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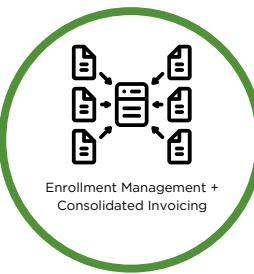
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NEW MITA MEMBERS

New Contractor Members

- Thumb Area Excavating Services, LLC
- MRM Construction, LLC
- Central Excavation LLC
- Xact Excavating, LLC

New Associate Members

- ABCO Truck Equipment
- CTC - Talent Partners
- Tawas Bay Insurance Agency, LLC
- Marsh McLennan Agency

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POLITICS IS THE ART OF THE POSSIBLE

The phrase "politics is the art of the possible" means that effective politics involves making compromises and achieving what is attainable rather than what is ideal or impossible. I think that is very relevant to our current situation and the outcome of road funding.

Chapter 1 Expectations:

MITA commissioned a report nearly three years ago to determine the target for Michigan to achieve the quickest path to obtaining the Legislature's stated goal of 90% good and fair-



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rated roads—that report established an increase in the annual need for maintaining our roads and bridges in Michigan of \$3.9 billion. Over the spring and summer, House Speaker Matt Hall and the House Republicans passed legislation that raised \$3.4 billion annually in new revenue through a series of cuts and tax shifts. Governor Gretchen Whitmer, without a specific plan but with a willingness to work with both the House and the Senate, advocated for a \$3.1 billion target, accompanied by a provision that she wouldn't sign a budget that didn't include a roads

Continued on page 8



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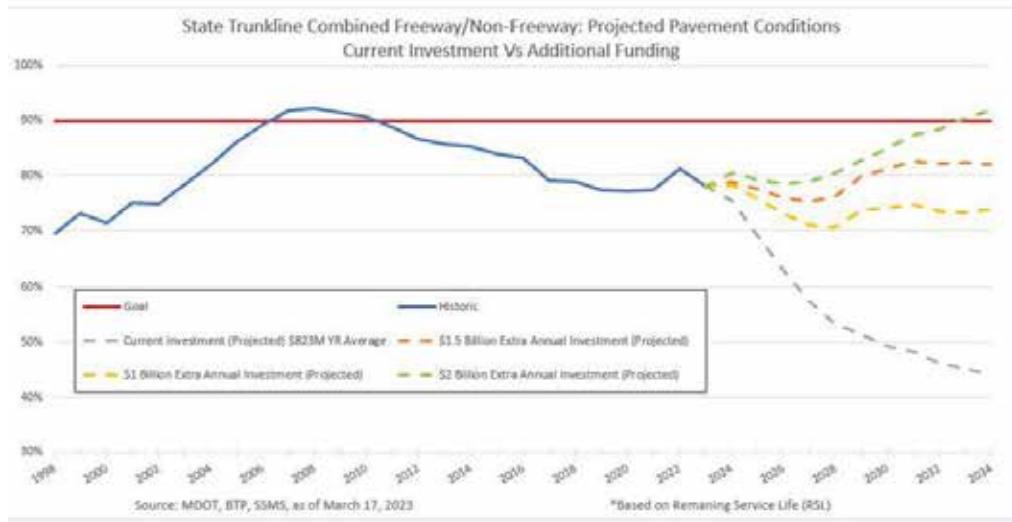
Continued from page 6

package. Senate Majority Leader Winnie Brinks had earmarked \$3B of budget space for roads as the legislature broke for the summer.

Expectations set and high! The chart below shows what investment levels for trunk line roads would do to projected pavement conditions at various levels.

Chapter 2 A Call to Action:

As summer started to wind down, discussions of budget and the role roads would play in it began to evolve. Talks seemed dismal and underwhelming at the beginning of the



process, and tensions were high within the membership. Remember, we were facing a funding cliff of epic proportions as the IIJA and Build Michigan bonding dollars are beginning to run their course. Jobs were at stake and lots of them. MITA members estimated a job loss of over 10,000 workers in the industry if nothing was done. And that really resonated with lawmakers.

In a few short weeks, MITA and its industry partners successfully organized one of the largest rallies in state history. Speakers, legislative visits, parked equipment, message boards, and a caravan around the Capitol, and a coinciding event in the UP at the same time. Approximately 5k attendees who were respectful advocates for the industry.

Chapter 3 Head Scratching:

At the end of the day, our legislators came up with \$1.85B in new revenue for roads—the most significant influx of

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new revenue in state history for which MITA is exceptionally grateful—avoiding a funding cliff, but ultimately putting Michigan on a slower path to good and fair. Many issues came into play. COVID dollars are drying up, cuts to spending on the federal level put health care at risk for many Michiganders, free school lunches were at risk (consider how many more we would have added to that number had funding not passed), all under shared government, with the House being controlled by Republicans and the Senate by Democrats. Had the process been more meaningful early on, when MITA was feeding information to the legislators about funding ad nauseam, the outcome could have been much different. However, most people are familiar with the story between our current House and Senate. Instead, politics as usual came into play, and our issue was solved in the wee hours of the morning without much

Continued on page 70



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MAKING SENSE OF MICHIGAN'S NEW ROAD FUNDING FORMULA

It has been six weeks since the passage of the latest road funding investment, and confusion persists regarding the distribution of the funding. To the best of our ability, this is what MITA estimates the \$1.4 billion increase, growing to \$1.85 billion, will look like for the various road agencies that exist.

Part of the leverage to get a road funding deal done was a focus on the local level. The Governor's Rebuilding Michigan transportation bonding program and the Infrastructure Investments and Jobs Act (IIJA) from Congress only funded state and federal highways. Local road jurisdictions saw very little, if any, of the increased investments over the past 5 years. And what passed is a very confusing way to distribute additional revenues that is far different than how revenues are normally distributed. Each county road agency across the state will see an approximate 35% increase in its road funding distribution each year moving forward.

Three main components comprise the \$1.85B road funding bills. The "sales tax swap" at the pump, a marijuana tax, and the redirection of \$500 million from the corporate income tax. In an effort to inject more money into the local system without altering the entire formula, the legislation establishes the Neighborhood Roads Fund, which directs corporate income tax revenue to that fund.

The sales tax swap provides an additional \$1 billion for roads and bridges and is distributed under the standard distribution formula. 39% goes to MDOT, 39% goes to county road commissions, and 22% goes to cities and villages. The marijuana tax revenues and the corporate income tax redirection all go towards the new Neighborhood Roads Fund. Those revenues are distributed MUCH differently than the standard funding formula. We were not granted any input on the distribution, nor did we see any of it until it had already passed the House.

