in the right direction.

This is the part where I would normally promote all the great upcoming events for ASA, but as you are all aware events have become an impossible task to plan, due to the uncertainty of when we can gather in groups again. As of right now there is really nothing to announce with any confidence, other than our June monthly membership meeting will either be postponed or held virtually. Be sure to watch your e-mails for announcements of upcoming events in the future and save the date for our annual golf tournament scheduled for Monday, October 5th at Whitmoor Country Club! It is still ASA's mission to provide you the best value for your membership dollars, so stay tuned, as we navigate and move forward over the upcoming months.

Finally, a reminder that it is dues renewal time, and all members should have received their dues renewal invoice the first week of May, from our national organization. We need your continued support as an organization, and hope you will renew your membership, so that you have access to all the benefits that ASA membership provides. If you need a more flexible payment option, we continue to offer a monthly payment plan for your membership dues. Questions? Contact Susan Winkelmann at susan@asamidwest.com or 314.845.0855

Thank you again for the opportunity to serve as the ASA Midwest Council President, it was truly an honor to serve this chapter.

Tom Henson,
Affton Fabricating & Welding Co., Inc.
President, ASA Midwest Council
thenson@afwc.com

ALL IN PERSON ASA EVENTS POSTPONED OR CANCELLED UNTIL JUNE 15th 2020
WE WILL CONTINUE TO MONITOR THE SITUATION AND REPORT UPDATES WHEN AVAILABLE. VISIT www.asamidwest.com FOR THE LATEST INFORMATION!

ASA Midwest Council needs your time and talent!



**Are you a new member looking to get more involved with the ASA?
Or perhaps you are a long time member, and have never joined a committee!**

**We are always looking for committee members to assist with our
quarterly events, as well as the ongoing committees,
that help run the organization!**

**If you are interested in joining a committee, contact executive director,
Susan Winkelmann 314.845.0855 or susan@asamidwest.com**

ASA Midwest Council has been Building. Community. Since 1967!

ASA MEANS BUSINESS

Membership Benefits-How ASA Helps YOU!

ASA's Legislative involvement on the State and National Level to provide representation of Subcontractors & Suppliers in the Construction Industry in Jefferson City and Washington DC.

Ongoing Work to Improve Laws & Regulations affecting the construction industry

Protecting Your Contract Rights via legislative and contract review activities

Chapter Contract Review Committee with member access to a library of reviewed GC contracts

Business Practices Interchange (BPI) sessions to gain first-hand knowledge of GC's, from peers

Building Your Business & Management Skills thru relevant training and resources provided locally & nationally

Enhancing Your Professional Status with area General Contractors via networking opportunities at Awards Gala, GC Expo, and Golf Tournament.

Networking Opportunities with Subs & Suppliers who Share Your Concerns, and the opportunity to share ideas with peers

Outstanding Educational Seminars, Publications and Materials, to build your professional knowledge of the industry.

Assistance with improved Job Safety & Working Conditions with information and resources provided by ASA Midwest Council Safety Committee

Access to MEMBER ONLY Safety information, including monthly TOOL BOX TALK topics updated each month

Publications on Current Industry Issues from a local, regional, and national perspective keep you informed

ASAdvantage Program & local Affinity Programs to provide member only discounts on important goods and services needed to conduct business efficiently

Responding to Employee Concerns During the Pandemic

Patrick Hogan, Handle.com

Before the COVID-19 pandemic swept the world, workplace-related headlines were dominated by allegations of financial misconduct, gender and racial discrimination, and sexual harassment. Largely ignored were the things that represent a bulk of what employers and employees need to talk about.

As a business owner or construction team manager, an important aspect of your job involves addressing the problems and concerns of your employees. No one wants to hear complaints or confront employees about workplace issues they might have. But the fact is that nothing gets resolved and the business will not move forward if these concerns are not addressed. Some of these concerns may be small but if you do not show any proactive disposition regarding your employees' grievances, they can build up and sow a seed of discord within their ranks. Having disgruntled employees can result in a demoralized team, which can affect productivity.

Especially now, in the time of the coronavirus outbreak, empowering employees so they can voice out their concerns should be one of your top priorities. Here are some of the ways you can have pleasant and productive "let's talk" sessions with your employees.

