

SUMMER 2016

# CROSSSECTION



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Transportation Association*



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# Send Us Your Poor INFRASTRUCTURE PHOTOS

By Mariam Robinson

**T**he Flint Water Crisis has highlighted the extremely negative consequences of not properly investing in our underground pipes and sewers, the very mechanisms that provide and distribute the water each and every one of us depends on. No one at the state, federal or local level wants to see a Flint-like crisis in any other city in Michigan.

In an effort to do our part, to continue educating the public and to elevate the level of member participation in our public relations efforts to bring attention to the needs of our underground infrastructure, we are asking all MITA members, particularly those of you who work on the underground side of the industry, to take high resolution BEFORE photos of the pipes, sewers and systems you are working on. With these photos, we can educate the Legislature, the media and Michigan residents about the dire needs of our underground infrastructure.

When you take a photo of a particularly eye-opening area of infrastructure that is in need of investment and improvement, please be sure to note the date, the location and whether or not that area has seen any improvement in recent years. We are hoping to gather a vast collection of photos from every county in the state in order to demonstrate that this is a statewide issue that should be receiving everyone's attention, particularly the Legislature's.

A picture is worth a thousand words, so please take a few minutes at your job sites to snap a high-resolution photo of particularly poor pipes and underground systems that are in need of investment, and email them to [mariamrobinson@mi-ita.com](mailto:mariamrobinson@mi-ita.com). Your assistance with this important public relations project is greatly appreciated! If you have any questions, please contact Mariam Robinson, outreach coordinator, at 517-347-8336. 🚧





# CROSSSECTION

SUMMER 2016

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Cover photo provided by GM & Sons, Inc.

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# COMMENT



Mike Nystrom

## EXECUTIVE VICE PRESIDENT

**A**s the summer season winds down, MITA members are still busy improving Michigan's infrastructure. For examples of projects, see the Member Profile on page 8, which features GM & Sons, Inc. On page 28, Evan Weiner, chairman of the 21st Century Infrastructure Commission, discusses the priorities and goals of the commission, which is busy preparing a report that will be a catalyst to create an infrastructure plan for the entire state. As a member of the commission, I am involved in preparation of this report, which is on schedule to be completed by November 30.

MITA is also busy building a photo bank of failing infrastructure images, especially in the underground area, and your participation is requested in a story on page 3. In addition, we are asking that members let us know about their philanthropy efforts, and a story on page 33 about a Grand Rapids contractor donating funds to drill a deep water well in Africa kicks off this series of articles. MITA members can also let their voices be heard regarding ways to improve digital data delivery in construction, according to an article on page 17 by Rachelle VanDeventer, P.E., MITA's vice president of industry relations. She writes about how MITA has formed a Digital Delivery Work Group in order to help investigate and prioritize member's needs and wishes as they pertain to digital delivery.

On a lighter note, Rob Coppersmith, MITA's vice president of membership services, gives you a heads up on page 15 regarding MITA's 2017 Management Conference, to be held next March at the Grand Hyatt Kauai Resort and Spa in Kauai, Hawaii. MITA will help coordinate your travel plans, if you want to attend the conference and Co-Expo in Las Vegas.

The MITA Calendar of Events on page 16 outlines other events we have in store for you until December. We hope you can join us! 🏗️



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## MEMBER PROFILE



# GM & Sons, Inc.

**S**even people and an old garbage truck for a flatbed – that was the beginning of GM & Sons, Inc., for Elesban (Rick) Gallegos in 1992. As a DBE concrete contractor, Gallegos later met Karl Schweitzer, a construction management graduate from Eastern Michigan University who was working for Doan Construction. In 1997 the two men talked about the future and realized that each had what the other one needed. The first year those seven guys and the garbage truck did \$1 million in sales. They graduated from the DBE program, and today the company has 95 staff members and \$25 million in sales of concrete curb, gutter, sidewalks, driveways, pavement and bridge approaches.

“In 1997, I wanted to be a small company that acted like a big company; but, now that we are

big, we want to act small,” said Schweitzer, who is the general manager of the company, while Gallegos is company president. “What I mean by that is we are a family company, and all the foremen started here as laborers and finishers and were promoted from within. One of our foremen has been with us from the beginning!”

Schweitzer will forever remember the company’s humble beginnings in the front room of his house in Ann Arbor, then his garage, then the basement of his new house. They quickly outgrew each office space, and have been headquartered in Whitmore Lake for the past 10 years.

With 208 jobs under contract for the 2016 season, in one single day in July the company had eight crews working in Genesee County,

Detroit, Riverview, Bedford, Ferndale, Macomb County, Dearborn and Brighton working on municipal, heavy highway and commercial jobs.

“We go all over the state,” Schweitzer said, “because during the recession we decided to spread out and began doing bridge approach work and those bridge guys are all over the state. The major projects of which we are most proud involve the three recent shutdown freeway projects: the Southfield Freeway with Dan’s Excavating; I-96 two years ago with Dan’s Excavating, where we worked on 32 bridge approaches; and this year we are working with Toebe on the I-275 project.

“With jobs like those, which must be done with no chance for any screwups, we get involved. We feel we can be counted on.



*The GM & Sons, Inc., team (from left to right): Mark Campbell, project controller; Marcy Adkins, human resources; Bode, the dog; Mike Campbell, superintendent; Karl Schweitzer, general manager; Sean Morrissey, project manager; Elesban (Rick) Gallegos, president, Kurk Schweitzer, project manager; Lori Adkins, office manager, and her dog, Mickey; and Ricky Gallegos, general superintendent.*

*A crew, led by GM & Sons Foreman Eric Walbert, were busy in July completing this 2016 Water Main Phase 1 project in Dearborn for Diponio Contracting, Inc.*

### GM & Sons, Inc.

6784 Whitmore Lake Road  
Whitmore Lake, Mich. 48189  
Phone: 734-929-1259  
Fax: 734-929-1265  
[www.gmandsons.com](http://www.gmandsons.com)

Elesban (Rick) Gallegos – President  
Karl Schweitzer – General Manager  
Ricky Gallegos – General Superintendent  
Mike Campbell – Superintendent  
Mark Campbell – Project Controller  
Kurk Schweitzer – Project Manager/Estimator  
Sean Morrissey – Project Manager/Estimator  
Lori Adkins – Office Manager  
Marcy Adkins – Human Resources

MITA Member Since 2011

We are very good at maintaining relationships with customers and we get calls from our competitors' customers when things are not going well."

GM & Sons also prides itself in being called upon in times of crisis, such as the flooding in southeast Michigan two years ago that resulted in the collapse of a major service drive. Dan's Excavating called them for an emergency bid, and they quickly put a proposal together.

"Not to take away from other companies, but when we see a disaster in the news, we know we will be called upon pretty soon," he said.

GM & Sons calls upon MITA to provide more than just networking events, such as the ski weekend, which Schweitzer, a ski instructor, takes his family to every year.



"Anytime you are involved in something, you can stand alone," he said. "But when you add MITA, you are not alone. You are with other like-minded individuals. It is important that we are aware of what's going on. It is nice to have

someone representing on your behalf. Companies who are not members don't realize how many ways it will benefit them. Once they join, they quickly realize the benefits." 🚧

## ASSOCIATE MEMBER PROFILE



# Foster Blue Water Oil

**F**oster Blue Water Oil was founded in 2001 through the merger of two Michigan companies, Foster Oil Company and Blue Water Oil Company. Neither one was a stranger to the business—Foster had been around since 1940 and Blue Water since 1975. Together they brought nearly a century of experience to the petroleum industry serving a variety of loyal customers, including many MITA members.

With headquarters in Richmond, Mich., the company provides lubricants, grease, diesel fuel and gasoline via 11 branches throughout the state, which are located in Marine City, Frankenmuth, Pewamo (Lansing area), Lapeer, Bay City, Midland, Harrison, Mio, Lexington, and West Branch.

"We are a large, quiet company," said Tom McCartney,

corporate sales manager. "The branch locations help us keep things close with our construction industry customers, who have been loyal customers for many years and have helped us to be successful and grow with their needs."

McCartney said that being a member of MITA helps them keep a "finger on the pulse of the industry," and stay in touch with their many customers.

"Before joining MITA, we used to just get information through relationships that we built," said McCartney, who has been in the industry for 38 years. "MITA allows us new ways to start and maintain

those relationships, such as the golf outings and annual conference, where we continue to understand our customers' needs and become an even better supplier."

Their business strategy is working, if you consider that many of their long-standing customers are third-generation family businesses, in the trucking, highway and underground construction, excavation and mining industries, to name a few. Foster Blue Water Oil, along with their affiliates, Blue Flame Propane, Inc., Sunrise Stores, Blue Water Transport LLC, My Choice Energy, and Pacific





Pride can accommodate all the energy needs of their commercial customers. They also have Pacific Pride unattended commercial fueling sites throughout the state for convenient, away from a customer's home base fueling. In addition they provide various grades of gasoline, diesel fuels and lubricants. Foster Blue Water Oil and its affiliate, Blue Water Oil Transport, deliver energy safely and on time. ⚠️

**“We haul gasoline, fuel oil, diesel fuel, lubricants and propane throughout the state. If you need these products, we can deliver them!”**

**— Tom McCartney**

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Phone: 586-727-3996

**CFO/Owner:** Steven Schweihofer  
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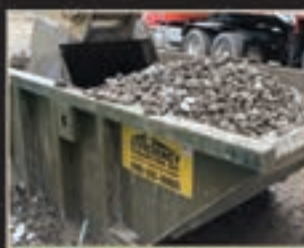
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# Letters to MITA

Dear Lance:

I want to thank you again for the help and investigation that you and MITA did on behalf of Utility Contracting Company. I really appreciate your time on this matter!

**Andrew Ross**

Utility Contracting Company

Dear Nancy:

We just received the beautiful framed picture of our recent cover page article. Thank you so much for the outstanding job. It was such a pleasure to work with you. We have had many compliments. My father and I along with our employees extend our warmest thanks for selecting us to be featured in your magazine.

