



“CONSTRUCTING A WAY FOR A BETTER FUTURE”

# ECA NEWSLETTER

## JOHNS SOAPBOX



**Remember-this is an op-ed piece and I do not speak for the ECA or any of its members in this “Soapbox”. These are just my ramblings that hopefully you find thought provoking.**



### When Bandwidth Simply Is Not There

At times we get so stressed that we need another key employee or “ten” that we just throw caution to the wind and hire someone. I’ve done it. I think many of us have done it.

This is a bigger problem for closely held firms that are seeing opportunities for expansion, but not having the internal policies and procedures to accommodate that growth. Often, our frustration comes about because in a smaller firm, we find ownership trying to maintain some control by being the head estimator, the chief financial officer, and the chief operations manager. Maybe our wife is the head of human resources. Maybe you have a chief safety officer, maybe your wife or husband or you have had to adopt that role as well. Eventually, the weight of all those job duties creates bottlenecks in your process such that you know you are missing opportunities for a great job or missing an opportunity to close out a job efficiently.

You simply do not have the “bandwidth”.

You know you need to hire someone to take the stress off of yourself or your spouse. But your internal procedures are not in place so that you can clearly, and aggressively, go seek that key employee.

What do you do?

I suggest you try and take a step back with someone who can mentor you. Either hire a consultant or go to a trusted pal that has been where you are now. When your company develops procedures and policies that protect you as an owner but allow your co workers to make key decisions without waiting for you to approve their choices, you can then clearly define that key new position in your firm that will allow you some breathing space. It might mean taking a step or two “back” in work load and projects, it might mean you find that once the policies are in place that you have the wrong person running a part of your operation, but ultimately, your quality of life as an owner or key manager will benefit from the structure you put in place.

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MARY KENNEDY CABRERA

Continued from page 1

It is not easy to self-identify these policies that are needed. But they are vital if you are to survive and thrive in this very complicated business environment. So, when you run out of your own bandwidth, or you realize you are doing things that you are not great at doing, rely on your core company policies to create more bandwidth for you, and in particular, for your firm.

Good luck!

That's All Folks!

John

\*\*\*\*\*

**Auction is coming up gang! Get your guests (with expense accounts!) together and let's go have a great time supporting the ECA!! Thank you!**

**COMMITTEE NEWS & INFORMATION**

1. The Nominating Committee, led by Chair Walt Turner, will meet again on August 15, 2023, from 10am to 11am at small conference room at NCBE. Walt has led his committee to award winners and for this next meeting, we will be discussing 2024 ECA Board Members. Final decisions will be made by the entire Board of Directors in September and October after the committee makes its recommendations to the Board in September.
2. ECA Exec Meeting to be held August 15, 2023, at 11:00 am to 12:00 pm at NCBE small conference room.
3. ECA Board of Directors Meeting to be held August 15, 2023, from 12-1:30 pm., special presentation by the City of Santa Rosa Transportation and Public Works to introduce the new Deputy Director of Engineering Services, Mr. James Jensen.
4. I have received the PLA policy for the City of Santa Rosa. It can be found by clicking this link [HERE!](#)



## SPECIAL MEETINGS & EVENTS:

1. The Nominating Committee, led by Chair Walt Turner, will meet again on August 15, 2023, from 10am to 11am at small conference room at NCBE. Walt has led his committee to award winners and for this next meeting, we will be discussing 2024 ECA Board Members. Final decisions will be made by the entire Board of Directors in September and October after the committee makes its recommendations to the Board in September.
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3. ECA Board of Directors Meeting to be held August 15, 2023, from 12-1:30 pm., special presentation by the City of Santa Rosa Transportation and Public Works to introduce the new Deputy Director of Engineering Services, Mr. James Jensen.
4. I have not yet received the written PLA policy for the County of Sonoma. When I do, I will distribute to you all. City of Santa Rosa click this link [HERE!](#)



The banner features a blue background with white wavy lines. At the top center is a white box containing the text "North Bay Job Fair" in a blue serif font, with "northbayjobfair.com" below it. Below this is a yellow horizontal bar with the text "We have TWO Job Fairs coming up soon:". Underneath, two columns of text provide details for the events. The first column is for Wednesday, September 20, from 2:00-4:30 at the Luther Burbank Center for the Arts in Santa Rosa. The second column is for Wednesday, October 4, from 3:00-6:00 at Elsie Allen High School in Roseland. A yellow oval button with the text "Register below" is centered below the event details. At the bottom, it says "email Bpellemysonomamedia.com with questions".

