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Healthcare & hard hats

5

*How healthcare access
impacts your workers
and where to get help
when they can't afford it*

by Justin Buck
Community Engagement Director
Harmony Health Clinic



STATISTICALLY SPEAKING, MORE THAN HALF OF THE PEOPLE WORKING ON YOUR CONSTRUCTION PROJECTS ARE UNINSURED.

Whether they are your employees or subcontractors, these folks drive your projects forward. With such high uninsured rates in the industry, injury or illness could grind production to a halt and ruin a family's finances.

The National Institute of Health says that "health-related work losses are estimated to cost U.S. employers more than \$260 billion each year, and may cost some companies more than direct medical expenditures." That rate of expense, calculated both by missed work and reduced productivity, means that helping your workers, independent contractors, and subcontractors mitigate their health risk factors translates directly into savings and higher productivity. We cannot reliably predict weather delays and other significant hurdles to construction productivity; we can, however, manage lost productivity due to poor health coverage

among our employees and contractors.

With families spending, on average, nearly \$1,500 per month for health insurance and average family deductibles approaching \$8,000, your independent contractors, employees, and subcontractors need access to more resources to care for their medical needs.

How Do So Many Construction-Industry Workers Not Have Insurance?

According to the Bureau of Labor Statistics, more than 50% of roofers and nearly 50% of drywall installers go without insurance every year. General construction laborers show a higher rate of insurance, but 37.5% of those workers still do not have insurance. Compare these rates with 12% of the general population without insurance, and the risk to workers in the construction industry is clear.

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Healthcare

from page 5

Even when insurance is available to employees through company plans or the public healthcare marketplace, high premiums price many families out of coverage, and high deductibles mean that all those premiums might amount to little or nothing when it comes time to take care of illness or injury. In fact, according to the Kaiser Foundation, 45% of uninsured adults cited cost as the top reason that they did not have insurance.

Independent contractors face an even steeper barrier to healthcare and insurance, often bumped out of public healthcare subsidies by income levels and priced out of private coverage. The Bureau of Labor Statistics cites a particularly high number of private contractors and independent laborers in the construction industry as a major driver of those uninsured rates. The high rate of undocumented workers in construction compound the issue further: they have little or no access to healthcare coverage, face language barriers to accessing care,

and often avoid public health programs for fear of being deported.

Illness or injury for these families can be devastating. Missed work means missed wages, and accessing care to get back on the job means shelling out a lot of money for even the most basic remedies. Getting help to recover from the flu, for example, can cost up to \$180, and an emergency room visit can cost anywhere from \$150 to \$3,000 on average. Construction is the highest-injury industry in the country, including the highest rate of serious or fatal injuries. Even when these injuries get reported, only 5% of workers surveyed said they were confident workers' compensation would pay for their medical care, let alone time off work to recover.

What Happens When An Uninsured Worker Needs Care?

Many uninsured workers simply do not seek care when they need it. More than half of uninsured workers do not even have a regular place to seek medical care, like a primary care physician or regularly-visited health clinic, compared with only 11% to 12% of privately- and publicly-insured individuals, respectively. This lack of regular contact with physicians (only 22% of construction-industry workers receive an annual check-up) significantly increases their chances of missing critical health alerts or developing chronic illnesses and diseases like hypertension and diabetes.

When uninsured workers need care, 24% of them postpone even seeking care because they are sure they cannot afford it. One in five of them simply went without needed care due to cost, and another 19% postponed or did not get needed prescription drugs due to cost. Often, those who do seek and receive care are unable to pay their medical bills, resulting in a \$12 billion public cost to pay for uncompensated medical care and translating into debt that can wipe out any savings and lead to wide-ranging financial consequences.

Fortunately, there are resources for uninsured workers seeking medical care.

continued on page 8



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Healthcare from page 6

Charitable Clinics and How They Help

Across the country, members of the National Association of

Free and Charitable Clinics are stepping in to fill the void and help low-income and uninsured families weather the ups and downs of the national healthcare debate. Here at home, 17 member clinics affiliated through the Arkansas Association of Charitable Clinics are spread across the 75 counties of Arkansas. Typically, these clinics treat people who meet simple criteria: an annual income at or less than 200% of the federal poverty line, no or insufficient insurance coverage, and residency or work in their service areas. Each clinic sets its own qualification criteria, and all of them are operated as nonprofit organizations.

All of these clinics offer treatment through a range of medical services either free or on the basis of an income-based sliding-fee scale. Compassionate volunteers—including hundreds of medical professionals who volunteer their time and services—and small teams of dedicated staff ensure that dire medical needs do not go without attention due to cost barriers. Because these clinics are deeply connected to their local nonprofit and service communities, they often offer patient navigation services that help treat families' overall needs. By networking with other nonprofits, many clinics serve as an entry point to a sys-

tem of care that can help with healthy food options, safe housing, and other critical needs that contribute to a family's overall health and wellness.