**Gabriel Cipparrone**

Cipparrone Contracting Inc.

Dear Danielle:

Just wanted to send a thank you along for the great time at the summer conference. Suzanne, the girls and I had a lot of fun. You and your team always have well planned and fun events. Seeing everyone from different parts of our industry relaxing, talking and enjoying their families is super cool to see.

**Jim Reed**

C.A. Hull Co., Inc.

## NEW MITA MEMBERS

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# Best of Both Worlds

**T**here are no scientific procedures for how and where the MITA Management Conference is located. It comes from the interests of our current board president, and whether they will be travelling during that time of the year, in addition to suggestions from frequent participants in this networking event. It should be noted that the existence of Con Expo in Vegas during the same time of year divides attention and creates challenges for travel. However, we can help you make both events work in your schedule so you can enjoy the best of both worlds. We have timed the Management Conference to allow you to attend Con Expo in Vegas (March 6-10) and still have time to join us for our conference, which runs from March 9-18 at the Grand Hyatt Kauai Resort and Spa in Kauai, Hawaii. Go to Vegas for a few days and be “half way” to paradise. Come relax with us after Con Expo!

Make Vegas and Hawaii the best of both worlds for an extended vacation and time with your other MITA members. Although MITA is not putting together a Con Expo trip, we would be happy to coordinate travel arrangements for you so you can join us in Hawaii, whether you are staying a day, a few days or a week.

The cost of the conference is \$2,250 per person and includes double-occupancy accommodations for nine nights in a pool view room with a private balcony or lanai, MITA welcome and farewell cocktail parties, fitness facilities, WiFi, all taxes, fees and gratuities. The Grand Hyatt is located on the “soothing” white sands of Poipu on Kauai’s sunny south shore. You will appreciate 50 oceanfront acres of classic Hawaiian architecture, open courtyards, lush gardens and pristine pools.

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- Spa, fitness center, salon and boutiques
- Poipu Bay Golf Course
- Live entertainment

If you have any questions, feel free to contact me directly, or visit [mi-ita.com/events](http://mi-ita.com/events) to register or learn more. We hope to see you in March 2017! 🌴



Rob Coppersmith



To contact Rob Coppersmith email him at [roboppersmith@mi-ita.com](mailto:roboppersmith@mi-ita.com) or call the MITA office at 517-347-8336.

# 2016

## CALENDAR OF EVENTS



*Michigan Infrastructure &  
Transportation Association*

For more information on MITA events  
visit [www.mi-ita.com](http://www.mi-ita.com).

## SEPTEMBER

- 20 **MITA Board Meeting**  
Country Club of Lansing, Lansing  
8:00 a.m.
- 29 **Wild Game Dinner**  
Palazzo Grande, Shelby Township  
5:30 p.m.

## DECEMBER

- 9 **MITA Board Meeting**  
Country Club of Lansing, Lansing  
9:00 a.m.
- 9 **Central Holiday Party**  
Country Club of Lansing  
11:30 a.m.
- 13 **Western Holiday Party**  
The Waldron Public House, Grand Rapids  
(formerly McFadden's)  
11:30 a.m.
- 15 **Metro Holiday Party**  
Somerset Inn, Troy  
11:30 a.m.





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# We Need Your Input:

## Harnessing Member Ideas and Strategies to Improve Digital Data Delivery in Construction

**T**here are many questions when it comes to digital data and leveraging technology in the construction field. As an industry, we want to know where we are going with digital data and Automated Machine Guidance (AMG) in the transportation field? How quickly will technology be changing, and how quickly would one need to adapt to fully take advantage of the data being created and delivered? To help investigate and prioritize member's needs and wishes as they pertain to digital delivery, MITA has formed a Digital Delivery Work Group (DDWG) to work with the Michigan Department of Transportation

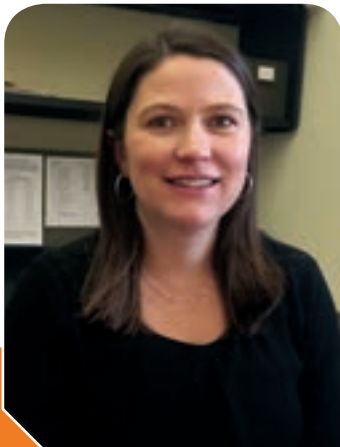
(MDOT) and the American Council of Engineering Companies (ACEC) of Michigan as they develop their next phases of digital data delivery methods and requirements.

The goal of the DDWG is to collaboratively advance digital delivery concepts and the use of electronic engineered data for efficient, accurate, and timely development and delivery of transportation infrastructure projects in Michigan. MDOT is continuing to work on their goals and advancements with digital data, and they will be moving forward with leveraging design technology. This is the industry's chance to be sure that our needs are being addressed and that we are part of any future development plans.

At our first industry-only DDWG meeting, we will work to

define any issues that exist within current digital data and delivery processes, as well as outline what we would like to see as part of any future delivery requirements. Special attention will be placed on the review of MDOT's current AMG Frequently Used Special Provision (FUSP). Beginning earlier this year, the AMG FUSP started being included in all MDOT trunkline road projects that include multiple course paving and/or roadway earthwork when staking is being performed by the department, or with the pay items Contractor Staking or Contractor Staking, Road Only, when being performed by the contractor. The AMG FUSP is currently optional when it is included in a project; but, if AMG is used, the FUSP lays out the requirements to follow.

Automated Machine Guidance is not new to the industry, and



Rachelle VanDeventer

To contact Rachelle VanDeventer, email her at [rachellevandeventer@mi-ita.com](mailto:rachellevandeventer@mi-ita.com) or call the MITA office at 517-347-8336.

continued page 18

## COMMENT

### VICE PRESIDENT OF INDUSTRY RELATIONS

continued from page 17

## We Need Your Input

it is becoming more and more widely utilized in Michigan. AMG links sophisticated software with construction equipment to direct the operation of machinery with a high level of precision, which improves the speed and accuracy of highway construction processes.

With many questions and concerns unanswered when discussing AMG and digital delivery today, defining issues and prioritizing needs with a unified industry voice is a

complicated effort. However, as complicated as it may be, the unification of needs and desires will help to strengthen the industry's position within the DDWG when establishing requirements with MDOT and ACEC. That being said, member involvement is critical in helping to shape future project requirements and industry priorities.

How will advancements in digital delivery impact MITA's members? Will some

of the current technology and requirements soon bleed into county, city and township projects? To be part of the industry team that guides the development of future requirements, or to voice any comments, concerns, or needs you have when it comes to working with digital data and project delivery, please email [rachellevandeventer@mi-ita.com](mailto:rachellevandeventer@mi-ita.com). 🚧

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# Summer 2016

# MITA PAC Update

By Mariam Robinson

**M**ore than half of 2016 is now behind us, and summer will quickly give way to fall in a few short months. As always, we continue to focus on making sure the MITA PAC maintains its strength and that it also sees a drastic increase of member contributions by the end of the year. Remember, the success and influence of the MITA PAC is directly correlated to the support it receives from members like you.

Given that 2016 is a presidential election year, it is very important that each and every MITA member understands the role the political process can play in the effectiveness of this association, as well as the industry as a whole. Contributing to the MITA PAC is an excellent way to show support, to participate in the process and to continue doing the

critical work of moving this industry forward.

When we have the support of all members, and not just a select few, we become stronger together. We cannot have a strong impact at the state Capitol or in Washington, D.C. without a strong industry voice. Having a strong PAC is key to the success of all of it.

There are two ways to contribute to the MITA PAC: You may send a personal check made out to MITA PAC to P.O. Box 1640, Okemos, MI 48805 or you may use MITA's website to submit a personal and secure credit card contribution. Please be aware that Michigan campaign finance law prohibits the MITA PAC from accepting corporate contributions.

Below you'll find a list of MITA PAC donors from the last 12 months,

which will include 2015 and 2016 donors. We want to sincerely thank each and every person on this list, not only for your donation, but also for your wisdom and understanding of the need to invest in the MITA PAC now to see results in the future.

**Please be aware that this list is only as current as the date the magazine went to print. If you donated to the MITA PAC between that date and now, your name will appear in the next issue. We appreciate your understanding, and we thank you for your support.**

If you have any questions or concerns regarding the MITA PAC, please email Mariam Robinson, MITA Outreach Coordinator, at [mariamrobinson@mi-ita.com](mailto:mariamrobinson@mi-ita.com), or call her at 517-347-8336. 📞

## SUMMER 2016: MITA PAC UPDATE

First Name	Last Name	Company	Donation
Nathan	Vohwinkel	Michigan Pipe & Valve - Lansing	\$2,500.00
Rod	Mersino	Mersino Management	\$200.00
Ron	Measel	Ace Cutting Equipment	\$1,000.00
Rachel	Snyder	BCT Benefits	\$1,000.00
Andrew	Ross	Utility Contracting Co., Inc.	\$200.00
Scott	Bazinet	Lowe Construction Co.	\$2,000.00
Edward C.	Levy	Edw. C. Levy Co.	\$1,000.00
Robert	Wilson	Mid Michigan Materials, Inc.	\$200.00
Kevin	Brenner	Brenner Excavating, Inc.	\$500.00
Rinaldo	Acciavatti	Pamar Enterprises, Inc.	\$500.00
B. Thomas	Stover	Toebe Construction, LLC	\$1,000.00
Gary	Merkey	Jackson-Merkey Contractors, Inc.	\$750.00
Steve	Jackson	Jackson-Merkey Contractors, Inc.	\$750.00
Lester	Lewis	Paradigm 2000	\$200.00
Tom	Wagenmaker	Anlaan Corporation	\$2,000.00
Dan	Eriksson	Hoffman Bros., Inc.	\$7,500.00
Anne	Coursey	Champagne & Marx Excavating, Inc.	\$1,500.00

