



“CONSTRUCTING A WAY FOR A BETTER FUTURE”

# ECA Newsletter

## John's 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.

We apologize for no Newsletter last week, Miss Mary was on vacation in Calgary Canada so we could not get the Newsletter out.

“Failure is not the opposite of success: it’s part of success.” — Arianna Huffington

### In This Edition:

- A. **Soapbox**-Burnout for Construction Managers
- B. **ECA Events:** Auction night Nov 1 at Graton Event Center still upcoming as well as the ECA Annual General Membership Meeting 11/18/25 from 12-2pm @ Sallie Tomato’s in Rohnert Park
- C. **Upcoming Committee Meetings** 8-26-25 ECA Executive Meeting @11:45-12:00 noon, ECA Board meeting 8-26-25 from 12-1:30pm, ECA Spec Meeting 8-27-25 from 3-5 pm, ECA Nominating Committee Meeting 8-26-25 @12-1:30pm-3pm
- D. News: CEQA Reform, Tennis Wick Retiring, Hwy 101 HOV Times



## Redefine “Toughness”

When I owned Kirkwood Bly, Inc. we were very generous at paying for our key workers’ out-of-town expenses. Kirkwood Bly did a lot of work back in the day in “out of the way” locales and it required our managers and key workers to be away from home and in many cases, the project location was too far for a daily commute. So we paid for our guys and gals to get an apartment/house/motel. There were times an employee opted to drive, and this NEVER worked out well as exhaustion compromised their work ability and we had several auto accidents from guys falling asleep while driving to the work site or driving home from the work site. If I had to do it over again, I would forbid commuting longer than 2 hours to and from work. We had our key employees making such critical decisions each and every day, that we needed them rested and sharp, so they did not make mistakes.

In construction, we wear hard work like a badge of honor. Long days, sore backs, skipped lunches — “toughing it out” is often seen as part of the job. But this push-through thought process is worsening a serious burnout problem.

Burnout isn’t just feeling tired. It’s mental, physical and emotional exhaustion — and it’s widespread. [One survey found](#) that nearly 60% of construction professionals feel burned out on a regular basis, especially business owners and superintendents who end up taking their work home with them.

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2025  
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MARY KENNEDY CABRERA

Continued from page 1

Exhausted workers are more likely to get injured. Fatigue is a factor in up to 90% of construction accidents, according to Buildertrend. And when stress builds up, it can take a toll on relationships, job performance and long-term health.

Mental health is also at risk. Construction workers already face [high rates of depression and suicide](#).

Changing this mindset starts at the top. Leaders and business owners set the tone for the entire crew. Here's how they can shift the culture:

- **Take the lead on balance.** If supervisors never take a break, neither will their team. Model healthier work habits.
- **Talk about stress.** Bring up burnout in safety talks. [Normalize mental health check-ins](#) and encourage speaking up.
- **Set better expectations.** [Rushed deadlines and thin crews](#) lead to burnout fast. Track workloads and give people time to recharge.
- **Offer real support.** That means EAPs, wellness resources, mental health days — whatever helps your people manage stress.
- **Recognize smart work.** Praise efficiency, safety and teamwork — not just who works the longest hours.

### Time to Redefine Tough

Burnout doesn't make you stronger. It makes you distracted, disconnected, and more likely to get hurt. In this industry, resilience matters — but so does rest!

Let's stop pretending exhaustion is a measure of commitment.

Real strength is knowing when to step back, reset and support your crew in doing the same.

Let's work to Redefine Toughness in our industry!

That's All Folks!

John



## COMMITTEE NEWS

- A. **ECA Executive Committee** Recurring Meeting (Dan Giordani President, Kimber Lenning Carpenter Vice-President, Matt Storm Treasurer, Casey Wood Secretary, Mike Gulley Past President)-Every 4<sup>th</sup> Tuesday of the month from 11:00am-12:00pm from January through October, Place NCBE small conference room 1030 Apollo Way, Santa Rosa, CA - next meeting Tuesday August 26, 2025 from 11:00am to 12:00pm
- B. **ECA Board of Directors** Recurring Meeting – Every 4<sup>th</sup> Tuesday of the month from 12:00pm -1:30pm from January through October, Place – NCBE Main Board Room 1030 Apollo Way, Santa Rosa, CA – next meeting Tuesday August 26, 2025, from 12:00pm to 1:30pm, special guest presenter is Sonoma Media Group.
- C. **ECA Government Affairs Committee** Recurring Meeting-Every 4<sup>th</sup> Tuesday of the month from 1:30pm – 3:00pm from January through October, Place -NCBE small conference room 1030 Apollo Way, Santa Rosa, CA –Note-***we are cancelling the August 26 GAC meeting***, so the next Meeting Tuesday, September 23, 2025 from **3:00pm-5:00 pm**- (Chair John Bly, Members Ross Liscum, Keith Woods, Joanne Webster, Dale Mahoney, Mark Soiland, Mike Wolff, John Reid, and Aimi Dutra)-invited guests will be James Gore and Damon Connolly and this will be a joint meeting with the NCBE GAC to interview Gore and Connolly who are running for McGuire’s State Senate seat!
- D. **ECA Specification Meeting** Recurring Meeting Every 4<sup>th</sup> Wednesday of the month from February through October from 3:00pm to 4:30pm, Place-NCBE Main Board Room, 1030 Apollo Way, Santa Rosa, CA – next meeting Wednesday August 27, from 3:00pm to 5:00pm (Chairs Dale Smith/Casey Wood, Antonio Mencarini, John Reid, Geoff Coleman, Jason Nutt. Special guests for 8-27-25 will be Napa County Public Works Director and Capital Improvements Project Director from Napa County
- E. **ECA Nominating Committee** will meet Tuesday, August 26 from 1:30pm to 3:00 pm at NCBE small conference room. Chair Mike Gulley, Kimber Lenning, Matt Storm, Casey Wood, and Dan Giordani are the committee members. We will be discussing 2025 Award Nominees, 2026 Board of Directors, and 2026 Officer Candidates