A Clinic Profile: Harmony Health Clinic

I have the privilege to work at just such a clinic. Harmony Health Clinic, located on Roosevelt Road in Little Rock, leverages a network of over 450 medical professional volunteers to serve patients with comprehensive medical care, including primary care, optometry and ophthalmology, dental, pharmacy, physical therapy, and other crucial health services.

"I love what I do here. I get so much more out of the care I give for free than what I do for work," one of our dentists recently told me. Our caring and compassionate volunteers help us complete thousands of patient visits each year and deliver over \$1.5 million in free medical and dental care. At Harmony Health Clinic, we operate weekly health and dental clinics, monthly eye clinics, and regular specialty clinics in areas ranging from endocrinology to mental health to physical therapy. Additionally, we operate a licensed pharmacy where medication is dispensed to our patients directly after their visit with a medical professional in the clinic.

Many of our patients are working and need help with a sudden illness or injury or managing a chronic condition such as high blood pressure or diabetes. Our services help these patients stay on their

feet and effectively treat their conditions and diseases so that complications do not cause them to miss work, become gravely ill, or experience the major discomfort associated with many chronic illnesses. "When you have to take medicine every single day for high blood pressure and diabetes," one of our patients related, "it gets expensive fast."

Powerful stories come out of our dental clinic every Friday; the need for that service is so great that we are struggling to provide services to all of the patients seeking help with painful oral health issues that cause some of them to pull their own teeth out of desperation for a solution. Often, our patients are veterans who have served their country and continue to work but cannot access care at the Veterans Administration because their injuries are not service-connected. At Harmony, we serve these patients through everything from oral hygiene and teeth cleaning to oral surgery and full extractions. We send our patients back to work with dentures and partials to complete a brand new smile that gives them the confidence in their appearance to seek better-paying work or engage more meaningfully in the work they already do.

In the little more than a decade since we have been providing services, Harmony Health Clinic has treated over 15,000 patients with more than \$8.6 million in free medical services. That data suggests an enormous economic impact on our local area, including over \$13.5 million in savings to local healthcare systems by keeping patients from using emergency services for primary care. Most importantly, the data represents monumental stories of human impact. Along with our family of free and charitable clinics here in Arkansas, we are changing—and saving—lives every day.

Harmony operates a weekly medical clinic every Saturday and a weekly dental clinic every Friday, along with other regularly-scheduled specialty clinics and a monthly eye clinic. We see patients by appointment only, so we are open Monday through Friday from 8 a.m. to 3 p.m. to help patients qualify and complete applications for service. We serve patients regardless of their citizenship status and are blessed with volunteer Spanish

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Healthcare from page 8

interpreters to help patients and their families overcome the language barrier that often complicates or prolongs their healthcare access journeys.

How do we do it all? Because we have a small-but-mighty staff and such a gracious network of medical professional volunteers, our costs of operation are tightly controlled. It costs about \$155 per patient visit for the clinic to operate annually. Compare that \$155 with the value of our free medical services (on average \$355 per patient visit) and the avoidance of a \$900-per-patient-per-year cost to the public health system and the value of the investment in community health is clear. While we do receive some funding from the Arkansas Department of Health and the City of Little Rock and some grant funding from the United Way, Delta Dental, and other health foundations, well over half of our budget is reliant on public support. Through great annual fundraising events like the World Cheese Dip Championship and the Bollywood Nights Celebration Gala, annual appeals, and

corporate giving programs, we invite the public to help us provide compassionate care for those who cannot afford health insurance and/or cannot access critical healthcare services. Simply put, we cannot succeed in providing these critical health services without support from individuals and business leaders like you.

Ensuring Your Team is Healthy and Productive

Providing group health insurance plans for your own employees is a great first step in cutting down on productivity loss and health crises in your business. But there is no way to guarantee that the multitude of independent contractors and contract laborers it takes to make your projects successful are providing the same health insurance coverage for themselves or their crew. So how do you keep high healthcare costs and economy-leading rates of uninsured workers in the construction industry from weighing down your business operation and the well-being of your project personnel?

Educate your team and your contractors about health insurance options.

Arkansas is fortunate to have continued Medicaid expansion in its public-private healthcare marketplace. Many families can access subsidized premium prices to get the healthcare coverage they need to avoid lost work and health consequences of missed contact with healthcare professionals without creating crippling financial burdens.

If you operate in Pulaski County, let your team know about Harmony Health Clinic and the resources we offer to our low-income and uninsured neighbors. Our services are provided free of charge to patients, and employers, supervisors, and coworkers are often critical points of information for people suffering with a health condition, healthcare costs, or pain and difficulty created by dental issues. Even if we are not able to serve patients referred to our care, we always help navigate people in need to partners who can help them.