First Name	Last Name	Company	Donation
Hugh	Brennan	Service Construction, Inc.	\$250.00
Doug	Kaltz	M.U.E. Incorporated	\$1,000.00
Tom	DiPonio	Jay Dee Contractors, Inc.	\$10,000.00
Jack	Dykstra	Jack Dykstra Excavating, Inc.	\$1,000.00
Chris	Shea	P.K. Contracting, Inc.	\$2,000.00
Aden	Shea	P.K. Contracting, Inc.	\$500.00
Bradley	Stover	Toebe Construction, LLC	\$1,000.00
Mike	Peake	Action Traffic Maintenance	\$1,000.00
Tom	Peake	Action Traffic Maintenance	\$1,000.00
Bob	Jones	Toebe Construction, LLC	\$1,000.00
Brian	Hoffman	Hoffman Bros., Inc.	\$5,000.00
Lucas	Fleischmann	MI Pipe & Valve, Inc.	\$500.00
Bob	Adcock	Angelo lafrate Construction Company	\$4,000.00
Dave	Sturuss	Grand Valley Concrete Products	\$750.00
Mike	Malloure	C.A. Hull Co., Inc.	\$5,000.00
Dale	Klett	Klett Recycle, Inc.	\$2,000.00
Ron	Measel	Ace Cutting Equipment & Supply, Inc.	\$1,000.00



# SUMMER 2016: MITA PAC UPDATE

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Brent	Gerken	Gerken Paving, Inc.	\$400.00
Brandie	Meisner	M&M Excavating Co., Inc.	\$500.00
Ken	Nowicki	M&M Excavating Co., Inc.	\$500.00
John	Landrie	M&M Excavating Co., Inc.	\$500.00
Dave	Pytlowany	AIS Construction Equipment Corporation	\$1,200.00
Darrell	Kaltz	Kaltz Excavating Co., Inc.	\$1,000.00
Ron	Acciavatti	Pamar Enterprises, Inc.	\$2,500.00
Angie	Greenslade	Old Republic Surety Group, Inc.	\$100.00
Mark	Campbell	GM & Sons, Inc.	\$500.00
Karl	Schweitzer	GM & Sons, Inc.	\$1,000.00
Tom	Larabel	Ferris State University	\$300.00
Frank	DiPonio	DiPonio Contracting, Inc.	\$2,500.00
Pete	Scodeller	Scodeller Construction, Inc. & Fonson Companies, Inc.	\$1,000.00
Heather	Cunningham	Lounsbury Excavating, Inc.	\$450.00
Jeff	Stover	Toebe Construction LLC	\$1,000.00
Brian	Olesky	Pamar Enterprises, Inc.	\$250.00
Chad	Listerman	CL Trucking & Excavating	\$2,000.00
Mike	Kavanagh	Cardinal Fabricating, Inc.	\$500.00
Anne	Coursey	Champagne & Marx Excavating, Inc.	\$2,000.00
Christine	Davis	Champagne & Marx Excavating, Inc.	\$1,000.00
Fred	Meram	F.D.M. Contracting, Inc.	\$2,500.00
Brian	Dodds	D & R Earthmoving, L.L.C.	\$500.00
Derrick	Arens	Anlaan Corporation	\$100.00
Nate	Wagenmaker	Anlaan Corporation	\$100.00
Bruce	Morren	Nagel Construction	\$400.00
Tom	Wagenmaker	Anlaan Corporation	\$2,000.00
Irene	Zannis	Seaway Painting, L.L.C.	\$100.00
Donn	Ellis	CSI/Geoturf	\$150.00
Ryan	O'Donnell	Anlaan Corporation	\$2,000.00
Jim	Urban	Butzel Long	\$250.00
Eric	Morris	HNTB Michigan, Inc.	\$200.00
Robert	Hentkowski	Dan's Excavating, Inc.	\$500.00
Jim	Doescher	Dan's Excavating, Inc.	\$1,000.00
Malcolm	Chartier	M. L. Chartier, Inc.	\$2,500.00
Irvin	Rupersburg	Dan's Excavating, Inc.	\$500.00
Dennis	Rozanski	Dan's Excavating, Inc.	\$500.00
Jason	McLelland	VTC Insurance Group	\$250.00
Terry	Griffin	VTC Insurance Group	\$250.00
Mike	Miller	VTC Insurance Group	\$500.00
Joe	Goodall	Dan's Excavating, Inc.	\$500.00
Brad	Poggi	HUB International	\$500.00
Amy	Hall	Ebony Construction Co., Inc.	\$500.00
Denny	Scully	Mapes Insurance Agency	\$250.00
John	Zito	Zito Construction Co.	\$250.00
Lee	Johnston	Johnston Contracting, Inc.	\$1,000.00
Jack	Dykstra	Jack Dykstra Excavating, Inc.	\$1,000.00
Nick	Baker	Anlaan Corporation	\$2,000.00
Doug	Walls	Eagle Excavation, Inc.	\$10,000.00

First Name	Last Name	Company	Donation
Bob	Nobbs	Edw. C. Levy Co.	\$500.00
Paul	Navetta	Dan's Excavating, Inc.	\$1,000.00
Virgil	Klebba	Dan's Excavating, Inc.	\$1,000.00
Jacquie	Katterman	Katterman Trucking, Inc.	\$300.00
Brian	Schember	Dan's Excavating, Inc.	\$1,000.00
Paul	Hurley	Guy Hurley, LLC	\$1,000.00
Lynn	McGregor	Guy Hurley, LLC	\$1,000.00
Leslie	Loftus	Veritas Benefits Group, LLC - Division of Guy Hurley, LLC	\$100.00
Ron	Wey	Pro-Tec Equipment	\$500.00
Dan	Fredendall	OHM Advisors	\$250.00
Chris	Peyerck	Dan's Excavating, Inc.	\$6,000.00
Kurt	Shea	P.K. Contracting, Inc.	\$500.00
Mark	Madden	Guy Hurley, LLC	\$1,000.00
John	Kloet	Upper Peninsula Concrete Pipe Co.	\$750.00
Katie	Darrow	Darrow Bros. Excavating, Inc.	\$150.00
Kevin	McNeilly	Spartan Barricading & Traffic Control	\$500.00
Kenneth	McNeilly	Spartan Barricading & Traffic Control	\$500.00
Tom	Pratt	Milbocker & Sons, Inc.	\$1,000.00
J.W.	Fisher	Fisher Contracting Company	\$1,000.00
Rod	Mersino	Mersino Dewatering, Inc.	\$2,000.00
John	MacInnis	JRM Consulting, LLC	\$100.00
David	Maas	Diversco Construction Co., Inc.	\$1,500.00
Troy	Broad	Elmer's Crane & Dozer, Inc.	\$5,000.00
Paul	Marsh	Peninsula Prestress Co.	\$300.00
David	Marsh	Peninsula Prestress Co.	\$300.00
Keith	Rose	Rieth-Riley Construction Co., Inc.	\$5,000.00
Brent	Sandborn	Sandborn Construction, Inc.	\$2,500.00
Ron	Lammy	Modern Concrete	\$500.00
Dan	Cortis	Cortis Brothers	\$200.00
Edward	Levy	Edw. C. Levy Co.	\$1,000.00
Robert	Wilson	Mid Michigan Materials, Inc.	\$500.00
Andrew	Ross	Utility Contracting Company	\$300.00
Scott	Miller	Davis Construction, Inc.	\$1,000.00
William	Litz	Aristeo Construction	\$500.00
Alan	Chandler	VTC Insurance Group	\$500.00
M. Todd	Chartier	M.L. Chartier Excavating, Inc.	\$2,500.00
Blake	Zapczynski	Z Contractors, Inc.	\$500.00
Brooke	Zapczynski	Z Contractors, Inc.	\$500.00
Melvin	Stein	BCT Benefits LLC	\$500.00
Bob	Brannan	HYMMCO, LLC	\$1,000.00
Jeffrey	Sment	ISC, Inc.	\$1,000.00
Doug	Kaltz	M.U.E. Incorporated	\$1,000.00
John	Fortier	Bacco Construction Co.	\$1,000.00
Rusty	Rathburn	Rathco Safety Supply	\$1,000.00
Mark	Davis	Davis Construction, Inc.	\$1,000.00
Heather	Hendges	Hendges Diversified Management	\$500.00
Rachel	Snyder	BCT Benefits LLC	\$500.00

## Did You Know?

# Northern Long-Eared Bat 4(d) Rule and Private Landowners in Michigan

*This article, provided by the U.S. Fish and Wildlife Service, will answer questions regarding a federal rule that regulates the timeframe during which trees can be cut down in order to provide protection for certain endangered and threatened species of bats.*

**N**orthern long-eared bats are documented from many Michigan counties and are believed to range throughout the entire state. The species hibernates in mines and caves in the winter (hibernacula) and spends summers in wooded areas.

The northern long-eared bat uses a wide variety of forested habitats, but is not found in all wooded areas in Michigan. The species' local distribution and abundance is influenced by the distance to hibernacula and quality of available habitat. Although it can be difficult to predict where the species may occur, once northern long-eared bats colonize a forest habitat for raising their young (pups), they will often return to the same areas annually.

As a result of this fidelity to specific locations, the U.S. Fish and Wildlife Service's approach to implementation of the Endangered Species Act (ESA) is based in part on "known" locations where the species has been documented to occur, specifically known tree roosting sites and hibernacula.

Please contact the East Lansing Field Office (contacts listed below) for Federal or wind energy projects in Michigan for project-specific recommendations. Under the ESA, the requirements for "Federal" projects (i.e., projects funded, authorized, permitted, or implemented

by a Federal agency) are different than requirements for wholly private or otherwise non-Federal projects. This fact sheet is applicable to non-Federal projects. In addition, utility-scale wind turbines may attract and cause mortality of bats and warrant additional considerations.

Please also note that the Indiana bat, listed as endangered under the ESA in 1973, also occurs in forests in portions of Michigan. The protections afforded this species under the ESA are different than those used for the northern long-eared bat. Summer habitat for the Indiana bat typically includes small to medium-sized river and stream corridors with well-developed riparian woods, woodlots within 3 miles of small to medium rivers and streams, and upland forests. Female Indiana bats typically roost in trees that are dead or nearly so and  $\geq 5$  inches diameter (dbh) with exfoliating bark. The roost trees are in forests or woodlots or in trees that are located within 1,000 feet of other forested/wooded habitats.

