

HCSS NEWS

“J.F. Brennan Using Safety Observations for Insight into Job Sites,”
see Page 2

UGM: FOCUS ON CONSTRUCTION 2020

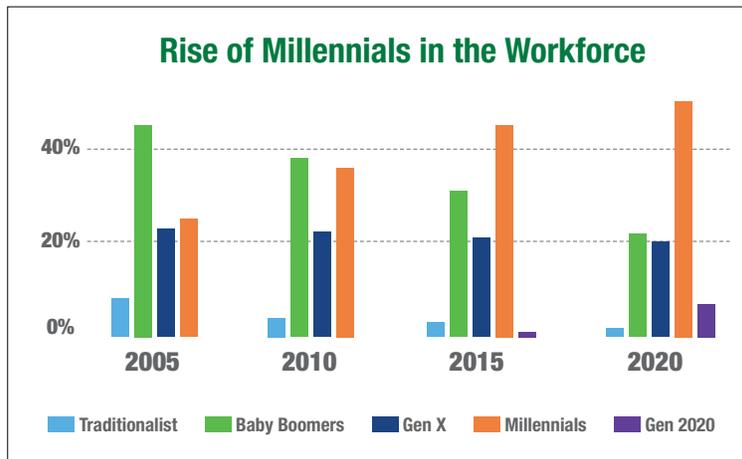
Attend UGM 2016 to start building your technology plan now for the future

The year 2020 is only four years away – are you ready? By 2020, millennials will make up approximately half of the nation’s workforce.

Wide usage of all kinds of technology will be the norm in all industries, including construction, and efficiency of operations will be the industry’s major focus.

As it stands now, Generation Y, as millennials are known, makes up about a third of all workers across the country, according to a survey by the U.S. Census Bureau.

And according to a poll from the Pew Research Center, nearly two-thirds of American adults (64 percent) now own a smartphone.



That’s up from 58 percent in 2014, and 35 percent in 2011.

Smartphone ownership is especially high among younger Americans, and 43 percent of

respondents to the Pew poll have used their smartphones to research a job.

As that percentage of technology-saavy, career-

focused individuals saturates the workforce, are you going to be one of the leaders in this new wave of construction?

Let HCSS help you prepare at our annual Users Group Meetings.

The primary focus of UGM 2016 is to prepare you for the future and get your technology plan in line to attract and retain the people you want to hire.

With the current shortage in construction job seekers, successful organizations will want to do all they can to attract the best new workers available.

Get more info or register for
UGM 2016 at ugm.hcss.com



BRING A TEAM TO UGM2016 TO:

- Enable your estimators to be extraordinarily efficient, allowing them to use their time to bid more work and review estimates more thoroughly.
- Eliminate double- and triple-entry in the field and in the office, and give your field foremen the information they need to make data-driven decisions quickly, in the moment if necessary.
- Build an impactful fleet management program that drives better utilization, resource allocation, decision making through telematics and important data.
- Create a safety culture that starts with the crew – the unit that provides the biggest impact on the outcome of the job – and delivers real-world safety benefits that you can use to win more work, not just check-the-box compliance that keeps you at the bare minimum.
- Empower your management to monitor the business based on consistent, meaningful, timely data – not after the fact “cost reporting” and hunches.
- Make your company the place to work for millennial employees because you provide an impactful role without the unnecessary paperwork that other companies require.

J.F. Brennan Uses Safety Observations for Insight into Job Sites

J.F. Brennan's safety program has always prioritized getting its employees involved. The company accepts voluntary field observations submitted by employees from job sites and work areas, which it then distributes to the whole company to discuss.

But getting these submissions on paper, often days or weeks after the observation occurred, left little time to address important issues as they were happening.

J.F. Brennan, a marine construction, environmental remediation, and harbor services company with job sites in all 50 states, is often spread pretty thin.

"The biggest obstacle we face is that we are so spread out," Vice President of Health and Safety Luke Ploessl said. "We have so many crews all across the country, but we still only have about 400 employees. So we might have four- or five-man crews working in 30 to 40 different locations at one time."

The company has weekly, corporation-wide safety meetings to discuss the observations the safety department has received. Everyone from the field workers to the CEO of the company can call in to the meeting.

"The fact that we can bring all of our work together and tie it together to talk about at our weekly global meetings is really huge," Ploessl said. "Those are really important to us. It's the one thing that really ties all of

our divisions together."

But it was often weeks after a job was finished that they would get around to discussing that job's observations.



But when J.F. Brennan adopted **HCSS Safety**, with its mobile Safety Observations feature, that lapse began to disappear.

"The ability to do those observations on mobile really changed things," Ploessl said. "It's a huge upgrade. It's cut down a lot of time in our safety department because we essentially just send them out. It saves my admin person at least four hours a week."

Before **HCSS Safety**, Ploessl said his field workers would submit them on paper, either retyping them later to email in or turning them in at the end of a week or a job. The majority, he said, were scanned at a later date.