If you do not operate in Pulaski County, contact your local charitable health clinic to provide information to workers who need help managing chronic conditions or illness. Our network of care across

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Healthcare *from page 10*

the state provides many opportunities not only in major population centers but also throughout rural communities.

Encourage your workers to seek appointments as soon as possible, even if they think they can "tough it out". Serious health conditions often linger below the surface and can become serious, life-threatening illnesses quickly. Regu-

lar contact with healthcare professionals also improves overall health, helping workers discover health risk factors that are putting them in danger of developing illnesses or weakening their immune systems.

Community Clinics

Christian Community Care Clinic
220 West South Street
Benton, AR 72015
Gwen Simpson
501.776.1703
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Christian Health Center
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Camden, AR 71701
Toni Greenlee
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tonigreenlee@sbcglobal.net

Cooperative Christian Ministries & Clinic
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Hot Springs, AR 71901-3535
Lynn Blankenship and Sharon Morel
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lynn@ccmchs.com

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Eureka Springs, AR 72632
Janet Arnett and Dan Bell, MD
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jarnett@echofreeclinic.org

Good Samaritan Clinic
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Fort Smith, AR 72901
Patti Kimbrough
479.783.0233
Patti@goodsamaritanclinic.net

Great River Charitable Clinic
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Blythville, AR 72315
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mjones@OD.SCO.EDU

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201 East Roosevelt Rd
Little Rock, AR 72206
Justin Wise and Shannon Cox
501.375.4400
justinwise@harmonyclinical.org,
scox@harmonyclinical.org

Interfaith Clinic a SHARE Foundation Agency
403 West Oak, Ste 200
El Dorado, AR 71730
Jill Temple and Charlotte Daniel
870.864.8010
jtemple@interfaithclinic.org

Jonesboro Church Health Center
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Jonesboro, AR 72401
Gale Powell
870.972.4777
jchc@rittermail.com

Mountain Home Christian Clinic
421 West Wade Avenue
Mountain Home, AR 72653-4622
Brandi Sharp
870.425.5010
bsharp.mhcc@centurytel.net

River City Ministry
1021 E Washington Ave.
North Little Rock, AR 72114
Paul Wilkerson and Melanie Ware
501.416.7123 501.376.6694
paul@rivercityministry.org

River Valley Christian Clinic
1714 State Highway 22
Dardanelle, AR 72834
Marcia Chronister and Suzanne Yelverton
479.229.2566 479.747.5002
rvccadmin@gmail.com

St. Vincent Community Free Clinic
2 St. Vincent Circle
Little Rock, AR 72205

Rhonda Higgins, RN
501.552.3241

Samaritan Community Center
1211 Hudson MLG: PO Box 939
Rogers, AR 72757
Amy Gephart and Debbie Rambo
479.636.0451
agebphart@samcc.org
drambo@samcc.org

UAMS NW North Street Clinic
1125 North College Ave.
Fayetteville, AR 72703
Jonelle Hudson
479.872.0661
jshudson@uams.edu

Welcome Health
1100 N. Woolsey Ave.
Fayetteville, AR 72703
Monika Fischer-Massie
479.444.7548
mfischer@welcomehealthnwa.org

Westside Free Medical Clinic
2500 North Tyler Street
Little Rock, AR 72207
Karen DiPippa and Flor Lopez
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You need a healthy, productive workforce to drive your projects forward and meet deadlines under budget. These families need healthy, happy loved ones to grow and thrive. No one should be shut out of the healthcare system or have to ignore painful and life-threatening illness because they cannot afford the care they need. These beliefs drive us in our mission to provide critical health services to people you meet and work with every single day. Join us in this mission by providing this information to your work crews, supervisors, and independent contractors or contract laborers. We

would be happy to serve them in their efforts to build a better life by taking better care of their health.

You can support Harmony Health Clinic in its mission by visiting www.harmonyclinical.org/take-action. Contact Justin Buck, Community Engagement Director, at justinbuck@harmonyclinical.org or (501) 655-2308 for more information about this article or to learn how you can join us at the World Cheese Dip Championship or Bollywood Nights as a sponsor. ■

Justin Buck is a fifth-generation Arkansan who has worked for nonprofit organizations including Habitat for Humanity and Court Appointed Special Advocates. He currently serves at Harmony Health Clinic, where, in conjunction with other charitable clinics across the state, he works to provide healthcare to the homeless, uninsured, and veteran populations.

13

New Members

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501.483.5428
car-son.com
AGC Contact:
Brian Fason
bfason@car-son.com

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*Let's take
a little
walk down
memory
lane.*



Matt Cashion, Mike Hocutt, Doug Wasson, Bill Hannah, Scott Copas, Don Weaver, Jimmy Alessi and Dan Wright.

*2018 AGC Board Members at the
Mid-Year Retreat.*



*Long-time AGC Advocate,
Preston Bynum.*



*Beth Franks and Bill Hannah at the 2016
Arkansas Construction Hall of Fame.*



*Charles Weaver, D.B. Hill, Jr. and G.W. May,
2003 Arkansas Construction Hall of Fame recipients.*

Past President,
Robert Unwer.