**North Bay Job Fair**  
northbayjobfair.com

**We have TWO Job Fairs coming up soon:**

<b>Wed, September 20</b>	<b>Wed, October 4</b>
<b>2:00-4:30</b>	<b>3:00-6:00</b>
<b>Luther Burbank Center for the Arts</b>	<b>Elsie Allen High School</b>
<b>Santa Rosa</b>	<b>Roseland</b>

**Register below**

email Bpellemysonomamedia.com with questions

[North Bay Job Fair | Amaturio Sonoma Media Group](#)

### RKB Leasing: Unleash Potential with Our GPS/Laser ready 2021 CAT D4 Dozer for Rent!

Powerful. Versatile. Reliable. RKB Leasing presents the GPS/Laser ready 2021 CAT D4 Dozer for rent, perfect for any terrain or project. Experience top performance, operator-friendly design, and cost-effective solutions.

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Competitive rates for an exceptional value

Contact us at [RKBLeasing@gmail.com](mailto:RKBLeasing@gmail.com) / Tyler Brownlee 707-494-6468



The image shows a logo for "Sound Ideas Media" with a drone icon. Below the logo, it lists services: "Aerial Video & Stills", "Video & Commercial Production", "Photography ★ Animation", "Info & Motion Graphics", and "Virtual Events ★ Media Services". A red banner at the bottom left contains the text "SOUNDIDEASMEDIA.TV" and "707.321.6803". On the right, there is a photograph of a dam with the caption "Warm Springs Dam, Sonoma County".

**Sound Ideas MEDIA**  
VIDEO PHOTOGRAPHY DESIGN

**Aerial Video & Stills**  
**Video & Commercial Production**  
**Photography ★ Animation**  
**Info & Motion Graphics**  
**Virtual Events ★ Media Services**

**SOUNDIDEASMEDIA.TV**  
**707.321.6803**

Warm Springs Dam,  
Sonoma County

## ECA SAFETY CLASSES



### CPR/First Aid Class

Wednesday, August 23, 2023  
9 am - 11 am

Training includes bleeding control, strokes, seizures, broken bones and other life-threatening emergencies. Adult/child/infant CPR & airway obstruction management covered. This course is designed as both a course for first-timers and as a refresher.

click [HERE](#) for flyer

### Competent Person / Trenching & Excavation

Wednesday, September 6, 2023  
9 am - 12 pm

The course will cover soil analysis, sloping, shoring and shielding, hazardous situations, excavation standards and more...

click [HERE](#) for flyer

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**On Demand Training** service provides relevant and targeted training, certification, or education when you **NEED IT NOW!**

Classes can be organized quickly so you can quickly get your employees back to work. In addition, business demands require flexibility. This service provides greater flexibility and added value. Classes can be set up at your facility or at the training room in Santa Rosa

Part of this **on-demand service** is a viable alternative to **in-house training** because it is designed for situations where only **one, two, three or four** people that need training. Importantly, this training can be very cost effective. We can combine the classes with other companies that need the training or you can have your own company class.

Whether you're in search of workplace safety training to meet OSHA compliance requirements, Competent Person, Trench Safety, Confined Space, CPR/First Aid initial or update training or implementing a Safety Program ECA can help!

*The best way to beat an OSHA citation is to never get one at all.*

Email [mary@nceca.org](mailto:mary@nceca.org) to set up a class today If you don't see a class you need listed please contact me.

CPR / First Aid: 3 hrs - \$95 per person

Confined Space: 3 hrs - \$150 per person

Competent Person / Trench Safety: 3 hrs - \$125 per person

Flagger Safety Training: 2 hrs - \$125 per person

Sexual Harassment—1 hr for Employees—\$25 per person ~ 2 hrs for Supervisors \$35 per person

## ECA 2023 EVENTS

# ECA WINE & DOZERS DINNER & AUCTION

Graton Resort & Casino  
Saturday, September 16,

Don't miss out! Get your reservations in today!!!  
Sponsorships are also still available!