Creating the Right Environment

Employee communication is founded on trust. Companies that create a culture based on trust will foster an environment where employees trust employers enough to voice out their concerns. The more an employee trusts their employer, the more likely they are to come forward as soon as they see a problem occurring.

Not all construction companies exert effort to foster an environment that is conducive to employee communication. While most companies do have certain mechanisms in place to get employee feedback, such as dedicated hotlines and feedback programs, these are usually done only to comply with the law. Convincing employees to use them at all can be a daunting task. Without a culture of trust, these systems that you put in place will be useless.

Construction businesses face a lot of business challenges, from supplier problems to payment issues, and understandably, there may not be as much emphasis on employee communication. But overcoming this hurdle can provide big benefits to your business. A great way to do so is to ensure anonymity and complete confidentiality in your feedback programs.

(ARTICLE CONTINUED ON PAGE 6)

Still Working From Home? Ready to Return to the Office? These Tips Can Help

Michelle Herring
CMIT Solutions

So whether your company is sticking with remote work or transitioning to a hybrid in-office/work-from-home phased approach, below are 10 best practices for securing your home office, making necessary changes to workflows, and keeping employees and clients safe as the business world continues to evolve.

1. Standardize policies for using office equipment at home (or personal computers for work).

When stay-at-home orders were issued across North America back in March, many businesses responded on the fly when it came to what computers and accessories employees were allowed to use and where. Now's the perfect time to reassess those policies and formalize them if needed, defining each employee's use of either company-owned devices at home or personal computers for work purposes. No matter what, make sure all computers are current with software updates, security patches, anti-virus, and other tools that can prevent vulnerabilities in older operating systems. If you have to share a computer with family members, set up separate user profiles that can keep important information sequestered and safe.

2. Make sure your Wi-Fi network is safe.

It might be a while before many of us start using public Wi-Fi networks at coffee shops, libraries, or airports again. But until then, don't just assume that your home Wi-Fi is safe. Make sure routers are password protected; if you haven't changed the password since you started using the router, now's the perfect time to update it. If you are faced with the prospect of signing on to unsecured public Wi-Fi, use the personal hotspot on your cellphone instead.

3. Secure the physical environment of your home or work office.

Moving documents and devices from one location to another always poses a slight risk. But many of us don't consider the security risks right in our own homes or offices. Want to preserve the integrity of your conversations? If you have a smart speaker like Amazon Alexa, Echo, or Google Home, consider unplugging those devices when you're working or talking business. Want to protect your computer in the event of a power outage? Use a power strip with battery backup instead of plugging your computer cord into the wall. Don't want anybody prying into your personal files? Lock your computer when you walk away. And always cover the camera on your laptop any time you're not using it for videoconferencing to prevent rogue hackers from accessing it. Finally, if you will be working in an office with other employees, make sure desks are spaced adequately apart, and pay extra attention to cleaning and sanitation of your desk, keyboard, mouse, monitor, phone, and other high-touch points in the workspace.

4. Beef up your passwords.

In 2018, the US Department of Commerce's National Institute of Standards and Technology (NIST) released new guidelines recommending a shift away from password complexity and toward user friendliness. The NIST guidelines now call passwords "Memorized Secrets" and recommend that users create long passphrases that are easy for them to remember instead of convoluted strings of nonsensical numbers and letters. The use of special characters—!, @, #, \$, %, and the like—is still recommended, and passwords still shouldn't include personally identifiable information like a child's birthday or pet's name. Don't save your passwords in a



document or write them down on a physical slip of paper; instead, consider using a password manager, which serves as a digital vault storing the login information you use to access apps on mobile devices, websites and other services. Switch up passwords between platforms, and always use multi-factor authentication (MFA) whenever possible. This extra layer of protection requires something you know (your password) AND something you have (a unique code delivered via text message or email).

5. Review infrastructure and equipment.

Most businesses will operate much differently this summer than they did this spring. Whether you're spreading out desks to meet six-foot social distancing requirements or investing in new equipment that better supports remote employees, infrastructure and communication needs will probably deserve attention. Working with a trusted IT partner, review your company's operations over the last few weeks and identify any shortcomings or areas for improvement. Effective platforms that enhance employee connectivity and collaboration are essential, so prioritize those if telecommuting will remain in place. And if in-office operations will return, emphasize policies that will help everyone stay safe.