For the 2025-26 through 2029-30 fiscal years, money in the fund each fiscal year would be distributed as follows:



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- \$100.0 million to a separate account to be spent by the Local Bridge Advisory Board for the repair of closed, restricted, and critical bridges as determined by the board.
- After the above distribution, \$40.0 million to the Local Grade Separation Fund.
- After the above distributions, \$100.0 million as follows:
 - \$35.0 million to the Comprehensive Transportation Fund (CTF) for eligible authorities and eligible governmental agencies, with 5% (\$1.75 million) reserved for agencies in urbanized areas with a Michigan population of up to 10,000 and the non-urbanized regions under 49 USC 5311.24
 - \$65.0 million to the Infrastructure Projects Authority Fund, which funds local economic development grants.
- Money remaining in the fund after the above distributions is as follows:
 - 52% to county road commissions
 - 28% to city and village road agencies
 - 20% to the State Trunkline Fund (STF)

For the 2030-31 and subsequent fiscal years, money in the fund each fiscal year would be distributed as follows:

- \$100.0 million to the Local Grade Separation Fund.
- After the above distribution, \$70.0 million is as follows:
 - \$52.5 million to the CTF for eligible authorities and eligible governmental agencies, with 5% (\$2.63 million) reserved for agencies in urbanized areas with a Michigan population of up to 10,000 and the non-urbanized regions under 49 USC 5311.
 - \$17.5 million to the Infrastructure Projects Authority Fund.
- After the above distributions, \$100.0 million as follows:
 - \$6.5 million to county road commissions
 - \$3.5 million to city and village road agencies
 - \$90.0 million to the STF

Continued on page 70

**Table 2a: Transportation Funding Package:
Transportation-Related Revenue and Distribution Impacts Only
Initial 12-Month Impacts ⁽¹⁾
(Figures in Millions)**

	New MTF Funding	New NRF Funding/ Distribution	Total Transportation Impacts
House Bill 4183 – Motor Fuel Tax Increase ⁽²⁾	\$1,073.4		
Recreation Improvement Account	17.3		
Net Motor Fuel Tax increase to MTF	\$1,056.1		
Comprehensive Transportation Fund ⁽³⁾	105.6		
Subtotal for Road Programs	\$950.5		
Other Revenue Impacts			
House Bill 4161 – Individual Income Tax	(600.0)		
House Bill 4161 – Corporate Income Tax		\$688.0	
House Bill 4951 – Wholesale Marijuana Tax		417.0	
Total Designated for NRF		\$1,105.0	
NRF Distribution			
Local Bridge Advisory Board	100.0		100.0
Local [Rail] Grade Separation Fund	40.0		40.0
Public Transportation (\$100.0 million Gross)			
Comprehensive Transportation Fund ⁽⁴⁾	35.0		35.0
Infrastructure Projects Authority Fund	65.0		65.0
MTF Balance to Distribute to Road Programs	\$350.5		
NRF Balance to Distribute to Road Programs		\$865.0	
NRF Distribution (Non-Road)			\$240.0
			Total Road Program Increase
			FY 2024-25 Actual MTF Distribution
Distribution to Road Programs ⁽⁵⁾			
County Road Commissions	\$137.0	\$449.8	\$586.8
Cities/Villages	76.4	242.2	318.6
Subtotal – Local Road Agencies	\$213.5	\$692.0	\$905.5
State Trunkline Fund	137.0	173.0	310.0
Total to Road Programs	\$350.5	\$865.0	\$1,215.5
Total Transportation Impacts			\$1,455.5

Table 2a Notes:

1. **Table 2a** shows estimated revenue and distribution impacts of the October 2025 Transportation Funding Package for the initial 12-month period.
2. This figure, calculated in **Table 1**, represents the impact of a 20-cent-per-gallon increase in the motor fuel tax rate, as adjusted for inflation, effective January 1, 2026, on an annualized basis, as compared to initial ORTA FY 2025-26 baseline estimates.
3. Although House Bill 4183 will increase Comprehensive Transportation Fund (CTF) revenue by \$105.6 million, House Bill 4180, by exempting motor fuels from the state sales tax, will decrease the CTF share of “auto-related” sales tax by an estimated \$44.4 million. As a result, the impact of the two bills taken together is a **net increase to CTF revenue of \$61.2 million** on a 12-month basis—not including additional revenue earmarked to the CTF from the NRF in Senate Bill 578.
4. Senate Bill 578 directs that the \$35.0 million NRF earmark to the CTF is for use under section 10b of 1951 PA 51, the section that broadly defines the uses of CTF money, for eligible authorities and eligible governmental agencies (defined terms in 1951 PA 51) that provide public transportation services. Of the \$35.0 million, Senate Bill 578 reserves 5% (\$1.75 million) for agencies in urbanized areas with a Michigan population of up to 100,000 and nonurbanized areas as defined in 49 USC 5311.
5. The MTF distribution to road agencies will follow the current distribution formula of section 10(1)(l) of 1951 PA 51. The distribution of the net NRF balance to road agencies under Senate Bill 578 are as follows: county road commissions, 65.0% of 80.0% (52.0%); cities and villages, 35.0% of 80.0% (28.0%). The STF will receive 20.0% of the net NRF balance.

Note that the distribution percentages used for **Tables 2a and 2b** apply only for the first five fiscal years after the effective date of Senate Bill 578—FYs 2025-26 through 2029-30.



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Be a part of the solution! Last year, the MITA PAC was instrumental in securing nearly \$2B in funding for our industry. To be effective with our legislative efforts, we need to maintain the momentum. We've got the legislature's attention.... now we need to keep it!

But more importantly, the dollars raised allowed for epic pre-election spending last September, putting our and the state's funding issues on every lawmaker's radar.

A big thank you to those of you who donated! **CS**

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Thank you to everyone who has contributed to the MITA PAC this year. The money raised will be spent judiciously with input from the MITA PAC Board and also the entire MITA Board of Directors.

MITA PAC funds are given to political candidates who support initiatives that are important to the heavy highway/underground industry and to combat those candidates who are against our goal of long-term, sustainable infrastructure funding. The more these funds are targeted to the right candidates, the more our industry will thrive.

If you have any questions about how your PAC contributions are being spent, feel free to email MITA's Executive Vice President Rob Coppersmith (robcoppersmith@thinkmita.org), or MITA's Vice President of Government Affairs Lance Binoniemi (lancebinoniemi@thinkmita.org).



Long-Term Sustainable Funding Campaign 2026

The MITA Political Action Committee (PAC) is a strong contributor to the overall political voice of Michigan's heavy construction industry. MITA PAC is the most effective tool our industry has to support candidates who will fight in favor of contractors in the Michigan legislature. Your personal financial support of the MITA PAC gives all of us who care about the future of heavy construction the opportunity to have a strong influence in the political process.