Information on the distribution of the Indiana bat in Michigan is available at <http://www.fws.gov/midwest/endangered/lists/michigan-spp.html> and recommended survey methods are at <http://www.fws.gov/midwest/endangered/mammals/inba/index.html>. If your project is likely to impact Indiana bats or their habitat, please contact the East Lansing

Field Office to determine if a permit pursuant to the ESA is warranted.

### **In Michigan, What is Required if There are no Known Northern Long-Eared Bat Hibernacula or Roost Trees Near a Proposed Project?**

We do not require private landowners to conduct surveys for ESA-listed bats on their lands, nor do we require our guidelines for northern long-eared bats to be followed on lands where no roosts or hibernacula are known. However, our records of these locations in Michigan are limited, and we expect northern long-eared bat roosts to be present in many locations in addition to those listed in this factsheet.

When there are no known northern long-eared bat roost trees or hibernacula in the project area, we encourage you to conduct tree-cutting activities and prescribed burns in forested areas during October 1 through March 31 when possible, but you are not required by the ESA to do so. When that is not possible, we encourage you to remove trees prior to June 1 or after July 31, as that will help to protect young bats that may be in forested areas, but are not yet able to fly.

### **Northern Long-Eared Bat 4(d) Rule Take Prohibitions**

The definition of "take" pursuant to the ESA includes to harass, harm



(e.g., habitat impacts), pursue, hunt, shoot, wound, kill, trap, capture, or collect (see 50 CFR 17.3 for details).

The final 4(d) rule for the northern long-eared bat (50 CFR 17.40(o)) was published on January 14, 2016. For more information on the final rule, please visit: <http://www.fws.gov/Midwest/endangered/mammals/nleb/index.html>

**Under the final rule, prohibitions in Michigan include:**

- Actions that result in the incidental take of northern long-eared bats in known hibernacula.
- Actions that result in the incidental take of northern long-eared bats by altering a known hibernaculum's entrance or interior environment if it impairs an essential behavioral pattern, including sheltering northern long-eared bats.

- Tree-removal activities that result in the incidental take of northern long-eared bats when the activity: (1) Occurs within 0.25 mile of a known hibernaculum; or (2) Cuts or destroys known occupied maternity roost trees, or any other trees within a 150-foot radius from the maternity roost tree, during the pup season (June 1 through July 31).

Please note that not all tree-removal activities within the buffer of a hibernaculum or maternity roost tree will result in take. The timing and extent of tree removal may be an important consideration in those circumstances, please contact our office to discuss your project plans in more detail. If your activity would result in incidental take that is prohibited based on the above, we will work with you to determine whether a permit pursuant to the ESA may be applicable.

**Michigan Known Hibernacula and Roost Tree Locations for Northern Long-Eared Bat**

We have compiled location information for northern long-eared bat hibernacula and known roosts trees in Michigan. This information can be used to help project planners in determining the applicability of provisions of the northern long-eared bat final 4(d) rule under the ESA. Please use the tables below to see if we have information that may be applicable to your project.

If you are planning a project that may remove trees from forested habitat in the Michigan townships below, please contact our office with more specific information on the location of your project and we will confirm for you whether there are any known hibernacula within ¼ mile of your project or any known roost trees within 150 feet of your project. ⚠️

continued page 24



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## DID YOU KNOW?

continued from page 23

### Northern Long-Eared Bat Hibernacula in Michigan?

Known Northern Long-Eared Bat Hibernacula in Michigan			
County	Townships Containing Hibernacula and/or Buffer Areas	Number of Hibernacula	Landownership Within Buffer(s)
Alpena	Alpena (T32NR9E)	1	Public
Baraga	L'Anse (T49NR33W)	1	Private
Berrien	Buchanan (T7SR18W)	1	Private
Dickinson	Breitung (T40NR30W, T39NR30W), Norway (T39NR29W)	8	Private (8)
Gogebic	Ironwood (T49NR46W); Bessemer/Wakefield (T47NR45W)	2	Private (1), public (1)
Houghton	Adams/Quincy/Franklin/Stanton (T55NR34W); Calumet (T56NR33W); Laird (T49NR35W, T49NR36W); Schoolcraft (T56NR32W)	3	Private (1), public (2)
Keweenaw	Allouez (T57NR32W, T58NR32W); Eagle Harbor/Grant (T58NR30W); Eagle Harbor/Houghton (T58NR31W)	10	Private (9), private + public (1)
Mackinac	Hendricks (T44NR7W)	4	Public (4)
Manistee	Dickson (T22NR14W, T22NR13W)	1	Private + public
Marquette	Ely (T47NR28W); Tilden (T47NR27W); Richmond (T47NR26W)	3	Private (3)
Ontonagon	Bohemia (T52NR37W); Carp Lake (T51NR44W, T51NR43W); Greenland (T51NR37W, T51NR38W, T50NR38W); Matchwood (T49NR41W, T49NR42W); Rockland (T50NR39W, T49NR40W)	42	Private (20), public (8), private + public (16)

### Where are the Known Northern Long-Eared Bat Roost Trees in Michigan?

Known Northern Long-Eared Bat Roost Tree Locations in Michigan			
County	Townships Containing Hibernacula and/or Buffer Areas	Number of known roosts	Landownership Within Buffer(s)
Calhoun	Convis (T1SR6W)	1	Public (1)
Eaton	Vermontville (T3NR6W)	1 (female)	Private (1)
Lake	Dover (T20NR11W)	4 (all female)	Public (4)
Lenawee	Ogden (T8SR4E), Palmyra (T7SR4E)	81	Private (81)
Livingston	Putnam (T1NR4E)	2 (1 female)	Private (1), public (1)
Manistee	Dickson (T22NR13W), Norman (T21NR13W)	4 (all female)	Private (2), public (2)
Missaukee	Richland (T21NR8W)	4 (all female)	Private (4)
Washtenaw	Lyndon (T1SR3E), Pittsfield (T3SR6E)	3 (2 female)	Private (2), public (1)
Wexford	Cherry Grove (T21NR10W), Selma (T22NR10W), South Branch (T21NR12W), Wexford (T24NR12W)	20 (16 female)	Private (17), public (3)

#### For additional information contact:

East Lansing Field Office of the U.S. Fish and Wildlife Service  
 2651 Coolidge Road, East Lansing, Mich. 48823  
 Phone: 517-351-2555, Fax: 517-351-1443  
 E-mail: [eastlansing@fws.org](mailto:eastlansing@fws.org)



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Principal  
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SOURCE: Ponemon Institute's 2015  
Cost of Cyber Crime Study: United States.



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# Outreach Spotlight

What an Election Year

By Mariam Robinson

## Means for the Industry

**E**very four years we find ourselves inundated with political ads, campaign slogans, yards signs and widespread disillusionment across the country. These are the hallmarks of an American election year; where gloves come off, social media is on fire, and you want to permanently mute the television because you think that if you hear one more campaign stump speech your head might explode.

We have two very different candidates to choose from, and with that important November Tuesday rapidly approaching, it's past time to consider who would be the best candidate not only for the country, but for this vast and growing industry we are all so proud to be a part of.

Republican nominee Donald Trump has stated that his real estate background makes him uniquely qualified to advance infrastructure projects across the country. He also says that he knows construction. Trump has yet to unveil a plan that will specifically address exactly how he would solve the country's massive infrastructure problems and investment shortfalls.

"In my opinion, we've spent \$4 trillion trying to topple various

people," Trump said in December. "If we could've spent that \$4 trillion in the United States to fix our roads, our bridges, and all of the other problems – our airports and all of the other problems we've had – we would've been a lot better off."

Democratic nominee Hillary Clinton has announced an expansive, five-year proposal that would include \$250 billion in direct spending on new and improved infrastructure, as well as \$25 billion to establish a national infrastructure bank that would help to bring in more private capital. According to her campaign website, her plan would be accomplished through business tax reform. She has also made a commitment to send this plan to Congress during her first 100 days in office.

"To build a strong economy for our future, we must start by building strong infrastructure today," Clinton said in November. "I want our cities to be in the forefront of cities anywhere in the world. I want our workers to be the most competitive and productive in the world. I want us, once again, to think big and look up, beyond the horizon of what is possible in America."

These are two very different candidates with two very different approaches, but they seem to have a common goal: to invest in the infrastructure of our great nation. The trouble is, how do you as an industry member, a voter, a citizen and a resident, make the decision of who is the right choice?

Keep in mind the goals you have for your company, your family, your city and your state. Keep in mind the progress you want to make, the business you want to grow, the freedoms you want to retain and the safety and security to do it all without fear.

As a MITA member, you contribute to the one of the greatest industries in the state and the country. You are building and maintaining the very foundation upon which the rest of us base our lives and our livelihoods. That is no small task and no small responsibility.

So this November, when you're making your way into the voting booth to choose our next president, keep in mind that you, this state, this country and the world deserves an American president who will continue to move us forward, invest in our infrastructure and protect the freedoms that we hold dear. 🏠



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## Evan Weiner

### CHAIRMAN OF THE 21ST CENTURY INFRASTRUCTURE COMMISSION

**Q: What is the mission and main focus of the 21st Century Infrastructure Commission?**

**A:** The mission and main focus of the 21st Century Infrastructure Commission is to report on the current state of Michigan's infrastructure, including water, sewer, wastewater, drains, energy, communication technology and transportation as the starting point to envision a future state for our infrastructure (30-50 years) and the requisite policy, funding and know-how necessary to help secure the health, well-being and economic success of our great state.

**Q: As Chairman, what are your ultimate goals for the Commission?**

**A:** The ultimate goals of the Commission are to identify the short and long-term strategies required to ensure Michigan's infrastructure is safe, reliable and cost efficient. A robust economy, clean environment and vibrant communities are what our citizens want for today, tomorrow and a successful future.