AGC members Scott McGeorge,
Ben Holt, Haskell Dickinson,
Mark Windle, D. B. Hill, III and Thomas
Dickinson with Governor Asa Hutchinson.



Governor Mike Huckabee
with Cloud Keyes.



Grand-opening
of Kinco Constructors.



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McClafferty, Jeff Marcussen,
Michael Hansberry, Jonathan
Foster, Adam Bingman and Walt
Jines being recognized for their
service.

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open house.





Vance Strange, Jill Marchese and Debbie Hall at an AGC golf tournament.



Bill Rogers at the AGC fishing tournament.



Karen and Isabelle Garrett win Yeti coolers at the Mid-Year Dinner.



(above)
FLD members
from Baldwin &
Shell celebrate
another successful
Baggo
Tournament.



(right)
AGC members
enjoying the fishing
tournament.



Mike Halter, Randy Mourning, Tommy Fish, Don Weaver, Dan Wright and Mike Wilkinson line-up for the AGC Derby.



Long-time Chair of the UALR Construction Management Program, Mike Tramel.



2017 OLD vs. FLD tournament.

Bill Hannah, Roger Peterson, Lynn Heller, Johnny Hudson and Dan Wright at Bill Hannah's retirement party.



2018 Sporting Clays Champions Ryan McClafferty, Patrick Winton, Adam Bingman and Blake Finnell.



8 ways to be an effective Project Engineer

19

by Bud Lester
Superintendent
Nabholz Construction Services



THE RELATIONSHIP BETWEEN SUPERINTENDENT AND PROJECT ENGINEER, OR PE, IS VITAL TO THE SUCCESS OF A COMMERCIAL CONSTRUCTION PROJECT. MANY TIMES, PEs ARE THE NEW GUYS OR GALS ON SITE.

They might have recently graduated with a construction management degree and maybe completed an internship or two while in college. The superintendent, on the other hand, has probably been on jobsites for years, working on \$500,000 jobs and \$50 million jobs alike. How can these two very different roles work together to ensure a successful job? Here are eight rules for new project engineers to ensure they earn their superintendent's respect.

1. Say it with me: communication, communication, communication.

The superintendent and PE must keep each other informed daily about almost everything happening on the job. This can be a lot of pressure for a young PE. They don't want the superintendent to think they can't handle this job. Sometimes PEs will try to take on too much or

answer a question incorrectly to try and compensate.

This does not impress a superintendent. In fact, it does the opposite. If I can communicate to my project engineer how important it is to keep me in the loop, I can then teach them the multiple variables that I am considering when making a decision. I ask for certain information based on past experiences when I didn't make the right decisions.

Simply put, you don't have to give an immediate answer every time someone asks a question, especially if you're not sure of the right answer. Don't agree to terms your superintendent might not agree to. I've seen subcontractors go to project engineers after talking to the project superintendent to see if the proj-

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These
8
rules for
new project
engineers
will ensure they
earn their
superintendent's
respect.

**Project
Engineer**
from page 19

ect engineer will break from what the superintendent says.

If the PE has ANY doubt about something, they need to involve the superintendent in the discussion. Each new situation builds trust, and as time goes on, many of the issues that would once cause a project engineer to pause will become no-brainers.

2. Be a safety advocate.

Safety is all day, every day for everybody, and a project engineer should be an extra set of eyes and ears to help keep everyone safe. Assist your superintendent by helping with the paperwork that comes along with jobsite safety—jobsite copies of the subcontractors' hazcom manuals, proof of training for aerial lifts and cranes, notices for the trailer, etc.

3. Quality control.

Project engineers are often highly involved with the material submittals approval process, giving them a unique position to affect quality control. They

are the best player to enforce Nabholz' material delivery inspections, random inspections, and miscellaneous checklists. Project engineers that go above and beyond modify checklists to fit the exact materials and manufacturing instructions, and work with the superintendent and subcontractors to have pre-install meetings to insure all proper steps and procedures are followed.

4. Learn our scheduling software.

Your superintendent may not know how to "punch it into the computer" but can see the value in using electronic scheduling software. It's a good tool to define work activities and help create the flow with the right sequence and coordination. Help your superintendent by mastering scheduling.

5. Get to know the foremen.

The foreman on site is likely the person that knows the Superintendent and his work style best. At Nabholz, foremen also have years of experience that an observant project engineer can learn many lessons from. When the project engineer and foreman team up, it is win-win for

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everyone. For a project engineer that is just starting out and who may be confused about what matters on a project or what doesn't, or hasn't learned the superintendent's pet peeves yet, a trusted foreman is your new best friend.

6. Paperwork.

Be on top of material submittals, approvals, and shop drawing reviews. If you need help with difficult items, ask the superintendent, project manager, or another in-house expert. Compile a list of required items from shop drawings to help avoid un-expected issues.