Name	Company	Amount	Name	Company	Amount
Mike Peake	Action Traffic Maintenance, Inc.	\$2,500.00	Brandie Meisner	M & M Excavating Co., Inc.	\$3,500.00
Gabriel Mercado	GM & Sons, Inc.	\$30.00	John Landrie	M & M Excavating Co., Inc.	\$3,500.00
Eric Walbert	GM & Sons, Inc.	\$250.00	Luke Gordon	M & M Excavating Co., Inc.	\$2,000.00
Josue Orozco	GM & Sons, Inc.	\$50.00	Mike Stutesman	M & M Excavating Co., Inc.	\$750.00
Donna Enyart*	Ajax Paving Industries	\$100.00	Gabe Nowicki	M & M Excavating Co., Inc.	\$750.00
Jason Pestridge	Ajax Paving Industries	\$100.00	Andrew Albrecht	M & M Excavating Co., Inc.	\$750.00
Ryan O'Donnell	Anlaan Corporation	\$12,000.00	Joe Stutesman	M & M Excavating Co., Inc.	\$750.00
Nick Baker	Anlaan Corporation	\$12,000.00	Blake Seguin	M & M Excavating Co., Inc.	\$250.00
Kayla Kirsten	C. A. Hull Co., Inc.	\$50.00	Fred McNich	M & M Excavating Co., Inc.	\$250.00
Andy O'Connor	C. A. Hull Co., Inc.	\$1,000.00	Mike Hetzel	M & M Excavating Co., Inc.	\$250.00
Jamie Lemke	Give 'Em A Brake Safety	\$5,000.00	Aaron Platt	M & M Excavating Co., Inc.	\$250.00
Brad Stover	Toebe Construction LLC	\$2,500.00	Matt Southwick	M & M Excavating Co., Inc.	\$250.00
Andy Stover	Toebe Construction LLC	\$2,500.00	Eric Parrish	Angelo Iafrate Construction Company	\$50.00
Carrie Pennington	Toebe Construction LLC	\$2,500.00	Marc Van Til	Give Em A Brake Safety, LLC	\$5,000.00
Dave Fischer	Toebe Construction LLC	\$1,000.00	Blake Zapczynski*	Z Contractors, Inc.	\$2,500.00
Jason Fowler	Toebe Construction LLC	\$1,000.00	Bruce Pung	HYMMCO LLC	\$1,000.00
Andy Thelen	Toebe Construction LLC	\$1,000.00	Brooke Zapczynski*	Z Contractors, Inc.	\$2,500.00
Andrew Standhardt	Toebe Construction LLC	\$1,000.00	Delta Trucking Co		\$30,000.00
Jonnie Williams	Ajax Paving Industries	\$300.00	Alex Cortis	Anlaan Corporation	\$250.00
Ben Stachnik	C. A. Hull Co., Inc.	\$100.00	Jesse Pero	Hoffman Bros., Inc.	\$2,500.00
Michael Rempalski	Give 'Em A Brake Safety	\$200.00	Darrell Heuker	Anlaan Corporation	\$100.00
Alexander Malloue	C. A. Hull Co., Inc.	\$5,000.00	Trevor Casad	Anlaan Corporation	\$150.00
Jay Desai*	C. A. Hull Co., Inc.	\$85.00	Hal Howlett	Angelo Iafrate Construction Company	\$1,000.00
Marcie Waldron		\$250.00	Rachael Gabler	Angelo Iafrate Construction Company	\$100.00
Derek Carr	Angelo Iafrate Construction Company	\$50.00	Andrew DeFinis	Angelo Iafrate Construction Company	\$250.00
Jeff Buckley	C. A. Hull Co., Inc.	\$1,000.00	Jonathan Pacheco	Angelo Iafrate Construction Company	\$50.00
Elias MOTz	C. A. Hull Co., Inc.	\$5,000.00	Scott Kos	Angelo Iafrate Construction Company	\$250.00
Zak Underwood	C. A. Hull Co., Inc.	\$5,000.00	Matthew Milkovic	Angelo Iafrate Construction Company	\$1,500.00
Ben Edwards	C. A. Hull Co., Inc.	\$250.00	Jeremy Dixon	Angelo Iafrate Construction Company	\$200.00
April Thomas	HYMMCO LLC	\$100.00	Jim O'Donnell	Angelo Iafrate Construction Company	\$1,000.00
Erin Hearn	HYMMCO LLC	\$1,500.00	Mike Young	Angelo Iafrate Construction Company	\$50.00
Brigitte Corbin	HYMMCO LLC	\$250.00	Kevin Mullins	Angelo Iafrate Construction Company	\$250.00
Dave Turner	C. A. Hull Co., Inc.	\$15,000.00	Mike Bissett	Angelo Iafrate Construction Company	\$100.00
Joe Rogers	Hardman Construction	\$1,000.00	Douglas Willeman*	Angelo Iafrate Construction Company	\$250.00
Kaitlyn Skorczewski	HYMMCO LLC	\$100.00	Chaz McCullah*	Angelo Iafrate Construction Company	\$100.00
Mason Vieau	HYMMCO LLC	\$1,000.00	Jose Garza	Angelo Iafrate Construction Company	\$250.00
James Jacob	HYMMCO LLC	\$1,000.00	Remi Coolsaet	R.L. Coolsaet Construction	\$2,500.00
James Reed	C. A. Hull Co., Inc.	\$1,000.00	Erick Garza	Angelo Iafrate Construction Company	\$250.00
Austin Koin	HYMMCO LLC	\$1,000.00	Brady Corbat	Angelo Iafrate Construction Company	\$50.00
Darren LaBean	HYMMCO LLC	\$1,000.00	Vivek Krishna Thota	Angelo Iafrate Construction Company	\$100.00
Don LaBean	HYMMCO LLC	\$5,000.00	John Meaney	Angelo Iafrate Construction Company	\$250.00
DJ LaBean	HYMMCO LLC	\$500.00	Iris Tompkins	Angelo Iafrate Construction Company	\$50.00
Derek LaBean	HYMMCO LLC	\$2,000.00	Ty Weir	Angelo Iafrate Construction Company	\$50.00
Dawn LaBean	HYMMCO LLC	\$1,000.00	Gaspare Palazzolo	Angelo Iafrate Construction Company	\$150.00
Ken Nowicki	M & M Excavating Co., Inc.	\$3,500.00	Brent Gerken	Gerken Paving, Inc.	\$2,500.00