**Q: In his Executive Order creating the Commission, Governor Snyder set some pretty aggressive priorities and responsibilities for the Commission. What is the timeline for all of those priorities to be met?**

**A:** The final report is due November 30. In order to meet the timetable, we have

divided the Commission into subgroups to tackle the current state, future state and gaps to achieve the future state. The subgroups are: Water, including drinking water, wastewater, storm water and drainage; Transportation, including roads and bridges, rail, aviation and transit; Energy and Communication Technology, including electricity, fossil fuels, wind and solar; and Communication, including cable and high-speed broadband. We also have a Policy and Funding subcommittee that is looking at current and future funding, infrastructure investment models and the policies and legislative initiatives that can support Michigan's needs. These subgroups are meeting regularly and the Commission has been meeting monthly since May to learn, share and communicate what best practices have been identified and review public input. Currently we are on schedule to deliver the report by November 30.

**Q: As Chairman, what is your number one priority with the Commission overall?**

**A:** To develop a Michigan infrastructure plan that becomes a priority with the citizens of the state of Michigan. The plan will ensure the next generations enjoy clean water, clean air, plentiful energy and vibrant communities in which to live, work and play.


**Q: How has your background as a business leader and your time serving on a number of high level board positions throughout the world helped you in your role as Chairman of the 21st Century Infrastructure Commission?**

**A:** Actually, I am not sure I am qualified for the role, but my experience in business is to be surrounded with the very best people and try to do more listening than talking.

**Q: What are your thoughts on the make up of the Commission and the members who serve on it?**

**A:** The Commission has 27 members, including appointees from the House and Senate leaders, and eight directors from the Governor's departments. We have two subject matter experts from businesses, government, not-for-profits and education all with deep knowledge and experience in different aspects of infrastructure. They are extremely hard working and dedicated members of our community, who are all very busy in their own careers. Please visit our website at [www.miinfrastructurecommission.com](http://www.miinfrastructurecommission.com) to see each member's bio.

**Q: How do you think the outcome of the Commission report will benefit Michigan's infrastructure and the heavy construction industry in this state?**

**A:** I sincerely hope that the Commission's report will be used as a catalyst to create a vision of a well-coordinated and collaborative infrastructure plan that reflects what our citizens want and transparently delivers a first-class set of outcomes to help ensure a superior quality of life and robust economic development for the state of Michigan. The entire economy, including the construction industry, will benefit greatly. 



**Evan Weiner, COO of Edw. C. Levy Co.**

*Evan Weiner serves as the Chief Operating Officer and Executive Vice President of Edw. C. Levy Co., Detroit, which has been a long-time member of MITA. He has served as a trustee of the Henry Ford Museum since 2005, is on the board of directors for Beaumont Health, is a trustee of the Michigan Chamber, and has been a member of the Michigan Council of American Israel Public Affairs Committee since 1990. Weiner holds a bachelor's of science degree from Colorado College.*



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MITA Members Giving Back

# PROJECT IN AFRICA

## K & R PROVIDES FUNDS FOR UNDERGROUND PROJECT

**WHILE LIVING IN MICHIGAN, IT IS HARD FOR MOST** of us to imagine a day when we worry about having an adequate water supply. But for people in many parts of the world, including northern Kenya, every day brings a new struggle for water. That is where people, like Kurt Poll, president of Kamminga and Roodvoets, Inc. (K & R), can step in and stretch their souls and pocketbooks to help others in need.

Poll is no stranger to missionary trips to Africa, having made a total of 14 trips since 2004, some of which have been highlighted in Cross-Section Magazine. We asked him a few questions about a recent monetary donation K & R made, which impacted people in Africa in ways he never imagined. And then we talked to the leaders of Zoe Waters, the Michigan-based organization to which K & R made the donation to drill a well in northern Kenya. Zoe Waters, under the leadership of Ken and Shelly Watkins and others, focuses its efforts on raising funds to connect people in extremely remote areas of the world with water and also spiritual resources. The name Zoe Waters is derived from the Greek word, Zoe, which means eternal life.

For further information, feel free to contact Shelly Watkins, at Zoe Waters, which is headquartered in Grand Rapids, Mich. You can reach her at [shellyw@zoewaters.org](mailto:shellyw@zoewaters.org).



You can also visit [www.zoewaters.org](http://www.zoewaters.org), and find them on Facebook.

### Giving Back: Questions & Answers with Kurt Poll, Kamminga & Roodvoets, Inc.

**Q: Is this the first time that you have made a donation for a well project to Zoe Waters?**

**A:** This is the first well project that I have been involved with. The donation of \$25,000 covered the cost of drilling the well, which was approximately 300 feet deep. (Zoe Waters partnered with a national drilling contractor to perform the actual work.)

**Q: How did you get involved in the well project?**

**A:** Last summer I traveled with my whole family to Congo and Kenya for 15 days. We visited a pastor friend of mine in Korr, Kenya. I had met him a year earlier at a conference in Congo. He had told me what it was like where he lived in northern Kenya, how he had not seen rain in almost two years. He invited me to visit him some day. So we took him up on it a year later. When in Korr, he took us to a well that had been drilled in the area. The well provides water to about 10,000 people. We could see the huge impact the





This is a photo from Kurt Poll's 15-day family trip to Kenya and Congo last year. Kurt is in the back row, third from the left. His four daughters and his wife are pictured wearing pink and blue hats, and his son is wearing a Titans shirt.

well had in the area. I knew Ken Watkins with Zoe Waters was involved in that project and I asked him if there was anything similar that they were planning. He came back with a few options.

**Q: What aspects of the well project interested you the most?**

**A:** Being a contractor, part of our work is providing water by installing watermains and services. A well providing water seems to be related to what we do. Basically, the money that is donated is made by providing water – seems giving back with the same water result seems appropriate. The biggest draw for me is a combination of the need and the simple solution. A solar powered well pump and water towers makes it a low maintenance solution at a relatively low cost per person.

The well we had visited in Korr had 10,000 people traveling up to 10 miles to get water for themselves and their camels. Seems hard to imagine for us here in the United States.

**Q: Tell us about your other international relief projects.**

**A:** My initial international project was a clinic in Eastern



Before the well: this is what women went through on a daily basis to obtain water from hand dug holes, 50 foot deep. The women form a bucket brigade to complete the dirty, dangerous work.

Congo along the Rwanda border in 2006. Congo a couple years ago was named the worst country in the world to be a mother based on different criteria. There is a huge need to provide medical care to women, especially those out in the rural jungle area. The clinic being within a couple miles of Rwanda is a particularly tough area in which to live. The area still has conflict and the threat of rebel activity still spills over into Congo from the Rwanda genocide in the 90s.

Since the initial opening of the clinic, we have built a training center and a maternity onto the clinic. There have been times with as many as 300 births a month at the clinic. The clinic has a small operating room and two portable ultrasound machines. The clinic for the most part has been self-funded since 2011. Minimal charges are paid by the people for the services. Occasionally, funds are needed to restock the pharmacy.

In 2013 we began a farm near the capital city of Kinshasa, DRC Congo. We took over a farm that was abandoned years earlier that had belonged to the son of the former dictator. The infrastructure was mostly intact, which made it much easier for startup costs. The farm is 40 hectare (plus or minus 100 acres) in size. The intent of the farm was to create revenue for ongoing ministry needs, such as a clinic expansion and medical supplies.





The most important thing to the Turkana women: the ability to easily get fresh, clean water.

At the present time, various livestock are raised from pigs, chickens, rabbits, tilapia fish and ducks, which are all sold for meat. Crops raised are yams, pineapple, corn and cassava. The farm is at the point where it is self-sufficient for funding and beginning to produce money for ministry.

**Q: What is the overall purpose of the trips that you make to Africa?**

**A:** The ultimate purpose is to distribute audio Bibles in the people's native language. The purpose of the construction projects is to give an opening for the audio Bibles. Each trip seems to have a unique purpose. I have been involved in different things, from construction management, financial budgets, getting a better understanding of logistics, and getting to know potential people we would partner with. It is hard to explain the spectrum of people I have encountered. We have been in pygmy villages and in the office of the chief of staff for the president of Congo.

**Q: Is there anything else you want to add?**

**A:** My initial involvement in international ministry came from



The day they hit water at the well in northern Kenya, which was funded by MITA member Kamminga and Roodvoets, Inc.

connections I had made during the construction of the M-6 and US 131 interchange back in 2001-2003. Kamminga & Roodvoets, Inc., excavated a lake near the project to generate the sand for the interchange. The owner of the lake took a significant portion of the payments for the sand and donated them for several purposes in Africa. I was asked in the summer of 2004 if I would go and see what the money had been used for and the impact that it made. Since that trip in 2004, I have been hooked. ***A good day at work now is when I get a phone call or an email from my African friends.***

## Zoe Waters Helps MITA Member Give Back



Shelly and Ken Watkins, of Zoe Waters in Grand Rapids, Mich., were as pleased as community members with a bonus aspect of the well project.

### **ZOE WATERS (ZOEWATERS.ORG) WAS**

**FOUNDED** in 2011 in Grand Rapids, Mich., by a team of people who saw firsthand the impact of providing life giving water resources to unreached people groups in the drought stricken areas of equatorial Africa.

Ken Watkins, a Grand Rapids based architect and his wife, Shelly, manage most of the day to day functions of the organization, in conjunction with several others who act as Zoe's steering team members, and their parent organization, World Mission ([www.worldmission.cc](http://www.worldmission.cc)). Their guiding mission is to "provide clean water and to have a spiritual impact via The Treasure (the Bible) among unreached people groups around the world. We are called to do more than simply



exist for our own comforts and gratification.”