7. Stay on top of requests for information, or RFIs.

Make sure there are no oversights and learn to plug in feedback to help speed up answers. Make sure these are current, as they will generate changes to documents that must be kept up to date. Involve your superintendent before the RFI is sent out and make sure to address their feedback or questions.

8. Master Autodesk.

I use Autodesk as an all-inclusive document viewer. A good project engineer keeps Autodesk drawings posted and updated. These should be marked up exactly like the paper as-built set. Note or hyperlink RFI's and ASI's on the plan sheets they affect (not just dumped in a folder). Include all red lines and dimensions provided by MEP subs. If this is done right, at the end of the job the Autodesk set of drawings can be printed and will be a mirror image of the Superintendent's as-built set. ■

Bud Lester began his career with Nabholz in 1990 as a laborer and now serves as a Superintendent, a position he has held for 12 years. Bud is a graduate of the Nabholz University Carpentry Apprenticeship and Superintendent Development Programs. He attributes much of his success to his 23 years of experience in the field, to the valuable lessons taught to him by Superintendent Tom Mathis, and to all the great craftsmen he has worked with and learned from throughout the years. Bud and his wife Jennifer have two daughters and a son, and in his free time, Bud enjoys hunting, fishing, cooking on his smoker and working in his shop. He is a member of Woodland Heights Baptist Church.

*If the PE has ANY doubt,
involve the superintendent
in the discussion.*

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2019

A message from the President

23

by Roger Marlin
President, Hydco
2019 President, AGC Arkansas



I CANNOT BEGIN TO TELL HOW PLEASED AND HONORED I AM TO SERVE AS YOUR PRESIDENT OF AGC ARKANSAS AND LOOK FORWARD TO VISITING WITH EACH OF YOU IN THE COMING YEAR. THIS ASSOCIATION HAS HAD A VITAL CONNECTION WITH THE CONSTRUCTION INDUSTRY FOR MORE THAN 80 YEARS

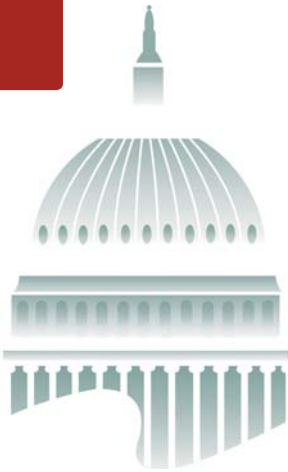
and I can say it has been an asset to my company, Hydco, in North Little Rock. Along with the networking opportunities, we turn to AGC Arkansas for advocacy, training and member discounts among many other benefits.

To Kevin Coakley, thank you for all the time and effort that you and your wife Lisa have contributed to AGC, especially this past year as President. Your work on special projects such as the Canine War-

rior Project will benefit so many in the years to follow.

My father was dedicated to the construction industry for his entire adult life, working with the Arkansas Highway Department and various private firms. Thankfully, considerable progress has been made in Arkansas in our industry since the days of my father and AGC Arkansas has played a major role in that progress.

continued on page 24



The 2019
legislative
session
is quickly
approaching.

- **Progress in Safety** with the establishment of customized safety classes that are specific to you and your worksite and a re-investment in the AGC/OSHA Partnership.
- **Progress in Training** through alliance with the Arkansas Construction Education Foundation. Educating apprentices in 11 locations around the state. The addition of Nathan Price to the staff in the training and education department is a key component to our initiative to create a safe and technologically trained workforce throughout Arkansas. And our participation in the Be Pro Be Proud Workforce Initiative to create the next generation of skilled craftsmen.
- **Progress in Advocacy** with a strong, focused legislative team who is building a network of industry partners with one voice to support our industry.
- **Progress in Technology** allowing us to work safer and more efficiently in all areas on the job.

My goal in 2019 as President is to continue to build on this progress with the General Contractors and Associates in Arkansas. I am comforted in knowing that the Executive Committee and the

Board of Directors are all professionals in the construction industry and support our organization in so many ways.

As you know, the 2019 legislative session is quickly approaching. For your convenience, here are some of the issues of importance to AGC Arkansas. You can rest assured we're following these issues closely and we will be your champion at the Capitol.

Highway Funding

Arkansas has one of the largest state highway systems in the nation, which includes 16,418 miles (12th in the nation). This number includes 703 miles of interstate highways and approximately 7,328 bridges. Unfortunately, our state ranks 43rd in revenue to operate and improve the system, and the Arkansas Department of Transportation routine maintenance needs exceed available funding. An independent report from Arkansas Legislative Audit found that Arkansas needs an additional \$478 million annually just to maintain and enhance the roads we have. **Identifying and securing sustainable, long-term highway funding is important for the safety of our citizens and the growth of our state's economy.** Every \$1 billion invested in highways creates or supports 22,000 private-sector jobs, and every \$100 million invested in safety improvements reduces fatalities by approximately 145 over 10 years.