6. Use caution with videoconferencing.

The use of online meeting platforms has boomed over the last two months. With that exponential increase in users, however, comes a surge in cyberthreats and sabotage. Bad actors have used public meeting links to crash online conversations with shocking content or harassment, so avoid sharing meeting links on social media, generate random meeting identification numbers that require a password to join, and use host controls like waiting rooms, automatic mute, and screen share limitations to keep videoconferences safe.

7. Watch out for scams and phishing attempts.

Aside from these newfangled attempts, old-fashioned email, text message, and even phone scams are still a part of life. Don't fall victim to these by inspecting sender information in emails and texts, checking for misspellings or awkward phrases, hovering over links before clicking on them, and staying away from unexpected or unfamiliar attachments. The most important rule of all, though, is that you should never share unnecessary personal information in an email. If someone you know requests a date of birth, a password, a wire transfer, or a bank account number, call them to confirm before sending.

8. Stop suspicious activity before it spreads.

If you suspect you may be getting hacked, or you clicked on something in an illicit email, immediately disconnect from Wi-Fi and/or unplug the Ethernet cord that is hardwired to your Internet. This can prevent the spread of ransomware or other viruses to connected networks and devices.

9. Take data backup seriously.

Whether you're conducting business at home or in the office, one thing remains the same: it's critical to have remote and redundant data backups created on a regular basis. Those backups should be monitored and tested for reliability, and your business should have a recovery plan in place so you know what to do if data loss does occur. If you're working from home, remember that backing up work-related information to a personal computer could represent a breach of compliance. And with ransomware on the rise, maintaining a steady data backup solution is key to surviving a cyberattack.

Michelle Herring is an owner of CMIT Solutions of St. Charles/Chesterfield. You can reach her at 636-489-4995.



*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 and support deserving students advance their educational goals!

**For additional information about the Scholarship Fund contact
Chris O'Hagan, J D Kutter chris@jdkutter.com**

www.asamidwest.com

THANK YOU

to the MEMBER COMPANIES that attended our recent monthly meeting!

Affton Fabricating & Welding	Enterprise Bank & Trust	Lawrence Fabric & Metal	Precision Analysis, Inc.
American Steel Fabrication,	Fabick Rents	Structures	RubinBrown LLP
Aschinger Electric	Foreman Fabricators	Lizmark Branded Solutions	Sachs Electric
Bangert Computer Systems	George McDonnell & Sons	Luby Equipment Services	Sandberg Phoenix
Bazan Painting Co.	Golterman & Sabo	Marketeer	Schmersahl Treloar & Co.
BluSky	Guarantee Electrical Co.	MC Service	Seal the Deal Too
Brown Smith Wallace, LLP	Ideas4promos	Montgomery Bank	SFW Partners, LLC
CarsonAllaria	Irwin Products, Inc.	Nu Way	Show Me Industrial Services,
Wealth Management	J.D. Kutter	O.J. Laughlin Plumbing Co.	Sikich, LLP
CK Power	Jarrell Contracting	Pipe and Duct Systems, LLC	Sunbelt Rentals
CSA Advisors	Johnson Controls	Pirtek Overland	T J Wies Contracting
ELCO Chevrolet Cadillac	Knapheide Truck Equipment	Plumbing Planning Corp.	UHY LLP
			Vee-Jay Cement Contracting

Upcoming ASA Midwest Council Meetings & Events



ALL IN PERSON EVENTS/MEETINGS ARE SUBJECT TO CHANGE AT THIS TIME!

When groups are allowed to meet again, we look forward to our in person events resuming as soon as possible, utilizing all state and local guidance to remain safe!

June 17	Monthly Membership DINNER Meeting <i>TBD-Syberg's on Dorsett OR VIRTUAL</i>
August 19	Monthly Membership DINNER Meeting <i>Syberg's on Dorsett</i>
September 16	Monthly Membership LUNCH Meeting <i>Syberg's on Dorsett</i>
October 5	ASA Midwest Council Golf Tournament <i>Whitmoor Country Club</i>
December 9	15th Annual Member Only Casino Night Holiday Party <i>Syberg's on Dorsett</i>

VISIT WWW.ASAMIDWEST.COM TO REGISTER FOR ANY OF THE ABOVE EVENTS!