### We want to highlight a member each week in our **MEMBER SPOTLIGHT.**

What we need from you is a short paragraph on what is happening at your company. New employees, new logo, a new move, exciting news, an update on your company or new equipment! What ever you want to share about your company with our members.

Email [mary@nceca.org](mailto:mary@nceca.org) with your spotlight information and send in photos if you have them!



Premier Sponsor



# Skeet Shooting & BBQ



Friday, August 29th

12 noon—2 pm

1607 Baird Road

Santa Rosa, CA 95409

Please join ECA members for an afternoon of good food and Skeet Shooting!

\$55 for ECA member & \$75 for non-member

To register: email [mary@nceca.org](mailto:mary@nceca.org)



**TRANS TECH CONSULTANTS**

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**ECA 33rd Annual Wine & Dozers Auction & Dinner  
Sponsorship Form  
Saturday, November 1, 2025  
Graton Resort & Casino**

**Each of the Sponsorships will include**

- ◆ Sign recognition of your level of sponsorship on the evening of the auction.
- ◆ Acknowledgment in our event program. (Must receive sponsor by **October 17** to be in program)
- ◆ Company name, logo & tagline in a multi-media presentation on the evening of the event.
- ◆ Recognition in the ECA's newsletters & website.

**Sponsorship Levels**

- \$6500 – **Premier Sponsor** – VIP Table of 10, prime placement, to host clients, colleagues or friends. Logo in Auction Program and advertisement in the ECA Email bulletin for a year.

**Other Opportunities—\$1000 Sponsors—advertisement in the Newsletter for 3 months.**

- \$1000 - Platinum Sponsor
- \$1000— Reception Sponsor
- \$1000 – Bar Sponsor
- \$1000 – Martini Bar Sponsor
- \$750 – Champagne Sponsor
- \$750 – Table Wine Sponsor
- \$500 – Photo Booth Sponsor
- \$500– Port & Cigar Bar Sponsor
- \$500– Gold Sponsor
- \$350—Bronze Sponsor
- I will be happy to donate \_\_\_\_\_ est. value: \$ \_\_\_\_\_
- I will be happy to donate a live auction item: \_\_\_\_\_ est. value \$ \_\_\_\_\_

**Save the DATE!**



**Here is how I would like my sponsorship listed in the program:**

Business or Individual Name \_\_\_\_\_

Level of Sponsor \_\_\_\_\_

Check (payable to ECA)     invoice

VISA/Master Card/Amex # \_\_\_\_\_ Expiration Date \_\_\_\_\_ CVV \_\_\_\_\_

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Engineering Contractors Association | PO Box 8249 | Santa Rosa, CA 95407 | 707.546.5500 | www.nceca.org | mary@nceca.org

**Auction-click [HERE](#) for the sponsorship flyer!**



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## ECA SAFETY & EDUCATION TRAINING



### Competent Person / Trenching & Excavation

August 28 @ 9:00 am - 12:00 pm

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

[Click HERE for Flyer](#)

### CPR / First Aid

September 4 @ 1:00 pm - 3:00 pm

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](#)



## From the Desk of Jim Persons

### It Will Not Happen to Me.

There are many excuses someone will give for not working safely. Some common excuses include I did not know, I did not have time, I lost my PPE, nothing will happen, etc.

One of the worst excuses to have for not working safely is an “it won’t happen to me” mindset. This excuse communicates a mindset that is set on not completing a task safely or shows a person is relying on luck to keep safe while on the job.

To read more. [Click HERE](#)



### Workplace Violence Program

Implemented – 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](mailto:jimpersons@safetypride.com) or phone: 707-889-0881 or sign up for an upcoming class!