"The quality of the submittals we get has gone up," Ploessl said. "People are much more likely to take photos, and it saves the guys in the field a couple of hours a week. They're construction guys – they don't want to do all that extra work."

Ploessl said the safety observations program is strictly voluntary, and employees are not required to submit a single observation or meet a quota.

However, the safety department still receives approximately 70 to 80 observation submissions each week.

J.F. Brennan has kept its Experience Modification Rate (EMR) under a .7 over the past 5 years.

"We use the safety observations so heavily that sometimes it has replaced our near miss reporting," Ploessl said. "We just want the information coming in, so we're not too stern with how it's classified. But it's allowed us to get out in front of things more quickly."

Start your world-class safety program at www.hcss.com/safety

Federal budget bill allows OSHA to increase fines

Construction companies could be hit hard after Congress's new Bipartisan Budget Act of 2015 passed the Senate on Nov. 2.

The two-year bill allows the Occupational Safety and Health Administration (OSHA) to raise fines annually in line with the Consumer Price Index, something that has not been allowed before now. OSHA is also permitted a one-time "catch-up adjustment" of up to 150 percent to make up for the lack in fine increases since 1990.

OSHA is expected to increase fines by approximately 82 percent to adjust for inflation. At this rate, the current \$70,000 maximum penalty for repeat and willful violations would increase to \$127,438, while the \$7,000 serious violation maximum fine would jump to \$12,744.

The new penalty amounts would go into affect by August 2016.

The Bureau of Labor Statistics preliminary 2014 Census of Fatal Occupational Injuries was released last month, reporting a 2 percent increase in fatal work injuries recorded in the U.S. last year over 2013. A total of 4,679 worker deaths occurred in 2014 – 874 of those in construction – compared to 4,585 in 2013

(828 in construction).

OSHA is one of the few federal agencies whose civil penalties did not currently adjust to match inflation.

The Bipartisan Budget Act of 2015 removes a statutory exemption from penalties under certain statutes, including the Occupational Safety and Health Act of 1970, from inflation for civil penalties.

"OSHA is now carrying bigger stick, without a carrot attached to it," HCSS Senior Safety Consultant Jim Goss said. "This is something they've attempted to do in almost every budget negotiated between the White House and congressional leadership in the last 15 years, and they're doing everything they can to get it done."

Because the Bipartisan Budget Act is a legislative ruling, rather than a regulatory change, there is no opportunity for appeal. Goss said this change will have implications for the future as well.

"This is not the last year the fines will go up, and we could be seeing increases that are based on specific issues," he said. "That's the scary thing. They look at the Consumer Price Index, but there could be larger increases based on perceived inflation as well."

FATALITIES IN CONSTRUCTION

2013

2014



4,585 → 4,679

TOTAL WORKER DEATHS
IN ALL INDUSTRIES



828 → 874

TOTAL WORKER DEATHS
IN CONSTRUCTION

Congratulations to the 2015 Construction Intern Award Winners

Construction interns are out there working hard to get a foot in the door of the industry. We wanted to showcase all they do to further the industry and become the next generation of great contractors. A panel of 11 top industry experts chose the best interns from more than 200 entries.

INTERN OF THE YEAR



Chase Ekstam
\$10,000 Scholarship

School: **Missouri State University**
Company: **APAC-Missouri**

Chase spent the fall and spring semesters assisting the commercial estimators, and this summer he was in the field as an assistant superintendent. Chase brings a different aspect to APAC with his prior experience working in the field before college and his service in the military. Everybody Chase has interacted with has high praise of his ability to grasp the safety and quality culture of our company, the ideas and theories behind the work flow, and the ability to work together as a team to get the tasks and projects done.

—Doug Fronick,
Estimating Manager



Matthew Atkinson
\$3,000 Scholarship

School: **Texas A&M University**
Company: **Manhattan Construction**

Matt was exactly what we look for in an intern: he was willing to learn, energetic, bright, hardworking, and most importantly, he had a passion for the industry. Matt worked on the renovations at Kyle Field, which was an amazing opportunity to learn for our entire staff. The project schedule was as condensed as it could possibly be, and Matt took full advantage of it, working 50-plus hours every week for eight months.

—Greg McClure,
Vice President, Project Director



Luis Fernandez
\$3,000 Scholarship

School: **Virginia Tech**
Company: **Traylor Bros., Inc.**

Luis worked as heading (field) engineer on the Blue Plains Tunnel in Washington, D.C., a large-scale design-build project. He was an integral team member in the production of 4.5 miles of tunnel for the DC Water Clean Rivers Program. He was able to work successfully in our fast-paced construction environment. Luis enjoyed the opportunities to be part of our team, learning from experienced engineers. He quickly learned to manage his time, work in situations that require deadlines, and he displayed a strong work ethic.