For Registration Flyer click [HERE](#)  
To Register online click [HERE](#)  
To Sponsor click [HERE](#)

### Thank you to:

[Ghilotti Bros. Inc.](#) - Premier Sponsor  
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[RCX Inc.](#)—Bar Sponsor & 4 tickets for the July 2024 Sonoma Raceway drag races for Friday, Saturday and Sunday  
[American Asphalt](#) - Gold Sponsor  
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[Cresco Equipment Rental](#)—Photobooth Sponsor  
[Daniel O. Davis](#)—Port & Cigar Bar Sponsor  
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[Ghilotti Construction](#)—The Ultimate Experience for Four 49er Fans!  
[BoDean Company](#)—Live Auction—Blast and Brews  
[PACE Supply](#)—Live Auction  
[Ritchie Bros.](#) - Auctioneers & Donation  
Safety Pride - Live Auction  
[Mill Creek Safety](#) - Live Auction  
[Pedy's Petals](#)—Live Auction  
[George Petersen Insurance](#) - Bronze Sponsor  
[Sound Ideas](#) - Media

Hotels nearby: [Oxford Suites](#) & [DoubleTree Hotel](#)



# RAT PACK GALA!



## WORKER'S COMPENSATION

### Worker's Compensation Endorsement By ECA-

HELLO!!! HAVE YOU ASKED YOUR HUMAN RESOURCES PERSON TO CHECK OUT THE WORKERS COMP PROGRAM ECA HAS ENDORSED? Everybody likes to save money, don't they? Doesn't cost you a thing to consider this as an option! Jeff Okrepkie at 707-360-4338.



George Petersen Insurance Agency

## FIRE CLEAN UP LIST:

The Sonoma County Environmental Health Department, Transportation and Public Works, and James Gore's office are utilizing the ECA as a resource for debris testing, and debris cleanup for fire victims from the Kincade Fire. Please review the list that has been provided to the fire victims and the County, of ECA Firms that are interested and listed in various categories as being helpful in the fire aftermath. This is another benefit for ECA members and if you want to be included on the list, and are not, please contact [mary@nceda.org](mailto:mary@nceda.org). There is no charge for this. You can access the list by clicking [HERE](#)

## EMERGENCY RESPONSE MANUAL

The updated 2023-2024 Emergency Response Manual is now available online!

In the event of an emergency, we have put together this manual to help our community receive quick service from our members.

Thank you to our sponsors for helping to get this manual completed. It is sent to city and county agencies in case of an emergency so they will know who to call for services, equipment and materials.

Click [HERE](#) for the manual.

**Get Prepared Now! Here are some very useful tips from CalFire** to get your own house/property "in shape" for fire season. [link](#)

**Pocket Guide for CALOSHA For Contractors:** Click [here](#) for the pocket guide you all need!

**Roadwork in Sonoma County** - Check out the County website for road info [here](#)

## Blockbusters at the Ballpark ~ LUCA

*September 7th 6:00-9:00pm*

Attention all athletes, families, volunteers, and friends! Get ready for a movie night extravaganza on our fabulous Miracle League field. It's time to kick off the fall baseball season in style, and we want you to join us for a night of Italian fun! So mark your calendars for September 7th and get ready to be swept away! Click [HERE](#) to register!



## From the Desk of Jim Persons

### Five Reasons to Work Safely Today

We all have different reasons for why we choose to do certain things and why we may not choose to do others. When it comes to working safely, we should all want to choose to make the right decision. We all are different in the way we think, but there are many common reasons why we should choose to work safely. No matter what your motivator may be, keep these five reasons in mind as to why we should all strive to work safely.

click [HERE](#) to read more!



### Expert COVID-19 Safety info Available at a Discount

The Shelter in Place Orders issued by County Health Officers in Sonoma, Napa, and Mendocino - as well as the Governor, have highlighted for the building industry the need for all contractors to have an up-to-date written COVID-19 Exposure Control Plan.

This should be an addendum to your IIPP and safety meetings for COVID-19

Jim Persons, SafetyPride, an ECA member who serves as a consultant and safety instructor for ECA, is offering his services to our members and they will receive a 40% discount on his regular rates if you are a current member of ECA.

