



April 8, 2024

“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. Remember-these are my opinions, not those of the ECA or any of its member firms.



Earthquakes, Eclipse, Mergers and Acquisitions- How are Your Pets Acting Today?

I hope many of you got a laugh out of the news coverage of the earth moving for New Yorkers. Ho hum here in CA. We do not even talk about a 4.8 quake. Back there, it is “where were you?”. “Did you feel it?”

Drama queens! My dog don’t care.

Next we have big news of a 32% eclipse of the sun causing animals to go nutty, people scarring their retinas from looking directly at the sun, and possible car wrecks from distracted drivers trying to see why the day is minimally darker than usual for a few minutes.

Did not seem too dark outside to me-“ho hum” in my book. My dog don’t care.

Mergers and Acquisitions:

BoDean and Northgate Ready Mix were bought by CRH over the weekend!

Yep-BoDean and Northgate Ready Mix have been sold by Bo, Dean, Dawn and Troy to a firm that owns Oldcastle and many other companies. Here is the news announcement link <https://www.msn.com/en-us/money/topstocks/crh-boosts-presence-in-california-with-two-new-acquisitions/ar-BB1lgY7f>

CRH was created back in 1970 from Irish beginnings and have strategically grown into a huge international company -[Home | CRH](#).

With over 78,000 employees and many diverse product lines tuned to asphalt and cement, CRH has decided to make a big jump into Sonoma County with their purchase of our great local companies, BoDean and Northgate Ready Mix. The CRH stock is traded on the NYSE and has been for many months, with strategic acquisitions driving an increase in market share that investors seem to be liking a lot.

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Continued from page 1

CRH is huge. \$34.9 billion in revenue in 2023, 78,500 employees in 29 countries. #1 in America in asphalt and #3 in cement, and overall, CRH is the leading provider of building materials solutions in North America.

After a brief discussion with ownership, during which I congratulated them upon their sale which will open opportunities for Dean, Bo, Troy, and Dawn to travel more and have a less stressful next period in their lives, I look at the sale as an opportunity to continue business as usual but under new leadership. I asked whether there should be trepidation as to the impact on the local market and industry from the sale, and after a brief discussion, I feel we will not see dramatic changes in our local market pricing and supply.

Trends Locally:

We have seen some major ownership changes over the last few years. V. Dolan purchased by Toby's.

BoDean and Northgate Ready Mix purchased by CRH.

Ghilotti Construction Company becoming 100% employee owned.

Syar/Shamrock purchased by Vulcan.

NorthBay Construction was purchased by Ghilotti Construction Company. Roblar Road Quarry purchased by an ownership group including majority owner Jim Ratto.

Again-

My dog don't care much about the CRH purchase.

Congratulations to Troy/Dawn, Bo/Dean on their less stressful future!

Welcome to CRH!!

The ECA cares and we welcome the new leadership! We also want to thank Dean/Bo, Dawn/Troy for their generous involvement and support for many years to our local community, our industry, and the ECA. Both firms adopted our Founders' wishes for fair business practices and treating their employees and workers fairly and correctly. I am hopeful that none of that will change with CRH at the helm!

That's All Folks,

John

COMMITTEE NEWS

ECA Executive Committee Meeting- was held on Tuesday March 26, at 11:00 am. The Exec Committee meets every 4th Tuesday of the month in 2024 at 11:00-12:00 in the small NCBE conference room. Next Exec meeting will be 11:00 am on April 23, 2024

ECA Board of Director Meeting-was held on Tuesday, Feb 27, 2024, from 12-1:30 pm with the Affiliate presentation done by Matheson Gas. I did not know the extensive safety and PPE products offered by Matheson Gas. I was also impressed with the new vending machines they can install in your shop or jobsite to facilitate many different consumables your firm might use.

The Board of Directors meets in the NCBE main board room. Next BOD meeting will be 12 noon on April 23, 2024. The Affiliate presentation will be by United Rentals

ECA Community Relations Committee-Chaired by Lacey Torkelson Smith, meets when there is a specific project to consider. Our current plan is to present the Children's Museum project to be considered on April 23, 2024, by our full Board of Directors.

ECA Specification Committee-chaired by Casey Wood of GBI and Dale Smith of RCX. We will next meet on Wednesday, May 22nd from 4-5:30 pm in the conference room at NCBE.

NEWS YOU CAN USE

1. **New Classification news on independent contractors vs employees**-Is that worker still an independent contractor? A new rule goes into effect.

A new rule from the U.S. Department of Labor is broadly expected to result in more workers being classified as "employees" under the Fair Labor Standards Act (FLSA). Although the final rule faces challenges in court, the rule on independent contractor classification took effect on March 11, 2024. Employers should review their relationships with workers currently classified as independent contractors to determine if they should be re-classified as employees. Misclassification could result in significant liability for unpaid wages (including unpaid overtime), employee benefits, unpaid employment, and other taxes. Learn more.