Event registration requires member login, contact susan@asamidwest.com with questions!

*ASA Midwest Council is on Facebook, Twitter & LinkedIn
Follow ASA Midwest Council
for the latest news and information!*





(cont'd from page 2 Responding to Employee Concerns During the Pandemic article)

Hearing Employees Out

There are several ways you can hear out employees regarding their concerns and complaints. For instance, you can solicit the help of team leaders, who can talk to their teams and report their findings to you. Phone hotlines and dedicated email addresses for feedback are also some of the best channels to gather employees' opinions. Finally, regular employee surveys and even physical suggestion boxes are great ways to check the pulse of your organization. The effectiveness of these feedback methods, however, lies in you as the listener. Communication is a two-way street and you need to actively listen to what the other person is saying to ensure that both of you are on the same page. Give your employees your full attention and feel free to ask questions if you want them to clarify their concerns. You want to be empathetic and show that you understand the problem.

At the end of the conversations, you and your employees should have a clear agreement on what the next steps will be. Often, this will be gathering more information about their concerns and talking directly to the people involved to verify their claims. Do not leave your employees wondering if their problem will be resolved. If you think you cannot do anything about the situation, explain it clearly.

Communicating During the Pandemic

The current crisis has created extraordinary circumstances for many construction employees. Some states have declared construction work essential while others have ordered workers to stay at home to slow down the spread of the novel coronavirus. Consequently, many construction employees will have pressing concerns about their work as the crisis continues.

It is currently that effective communication is important more than ever. There will be an increasing level of frustration as uncertainty takes over your workforce. We all have been caught off guard by the pandemic and unfortunately, not every company is well-equipped to quickly adapt to the situation.

When talking to employees about the current situation, you need to put yourself in their shoes and think about what it means to your employees. Anticipate their questions and answer them as honestly as possible. Complete honesty can be scary but being truthful establishes trust and prevents the build-up of tension, especially in this time of uncertainty.

IT IS DUES RENEWAL TIME!
Membership Dues Renewal invoices were sent out in early May from our national organization

Dues renewal only \$845 per year or \$72 per month

Did you know ASA membership is a company membership & includes all employees of your company for one rate?

RENEW YOUR MEMBERSHIP TO RETAIN ACCESS TO ALL THE MEMBER ONLY BENEFITS OF ASA MEMBERSHIP!

Questions or need a copy of your invoice?
susan@asamidwest.com or 314.845.0855

Help Defend Our Future by Supporting the Subcontractors Legal Defense Fund

ASA underwrites the legal costs of filing "friend-of-the-court" briefs to inform the Court regarding the broader impact of relevant cases throughout the country. We have won dozens of these cases since 1997, vindicating subcontractor rights today and into the future!

Each year, courts across the country hand down hundreds of decisions on federal and state laws, as well as court-made or "case" law, that apply to subcontractors' businesses. Many of the decisions impacting subcontractors interpret the contract provisions of subcontract agreements—provisions like pay-if-paid, hold harmless, duty-to-defend, and no-damages-for-delay. Some of these decisions are precedent-setting and carry significance for subcontractors across state lines.

ASA's Subcontractors Legal Defense Fund supports ASA's critical legal activities in precedent-setting cases to protect the interests of all subcontractors. ASA taps the SLDF to fund amicus curiae, or "friend-of-the-court," briefs in appellate-level cases that would have a significant impact on subcontractor rights.

VISIT <https://www.asaonline.com/subcontractors-legal-defense-fund/> to support SLDF TODAY!

The legislative session came to an end at 6:00 pm on May 15 and the halls of the Capitol are quiet again. In what was an historic session, the state Capitol sat empty for over a month due to the impact of the coronavirus pandemic. The shortened session left little time for priority bills to work their way through the legislative process. Well over 2,000 bills and resolutions were filed by Senators and Representatives this year, but only 31 policy related bills were truly agreed and finally passed.