As a leader of mission trips to Kenya since 2007, Ken began spending more and more time in remote areas, such as northern Kenya, where 20 percent of the overall population of Kenya are nomadic herdsman for whom the government provides no aid, and where other relief organizations do not visit. From an evangelical viewpoint, less than two percent of that population knows about God. Zoe Waters discovered that if they met the most basic humanitarian need for water, before offering anything else, they could have a positive impact on the people of Africa and other areas. As of 2016, Zoe Waters has completed 70 projects in northern Kenya, India, Tanzania and Nepal. By the end of this year, they hope to be working on projects in the West African nations of Senegal and Mali.

Shelly explained that funding for these projects comes from people like MITA member Kurt Poll, of Kamminga and Roodvoets, Inc., and other individuals, churches and schools throughout Michigan and the United States primarily, but also other areas of the world.

The well that Kamminga and Roodvoets, Inc., funded, Shelly said, is located near Lokitaung, a village in Turkana County within northern Kenya. A contractor from Nairobi drilled the well, and met many challenges, which included the difficulty involved with getting equipment to the site, given that there are no roads leading to Lokitaung.

Challenges were overcome; the well was drilled, and

the good news just keeps coming. They had hit the largest source of water ever found within 200 miles! The well is now producing 14,400 liters of water per hour. Ken mentioned that they are thrilled when projects of this sort get even 3,000 liters.

“The well will serve 2,000 as a conservative estimate,” Shelly said. “Now that the well is done, we continue to partner with World Relief ([www.worldrelief.org](http://www.worldrelief.org)) to provide services that follow, such as training on how to maintain the tanks and pumps, set up communal farms, and produce

crops for feed and to provide additional income. The well draws herdsman to stay closer to home so the area can become a population center that will take pressure off other wells.”

Although Zoe and World Relief are not attempting to change the culture, some changes do come naturally to areas that have a sufficient source of water. The nomads stay in

one area so their children can go to school. Women and children no longer have to walk up to 10 miles a day to get water. Children searching for water no longer have to be killed by crocodiles. While husbands take the animals grazing, children and mothers can settle down and maintain healthier lifestyles, including tending to crops allowed by irrigation.

“We honor what they do as a culture,” Shelly said, “but water definitely changes them.” 🌱

*Articles written by Nancy Brown.*



Agriculture in the middle of a desert made possible by drip irrigation from the well.

## Send Us Your Philanthropy Stories & Photos

Throughout the years, MITA members have been active in their communities and abroad donating their time, efforts, and funding to help build infrastructure projects, or assist in recovery efforts after major hurricanes and flooding. Kurt Poll, president of Kamminga and Roodvoets, Inc., reminded us that “contractors do some pretty cool things with the blessings we have whether local or international.” He suggested including a philanthropy article in each edition of Cross-Section, MITA’s quarterly magazine. These articles will not only spread the word about

the good deeds that contractors do, but also help improve the image of the industry and inspire others to do something, as Kurt suggested.

In an effort to spread the word, we are asking all MITA members to send us their photos and information about philanthropy projects you are involved in, big and small. We appreciate your assistance with this effort! If you have any questions, please contact Nancy Brown, director of communications, at [nancybrown@mi-ita.com](mailto:nancybrown@mi-ita.com) or 517-347-8336.

## The Good, The Bad, and The Ugly— The Michigan Builders' Trust Fund Act

**C**ontractors performing work on State and Federal construction projects are likely familiar with prompt payment acts. These laws generally require contractors and subcontractors to pay their downstream subcontractors shortly after receiving payment for such work. As the economy has improved, many contractors are finding opportunities in the private sector. The work may be similar, but the rules that apply are vastly different. These differences present pitfalls for the unwary contractor that may result in criminal and civil penalties. One such hazard exists under the Michigan Builders' Trust Fund Act, which exposes contracting entities and its officers, directors, and employees to individual liability. The consequences for violating the Michigan Builders' Trust Fund Act could result in substantial financial penalties and prison.<sup>i</sup>

The purpose of the Michigan Builders' Trust Fund Act is to prevent fraud in the construction industry, and to ensure that the subcontractors, suppliers, and materialmen that did the work received the payments their work generated.<sup>ii</sup> However, courts have recognized that:

[T]he date of its passage, 1931, identifies the act as one of a genre of Depression-era measures intended to afford relief to subcontractors and materialmen in the construction industry.

During the boom period of the 1920's, speculative builders often undertook to construct projects too large for their available capital to finance, and they frequently paid suppliers and materialmen on older projects with funds received as payment on more current operations. With the advent of the crash of 1929 and the consequent widespread insolvency of many building contractors, these pyramided empires also collapsed and many subcontractors and suppliers were never paid. Subcontractors and materialmen on private projects were left only with mechanics' liens as remedies, and these were often ineffective.

[S]tatutes like the Michigan Act of 1931 were enacted to afford a "supplement to the Mechanics' Lien Law," providing a more effective remedy for private project suppliers against their principal contractors than they had previously.<sup>iii</sup>

Despite its shrouded history, the Michigan Builders' Trust Fund Act is a tool for those engaged in the construction industries to collect funds, protect funds from third-parties, and to prevent projects from becoming entangled with problems arising from misuse of project funds.

### The Good—It Is Your Money

The backbone of the Michigan Builders' Trust Fund Act is the imposition of trust status over payments received on private construction projects.<sup>iv</sup> In its simplest sense, when money is held in trust it creates a property right in favor of the trust beneficiaries. This means that funds impressed with trust status under the Michigan Builders' Trust Fund Act do not belong to the contractor or subcontractor that receives them.<sup>v</sup> Rather, the funds belong to the subcontractors, suppliers, and laborers who were engaged by the upstream contractor or subcontractor. As a result, funds subject to the Michigan Builders' Trust Fund Act are not subject to liquidation in bankruptcy or setoff by lenders.<sup>vi</sup> Should bankruptcy or default occur, a beneficiary can follow any diverted funds and recover them from third-parties.<sup>vii</sup> The property rights created by the Michigan Builders' Trust Fund Act are both a sword and shield intended to guarantee that the funds reach the intended.

### The Bad—Officer and Employee Liability

At its core, the Michigan Builders' Trust Fund Act is a criminal statute that provides civil remedies.<sup>viii</sup> Accordingly, the use of funds received on a construction project for any purpose other than to pay those who performed the work exposes the individuals and corporate entities that participated in using those funds to criminal and civil liability. In that sense, it is the people involved in causing a violation of the Michigan Builders' Trust Fund Act who pay the price.

<sup>i</sup> M.C.L. § 570.151 et seq.

<sup>ii</sup> *General Ins. Co. v. Lamar Corp.*, 482 F.2d 856, 860 (CA6 1973) (internal cites omitted); see, *National Bank of Detroit v. Earnes and Brown*, 396 Mich. 611, 619-620, 242 N.W.2d 412 (1976).

<sup>iii</sup> *General Ins. Co. v. Lamar Corp.*, 482 F.2d 856, 860 (CA6 1973) (internal cites omitted); see, *National Bank of Detroit v. Earnes and Brown*, 396 Mich. 611, 619-620, 242 N.W.2d 412 (1976).

<sup>iv</sup> M.C.L. § 570.151

<sup>v</sup> *Selby v. Ford Motor Co.*, 590 F.2d 642 (CA6 1980).

<sup>vi</sup> *Selby v. Ford Motor Co.*, 590 F.2d 642 (CA6 1980); *Blair v. Trafco Products, Inc.*, 142 Mich. App. 349, 369 N.W.2d 900 (2005).

<sup>vii</sup> *Blair v. Trafco Products, Inc.*, 142 Mich. App. 349, 369 N.W.2d 900 (2005).

<sup>viii</sup> M.C.L. § 570.151 et seq.



## LEGAL ISSUES

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Importantly, the existence of a corporate or quasi-corporate entity does not provide the defense it might otherwise in a breach of contract situation.<sup>ix</sup> The individuals involved in the processing and decision making regarding the use of project payments are at high risk of personal liability.

### The Ugly—Prison, Punitive Damages, and Attorney Fees

The Michigan Builders' Trust Fund Act carries significant exposure to criminal and civil liability. On the criminal side, the statute is a felony punishable by up to 12 months in jail and 60 months of probation—per violation.<sup>x</sup>

Several violations of the Michigan Builders' Trust Fund Act were punished with lengthy incarceration relative to the amount of money involved.<sup>xi</sup>

For example, an individual builder was sentenced to 12 months in jail and 60 months of probation for withdrawing \$2,000.00 from her account as profit on the project while the project subcontractors were owed at least \$1,000.00 resulting in an overdrawn account.<sup>xii</sup> Other cases reveal criminal sentences ranging from three months to three years.<sup>xiii</sup> Importantly, these situations involved small construction projects with the amounts received and amounts owed as compared to larger commercial projects.

On the civil side, liability can arise for a violation of the Michigan Builders' Trust Fund Act or related remedies for statutory conversion. Statutory conversion provides the possibility to recover three times actual damages plus attorney fees, costs, and interest.<sup>xiv</sup> It is easy to understand the magnitude of exposure when one considers the monthly payables owed to subcontractors, suppliers, and laborers and then multiplies that figure by a factor of three.

Although the risks created by the Michigan Builders' Trust Fund Act are significant, they may be avoided by prudent business strategies. The key to managing these risks is to understand that they originate in all aspects of construction process. Contract drafting, contract administration, billing, paying vendors, managing cash-flow, financing, and dispute resolution all present opportunities to mitigate these perils. As a result, sensible contractors will make sure that employees involved in those aspects of the construction process understand the Michigan Builders'

Trust Fund Act so they may identify trouble areas and seek resources to assist in avoiding potential problems. Along those lines, engaging professionals can provide insight when developing best practices. Accountants, insurance agents, and attorneys that are familiar with the Michigan Builders' Trust Fund Act can help prevent and mitigate problems. In short, the Michigan Builders' Trust Fund Act is an important consideration for successful management of a construction company when entering or expanding work in the private sector. ▲

*Mark A. Rysberg, is a construction law attorney with the construction law firm of Hilger Hammond, with a background that includes a degree in construction management from Michigan State University and a professional career that includes more than 20 years of experience in construction and related industries.*

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<sup>ix</sup> People v. Brown, 239 Mich. App. 735; 610 N.W.2d 234 (2000).