Name	Company	Amount	Name	Company	Amount
Michael DeFinis	Angelo Iafrate Construction Company	\$3,000.00	Greg Brooks	MITA	\$100.00
Kevin Marcola	Angelo Iafrate Construction Company	\$250.00	Patrick Mead	Alta Equipment Company	\$100.00
Nick Collins	Angelo Iafrate Construction Company	\$250.00	Peter Tornes	Milbocker & Sons, Inc.	\$2,500.00
Christi Conner	Angelo Iafrate Construction Company	\$100.00	Ron Lammy	Modern Concrete	\$2,500.00
Christina Thomson	Angelo Iafrate Construction Company	\$50.00	Jim Vaughn	Modern Concrete	\$200.00
James Thomson	Angelo Iafrate Construction Company	\$350.00	Jason Piper	Modern Concrete	\$200.00
Jace Blout	Angelo Iafrate Construction Company	\$150.00	Martin Kujat	Modern Concrete	\$200.00
Bruce Young	Angelo Iafrate Construction Company	\$1,000.00	Jennifer Howard	Modern Concrete	\$200.00
John Tiseo	Angelo Iafrate Construction Company	\$100.00	Eric Taylor	Modern Concrete	\$200.00
Joseph Wright	Angelo Iafrate Construction Company	\$150.00	Michael Buck	Salus-NFP	\$500.00
Don Jackson	Angelo Iafrate Construction Company	\$150.00	Jeremy Hurst	Miller Bros. Const., Inc.	\$1,000.00
Mike Samuelson	Angelo Iafrate Construction Company	\$250.00	Kurt Shea	P.K. Contracting, Inc.	\$1,000.00
Sara Foster	Angelo Iafrate Construction Company	\$50.00	Luke Fleischmann	Michigan Pipe & Valve	\$2,500.00
Efred Garza	Angelo Iafrate Construction Company	\$200.00	Andy Durham	Miller Bros. Const., Inc.	\$1,000.00
Mark Hammer	Angelo Iafrate Construction Company	\$50.00	Josh DeYonker	Alta Equipment Company	\$500.00
Tony Kuberski	Angelo Iafrate Construction Company	\$250.00	Gianni Campo	Alta Equipment Company	\$1,000.00
Thomas Angelella	Angelo Iafrate Construction Company	\$100.00	Dan Meyer	Miller Bros. Const., Inc.	\$1,000.00
John Tiseo	Angelo Iafrate Construction Company	\$50.00	Andrew Stover	Fessler & Bowman, Inc.	\$1,000.00
Iris Tompkins	Angelo Iafrate Construction Company	\$100.00	Joshua Goldsworthy	Anlaan Corporation	\$750.00
Glenn Alexander	Angelo Iafrate Construction Company	\$100.00	Todd Schrader	Hardman Construction	\$5,000.00
Jose Vazquez	Angelo Iafrate Construction Company	\$100.00	Steve Jackson	Jackson-Merkey Contractors	\$1,000.00
Jaime Campos	Angelo Iafrate Construction Company	\$100.00	Gary Merkey	Jackson-Merkey Contractors	\$1,000.00
Efrén Garza	Angelo Iafrate Construction Company	\$250.00	Patrick Jackson	Jackson-Merkey Contractors	\$500.00
Brian Hoffman	Hoffman Bros., Inc.	\$10,000.00	Nick Shea	P.K. Contracting, Inc.	\$5,000.00
Benjamin Kolarik	Angelo Iafrate Construction Company	\$250.00	Aden Shea	P.K. Contracting, Inc.	\$12,500.00
Ryan Meisner	M & M Excavating Co., Inc.	\$750.00	Chris Shea	P.K. Contracting, Inc.	\$12,500.00
Derrick Arens	Anlaan Corporation	\$500.00	Jacqueline Kaltz Coulombe	Kaltz Coulombe PLLC	\$1,000.00
Brian Schulz	MacAllister Machinery Co.	\$1,000.00	Alex Coulombe	Kaltz Excavating Co. Inc./M.U.E. Inc	\$1,000.00
Dyrris Marshall	ShadowTeam VFX	\$1,578.25	Dean Morales	TEAM HERITAGE	\$1,000.00
Nicky Boucher	GM & Sons, Inc.	\$250.00	Fred Meram	F.D.M Contracting	\$2,500.00
Rob & Danielle Coppersmith	MITA	\$1,000.00	Robin Meram	F.D.M Contracting	\$2,500.00
Ed Boucher	Kotz Sangster	\$750.00	Nick Onifer	F.D.M Contracting	\$1,000.00
Rachelle VanDeventer	MITA	\$500.00	Suzy Bellew	F.D.M Contracting	\$1,000.00
Jane Anstett	Give Em A Brake Safety, LLC	\$100.00	Steve Ward	F.D.M Contracting	\$1,000.00
Jason Gauthier	Give Em A Brake Safety, LLC	\$250.00	Donnie Maes	F.D.M Contracting	\$1,000.00
Dan Flis	Alta Equipment Company	\$250.00	Kristina Dreyer	F.D.M Contracting	\$1,000.00
Greg Pease	Alta Equipment Company	\$500.00	Jason Workman	Anlaan Corporation	\$500.00
Jason Reinhardt	Ace-Saginaw Paving	\$500.00	Peter Scodeller	Scodeller Construction, Inc.	\$5,000.00
Dan Mergens	Edw. C. Levy Co.	\$2,000.00	Luke Fleischmann	Michigan Pipe & Valve	\$2,500.00
Lance Binoniemi	MITA	\$500.00	Deven Rau	Cadillac Asphalt, LLC	\$1,000.00
Glenn Bukoski	MITA	\$500.00	Frank Pytlowany	AIS Construction Equipment	\$1,000.00
Matt Moody	MITA	\$125.00	Paul Bentley	Payne & Dolan, Inc.	\$500.00
Evan Stevenson	Angelo Iafrate Construction Company	\$50.00	Kurt Shea	P.K. Contracting, Inc.	\$4,000.00
Joseph Bassett	Angelo Iafrate Construction Company	\$100.00	Kevin McNeilly	Spartan Barricading & Traffic Control Inc.	\$3,000.00
Perry Clark	Angelo Iafrate Construction Company	\$150.00	Kenneth McNeilly	Spartan Barricading & Traffic Control Inc.	\$3,000.00
Martha Owen	C. A. Hull Co., Inc.	\$1,000.00	Rick Becker	MPM/CRH	\$3,000.00
Jeremiah Leyba	MITA	\$100.00	Samuel Fons	GBM Companies	\$500.00
Sara Schaibly	MITA	\$100.00	Michael Fons	GBM Companies	\$500.00
John DiPonio	Jay Dee Contractors, Inc.	\$10,000.00	Craig Fons	GBM Companies	\$1,000.00
Doug Sleight	Alta Equipment Company	\$200.00	Jeremy Lemke	Give Em A Brake Safety, LLC	\$500.00
Sarah Alex	MITA	\$100.00	Hilary Labie	Give Em A Brake Safety, LLC	\$20.00
Robert Hallerman	Cipparrone Contracting, Inc.	\$500.00	Jason Gauthier	Give Em A Brake Safety, LLC	\$200.00
Joseph D'Agostino	Cipparrone Contracting, Inc.	\$500.00	Jane Anstett	Give Em A Brake Safety, LLC	\$250.00
William Washabaugh	Northern Concrete Pipe	\$1,000.00	Sam Ferrer	Give Em A Brake Safety, LLC	\$100.00
Connor Campbell	Alta Equipment Company	\$100.00	Justin Armstrong	Give Em A Brake Safety, LLC	\$25.00
Jason Glass	Alta Equipment Company	\$500.00	Michael Wallenslager	Give Em A Brake Safety, LLC	\$50.00
Matt DiPonio	Alta Equipment Company	\$250.00	Jeffery Macdermaid	Give Em A Brake Safety, LLC	\$150.00
Daniel Laforge	Alta Equipment Company	\$500.00	Rowan Therrien	Give Em A Brake Safety, LLC	\$50.00
Riley Click	Alta Equipment Company	\$50.00	Jim Hartley	Give Em A Brake Safety, LLC	\$100.00
Giulia Mayerhoff	Cipparrone Contracting, Inc.	\$2,500.00	Nate Wagenmaker	Anlaan Corporation	\$250.00
Gabriel Cipparrone	Cipparrone Contracting, Inc.	\$10,000.00	Jeffrey Stover	Scodeller Construction, Inc.	\$1,000.00
Thomas Pratt	Milbocker & Sons, Inc.	\$2,500.00	Greg Myers	Anlaan Corporation	\$150.00
Shawn Boeskool	Milbocker & Sons, Inc.	\$3,000.00	Scott Kenny	Anlaan Corporation	\$20.00
Kyle Ellis	Milbocker & Sons, Inc.	\$3,000.00	Andrew Dauksts	Give Em A Brake Safety, LLC	\$250.00
Chris Swenson	Milbocker & Sons, Inc.	\$2,000.00	Chris Heyboer	Give Em A Brake Safety, LLC	\$200.00
Marc Walker	Milbocker & Sons, Inc.	\$2,000.00	Shane Lemke	Give Em A Brake Safety, LLC	\$250.00
Rob Coppersmith	MITA	\$250.00	Jesse Kerr	Give Em A Brake Safety, LLC	\$100.00
Bret Sommers	Milbocker & Sons, Inc.	\$1,000.00	Michael Phelps	Z Contractors, Inc.	\$500.00
Dave Maas	Diversco Construction Co., Inc.	\$1,000.00			
Dan Campo	Alta Equipment Company	\$500.00			

PLAYING WITH LOCALS: TIPS ON OVERCOMING COMMON SHENANIGANS

With the Looking at the recent passage of the state budget in October, complete with our hard-fought increases to road funding, it is clear that counties and locals are set to get a long-awaited cash boost. The upside for the industry is promising, but some useful caveats need to be brought back to everyone's attention. While misuse or misallocation of transportation funds by locals is a serious issue, it is not the main topic here; rest assured, MITA will aggressively track and fight any such behaviors. Rather, we're looking to highlight common pitfalls and classic gotchas in local dealings; consider this your job hazard assessment for working with locals as their contracts start flying.