—Jason DiIulio,
Project Engineer



Cierra Ford
\$3,000 Scholarship

School: **Worcester Polytechnic Institute**
Company: **PC Construction**

Cierra was employed as a Field Intern with PC's Special Projects Group. Over the course of the summer, Cierra was exposed to a wide variety of construction projects, to include demolition at a local high school, carpentry work, pipeline repair, general clean-up, and resurfacing of an existing dam. She was able to develop a strong working relationship with her fellow laborers and foremen through good communication and hard work.

—Chet Layman,
Construction Executive



James MacAdam
\$3,000 Scholarship

School: **Ohio State University**
Company: **The Beaver Excavating Co.**

James' primary responsibility was to track and monitor project daily unit costs for five construction crews that totaled 51 crew members and over 30 pieces of construction equipment. Along with tracking costs, James would report daily with construction reports to the Bechtel representative. James also took advantage of the opportunities to learn all aspects of construction, engineering, and surveying the project presented.

—Zachary Miles,
E.I.T., former Assistant
Project Manager



Michael Trabold
\$3,000 Scholarship

School: **Northeastern University**
Company: **Merritt Construction Services**

Michael has been an intern at Merritt for the last three years and has worked entire semesters for us both in the U.S. and abroad. He is directly responsible for the development of our CESMM3 codebook for work in the Middle East. Recently, he completed the takeoffs and independently priced the Mobility Pavilion for the 2020 World Exhibition in Dubai. Michael has had a major impact on the international growth of our company.

—Rose M. Puza,
CEO



To view all of this year's entries, visit www.constructioninternawards.com

Attend **UGM 2016** to start building your technology plan now for the future (Open and read page 1)



See all the winners of the **Construction Intern Awards** (Details inside)



Cold Weather Presents Dangers to Workers

As the holidays roll around and the end of the year nears, outdoor construction work often slows, or even halts, in the colder areas of the United States.

But there are many companies who continue to work around the calendar year, often despite the plunging temperatures. And not all workers may be aware of how to protect themselves in the elements.

Prolonged exposure to cold or freezing (below 32 degrees Fahrenheit) temperatures may cause serious health problems, including trench foot, frostbite, and hypothermia. In extreme cases, this can lead to death. Emergency help should be contacted immediately if you observe uncontrolled shivering, slurred speech, clumsy movements, fatigue, or confused behavior from workers on a job site.

Hypothermia occurs when a person's normal body temperature drops below 95 degrees Fahrenheit (average human temperature is 98.6 degrees). Shivering while alert can be a mild symptom, but serious problems occur when shivering stops, heart rate and/or breathing slows, consciousness is lost, or speech is slurred.

Frostbite, which occurs when body tissue freezes, can also occur at above-freezing temperatures due to wind chill. Skin that

becomes numb, becomes reddened and develops gray or white patches, feels firm or hard, and may blister should be treated immediately to avoid amputation.

Trench foot, also known as "immersion foot," is a non-freezing injury caused by lengthy exposure to wet, cold environments. It can occur at temperatures as high as 60 degrees if feet are constantly wet, and shows symptoms of redness, swelling, numbness, and blisters.

In order to prevent these and other cold weather injuries, workers should dress appropriately, including layers of loose-fitting clothing, water resistant clothing, windproof outer layers, and proper ventilation. It's always a good idea to keep a spare set of clothes on hand as well, and layers can be added or removed as needed.

Workers should keep their heads covered whenever possible, and feet and hands should be protected with insulated socks and gloves. Supervisors should restrict time outdoors when temperatures reach 0 degrees Fahrenheit, or when wind chills reach -22 degrees.

Read more about cold weather and construction at blog.hcss.com

Upcoming Events

HeavyBid 101

For **HeavyBid** beginners, we'll cover all the essentials — from basic setup to bid review and bid closing.

2016

San Diego, CA - March 17-18
Houston, TX - March 23-24
Philadelphia, PA - April 21-22
Houston, TX - April 28-29
Las Vegas, NV - May 5-6
Houston, TX - May 19-20

HeavyBid 201

For those who know the fundamentals of **HeavyBid**, we'll show you how to use its more advanced features.

2016

San Diego, CA - March 17-18
Houston, TX - March 23-24
Philadelphia, PA - April 21-22
Las Vegas, NV - May 5-6

Trade Shows

Visit **HCSS** at trade shows and association meetings.

2016

AGC Safety & Health - Glendale, AZ - Jan 20-22, 2016
World of Concrete - Las Vegas, NV - Feb 1-5, 2016
NAPA Annual Meeting - La Quinta, CA - Feb 7-10, 2016
AGC Annual Convention - San Antonio, TX - March 9-11, 2016
NUCA Annual Convention - Fajardo, PR - March 10-14, 2016
AEMP Mgmt Conference - Houston, TX - March 16-17, 2016
Texas Safety Conference & Expo - San Antonio, TX - March 20-22, 2016