<sup>x</sup> M.C.L. § 570.152

<sup>xi</sup> See, People v. Brown, 239 Mich. App. 735; 610 N.W.2d 234 (2000); and People v. Miller, 78 Mich. App. 336; 259 N.W.2d 877 (1977).

<sup>xii</sup> People v. Brown, 239 Mich. App. 735; 610 N.W.2d 234 (2000).

<sup>xiii</sup> See, People v. Wedel, No. 290324 (Mich. Ct. App., Feb. 23, 2010); People v. Looze, No. 234195 (Mich. Ct. App., Oct. 25, 2002); People v. Currier, No. 269564 (Mich. Ct. App., Sept. 13, 2007); People v. Bazeley, No. 191440 (Mich. Ct. App., July 11, 1997); People v. Hall, No. 3118830 (Mich. Ct. App., Sep. 29, 2009); People v. Miller, 78 Mich. App. 336; 259 N.W.2d 877 (1977).

<sup>xiv</sup> M.C.L. § 600.2919a.

## G2 Consulting Group

[g2consultinggroup.com](http://g2consultinggroup.com)

For the second year in a row, Troy-based G2 Consulting Group has been named one of the Top 100 Zweig Group “Hot Firms” in the architecture, engineering and construction services industry based on the percentage and actual dollars of revenue growth over a three year period.

G2 Consulting, a national leader in geotechnical, environmental and construction services, created business growth in 31, 20 and 50 percent respectively from 2012 to 2014 and added 21 percent growth in 2015 to earn its second straight award. The company completed more than 2,500 projects in 2015 and added 40 employees swelling its ranks to 75 employees in its Troy, Chicago and Ann Arbor offices.

The “Hot Firms” award measures company results out of an industry of 100,000 companies. Zweig Group is a leading research, publishing and consulting group for the architecture, engineering and planning industry.

## Southeastern Equipment

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Southeastern Equipment Co., is pleased to announce the promotion of Thor Hess to executive vice president. He will oversee company strategy, implement operating efficiencies across all 18 locations, manage manufacturer relationships and serve as in-house legal counsel. Hess joined the company in 2014 as director of corporate development, where he helped hone company strategy and assisted in managing corporate operations.

A graduate of Middle Tennessee State University, Hess earned his bachelor’s degree in business administration before receiving his juris doctorate from The Ohio State University’s Mortiz College of Law.

Southeastern Equipment has been selling, servicing and renting heavy machinery since 1957. The company has 18 locations throughout Ohio, Michigan, Kentucky and Indiana. Manufacturers represented by Southeastern Equipment Company include: CASE Construction, Kobelco, BOMAG, Gradall, Kubota Construction, Hyundai Construction, Etnyre, Vacall, Terex, Schwarze, Alamo Industrial, Eager Beaver Trailers, Superior Broom, Midland Machinery, DuraPatcher, Fecon, Genie, Skytrak, JLG, Sullair, and a wide variety of companies that manufacture heavy equipment attachments.

## Testing Engineers & Consultants, Inc.

[www.testingengineers.com](http://www.testingengineers.com)

**Steven C. Pelton, MS, PE**, a professional licensed engineer in Michigan and Nevada, has joined TEC’s geotechnical engineering division as senior project engineer. He has over 30 years of experience working in the public and private sector, which will complement TEC’s strategic growth strategy.

**Ashley Prescott Lesser, PE, LEED AP, EP**, an environmental engineer for TEC, was selected by the Engineering Society of Detroit as the 2016 Young Engineer of the Year.

TEC provides client support from property acquisition through construction, renovation and restoration. Expertise includes environmental and geotechnical engineering and consulting, as well as facilities engineering, construction materials testing, indoor air quality and asbestos, lead and mold management services. Founded in 1966, TEC has offices in Troy, Ann Arbor and Detroit. ▲

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## Workforce development seems to be the biggest issue facing the industry.

What are your ideas on ways to attract new people to the industry?

**T**he construction and infrastructure industry should look to the high school and intermediate school districts to attract individuals to the industry. Many children/teenagers are not going to attend college, yet the options provided within our educational system in Michigan are focused on preparing children for college. Many years ago, when I was in high school, there were different paths of study that a student could embark upon, one of those being a technical type of study/path. Our intermediate school districts attempt to fill a void by providing hands on learning for high school students who do not plan to attend college, but the children are unaware of the jobs that are available to them in the construction and infrastructure work within our state.

Contractors cannot find laborers, concrete finishers, technical workers, asphalt laborers, supply workers, operators, and other semi specialists in the construction and infrastructure field. If youth could be provided an opportunity given at the high school level to learn of these jobs, and training for some of them during high school, we could fill some of the voids in the workforce for construction and infrastructure. While learning on the

job is a valuable resource, think of training a concrete finisher in high school, or at the intermediate school district level.

The industry is missing out on a huge portion of a workforce by not engaging teenager/high schoolers at the high school level and intermediate school level. I have served for the past 12 years, and continue to serve on my local school board, and I see this first hand at the high school level. Jobs are available, but students do not know how to access information or know of the jobs that are available in the road, bridge, airport, and building industries. Training in high school or at the intermediate school level would be invaluable to the industry. I can visualize training programs for labor work, concrete work, supply chain work, operation of power tools and equipment used on work sites (such as compressors, power saws, carpentry needed for placing formwork, checking oil, caring for project equipment, etc, etc). This is something that should not cost the employee, nor the employer. Our legislature in Michigan has been focused on everyone being able to pass Algebra II, when the focus should be on making youth employable when they graduate from high school,

particularly if they DO NOT WANT to attend college.

While I attended and graduated from college, and my own child has chosen the college path, he has also worked the past two summers, as a laborer, on a bridge construction crew. He has learned much about the trade, and it has given him an interest in engineering. If he had chosen NOT to attend college, it would have been excellent for him to have attended, at the intermediate school level, classes on how to perform labor tasks, discussion on materials used, how to properly handle those materials, how to use equipment in the construction industry (not to be humorous, but there are definitely ways to handle and use a shovel to avoid injuring yourself). These are my thoughts, for what they are worth. Having been involved with our school system, and also discussed with many contractors who state they have difficulty finding good help for their companies, I have thought about workforce development quite a bit the past few years. Thank you.

**Mary L. Crowl**  
Parsons Brinckerhoff

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## MEMBER VOICE

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**I**would start by partnering with high school career centers, such as Kent Career Tech Center (KCTC), located in Grand Rapids. They currently offer an Applied Construction Technology program which focuses on building homes for local families. The kids get to work on an actual job site each day, operate a full range of equipment and learn about the entire start to finish process of building a home. Students are able to earn articulation credit with colleges and universities such as Ferris State University. This program has industry partners such as contractors and associations.

I would encourage MITA to work with contractors in building an understanding of civil engineering technology at the high school level through these trade schools. The curriculum could include construction practices, reading plans and proposals, materials testing, estimating at an entry level, safety and entry level surveying. The professor could be a graduate of Ferris State University's Construction Management Program or a person with real life experiences performing this work for MDOT. In order to find out more or discuss this matter with KCTC in Grand Rapids, MI, I would suggest calling them at 616-364-8421 or email them at [thetechcenter@kentisd.org](mailto:thetechcenter@kentisd.org) or reach out to the Principal John Kraus at [johnkraus@kentisd.org](mailto:johnkraus@kentisd.org).

**Jane Anstett**  
**Give 'Em A Brake Safety**

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**T**here has been an obvious increase in workload, not only in the public sector but in commercial and private as well. On the other hand, there has been a decrease in the number of people that want to perform this type of work. I believe this will continue to be a problem as more young individuals enter into higher education and expect a "non-laborer" position in the workforce. Simply put, thanks to supply and demand, the price for skilled labor needs to rise. I would like to see the prevailing wage rates increase. This would entice more individuals into the skilled labor workforce, while maintaining the purpose and integrity of the Davis-Bacon Act.

**Michael Peake**  
**Action Traffic Maintenance**

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**I**believe it has to start in the high schools. Kids need to be informed that solid career opportunities exist within the construction trades. Social media advertising could be an effective way of reaching the younger generation and portraying the industry in a positive way. Hosting career days on project sites could also help spark some interest. Unfortunately, these are mid to long term solutions by the time new hires would be ready to operate equipment and lead crews. During the down turn in the economy, many of the experienced crew members found work in other industries. It could be helpful to look at ways to reach out to those people and renew their interest in the

construction industry. Getting some of that workforce back in the field could be a short term solution while the younger generation workforce is being assembled and trained.

**Rob Lyttle**  
**West Michigan Dirtworks**

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**S**hould start by getting into high schools and advocate to counselors that trade schools are a viable option for students as apposed to a general college curriculum. The focus seems to be to steer students to just get a degree. This would at least allow students with an interest in the construction trades to have it presented to them as an option.

**Kevin Hager**  
**My-Con Inc.**

---

**H**elp develop more programs similar to Access for All in Detroit. Lansing, Saginaw, Jackson and Grand Rapids should all have their own programs. We also need to start promoting the advantages of a construction career to kids at the high school level.

**Jeff Stover**  
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## Did I Buy Enough Coverage?

### Let's Talk

The key is simple – transfer risk “Cost and Exposure” downstream whenever possible. When purchasing insurance, has this every crossed your mind? “Did I buy enough coverage for all my subcontractors’ negligent acts this year?” Without proper risk management, that’s a real question you need to address. Far too often I hear, “Well, we get Certificates of Insurance,” when interviewing potential clients on risk transfer practices. Folks, that’s just lipstick on a pig.

### Wait, I Didn't Know That

“But,” the question asked time and time again, “what about the certificate of insurance that shows my company as an additional insured to the policy? Doesn't that work, to?” If you look closely at the Certificate of Insurance, you will find language to the effect that the Certificate of Insurance is not a contract and does not amend, extend or alter coverage

under the insurance policy. So: can your company rely on the Certificate of Insurance for coverage as an additional insured on third party liability? The answer is no. With rare exceptions, Certificates of Insurance are issued for information purposes only.