Always read the fine print. If you haven't engaged with a local government office in a while, it may be tempting to have a business-as-usual mindset, taking for granted assumptions you're used to making. It is worth remembering that localities have a lot more discretion when issuing contracts than do federal or state-level agencies. As such, there are more opportunities to see some outlandish provisions in contracts. An old favorite is attempting to shift utility relocation responsibility and costs over to contractors. Although this is an improper and generally illegal practice, an unaware city might try to slide in language that accomplishes identical purposes. Restrictive material and equipment provisions, unrealistic timelines, and countless similar examples could be listed, but all have the same outcome: placing outsized risk and responsibility on contractors that far exceeds any reasonable compensation.

It's important to keep in mind that many of the local engineering departments or offices that run projects are likely not even party to how these wild provisions get put in place. It might be clever local attorneys or city officials seeking to protect the city without understanding the nuances of projects or how our industry works. *The takeaway: Always read your contract carefully, never assume, be sure, and alert MITA staff to provisions that need to be called out.*



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Understand the game before you pay the ante. In their discretion, locals can switch up bidding practices in a variety of ways. Anti-competitive bid practices in local government are not uncommon and growing in frequency and location across the state. Federal and state laws that prohibit these bidding practices aren't applicable at the local level. These practices have been seen in many forms over the years, from local preferences, best value initiatives, to quality-based selections. Many euphemistic phrases are used by locals to intentionally stifle otherwise natural competition. Some locals have even engaged in post-bid adjustments, unit price changes, or other questionable practices intentionally favoring certain bids. We all understand this creates an unsteady bidding environment where who gets the job is as clear as mud. MITA will continue to oppose practices like these and advocate for fair, open, and honest competitive bidding. But in the current political climate, with increasing sentiment against traditional free market ideals, these practices will likely only grow in popularity. *The takeaway: be aware of the game you're being asked to play, understand the rules, and alert MITA staff to unfair practices. Because even if it works out for you once, when the shoe is on the other foot, you walk home limping.*

Find and stick with trusted players. It's no secret that our industry is highly relational, and this is amplified when dealing

Continued on page 70



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THE TOP 5 MIOSHA VIOLATIONS I APPEALED IN 2025 – AND WHAT THEY TEACH US

In 2025, so far, I have assisted 23 MITA member companies through MIOSHA citations and appeals. While each case was unique, the same five violations kept showing up again and again. These weren't obscure or complicated standards — they were the fundamentals. What that tells me is that the basics still matter most.

Here are the top five MIOSHA violations I appealed this year, what caused them, and how your company can avoid being next.

1. Excavation Violations — Improper Angle of Repose and Ladder Access

What MIOSHA found:

The most common citations came from excavation work — trenches not cut back to the proper angle of repose and missing or improperly placed ladders. In many cases, ladders didn't extend the required three feet above the trench box or edge, or workers had to travel more than 25 feet to reach one.

What I've seen:

Trench safety remains one of MIOSHA's top inspection priorities. Even a minor deviation from the slope chart or a missing ladder is enough for a citation. Inspectors are particularly strict when they don't see a competent person inspecting and documenting conditions daily.

How to avoid it:

- Follow MIOSHA Part 9 excavation rules exactly.
- Slope or shore according to soil classification — and document it.
- Place ladders every 25 feet, extending 3 feet above the edge or box.
- Have a competent person inspect the trench before and during work.
- Training, training, and more training,

Trench safety isn't negotiable. A few extra minutes of inspection can save a life — and a serious penalty.



Greg Brooks

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2. Respirable Crystalline Silica — Not Following Table 1

What MIOSHA found:

Contractors were cited for not following OSHA's Table 1 dust control methods or for lacking exposure data showing that workers were adequately protected. In several cases, companies used water or vacuums but couldn't produce the written exposure control plan or air sampling results.

Continued on page 20

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Continued from page 18

What I've seen:

Inspectors are zeroing in on silica control. Saying "we use water" or "we use masks" doesn't meet the standard — they expect to see proof. If you're not using the exact engineering controls setup listed in Table 1, you must have objective data showing your method keeps exposure below the limit.

How to avoid it:

- Follow Table 1 exactly when applicable.
- Keep a written silica exposure control plan on site.
- Designate a silica competent person.
- If not using Table 1 methods, perform air monitoring and keep the results on file.
- Ensure medical surveillance and respirator fit testing are current.

Myself, and Matt Moody are happy to provide consultation prior to the task being conducted.

3. OSHA 300 Logs — Not Filled Out or Updated

What MIOSHA found:

Some companies had no OSHA 300 logs, while others hadn't updated them for years. In a few cases, the annual 300A summary was never posted.

What I've seen:

This one is 100% preventable — and yet it keeps showing up. Recordkeeping may not feel like "safety work," but MIOSHA takes it seriously. If logs are missing, inspectors often assume other safety documentation is lacking, too.

How to avoid it:

- Record all OSHA-recordable injuries within seven days.
- Post your 300A summary from February 1 to April 30 each year.
- Keep records for five years and train your office staff on what counts as recordable.

A five-minute task once a month can prevent a citation that lingers for years.

4. Personal Protective Equipment (PPE) — Not Worn or Not Assessed

What MIOSHA found:

Citations often involved employees not wearing the proper PPE — from missing eye protection to unapproved headgear or high-visibility clothing. In some cases, employers hadn't completed or documented a hazard assessment.

Continued on page 66

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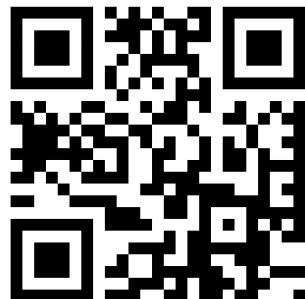
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Sommerset

Founded in 2008 by Louise Pernicano, Sommerset Paving was built as what she calls an “anti-contractor contractor.” After experiencing inconsistent communication and unclear estimates while seeking bids for her own driveway, Louise recognized an opportunity to create a company that prioritized the values she cared about most: professionalism, responsiveness, and clear communication. As her son and current VP Vincent Pernicano said, “She had that entrepreneurial mindset... I’m going to pick up the phone. I’m going to show up on time, and I’m going to deliver quality.”

That philosophy—rooted in communication and consistency—remains central to Sommerset’s growth today. The company is known for answering the phone, bidding quickly, and maintaining a positive job-site culture. As Louise explains, “Our crews are polite and have fun. Our paving foreman even gave us the nickname ‘Happy’s Paving’ because they spray a smiley face on the base layer.”