Once lawmakers returned to Jefferson City after the coronavirus shutdown, they had only three weeks to pass the budget and other priorities. Budget writers had to rethink their proposed spending plan for FY2021 because of the ongoing financial impact of COVID-19. They trimmed \$700 million from their original proposal and warned that spending restrictions and withholds could be necessary as revenue numbers unfold throughout the year. The total of the spending plan for next year amounts to \$35,291,459,657. General Revenue accounts for \$10,011,743,473 of that amount, while \$14,757,315,949 comes from Federal funds, and \$10,522,400,235 comes from other funding sources.

Legislation that passed this year is now being reviewed by the Governor and his staff. Budget related bills must be signed or vetoed by June 30. He must take action on other legislation by July 14. Any bill signed into law will become effective on August 28 unless the measure contained a specific effective date or an emergency clause. Any bills vetoed by the Governor will be considered for an override by the legislature at the annual veto session in September.

Bills of interest to ASA that passed this session include HB2046 which deals with professional licensing in Missouri. The bill creates the "Expanded Workforce Access Act of 2020", where licensing authorities are required to grant a license to any applicant that has completed the 8th grade, completed a federally approved apprenticeship program, and passed any necessary examination. The bill also establishes a procedure for professional licensing reciprocity for certain professionals licensed in other states.

SB591 also crossed the finish line. This legislation deals with civil actions and states that states that an unlawful merchandising practice shall not include any advertisement, merchandise, or transaction in which the merchandise consists of a new residence in a transaction in which the buyer is offered and accepts an express warranty in the sale contract by the builder or by a third party warranty paid for by the builder and the sale contract includes a disclaimer. The act defines "residence" as a single-family house, duplex, triplex, quadruplex, or unit in a multiunit residential structure in which the title to each individual unit is transferred to an owner under a condominium or cooperative system and includes common areas and common elements.

Now that the legislative session has ended, lawmakers will hit the campaign trail in full force. All 163 seats in the House of Representatives are up for election as are 17 of the 34 state Senate seats. The Primary Election will be held on August 4, with the winners squaring off in the General Election on November 3.

In the meantime, House and Senate leadership will be in discussions with the Governor regarding a possible special session(s). It is likely that the Governor will call lawmakers back to Jefferson City to address several policy issues such as the Wayfair tax and other economic development issues in addition to addressing the ongoing budget shortfall.

We will continue to provide legislative and political updates to keep the ASA Midwest Council members informed. Thank you, Nikki Strong, Strong Consulting Group.

ASA Midwest Council Members

24/7 OnSite Cameras
Acoustical Ceilings, Inc.
Acropolis Technology Group
Affton Fabricating & Welding
AME Constructors
American Burglary & Fire, Inc.
American Steel Fabrication, Inc.
Anders CPAs + Advisors
Aqueduct Plumbing LLC
Archview Metal Systems Co.
Aschinger Electric
Aspen Waste Systems
Autco Appliances
Auto Trim Restyling
Bangert Computer Systems
Bazan Painting Company
Bell Electrical Contractors
Benson Electric Company
Bick Group
Big Boy's Steel Erection
Bi-State Fire Protection Corp.
Bi-State Utilities Company
BluSky Restoration
Boyer Fire Protection
Brown Smith Wallace LLP
Budrovich
Building Point Mid-America
C.E. Bollmeier Company, Inc.
C. E. Jarrell Contracting
CK Power
CMIT Solutions
CNA Surety
CSA Advisors LLC
Cardinal Environmental Operations
CarsonAllaria Wealth Management
Cee Kay Supply
Century Fire Sprinklers, Inc.
CliftonLarsonAllen, LLP
Collins & Hermann
Common Sense Solutions
Corrigan Company
Doll Services and Engineering
Drilling Service Company
Dynamic Controls, Inc.
ELCO Chevrolet Cadillac
Empire Fence & Custom Iron Works
Enterprise Bank & Trust
Event Productions, Inc.
Fabick CAT
Fenix Construction Co. of STL
Flooring Systems, Inc.
Focal Pointe Outdoor Solutions, Inc.