Contact Jim if you are interested in getting his help on COVID-19 related issues or other health and safety programs. email: [jimpersons@safetypride.com](mailto:jimpersons@safetypride.com) or phone: 707-889-0881

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Northern California Engineering Contractors Association

# ECA's 31st Annual Days of Wine & Dozers Dinner & Auction



## RAT PACK GALA!



Saturday, September 16  
Graton Resort & Casino  
288 Golf Course Drive  
Cocktail Reception &  
Silent Auction 6 pm  
Dinner 7 pm  
Live Auction 8 pm  
Port & Cigars 9 pm

31st Annual ECA Days of Wine & Dozers Dinner & Auction  
Saturday, September 16 Starting at 6 pm " Graton Resort & Casino  
\$180 per person - \$1,800 for a table of 10) email, mary@nceca.org

Attendees: \_\_\_\_\_

\_\_\_\_\_ table of 10

Company Name \_\_\_\_\_ Individual (s)  # \_\_\_\_\_

Contact \_\_\_\_\_

Address \_\_\_\_\_

phone \_\_\_\_\_

email \_\_\_\_\_

Method of Payment:

Bill Me

Check (payable to ECA)

Visa

MasterCard

CVV \_\_\_\_\_

Food Choices:

Steak# \_\_\_\_\_

Chicken \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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Credit Card # \_\_\_\_\_ Exp. date \_\_\_\_\_ Signature \_\_\_\_\_ Total: \_\_\_\_\_



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This year's event will be even better! **West Coast Diesel's** is proud to announce that the event will be hosted by **West Coast Fundamentals**, a non-profit that is geared towards helping young people get better access to the trades.

We will be using funds from sponsors and donors to help young people into auto mechanics and other trades.

For the event, we will be adding a dyno.

The event is on September 9th! The dyno will be opening at 9am due to the excess demand! The Show and Shine will be open at 12pm and the Tractor Pulls will start at 5:30pm.

Please email/call us with any questions or if you'd like to be part of the show.

Email: [info@westcoastdiesels.com](mailto:info@westcoastdiesels.com)—Phone: 707-595-3026—Donation and Sponsorships will be tax deductible!

Click [HERE](#) for more information on the Tractor Pulls!



## NEWS YOU CAN USE

**Minimum Wage**-On Monday, July 31, the California Department of Finance Director Joe Stephenshaw [officially certified](#) that beginning January 1, 2024, California’s minimum wage will increase from \$15.50 per hour to \$16 per hour for all employers, regardless of size.

### **No more screening for pot?**

California has officially, and for the first time, provided protections for users of recreational marijuana within the employment context. [California Assembly Bill \(“AB”\) 2188](#), which takes effect on January 1, 2024, amends the Fair Employment and Housing Act (“FEHA”) by making it unlawful for an employer to discriminate against an applicant or employee for (1) the use of marijuana “off the job and away from the workplace” and (2) for an employer-required drug screening test that finds the person to have nonpsychoactive cannabis metabolites in their system. Tetrahydrocannabinol (“THC”), a psychoactive cannabinoid, is the active chemical in cannabis that induces a high in the user. Non-psychoactive cannabis metabolites are the components that are stored in the body after the THC is metabolized and simply indicate that marijuana has been consumed sometime in the last few weeks. Essentially, starting in 2024, AB 2188 prohibits employers from holding test results for non-psychoactive cannabis metabolites against an applicant or employee if all the test reveals is evidence of past marijuana use. The general intent of employment-related drug testing is to test for impairment on the job and/or at the worksite, not for long-term use. The California Legislature expressly states that the traditional and common tests for marijuana use (*i.e.*, those that test for non-psychoactive cannabis metabolites) can no longer be used for pre-employment drug screening or be the basis for discipline or termination of an employee. However, applicants and employees can still be disciplined or terminated based on test results that show (1) present impairment and/or (2) the presence of the psychoactive chemical compounds of marijuana.

**Marin Vocational Training**-[Marin County educators reach milestone on career training school](#)  
[\(northbaybusinessjournal.com\)](#)

“When the Levee Breaks”- [California, facing another wet winter, races to prevent more flooding with levee repairs](#)  
[\(northbaybusinessjournal.com\)](#)

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## Northern California Engineering Contractors Association

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The ECA, and its Board of Directors, has been the voice of the engineering construction industry for over 40 years.

The foundation of the ECA has been to address local needs and issues.

The purpose and goal of ECA and its staff are to provide services to the members that help them run their businesses safely, efficiently, and in compliance with the many rules and regulations and mandates of government.

The working committees are the heart and soul of the ECA. The committees are comprised of ECA members.

The committees promote events that enable the ECA to fund community projects that include: Fathers Day “Show & Shine” Car Show, Public Officials Night, the Golf Tournament, and, the “Days of Wine & Dozers” Auction Dinner.

If you would like to join a committee, please email [mary@nceca.org](mailto:mary@nceca.org) ~ We would love to have you!