A Small Giant in the Industry

Sommerset describes itself as a “small giant”—large enough to complete multi-million-dollar public sector projects, yet committed to the residential driveways and small commercial jobs it was founded on. “There’s no project too big or too small for us,” Vincent said. “We’ll still do seal coating and driveways, all the way up to multi-year MDOT work.”

“We’re a small giant—nimble, flexible, and not afraid to get our hands dirty.”

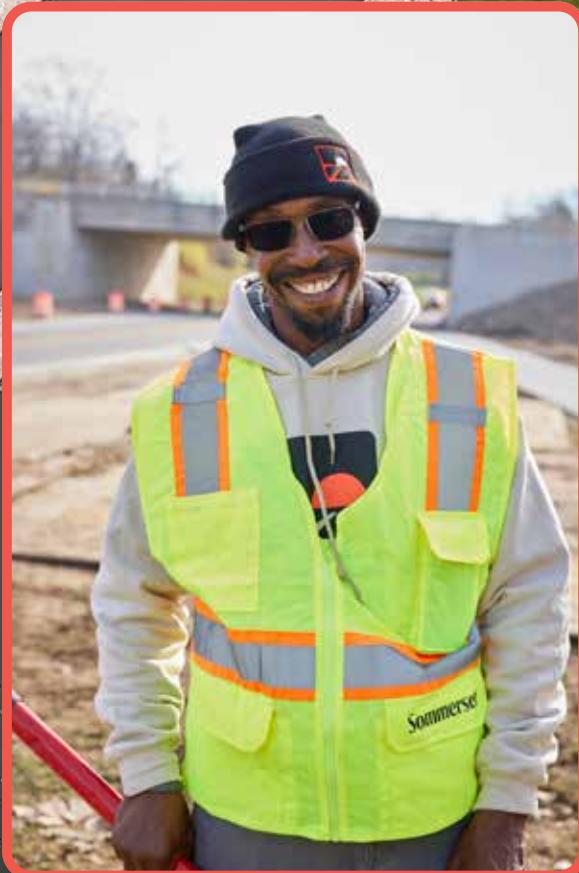
~ Vincent Pernicano

This balance of scale and nimbleness allows Sommerset to adapt quickly to shifting market conditions. A perfect example is the company’s newest investment: **its first full-sized 7-foot milling machine**, purchased this year. Louise says watching crews learn the equipment has been both challenging and rewarding—and another sign of the company’s commitment to continual growth.

Sommerset is particularly known for thriving in complex, high-intensity environments. “We always get complimented on how quickly we adapt to job sites,” Louise said. With pipeline, municipal, and engineering inspectors often sharing the same project, Sommerset’s ability to navigate personalities, maintain quality, and move efficiently is a defining strength. “We are experts in not causing companies difficulties... performing to quality expectations, packing up, and going to the next place.”

Project Highlight: Sterling State Park Shared Use Path

A standout memory from 2025 was Sommerset’s work on nearly five miles of shared-use pathway at Sterling State Park—a type of project that has become a crew favorite. The challenge of shaping winding paths through nature is one the team embraces, and when the job wrapped, the crew returned with bikes, fishing poles, and kayaks to enjoy the park. “One of the employees had never fished before, and he caught one,” Louise said. “His smile was priceless.”



Sommerset

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11734 Whitmore Lake Road
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Project Manager & Commercial Sales

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Matt Fisher

Senior Estimator & Project Manager

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Spotlight Staff Member: Victor Pernicano

Few stories better illustrate Sommerset's values than that of Victor Pernicano, who began working summers in the trenches during college. "Victor can jump on any piece of equipment,"

Louise said. His hands-on experience helped him earn respect across the industry and was instrumental when the company began tackling MDOT bids. Learning the maze of specifications, acronyms, and testing in just seven weeks was no small feat.

Today, Victor manages an extraordinary workload—pouring over bids, fielding calls, preparing nightly job notes, and supporting dozens of families who rely on the company. "He cares deeply about the staff," Louise said. "He is the heart of Sommerset Paving."

Community Commitment

Beyond their work on the road, Sommerset is active in several chambers of commerce, sponsors youth sports teams, and contributes volunteer hours to Habitat for Humanity. These efforts reflect the company's focus on connection and community building—values that extend into their work culture.

"MITA gives us a strong voice for our workers."

~ Louise Pernicano

MITA Membership: Strength Through Connection

MITA membership is an important component of the company's success. "MITA deepens our connections with other construction companies," Louise said. "We value the group health care, and we feel we have a strong voice for our workers through MITA's representation." The networking and advocacy MITA provides also help elevate job specifications and ensure a more level playing field—particularly important in a market where the lowest bid doesn't always reflect the highest quality.

Pride in Craftsmanship

Whether building scenic pathways, partnering on large road removals, or paving residential driveways, Sommerset stays true to its founding principles: communicate clearly, produce excellent work, and treat people well. As Vincent put it, "People—clients, employees, everyone—that's my favorite part of the job."

Sommerset's story is one of heart, hustle, and a belief that good communication builds better roads—and even better relationships. **CS**



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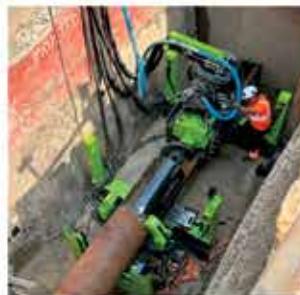
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DAN'S EXCAVATING LEADS MAJOR I-475 RECONSTRUCTION IN FLINT

Drivers traveling through Flint are seeing one of the largest and most complex infrastructure undertakings in Genesee County in years. Dan's Excavating, Inc., serving as prime contractor, is leading the full reconstruction of a 2.6-mile stretch of I-475 between the Flint River and Carpenter Road. The \$116 million project, managed by the Michigan Department of Transportation (MDOT), includes pavement reconstruction, geometric improvements, and extensive bridge work designed to modernize the corridor for decades to come.

A Project Like No Other

What sets this effort apart is the scale and technical complexity of the bridge work. The Flint River crossing alone required drilled shaft foundations measuring 6 feet 6 inches in diameter—significantly larger than typical shafts—and the installation of disc bearings for the structural steel girders, an upgrade from standard bearing pads. These innovations allow the new bridges to better handle heavy loads while extending service life.

Building a Corridor, Together

While Dan's Excavating oversees the project, a host of MITA members and subcontractors are playing critical roles. C.A. Hull is handling bridge demolition, rehabilitation, and reconstruction.

Ajax Paving Industries is responsible



for HMA paving. Additional partners include Action Traffic Maintenance, Advanced Underground, Blackswamp Steel, Driesenga & Associates, Evergreen Tree & Restoration, Give 'Em A Brake Safety, Jaffco, Lois Kay Contracting, M & K Jetting, Martin J, Inc., Michigan Property Network, RMD Holdings, PK Contracting, Pneumatic Restoration, Smith's Waterproofing, Surveying Solutions, Toledo Caisson Corp., and others.