Foreman Fabricators
Foundation Supportworks by Woods
Frost Supply
Galloway, Johnson, Tompkins,
Burr & Smith
George McDonnell & Sons
Golterman & Sabo
Grant Contracting
Grasser Electric
Guarantee Electrical
H & G Sales, Inc.
HM Risk
Haberberger, Inc.
Hager Companies
Hanenkamp Electric
Hansen's Tree, Lawn & Landscaping
Hawkins Construction & Flatwork
Hayden Wrecking
Heitkamp Masonry
Hoette Concrete
Ideas4Promos
Imperial Metal Company
Integrated Facility Services
Irwin Products
JD Kutter
J.F. Electric
J.W. Terrill
John J. Smith Masonry
Johnson Controls
Jos. Ward Painting Co.
K & K Supply, Inc.
Kaemmerlen Electric
Kaiser Electric
KAM's Mechanical LLC
Kay Bee Electric
Kirberg Company
Kirby-Smith Machinery, Inc.
Knapheide Truck Equipment
Landesign LLC
Lawrence Fabric & Metal Structures
Leach Painting Company
Liberty Mutual Surety
Lindberg Waterproofing
Linek Plumbing Co.
Lizmark
Luby Equipment Services
Marketeer, Inc.
Meyer Painting Co.
Midwest Elevator
Mold Solutions
Montgomery Bank
Mueller Prost

Murphy Company
Negwer Door Systems
Niehaus Building Services
NuWay
O.J. Laughlin Plumbing Co.
On Site Companies, Inc.
P & A Drywall Supply
P.M. Leach Painting Co.
Pac-Van, Inc.
Parkway Construction Services
PayneCrest Electric
Pearl Street Electric, LLC
Pirtek Overland
Pipe and Duct Systems
Plumbing Planning Corporation
PPG Paints
Precision Analysis, Inc.
Professional Installers
Professional Metal Works, LLC
R.F. Meeh Co.
RJP Electric
Raineri Building Materials
Ravensberg, Inc.
Rental Supply, Inc.
Rock Hill Mechanical Corp.
RubinBrown LLP
Sachs Electric Company
Safety International, LLC
Sandberg Phoenix
Schaeffer Electric Co., Inc.
Schmersahl Treloar & Co.
Seal the Deal Too
Seiler Instruments
SFW Partners, LLC
The Sherwin-Williams Co.
Show Me Industrial Services, Inc.
Signature Craft
Sikich LLP
St. Louis-KC Carpenters Reg Council
Stylemaster Apparel, Inc.
Sunbelt Rentals
Swanson Masonry, Inc.
T.J. Wies Contracting
Taylor Excavating
TROCO Custom Fabrication
UHY LLP
USI Insurance Services
United Rentals
Vee-Jay Cement Contracting
Wies Drywall and Construction
Woodard Cleaning and Restoration
Worksafe Technologies
Zurich Surety

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. Interested in joining a committee? Contact Susan Winkelmann, ASA Executive Director- susan@asamidwest.com or 314.845.0855

SAFETY

Be sure to visit the Members Only Safety Page on the ASA website, for ongoing safety and health tips, as we all navigate these uncertain times together! Lets be Always Safety

Aware! For additional information regarding the ASA Safety Committee, or to join the committee, contact our Safety Committee Co-Chairs: Rose Kastrup with CSA Advisors at (417) 761-4194 or Steve Williams with Bell Electrical at (314) 447-9071.



MEMBERSHIP

The ASA Membership Committee is asking for your help. If you know a subcontractor who could benefit from the resources that ASA brings to its members, let us know. The benefits of ASA membership are many and our committee is very focused on adding quality new members. For Additional information contact on of our Membership Committee Co-Chairs Chris O'Hagan, JD Kutter, at (314) 444-4949 or chris@jdkutter.com. OR Matt Tucker, Affton Fabricating & Welding, at (618)391-0434 or mtucker@afwc.com

CONTRACT REVIEW

Your Contract Review Committee reviews subcontract agreements for our members. We maintain a library of subcontracts available for your use as you negotiate subcontract terms. We focus on GCs who work in our area. If you have seen a new subcontract form put in use by a GC for work in the area and think it should be reviewed for future use by our members, please submit it to us. All we ask is that the form be submitted in WORD format for easy editing for the committee.