### How Do I Float Risk Downstream?

In an insurance policy, an additional insured is anyone besides the policy holder who enjoys coverage under the policy. So, why is that important when managing your risk? They're paying for the insurance and you're getting the coverage. This allows direct rights for defense coverage in the event of a third party lawsuit, provides higher total limits, and acts as a safety net. That may include attorney fees, court fees and settlement or judgment costs. You could receive compensations for physical damage—injuries or equipment breakdowns and personal

damage – cost associated with libel allegations. In short, additional insurance provides free protection from bodily injury, property damage and personal injury.

### Tough Love, Protecting My Business

Three terms you need to familiarize yourself with when dealing with the subcontract world: Hold Harmless, Waiver of Subrogation and Non-Contributory. Each of these terms should appear on all of your contracts and even purchase orders. Hold Harmless is a simple agree that states if something goes wrong, neither of the parties will go after the other for payment of damages. Waiver of Subrogation is essential in keeping third party restitution from returning to the insured. Finally, Noncontributory means that your subcontractors/vendors policy must pay and exhaust that policy before yours gets involved.

continued page 45



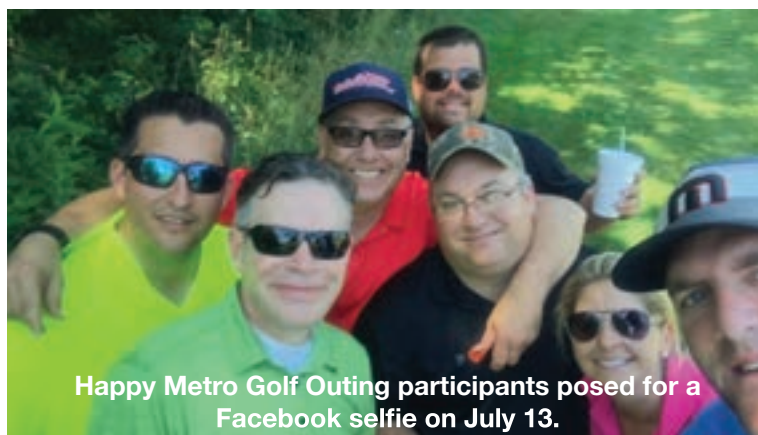
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Take time to thank the sponsors of this year's MITA Golf Outings. Their generous support made these great networking events possible. And thanks to all the participants who had lots of fun golfing at our three annual outings. This year's outings were held at Boulder Creek Golf Club in Belmont on June 9; Twin Lakes Golf Club in Oakland on July 13 and Eagle Eye Golf Course in Bath Township on August 25. If you missed this year's outings, stayed tuned to your MITA emails for details on next year's events.



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## INSURANCE ISSUES

continued from page 42

### Money in My Pocket

So, how can I ensure my company actually received additional insured protection we bargained for? Whenever your business enters into a project or receives service with another business or contacts with another business on an endeavor, follow these five general principles:

- Never rely solely on a certificate of insurance as proof of your additional insured coverage.
- Once you receive a certificate, make sure it identifies the particular additional insured endorsement that was issued for the policy.
- In addition to asking for the certificate, ask for a copy of the additional insured endorsement and policy itself. Language determines coverage.
- Always consult your Agent and review the policy for discrepancies or inaccuracies on the policy.
- Modify/ensure your contracts and purchase orders to include: Hold Harmless, Waiver of Subrogation, Non-Contributory and Indemnity language.

With a little understanding of insurance psychology and setting mathematics aside, your company will send risk downstream. By implementing risk management practices, comes cost savings and added value to your business.

#### Some final thoughts:

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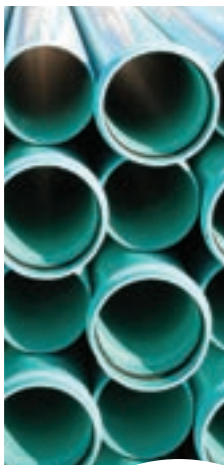
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**E**veryone needs a vacation once in a while. The beach, the golf course, the hunting lodge—we all have our favorite destinations. Ideally, it's an opportunity to get away from work, "unplug" and recharge for at least a few days.

Everyone needs a vacation... except ARTBA's "Transportation Makes America Work!" (TMAW) program. No one would blame TMAW for taking some time off, given its integral role in helping pass the Fixing America's Surface Transportation (FAST) Act, the five-year federal highway/transit law last December. Because of support from many of ARTBA's members and chapters, we used our TMAW program to spearhead advocacy efforts like coalitions, advertising, research, media events, grassroots tools and websites.

But that was then (2015) and this is now. ARTBA and the TMAW program remain just as engaged as during the pre-FAST Act days, which is why we really need your help in the weeks and months ahead. TMAW is the engine that drives ARTBA's legislative, regulatory and legal advocacy machines. By contributing, you can help us resolve some unfinished business from recent years, as well as take on some new challenges

on your behalf.

In the FAST Act, Congress failed to include a permanent revenue solution for the Highway Trust Fund (HTF). Since federal fuel tax increases in recent history have sprung from non-transportation legislation, ARTBA is pursuing every possible opportunity to address this deficiency in a comprehensive tax bill or similar measure. We believe a HTF fix should happen long before the bill expires.

Congress is debating the reauthorization of the federal aviation programs as this issue of the magazine goes to press. We are pushing for an increase to the Airport Improvement Program (AIP), an important market-driver for many ARTBA members, and a boost to the Passenger Facility Charge (PFC), which would generate more local revenue for airport projects.

ARTBA continues to fight for the industry in the federal courts. We have joined broad-based coalitions to challenge the U.S. Environmental Protection Agency's attempt to extend its jurisdiction to every ditch, pond and stream in the nation, and the Occupational Safety & Health Administration's flawed new silica rule, which will divert safety resources away from more urgent hazards in highway work

zones. ARTBA has also filed an amicus brief supporting Dunnet Bay Construction's appeal to the U.S. Supreme Court, after lower courts ruled that contractors have no right to challenge state DOT interpretations of federal rules.

These three cases are just part of a federal regulatory "tsunami" that ARTBA is now battling on a weekly basis. We are aggressively protecting the industry from new compliance burdens and costs relating to Buy America, local hire mandates, the Disadvantaged Business Enterprise (DBE) program, the Cargo Preference Act, the Equal Employment Opportunity Commission's "EEO-1" form and more.

ARTBA's TMAW program is critical to all of these advocacy activities. TMAW gives us the resources to run ads, lead a coalition, initiate research, call the grassroots army to action, hire skilled legal counsel, run the Transportation Investment Advocacy Center, and virtually anything else we need to do to fight these battles. And again, TMAW is 100 percent funded by ARTBA's members and chapters—over and above their dues investment. Please do your part and financially support the program this year! 📢





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## Interstate Sealant & Concrete, Inc.



Cheryl Sment

**C**heryl Sment, president of Interstate Sealant & Concrete, Inc., took time to answer a few questions about her company, which specializes in joint and crack sealing on highways and airports nationwide through state and federal contracts.

### History

Interstate Sealant & Concrete, Inc., (ISC), which is headquartered in Waukesha, Wisconsin, was started in 1998 as a small 12-man crew doing joint sealing and concrete on airports and highways. Cheryl Sment, president, was an emergency room nurse for 17 years prior to starting this adventure. Learning concrete construction was a big task, but after shadowing and being on jobsites, taking classes at the World of Concrete and helping on local jobs, as well as taking business classes at the local college, it became her fun and adventurous journey.

### Past Projects

Among projects completed in Michigan, ISC worked on the WCAA-Detroit International Airport job, which involved providing joint sealing and rehabilitation of concrete as a prime contractor. They have also served as a subcontractor for many Michigan contractors.

### Current Projects

This year, ISC has many prime contracts in Michigan with MDOT for crack sealing in Oakland, Berrien and other counties. They are also doing a lot of highway and airport work for the paving contractors in Wisconsin. In general, the company is very active in Michigan, and since 2005 they have had a shop in Lansing and 35 percent of their employees are based in Michigan. As a certified DBE in 36 states, they have projects in the southeast region of the United States and also projects in the midwest every year.

### How does being a MITA member help you?

Cheryl said: "All of our customers are MITA members. I like MITA as they are involved in all the DOT projects as well as politics of Michigan. I support all advocates that represent the majority of the contractors. MITA has been valuable in areas of education, networking, engineering and research of better ways to work in Michigan."

### Is there anything else you want to add?

"As with all the contractors, labor shortage is felt," Cheryl said. "Our culture is great at ISC; our guys are the best in the industry. Without the employees, a company is nothing. I place all my value in my human assets! If anyone wants to have a great company to work for, and travel is on their list of adventures, this is the place to apply! [www.InterstateSealant.com](http://www.InterstateSealant.com) ▲"

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# Productivity in Construction

Implemented in 2012; the Michigan Laborers' Training and Apprenticeship Institute has developed a Laborers' Productivity Training Course. In today's competitive environment it is critical that the highest level of productivity be achieved in all aspects of a project. The Michigan Construction Laborers' Union recognizes this need and is leading the way to a more productive workforce by including this training in our Apprenticeship Program and offering the class to our Journeymen as a skills enhancement course.



Kimberly Dohn completed the course recently and commented:

"I was fortunate to be among the first to participate in the Laborers' Productivity Training Course. I am very passionate about the training that was

offered and I feel that ALL laborers will benefit from participating in this course. The skills developed during training will aid them in their daily and future endeavors. I believe that the skills taught throughout this course are invaluable to a person with aspirations of bettering themselves and/or their position in life and it provides real tools to make those things happen.

I am currently employed in a management support position in the construction industry and I feel confident that the skills I learned from the Laborers' Productivity Training Course have prepared me to successfully deal with the challenges that occur on a daily basis. Since completing the course I feel more prepared and I know that the knowledge I acquired has improved my performance and ability to make a positive contribution on any job site."



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