



New Hampshire/
Vermont Chapter

ABC NH/VT Action News Letter

January 2017

ABC LEADERSHIP TO BE RECOGNIZED AT 32nd Annual Meeting 2017 Officers and Directors to be Elected

If you haven't already, you are encouraged to get your registrations in for ABC's 32nd Annual Meeting, Thursday, January 26th, at the Manchester Country Club. This event is always a great business development opportunity and is an occasion to recognize the chapter leadership for their service. The Annual meeting not only features recognition of the current leadership but introduces the Slate of Officers and Directors for 2017.

[Register Here](#)

As required by the Chapter By-Laws "the list of candidates so selected shall be published and sent to the membership two-weeks prior to the date of the Annual Meeting". Below is the proposed slate. They will be confirmed by a voice vote of those companies present at the January 28th Annual Meeting. If any member has comments concerning the nominations process or the proposed slate, please contact the Chapter Office: 603-226-4789

*See Page 4 for **2017 Board of Directors**



YOUR PARTICIPATION IN THE ABC ANNUAL WAGE AND BENEFIT SURVEY IS IMPORTANT!

The NH/VT ABC Chapter is now collecting data for its annual Wage & Benefit survey. This anonymous survey is the only one of its kind available in our area. The survey data is extremely important to members' efforts to understand current wage and benefit practices and to maintain competitive practices to attract and retain quality employees. The survey data is also used in the legislative arena and other public policy decision making forums to provide documented evidence of the current wage and benefit practices of merit shop contractors.

The survey can be completed on line, it is very user friendly and a quick easy process! Go to **2017 Wage and Benefit** and please help ABC help you by participating. If you are not the correct company contact to complete the survey, please forward the survey to the correct contact. PLEASE, if you have not already, complete the survey. Members will be notified when the completed data and survey results are available.

ARE SUPERINTENDENTS DRIVING YOUR PROJECT IN THE RIGHT DIRECTION?

Training programs, certifications, operator's manuals and service technicians are all available and accessible to provide support and assistance to operate equipment. Even the simplest of equipment, like home appliances, lawn mowers and the remote-control for your TV come with instruction and numbers to call if you need help. Every day we get in our car, put the key in the ignition, shift into gear and head down the road. It is hard to imagine not being comfortable driving a car. However, every one of us had to be taught and had to practice before allowed to drive by ourselves.

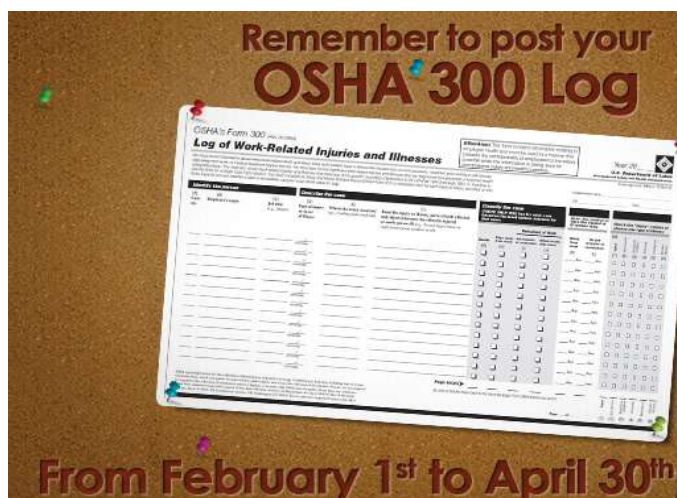
Everyday supervisors start up the project, shift it into gear and drive it until the day is done. They manage people, coordinate activities, promote productivity, enforce safety and control the progress of the project. Their responsibility is tremendous. There is sufficient evidence indicating that superintendents are the single most important individuals to assure owners and contractors achieve project productivity, performance and bottom line objectives. Translation: the success or failure of a project will be determined by the effectiveness of the project supervisor.