Whenever a member asks for a copy of any subcontract that has been reviewed, we ask for feedback indicating what, if any, changes the subcontractor was able to obtain. If you would like to work on this committee, please let us know. We meet, as needed, on the second Wednesday of each month at Sachs Electric.

If you have questions regarding the contract review service, contact committee chair, Dick Stockenberg, Sandberg Phoenix, von Gontard rstockenberg@sandbergphoenix.com.

PROGRAMS

During these uncertain times, our goal is to continue to provide relevant programming to all our members. If you have suggestions for future ASA program topics, please contact either of our Programs Committee Co-Chairs: Chris O'Hagan, chris@jdkutter.com or Steve Albart, salbart@enterprisebank.com



SBA and PPP Loan Forgiveness Program

On May 15, 2020, the Small Business Administration (SBA) released their application that businesses will submit to their lender to apply to have their Paycheck Protection Program (PPP) loans forgiven. The application, which is accompanied by a number of worksheets and instructional pages, provides clarity on a number of critical questions that were facing PPP loan recipients.

There are still some open questions and we anticipate that, in addition to the application document, the SBA will be releasing interim rules relating to the loan forgiveness provisions. In the meantime, businesses that received a PPP loan, are well advised to review the application and accompanying guidance as soon as possible, rather than waiting until the end of their loan period, in order to identify and take any necessary steps to ensure and maximize loan forgiveness. The biggest new takeaways from the application are: the covered loan period, calculation of forgivable expenses, and reductions to forgiveness.

VISIT <https://asamidwest.com/category/news/> for the Small Business Legislative Council's memo.

ASA Joins the U.S. Chamber of Commerce in a PPP Letter to Congress & the Administration

The letter requests emergency legislative and administrative action to: (1) repeal the Paycheck Protection Program's (PPP) 75%-25% rule, (2) extend the eight-week period for purposes of calculating loan forgiveness, and (3) extend the June 30 safe harbor date for rehiring and restoration of pay. These steps would conform the PPP with the reality of the gradual reopening now occurring across the United States and would help ensure that more small businesses remain in operation.

Per the letter, "these three changes would help ensure that the liquidity provided through the PPP can be deployed in a manner that is most likely to allow a small business to remain operational. Specifically, these changes would help small business owners who need capital for overdue rent payments, the re-start of vendor contracts, and other necessary expenses. In addition, the extended deadlines would permit a more orderly return to work consistent with the phased reopening."

OSHA Releases Revised Enforcement Guidance for Recording Cases of COVID-19

On Tuesday, May 19th, the Occupational Safety and Health Administration (OSHA) updated their interim guidance for the enforcement of requirements with respect to the recording of occupational illnesses, specifically cases of COVID-19. This new guidance takes effect on Tuesday, May 26th, and establishes COVID-19 as a recordable illness. Under this new OSHA record keeping requirement, employers are responsible for recording cases of COVID-19 if:

1. The case is a confirmed case of COVID-19, as defined by the Centers for Disease Control and Prevention [2]
2. The case is work-related as defined by 29 CFR § 1904.5;[3]
3. The case involves one or more of the general recording criteria set forth in 29 CFR § 1904.7.[4]

Because of the difficulty with determining work-relatedness, OSHA is exercising enforcement discretion to assess employers' efforts in making work-related determinations.

Visit www.osha.gov/coronavirus to review the full OSHA guidance document and review the list of reasonable determination of work-relatedness as outlined by the agency.

COVID-19

Control and Prevention

Measures for protecting workers from exposure to, and infection with, SARS-CoV-2, the virus that causes Coronavirus Disease 2019 (COVID-19), depend on the type of work being performed and exposure risk, including potential for interaction with people with suspected or confirmed COVID-19 and contamination of the work environment. Employers should adapt infection control strategies based on a thorough hazard assessment, using appropriate combinations of engineering and administrative controls, safe work practices, and personal protective equipment (PPE) to prevent worker exposures. Some OSHA standards that apply to preventing occupational exposure to SARS-CoV-2 also require employers to train workers on elements of infection prevention, including PPE.