Heavy Materials, Heavy Lifting

The quantities of materials tell the story of the project's magnitude:

- 26,000 feet of storm sewer
- 230,000 tons of Class II sand subbase
- 70,000 tons of 21AA aggregate base
- 9,000 cubic yards of structural concrete
- 3.2 million pounds of structural steel plate girders
- 2 million pounds of reinforcing steel
- 70,000 tons of hot-mix asphalt

Continued on page 28



Continued from page 27

Innovation in Action

Innovation has been central to staying on schedule. Intelligent compaction technology ensures uniform density across subbase and aggregate layers. A “complex girder erection plan” allowed paired steel girders—over 200 feet long and fully outfitted with diaphragms and cross frames—to be lifted and set in record time. Using 700- and 900-ton cranes, the project team set all the steel for one Flint River bridge in just five days, compared to the two weeks a conventional method would have required.

Overcoming Challenges

Michigan winters, environmental restrictions around fish spawning, and limited site access have all tested the team. To keep work moving, Dan’s Excavating sequenced operations creatively, brought in extra crews, and deployed cofferdams and turbidity curtains to protect the Flint River. Safety has remained paramount, with life vests, rescue boats, and water safety training required for all workers near the river.



Community Impact

This project is part of a broader effort to rebuild the I-475 corridor. Beyond new pavement and bridges, it is improving traffic flow by removing outdated ramps and incorporating modern design standards. Old concrete is being recycled on site to reduce waste, while new lighting and stormwater systems will enhance safety and environmental performance.

Looking Ahead

Northbound I-475 and associated bridges have already reopened on schedule, with southbound work expected to wrap up in fall 2025. Substantial completion is set for September 2025, with full contract completion in 2027. [CS](#)



UM HEALTH HELIPAD EVALUATION & RECONSTRUCTION

When a sinkhole formed beneath the University of Michigan Hospital's west helipad, G2 Consulting Group was engaged by Lawrence M. Clarke, Inc., the project's prime contractor and G2's direct client, to lead geotechnical engineering efforts for the urgent reconstruction. The sinkhole, caused by a deteriorated manhole and outlet pipe system, compromised the retaining wall and halted emergency air transport operations.

G2's innovative approach abandoned conventional grouting in favor of full excavation, allowing for real-time geotechnical evaluation and design adaptation. The team salvaged and reused segmental retaining wall blocks, performed soil testing during excavation, and designed a terraced wall system reinforced with geogrid for long-term stability. This method not only addressed the immediate failure but corrected decades-old infrastructure issues, extending the facility's lifespan by 30+ years.

Throughout construction, G2 provided special inspections, concrete testing, and quality control, ensuring compliance and durability. Adjacent to an active hospital and over vital stormwater infrastructure, this complex project required constant coordination with hospital operations and adaptive engineering as new subsurface conditions emerged.

This reconstruction exemplifies engineering excellence, demonstrating how integrated design and inspection can accelerate emergency infrastructure recovery. It highlights the essential role of engineers in public health and safety, transforming a hidden crisis into a resilient solution. The project also advanced sustainability by conserving resources and minimizing waste, reinforcing the value of thoughtful engineering in urgent, high-impact scenarios.

For a deeper dive into the geotechnical challenges and innovative solutions behind the UM Health Helipad reconstruction, join us at MITA's Annual Conference. Representatives from G2 Consulting Group and Lawrence M. Clarke will co-present a breakout session offering an inside look at the project, lessons learned, and best practices.

Owner: University Of Michigan Health | Ann Arbor, MI

Client: Lawrence M. Clarke, Inc | Belleville, MI

Firm: G2 Consulting Group | Ann Arbor, MI **CS**





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WILD GAME DINNER & SCHOLARSHIP FUNDRAISER RECAP



Larry Hoist from Verdeterre is taking home a bottle of 1942 tequila — now that's a premium win.



Andy Skonieczny of T.R. Pieprzak took home an oversized bottle of Caymus — because some wins deserve a bigger pour.



Tim Mattice of Lowe Construction scored Basil Hayden and tumblers — the kind of "project finish" we can all toast to.



Braydon Schefferly is heading out well-equipped with a new gun case from the Wild Game Dinner.



Brandon Buckenburger of Lafrate Construction doubled up with large and small Yeti coolers — cold drinks for every crew.



Tyler Walls of Eagle Excavation landed the duck hunting table stacked with gear — decoys, must-haves, and all set for opening day.

***A NIGHT for the
NEXT Generation***

MITA's Wild Game Dinner & Scholarship Fundraiser brought members together for a high-energy evening of great food, big wins, and an even bigger purpose: investing in the future of Michigan's heavy construction industry. **With over 600 people in attendance**, the night was packed with raffle excitement, standout prizes, and plenty of camaraderie—all in support of the MITA Scholarship Program.

Proceeds from the event help students pursuing careers across the heavy construction industry, from future engineers and construction managers to trade-school students training for the field. Each year, MITA awards roughly **\$30,000** in scholarships to **a dozen or more students**, helping cover tuition, training, and tools as they prepare to build Michigan's infrastructure. Thank you to our sponsors, donors, and members for making the night a success and investing in the next generation. **CS**



Cam Roehl from Plante Moran took home the hunting table loaded with gear—decoys, essentials, and a head start on the next season.



Austin Armstrong from Pumpco won a full table of Milwaukee tools—looks like his toolbox just got a major expansion.

Thank you to our event sponsors for helping make this night possible. Your support fuels both a memorable evening for our members and meaningful scholarships for tomorrow's heavy construction professionals.



2025 scholarship recipients



Madylin McLean
University of Michigan



Taylor Stenzel
Michigan State University



Tyler Kleinsasser
S. Dakota School of Mines & Technology



Karly Kappen
Ferris State University



Nathan Bremer
Michigan State University



Alanna Dedenbach
Lawrence Tech



Andrew Thomson
Ohio Northern University



Sarah Kirk
Michigan State University



Teegan Baker
Central Michigan University



Noah Webster
Michigan Tech



Gavin Bebble
Michigan State University



Kaitlyn Demeuse
Michigan Tech



Collin Leavitt
Lansing Community College



Wade Anderson
Michigan Tech



Valentina Mancini
Oakland University



Joanna Ramirez
Lincoln College of Technology



Myles LaParl of Foster Blue Water Oil won the Ninja Foodie Collection — dinner plans just got a whole lot easier.



Dale Massy of Superior Electric Great Lakes Company won a gun safe — solid, secure, and seriously impressive.



Rex Robison from R.L. Coolsaet Co. is cooking in true Honolulu blue style: Lions cast iron pan and accessories. One Pride. One Plate.



Jason Hartkorn of the Oakland County Road Commission scored a full camping setup — tent, accessories, and everything you need to head for the woods.



Joel Smeenge of Give 'Em A Brake Safety hit the jackpot as the 50/50 raffle winner — talk about a lucky draw.



One mystery winner walked away with the 50/50 — if you hear cheering in the distance, that was probably them.



Jason Hartkorn of the Oakland County Road Commission scored a full camping setup — tent, accessories, and everything you need to head for the woods.



Sue Liebetrey from AIS Construction Equipment went straight to the top shelf with a bottle of Bulleit Bourbon.



Steve A. of L.M. Clarke, Inc. just leveled up his aim — congrats on the new crossbow.

RESPIRABLE SILICA AND THE IMPORTANCE OF WRITTEN CONTROL PLANS



Matt Moody

mattmoody@thinkmita.org

517-347-8336

Crystalline silica is a common material found throughout the world in materials like concrete, sand, stone, mortar and can even be used to produce products such as glass, ceramics, bricks and artificial stone.