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✦ For more information, contact: **Mike Griffin, PE | Director of Aviation**
MJGriffin@GarverUSA.com | 501.376.3633 | GarverUSA.com



Procurement of Professional Services/Construction Management

Arkansas law does not preclude a public agency or institution from offering projects through a straight bidding process, and it allows for public entity leaders to elect to pursue other procurement choices. If other choices are exercised, the agency can see exactly how their money is being spent both before and during the construction process. This approach still requires all work among subcontractors and suppliers to be competitively bid, which allows public entities to pursue competitive pricing while maximizing quality and minimizing risk. ***Balanced public contracting laws are critical in ensuring that public owners receive the best taxpayer value.***

Professional Licensing and Certification

Numerous professions and occupations are certified and licensed via various state commissions and boards. ***Public health and safety should be paramount in having such rules and regulations in place, and caution should be exercised when efforts are made to eliminate or severely alter existing requirements.*** Regulating bodies should regularly review their rules for obtaining and retaining licensure and certification in their respective fields.

Workforce Development

With the ongoing decline of individuals trained in skilled crafts and trades, AGC Arkansas is supportive and involved in efforts in the public and private sectors to provide information and direction to the future generations of construction workers. Numerous occupational opportunities are available for interested individuals to work in all segments of the construction industry. These positions offer above-average salaries and benefits. ***Arkansas should invest in career technical education efforts to help provide more employment opportunities and to address a growing workforce shortage in the construction field.***

Please take a moment to educate yourselves and share this information with your co-workers, so we can stand as a united voice during the session.

I eagerly look forward to carrying the AGC torch that was started in 1939 by Mr. Ben Hogan and want to thank everyone in advance for your support.

*Please educate yourselves
so we can stand as a united
voice during the session.*



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Do's and Don'ts for Contracting Success

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by **Bob Nabholz**
Founder, Nabholz



Bob Nabholz may no longer be with us, but his legacy certainly continues. Here's a little advice for success from the master. Special thanks to our friends at Nabholz for sharing Bob's words of wisdom with us.

Don't bid construction projects with your heart. Use your head. Price your work accurately and include a fair profit, no matter how much you need the job.

Do maintain your ethics in purchasing subcontractor services. Once you start unethical bid-shopping, your ethics will never return to their previous high.

Don't let your mouth overload your capabilities. You'll never go bankrupt refusing to bid or produce a building contract that is too risky and too big for your britches.

Do reinvest your profits in people and training at all levels of the organization. Construction is a people business, and the contractors with the best people always survive.

Don't ever let your ego run the company. Employ people from good families who are smarter than you and let them do their job.

Do make work fun for yourself and all your employees. Work should always come third, behind God and family.

Don't cry about bad luck and tough breaks. It's a risky business with a great many uncontrollable factors.

Do focus on the details. You become a great contractor by doing all the little things the right way, consistently and effectively.

Don't expect employees to follow company work rules any more, or any less, than yourself. Set the standard by your example, not by your words.

Do invest in the future each and every day. Once you stop investing time and money on long-term improvements, you start losing ground to competitors.

Don't worry about projects you lose to competitors. Just make sure the clients you have are 100 percent satisfied.

Do understand the jobsite is the mine where you earn your gold. A contractor will never be any better than his ability to produce what he promised to the client.

Don't forget your local clients. Contractors who dream of building bigger and bigger jobs, farther and farther from home, usually disappear from sight.

Do serve the total needs of the client as opposed to just being their best friend when they have a big job.

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AGC / OSHA Partnership Meeting Update

Safety First

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In November, an AGC Arkansas Quarterly Partnership meeting was held to discuss various safety and health related issues. Carlos Reynolds, OSHA Area Director, and Kevin Feuerborn, Acting Assistant Area Director, were in attendance to conduct an OSHA Construction Update which included multiple items.

The update consisted of changes in OSHA-Region VI Leadership, Arkansas construction fatalities during FY 2018, a list of frequently cited construction violations by the OSHA-Little Rock Area Office in the past year, nationwide frequently cited violations by OSHA, and areas of concentration by the Little Rock Area Office. During FY 2018, there were four construction related fatalities in Arkansas, up from one in FY 2017. Overall, the state has experienced an upswing in OSHA-covered workplace fatalities in the past year (15 total during FY 2018; up from 6 in FY 2017).

In Arkansas, fall protection during residential construction remains as the number one hazard cited by the OSHA-Little Rock Area Office, followed by personal protective equipment, and ladders. Nationwide, fall protection, scaffolds, and ladders are the top three cited hazards cited by OSHA.

The OSHA-Little Rock Area Office continues to conduct approximately 53-60% of their overall inspection in the construction industry due to the high hazards of work being conducted and ever changing environment. Various national and regional emphasis programs are used to enhance inspection activities such as fall prevention, heat stress prevention, and the amputation prevention stand-down.