The construction process is a people process. Unfortunately, there is no owner's manual or 800 number to call to get answers when the process breaks down. To be successful a supervisor must have the technical skills and be able to plan, lead, and control the project. So, where are most supervisors learning the skills and gaining the knowledge to be successful? Contractors do invest time and carefully select individuals who prove they have the interest and ability to develop into good supervisors. Yet, too often they overlook the value of formal training programs. The result adds challenges to an already challenging process. General contractors are heard accusing subcontractors of poor performance due to the subcontractor's lack of supervision. Subcontractors are heard saying that their employees are running the project due to the general contractor's poor supervision. Although it will never be perfect, there is room for improvement. Contractors (subcontractors, GC's, CM's, anyone with people who have supervisory responsibility) must commit and invest in training their employees who are or will become supervisors. Even if you train, the project may be difficult. If you do not train it is likely the project will be difficult. The difference between 'may' and 'will' is expensive and will greatly exceed any cost of training.

ABC's Supervisory Certificate program courses are providing valuable training for many companies. The practical, hands-on instruction has helped improve the performance and productivity of individuals currently enrolled in the program. For further information on upcoming courses [click here](#) to go to the ABC calendar or contact jennifer@abcnhvt.org, 603 226 4789 with any questions.

DO NOT FORGET -POST YOUR OSHA 300 LOG

Beginning February 1st through April 30th, contractors must post OSHA 300 Log Summaries in a conspicuous spot on all construction sites. The summaries, which are an annual OSHA requirement, list the total number of job related injuries and illnesses that occurred in the previous year and were logged on the employers OSHA 300 form. All summaries must be certified by a company executive and displayed in a common area where notices are typically posted.



REVIEW WRITTEN SAFETY PROGRAM/JOINT LOSS MANAGEMENT COMMITTEE (In NH)

In NH, all employers with 15 or more employees shall prepare a current written safety program and file this program with the Department of Labor. After a written safety program has been filed, the program shall be reviewed and updated by the employer at least every 2 years. Employer programs shall, in addition to the specific rules and regulations regarding worker safety, include the process of warnings, job suspension, and job termination for violations of the safety rules and regulations set forth in the program. Also, every employer of 15 or more employees shall establish and administer a joint loss management committee composed of equal numbers of employer and employee representatives. Employee representatives shall be selected by the employees. The joint loss management committee shall meet regularly to develop and carry out workplace safety programs, alternative work programs that allow and encourage injured employees to return to work, and programs for continuing education of employers and employees on the subject of workplace safety. Below is a summary of the regulation (RSA 281 – A:64):

- Employers with 15 Employees shall have a Written Safety and Health Program.
- Employers with 15 Employees shall file a Safety Summary Form one time.
- Employers with 15 Employees shall update the Written Program biennially.
- Employers with 15 Employees shall establish a Joint Loss Management Committee.

**PROPOSED
2017 BOARD OF
DIRECTORS**

CHAIR
Mike Dion Metro Walls, Inc.

1ST VICE CHAIR
Wayne Symonds Methuen Construction Co, Inc

2ND VICE CHAIR
Joe Campbell North Branch Construction

TREASURER
Rusty Mosca Nathan Wechsler & Company

DIRECTORS (up to 9)

Dan Smith H P Cummings
Eric Horner The Rowley Agency
Jeff Luter Fulcrum Associates, Inc.
Will Long Interstate Electrical Services Corp.
Robert Holden Denron Plumbing & HVAC

Tim Barton DECCO, Inc
Matt Johnson Devine, Millimet & Branch
Bill Hickey The H L Turner Group
Sarah Crane Andrews Construction

PAST CHAIR
Mark Hodsdon Palmer & Sicard, Inc

NATIONAL DIRECTORS

Tim Long Meridian Construction Corporation
Kelly Gagliuso Gagliuso & Gagliuso, PA
Mark Hodsdon Palmer & Sicard, Inc

EX OFFICIO
Alan Quinlan USI Insurance Services

ABC Group Trust Administrator

Mark Makmann Metro Walls, Inc
ABC Young Professionals Group (YPG), Chair

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Ends January 26th**