2. **Organizing Strategy?? Contractors object to new safety inspection rule**

Construction employees will be allowed to have third-party representatives on hand during safety inspections under a new rule issued by the Department of Labor over the objections of contractors. The rule, which takes effect May 31, "essentially forces contractors to allow anyone -- regardless of their safety training and experience -- onto active jobsites," says Brian Turmail, vice president of public affairs and strategic initiatives for the Associated General Contractors of America. Full Story: Engineering News-Record (tiered subscription model)

3. **Slide Repair-Teichert picked to tackle Calif. Highway 1 washout.**

Sacramento-based Teichert has been tapped to carry out \$1 million in initial stabilization and safety work to clear an Easter weekend washout on Highway 1 near Big Sur. Later, K-rail will be added to the highway's centerline and further stabilization efforts will be considered. Full Story: Construction Dive

Father's Day "Show & Shine" Car Show

Sunday, June 16, 2024
Juilliard Park, Santa Rosa

Registration Flyer click [HERE!](#) To register online click [HERE!](#)
Sponsor opportunities click [HERE!](#)



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ECA's Annual Golf Tournament

Friday, July 12, 2024
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Public Officials Night!

Wednesday, April 10

5:30pm - 9:00pm

No Host Cocktails 5:30 p.m. - Dinner 7 p.m.

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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. 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](#)

Labor Law Posters 2024

Click [HERE!](#)



From the Desk of Jim Persons

Zero Injuries in the Workplace

As a whole, all businesses want to avoid injuries at all costs. Many places have a set goal of how long they strive to go without any crew members getting hurt.

In order for a company to achieve its goal of no injuries occurring, all crew members have to pay attention to safety.

Attitude, planning, and following safety best practices can make a "zero injury workplace" a reality.

Click [HERE](#) to read more.



Workplace Violence Program

Implementation "Target Date" – July 1, 2024

Senate Bill 553 requires employers to create, implement and maintain a Workplace Violence Program by July 1, 2024. Employers must also train their entire workforce.

The Workplace Violence Program must include a reporting mechanism (how is the employee going to report incidents), detailing who will be responsible for receiving complaints, and who will be responsible for identifying and mitigating workplace hazards.

Jim Persons has developed a Workplace Violence Program and Active Shooter Guidelines that meet the requirements of this new regulation. He can also provide training resources for your employees.

Contact Jim if you are interested in getting his help on a Workplace Violence Program, COVID-19 related issues or other health and safety programs.

email: jimpersons@safetypride.com or phone: 707-889-0881



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ON DEMAND TRAINING

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 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



SAFETY TRAINING

Upcoming CPR/First Aid Classes

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

9 am—11 am

May 21—[Flyer](#)

June 18—[Flyer](#)

1 pm—3 pm

April 16 - [Flyer](#)



Upcoming Active Violence Emergency Response Training

Go Beyond Active Shooter Response Training. While other programs focus solely on active shooter or stop the bleed, AVERT goes beyond by combining both of these important topics in one training program.

When active violence occurs, seconds count, and you can't always wait for EMS to arrive. AVERT enables you and your team to become immediate responders.

Thursday, April 25—[Flyer](#)

Friday, May 24—[Flyer](#)

Friday, June 28—[Flyer](#)

9 am—11:30 am

California's New Workplace Violence Prevention Requirements

No later than July 1, 2024, covered California employers must implement extensive workplace violence prevention plans (WVPP) and deliver specified training to employees under new legislation signed by Governor Gavin Newsom on September 30, 2023. In order to comply on time – including preparing plans that are “*specific to the hazards and corrective measures for each work area*” as required – employers will need to prepare early.

Senate Bill 533 adds section 6401.9 to the California Labor Code. The legislation is intended to help employers prevent and respond effectively to workplace violence.

Covered employers must deliver the training to all employees no later than July 1, 2024, and annually thereafter.

Click [HERE](#) to read more.



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The **North Coast Builders Exchange** is thrilled to once again announce our **NCBE Scholarship program** this year! The NBCE Scholarship Program aims to support students pursuing higher education. This program offers financial assistance to individuals who demonstrate academic excellence, community involvement, and a strong commitment to pursuing higher education. Scholarships are awarded annually to deserving applicants, providing them with the opportunity to further their education and contribute to the growth and development of our local students.

Scholarships are open to you and your employees! Please forward this on to your employees with family members who may be interested in applying!

Please visit our website, www.ncbeonline.com, for the scholarship application and additional information. The deadline is Friday, April 19th at 5 P.M.! Be sure to apply prior to that deadline.

If you have any questions, please contact Mackenzie at mackenzie@ncbeonline.com or 707-542-9502.

We want to highlight a member each week. What we need from you is a short paragraph on what is happening at your company. New employees, new logo, a new move, exciting new equipment! What ever you want to share about your company with our members.

Email mary@nceca.org with your spotlight information and send in photos if you have them!

Northern California Engineering Contractors Association

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 ~ We would love to have you!



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