A reminder was given to ensure OSHA recordkeeping modernization items changed in January 2015 were to be followed which includes reporting workplace fatalities to OSHA with eight hours

and all in-patient hospitalizations, amputations, and loss of eye to be reported to OSHA within 24 hours.

OSHA's outreach plan was discussed which included Trenching Safety Emphasis Program, Crane Operator Qualification final rule, new OSHA publications and resources and the 2019 Fall Prevention stand-down. Hazard alerts from the Center for Construction Research and Training on the subjects of ladders and aerial lifts were shared.

Finally, a roundtable discussion was held where OSHA personnel and Joey Dean, AGC Executive Director, addressed the group to ask of any specific training needs for 2019. The continued partnership between Arkansas AGC and the OSHA-Little Rock Area Office remains a highly productive key to address safety and health in the construction field throughout Arkansas.

If you are interested in joining the AGC|OSHA Partnership, contact the AGC office at 501-375-4436.

by Carlos Reynolds,
Area Director, OSHA



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Building the Case for Highway Funding

28

We will be asking members to reach out to legislators about the importance of highway funding.

One of AGC Arkansas's top policy priorities going into the 2019 legislative session is highway funding. It's an issue that has plagued our industry and our state for decades, and our advocacy team is committed to working toward a meaningful solution. AGC is also engaged in a working group with many other associations interested in additional highway funding to develop a proposal and coordinate our efforts for the 2019 Legislative Session.

Arkansas has the 12th largest highway system in the country, with over 16,400 miles of roads. However, **we rank 43rd nationally in revenue available to maintain and improve our roads**. Meanwhile, the gap between the amount of revenue needed and the amount of revenue available continues to widen. An independent report from Arkansas Legislative Audit found that **Arkansas needs an additional \$478 million annually just to maintain and enhance the roads we have**.

AGC Arkansas recognizes this issue can't wait any longer. For months now, our advocacy team has been reaching out to legislative leaders and executive

branch officials, working to make sure they grasp the magnitude of the funding need, and that they understand identifying additional, ongoing highway revenue is one of AGC Arkansas' top priorities.

We've provided key officials with a Highway Funding Fact Sheet, detailing the revenue shortfall, and we are continuing the dialogue as we head into the legislature's budget hearings this fall, and the legislative session in January. We want decision-makers to recognize that addressing the issue now, and doing what is needed to take care of the roads we have, costs substantially less than waiting until they are in poor condition and have to be rebuilt. For example, **an overlay costs \$100,000 per lane mile, while it costs \$1.5 million per lane mile to reconstruct a road**.

The advocacy team also stays in close contact with leadership at the Arkansas Department of Transportation, and has been working closely with other stakeholder groups, who share our position on the issue. It is still unclear exactly what form a proposed solution will take, or how it will be implemented – some have voiced support for a measure to be voted on by the people, while others maintain a legislative remedy is the best route for the state. (AGC Arkansas has maintained that a funding solution from the legislature is the preferred outcome.)

In the weeks and months ahead, our team will be asking AGC Arkansas members to weigh in on our advocacy efforts by reaching out to legislators and elected leaders, reminding them of how important highway funding is to our industry and our state. AGC Arkansas will push for a meaningful, long-lasting solution to the road funding shortfall that has existed in our state for far too long. **It will take all of us working together to make progress on this issue. We hope you join our efforts.**

ARKANSAS:

12TH largest highway system
in the U.S.

43RD in revenue available
to maintain and improve roads

2018

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Bob Shell

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Michael Welch

Cindy Williams

Danny Wright

Lance Wright

What's Next?

Jan. 23

*Membership Luncheon
with ARDOT Director
Scott Bennett*

Feb. 8

*Day at the Races
at Oaklawn Jockey Club
(Hot Springs)*

Feb. 28

Associates Derby at Riggs CAT

Mar. 6

Membership Luncheon

Mar. 28

Utility Cookout

Apr. 5-7

*Fishing Tournament
at Mountain Harbor
(Hot Springs)*

Apr. 24

*Membership Luncheon
& Board Meeting*

May 3

Spring Golf

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Comings & Goings

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Job Changes & Employee News

Effective January 1, **Nabholz** Chairman of the Board **Bill Hannah** will step down from the board and retire after 46 years at Nabholz. Current Chief Executive Officer **Greg Williams** will take on Hannah's duties and serve as Nabholz' CEO/Chairman of the Board. Williams has served as CEO for four years. Nabholz' Chief Operating Officers, **Greg Fogle** and **Brad Hegeman**, were elected to the board. Fogle previously served as the president of Nabholz' Midwest operation, a territory encompassing Northwest Arkansas, Kansas City, and Southwestern Missouri. Hegeman previously held the position of president of the company's South Central operations, a territory that encompasses Central and Northeast Arkansas and the Memphis metro area. Additionally, **Jake Nabholz** was voted onto the board. He serves as president of Nabholz' presence in Central, South, and East Arkansas, as well as Fort Smith and the Memphis Metro. He previously served as Executive Vice President for this same region.