### Fire Debris Cleanup Management Services

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## NEWS YOU CAN USE

### [1. Yosemite National Park begins wastewater system upgrade](#)

Yosemite National Park in California has started the El Portal Wastewater Treatment Plant project, a \$239 million initiative funded by the Legacy Restoration Fund under the Great American Outdoors Act. The new plant will replace a 45-year-old system, processing up to 1 million gallons of wastewater daily to serve over 4 million visitors and 700 residents annually. **Full Story:** [World Construction Network](#)

2. Bad Economy for new Hotels? [Windsor Town Green hotel project halted indefinitely - The North Bay Business Journal](#)

3. NEW HOV Lane times require Highway 101 closures-[Highway 101 lane closures planned to prep for shift in carpool hours - The North Bay Business Journal](#)

4. Why are these guys not ECA Members? [Santa Rosa's Pacific Shoring buys Illinois safety products firm Prospan - The North Bay Business Journal](#)

5. Old Friend Tennis Wick to retire-[Sonoma County planning and permitting director Tennis Wick announces retirement - The North Bay Business Journal](#)

6. A Tiny Reform is Better than No Reform-[Impacts of California Environmental Quality Act reform on Sonoma, Napa County housing - The North Bay Business Journal](#)

7. [The Rise of the Climate Right - WSJ](#)

## ECA MEMBER SPOTLIGHT

**Landesign Construction & Maintenance, Inc.** is proud to announce they have received the following awards in the North Coast Chapter CLCA Achievement Awards Program:

- 1<sup>st</sup> Place Award for Montgomery Village Shopping Center, Small Commercial Installation, Santa Rosa
- Recognition Award for The Meritage Resort and Spa, Design/Build and Renovation, Napa



CLCA's Awards Program reflects the association's commitment to promoting professionalism within our industry. The program is designed to recognize outstanding performance by the chapter members, foster company pride in superior workmanship, publicize our industry, and encourage business for CLCA contractors and suppliers.

***Look for our trucks Greening the Way in the North Bay!***



## USEFUL LINKS TO SUPPORT YOUR BUSINESS

- A. Resilient 37 Policy Committee Meetings (open to the public) – Next meeting March 6, 9:30-11:30 am-link [State Route 37 Policy Committee - Sonoma County Transportation Authority](#)
- B. Metropolitan Transportation Commission website-link [Meetings & Events | Metropolitan Transportation Commission](#)
- C. Sonoma County Transportation Authority-link [Sonoma County Transportation Authority | SCTA](#)
- D. Transportation Authority of Marin Website-link [Transportation Authority of Marin](#)
- E. Marin Builders Exchange website-link [Home - Marin Builders Association, CA](#)
- F. North Coast Builders Exchange website-link [North Coast Builders Exchange – NCBE Online](#)



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[info@eddclarkandassociates.com](mailto:info@eddclarkandassociates.com)

## 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.

[Flyer](#)



George Petersen Insurance Agency

## EMERGENCY RESPONSE MANUAL ~ 2025—2026

In the event of an emergency, we have put together the Emergency Response Manual to help our community receive quick service from our members. The manual 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 2025-2026 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!

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## NORTH BAY CONSTRUCTION CORPS

Training The Next Generation of Construction Workers

The North Bay Construction Corps (NBCC) is an after-school, 3-month basic construction training program for seniors in their last semester of high school. Classes are taught by local contractors and construction managers. Participants are introduced to a variety of trades and earn certifications in Personal Protective Equipment and CPR/First Aid.

Each meeting is led by a contractor or tradesperson who presents information about his/her particular trade and then leads students through a hands-on skill-building activity. There is a strong focus on safety awareness at each meeting.

2025 NBCC Schedule: Click [HERE](#)

**For additional information, contact:** NBCC Sonoma: Mackenzie Smith  
[\(707\) 542-9502](tel:7075429502) / [mackenzie@ncbeonline.com](mailto:mackenzie@ncbeonline.com)

## Save the Dates for 2025!

ECA Luncheon at Glenn Smith's Home –Friday, August 29  
Wine & Dozers Auction—Saturday, November 1 at Graton Resort & Casino  
ECA Annual General Membership Meeting—November 18th, Sallie Tomato's



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### Northern California Engineering Contractors Association

The ECA, and its Board of Directors, has been the voice of the engineering construction industry for almost 50 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.

### **NORTHERN CALIFORNIA ENGINEERING CONTRACTORS ASSOCIATION**

**John Bly, Executive Director**  
email: [john@nceca.org](mailto:john@nceca.org)

**Mary Kennedy Cabrera, Member Services Director**  
email: [mary@nceca.org](mailto:mary@nceca.org)

**Cheryl Long, Bookkeeper**  
email: [cheryl@nceca.org](mailto:cheryl@nceca.org)

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