OSHA has developed this interim guidance to help prevent worker exposure to SARS-CoV-2. The general guidance below applies to all U.S. workers and employers. Depending on where their operations fall in OSHA's exposure risk pyramid, workers and employers should also consult additional, specific guidance for those at increased risk of exposure in the course of their job duties broken down by exposure risk level.

General Guidance for All Workers and Employers

For all workers, regardless of specific exposure risks, it is always a good practice to:

Frequently wash your hands with soap and water for at least 20 seconds. When soap and running water are unavailable, use an alcohol-based hand rub with at least 60% alcohol. Always wash hands that are visibly soiled.

Avoid touching your eyes, nose, or mouth with unwashed hands.

Practice good respiratory etiquette, including covering coughs and sneezes.

Avoid close contact with people who are sick.

Stay home if sick.

Recognize personal risk factors. According to U.S. Centers for Disease Control and Prevention (CDC), certain people, including older adults and those with underlying conditions such as heart or lung disease or diabetes, are at higher risk for developing more serious complications from COVID-19.

Environmental Cleaning and Decontamination

When people touch a surface or object contaminated with SARS-CoV-2, the virus that causes COVID-19, and then touch their own eyes, noses, or mouths, they may expose themselves to the virus.

Employers operating workplaces during the COVID-19 pandemic should continue routine cleaning and other housekeeping practices in any facilities that remain open to workers or others. Employers who need to clean and disinfect environments potentially contaminated with SARS-CoV-2 should use EPA-registered disinfectants with label claims to be effective against SARS-CoV-2. Routine cleaning and disinfection procedures (e.g., using cleaners and water to pre-clean surfaces before applying an EPA-registered disinfectant to frequently touched surfaces or objects for appropriate contact times as indicated on the product's

label are appropriate for SARS-CoV-2, including in patient care areas in healthcare settings in which aerosol-generating procedures are performed.

Workers who conduct cleaning tasks must be protected from exposure to hazardous chemicals used in these tasks. In these cases, the PPE (29 CFR 1910 Subpart I) and Hazard Communication (29 CFR 1910.1200) standards may apply, and workers may need appropriate PPE to prevent exposure to the chemicals. If workers need respirators, they must be used in the context of a comprehensive respiratory protection program that meets the requirements of OSHA's Respiratory Protection standard (29 CFR 1910.134) and includes medical exams, fit testing, and training.

Cleaning chemicals' Safety Data Sheets and other manufacturer instructions can provide additional guidance about what PPE workers need to use the chemicals safely.

Do not use compressed air or water sprays to clean potentially contaminated surfaces, as these techniques may aerosolize infectious material. More information about protecting environmental services workers is included in the worker-specific section, below.

Worker Training

Train all workers with reasonably anticipated occupational exposure to SARS-CoV-2 (as described in this document) about the sources of exposure to the virus, the hazards associated with that exposure, and appropriate workplace protocols in place to prevent or reduce the likelihood of exposure. Training should include information about how to isolate individuals with suspected or confirmed COVID-19 or other infectious diseases, and how to report possible cases. Training must be offered during scheduled work times and at no cost to the employee.

When the potential exists for exposure to human blood, certain body fluids, or other potentially infectious materials, workers must receive the training required by the Bloodborne Pathogens (BBP) standard (29 CFR 1910.1030), including information about how to recognize tasks that may involve exposure and the methods, such as engineering controls, work practices, and PPE, to reduce exposure. Further information on OSHA's BBP training regulations and policies is available for employers and workers on the OSHA Bloodborne Pathogens and Needlestick Prevention Safety and Health Topics page.

OSHA's Training and Reference Materials Library contains training and reference materials developed by the OSHA Directorate of Training and Education as well as links to other related sites. The materials listed for Bloodborne Pathogens, PPE, Respiratory Protection, and SARS may provide additional material for employers to use in preparing training for their workers. OSHA's Personal Protective Equipment Safety and Health Topics page also provides information on training in the use of PPE.

Workers with Increased Susceptibility for SARS-CoV-2 Infection or Complications

Identify workers who may be at increased susceptibility for SARS-CoV-2 infection or complications from COVID-19 and consider adjusting their work responsibilities or locations to minimize exposure. Other flexibilities, if feasible, can help prevent potential exposures among workers who have diabetes, heart or lung issues, or other immunocompromising health conditions.

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