Andrea Woods, Executive Vice President and Corporate Counsel for **Nabholz Corporation**, was recognized as an Outstanding Woman in Business by the Conway Area Chamber of Commerce.

Jeff Marcussen joined **Nabholz Corporation** as a Senior Preconstruction Specialist. Jeff brings more than 15 years of construction industry experience to Nabholz with a varied resume of past projects and industry involvements. He will assist in guiding clients through the early stages of a project while providing budget reviews, construction collaborations with the project team as well as provide clients with the necessary information to make informed decisions regarding their project plans as they progress towards construction.



Clark



Fair



Fogle



Hegeman



Long



Marcussen



Nabholz



Pardew



Sartain

McGeorge is proud to announce the promotion of **Edward Sartain** from Heavy Equipment Finish Operator to a Finish Foreman. Ed has worked safely and industriously with McGeorge Contracting Company for 2 years.

McGeorge is proud to announce the promotion of **Anthony Blake Long** from Heavy Equipment Finish Operator to a Finish Foreman. Blake has worked safely and industriously with McGeorge Contracting Company for 11 years.

Congratulations to the following AGC members for being recognized in the Arkansas Businesses 20 in their 20s.

- **Bailey Clark, Baldwin & Shell**
- **Mary Fair, Garver**
- **Whitney Pardew, Olympus Construction**
- **Jonathan Stalnaker, Weaver-Bailey**
- **Nealy Wells, Lumber One Home Center**

The Ideal Championship is an electrical wiring competition presented by Ideal Tools to showcase the abilities and knowledge of the electrical workforce in the United States. It is a nationwide competition bringing in thousands of competitors at both the apprentice and journeyman levels. There are individual and team events. **Nathan Price**, with the **Arkansas Construction Education Foundation**, qualified in the individual event to represent Arkansas in the professional level of competition at the national level. Electricians light up our world, yet the US Department of Labor estimates that in the next six years more than 70,000 jobs in the electrical field will go empty due to dwindling numbers in the trade. This competition promotes the trade, encouraging youth and young adults to become interested in the electrical world. Visit www.idealnationals.com to learn more about the competition, how to start a career as an electrician, the Cappex-Electrician Scholarships and more. ACEF will be hosting the qualifying rounds again this year at our Little Rock location for all their apprentices and Journeyman that would like to participate.



Stalnaker



Woods



Nathan Price of the Arkansas Construction Education Foundation qualified to represent Arkansas in the professional category of the Ideal Nationals.

Company News

ICM Sales and Rental Division was just awarded "Top Laser Sales" by the GeoMax construction laser manufacturer who has replaced the AGL laser company headquartered in Jacksonville for the past 50 years. In addition, ICM was awarded the "Top 5 Dealer" award.

As of November 8, 2018, Underground Safety Equipment dba **Trench Safety & Supply** has now become a part of Sunbelt Rentals, Inc. Underground's eight locations have joined forces with UK-based Mabey, Inc. providing underground shoring solutions including slide rail and sheeting and new services like structural shoring, temporary bridging, and ground services. They will continue to be a Topcon dealer. All existing points of contact will remain in place to continue providing you with the highest level of customer service and support. Their priority is to provide a seamless transition into Sunbelt Rentals. Simply continue to follow the same rental process as you have in the past, and they will do their best to ensure your service experience remains outstanding.

ACE Glass received the Arkansas Corporate Recycler of the Year from the Arkansas Recycling Coalition recently.

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Excavation & Trench Safety (Competent Person Training)

Silica Awareness Training

Construction Highway Safety/Working Over Water

Situational Awareness Training

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East Arkansas Community College 3600 N. Washington Rd. (Hwy 1) Forrest City, AR 72396	Electrical
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Ft. Smith Adult Education Center 501 South 20th Street Fort Smith, AR 72901	Electrical
Jacksonville	
Jacksonville High School 2400 Linda Lane Jacksonville, AR 72076	Electrical
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ACEF Education Center – Main Campus 4421 W. 61st Street Little Rock, AR 72209	Electrical
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Mayflower	
Mayflower High School 15 Old Sandy Road Mayflower, AR 72106	Electrical
Morrilton	
U of A Community College at Morrilton Business and Technology Building 1500 University Blvd Morrilton, AR 72110	Electrical
Northwest Arkansas – Springdale	
Har-Ber High School 300 Jones Rd Springdale, AR 72764	Electrical
Siloam Springs	
Career Academy of Siloam Springs 700 N. Progress Siloam Springs, AR 72761	Industrial Maintenance
	Electrical
Texarkana	
1918 East St. Texarkana, AR 71854	Electrical

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