Respirable crystalline silica particles are too small or invisible to the naked eye. However, these small particles are created when cutting, sawing, grinding, drilling, or crushing stone, gravel, concrete, brick, or mortar. Roughly 2.3 million people in the U.S. are exposed to respirable silica dust while on a jobsite according to OSHA. Workers who inhale these minute particles are at a higher risk of developing serious silica-related diseases, such as: Silicosis, Lung Cancer, Chronic obstructive pulmonary disease (COPD), Kidney disease, and Colon cancer. To protect workers who may be potentially exposed to silica dust, OSHA has issued respirable crystalline silica standards for both construction and general industry.

OSHA's Respirable Crystalline Silica standard for Construction requires employers to limit worker exposures and to take the proper steps to protect the worker. Under the construction standard, employers can either use the control methods laid out in Table 1 of the construction standard, or they can measure workers' exposure independently to determine which control methods to implement. However, regardless of the control methods used to protect workers, all construction employers covered by the standard are required to:

- Establish and implement a written exposure control plan that identifies tasks that involve exposure and methods used to protect workers, including procedures to restrict access to work areas where high exposures may occur.
- Designate a competent person to implement the written exposure control plan.
- Restrict housekeeping practices that expose workers to silica where feasible alternatives are available.
- Offer medical exams-including chest X-rays and pulmonary function tests-every three years for workers who are required by the standard to wear a respirator for 30 or more days per year.
- Train workers on work operations that result in silica exposure and ways to limit exposure.
- Keep records of exposure measurements, objective data, and medical exams.

While we are approaching ten years of this standard within the construction industry, there are still some nuances and misconceptions about what either employers and employees are required to do. If there is any confusion about your own Written Silica Exposure Plan or what would be needed to be compliant for the silica standard, please reach out to Matt Moody at MattMoody@thinkmita.org 810-599-5261 **CS**

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Brandie Meisner

M&M Excavating - President

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MATERIAL DISPOSAL FORMS

**Jeremiah Leyba, P.E.**jeremiahleyba@thinkmita.org

517-347-8336

Anyone who drops off waste at a landfill on MDOT projects should be familiar with a waste profile form that landfills want signed. A common practice was to have an MDOT engineer or representative sign the form as the generator on behalf of the department, and contractors would turn in the form to dispose at the landfill.

Late in 2024, it was mentioned that the department might have an indemnification issue with signing these forms due to legal issues they were sorting through. During the meeting, opposition to any change as well as concerns about risk, ownership, and more were relayed. It was agreed that the department would need to seek a solution that would take all this into account if anything were to change. MITA asked to be included in any conversations going forward to help the department seek a solution if a change needed to be made.

Unfortunately, the department decided to go ahead with changes without further communication. Instead, by chance, at an early year conference, the new stance of the department was announced during a session I happened to be attending. The new stance mandated an immediate full stop to the signing of these forms by any and all MDOT engineers and representatives. It is safe to say that this abrupt change was disturbing, given the implications of what this change could have done and signified.

We immediately stepped into action at MITA, demanding clarity on the change from the department, creating a task force of staff, topic experts within the membership, and gathering legal opinions. This task force allowed us to stand firm through inconsistent department actions and communications throughout the spring. Eventually, with the right players in the room, MITA was able to get the department to ensure that no risk shifting was taking place and created forms for contractor records to demonstrate this as the case. This allows contractors to confidently dispose of material at landfills even with the shift in signing expectations.

Issues like this are very difficult for any one company to tackle on their own, both legally and logically. It can get further complicated when another contractor has slightly different needs that make any requested changes to the department harder to implement. There is no doubt that a united voice and total industry understanding are necessary to tackle these sorts of issues and it allows industry to stand firm even when other agencies waver. **CS**

An advertisement for CORE Insurance Group. The top half features a large image of a yellow bulldozer working on a construction site. The right side of the ad is yellow with black text and icons. At the top right is the CORE logo and the text "CORE Insurance Group". Below that is the headline "CORE KNOWS CONSTRUCTION". Underneath the headline is a paragraph about their specialized markets and expert construction team. At the bottom is a "CONTACT US FOR A QUOTE" button. The bottom right corner contains icons for various insurance services: Contractor's Liability, Construction Bonds, Builder's Risk, and Workers Compensation.

CONSTRUCTION'S FATAL FOUR

PROTECT YOURSELF ON THE JOB

Did you know? The Fatal Four—falls, struck-by incidents, electrocutions, and caught-in/between hazards—are responsible for over half of construction-related deaths each year. MITA is here to help you stay safe with essential training.

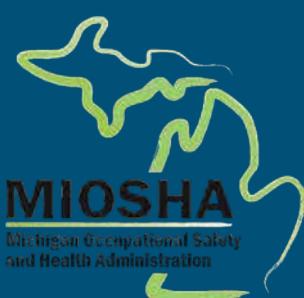
Learn the leading causes of construction injuries and how to prevent them.

Prioritize safety and contact MITA's safety director, Greg Brooks, to book your training.

gregbrooks@thinkmita.org



Training is made possible by a grant from MIOSHA



The following article is reprinted from an internal MDOT News newsletter shared with department staff. Please join us in recognizing Laura Mester's service and welcoming Paul McDonald into his new role

Colleagues,

MDOT will soon undergo a leadership transition as Laura J. Mester, our chief administrative officer, retires after more than 15 years with the department and 32 years of service to the State of Michigan. Laura's last day will be Jan. 30.

Since joining MDOT in 2011, Laura has been an invaluable member of our executive leadership team, providing exceptional guidance and steady leadership. Laura's impact is evident in many areas: she led the creation of the Office of Enterprise Information Management to enhance focus on data and information technology, established the Office of Rail as a separate mode to strengthen multimodal priorities and guided the revision of MDOT's strategic plan to sharpen focus on achieving the department's long-term vision. Her leadership has shaped MDOT's financial management practices, guided strategic planning and driven the successful implementation of key initiatives that advance the department's mission.



Before joining MDOT, Laura spent 13 years directing the Accounting and Financial Reporting Division within the State Budget Office, where she led the early implementation of GASB

Statement 34, one of the most significant governmental accounting reforms in two decades. Her expertise and leadership have been recognized statewide and nationally, earning her numerous awards, including the Government Financial Manager of the Year Award and the William R. Snodgrass Leadership Award. In 2023, she was named Woman of the Year by WTS Michigan for her role as an outstanding mentor and her contributions to advancing women and minorities in transportation. She was also honored for her service as treasurer of the Mid America Association of State Transportation Officials (MAASTO) and recognized by the Michigan Aeronautics Commission for her achievements in promoting and improving aviation.

Laura leaves behind a legacy of excellence, mentorship and unwavering dedication to MDOT's mission and values. We are deeply grateful for her leadership and commitment over the past three decades and wish her all the best in her well-deserved retirement.

To ensure a smooth transition, I am pleased to announce that Paul McDonald will be joining MDOT as the next chief administrative officer, effective Nov. 24. Paul currently serves as the Finance Division director for the Michigan Department of Environment, Great Lakes, and Energy (EGLE), overseeing all financial operations and strategic fiscal initiatives.

As EGLE's chief financial officer and procurement executive, Paul provides administrative direction and coordination for services related to accounting, budget, procurement, federal aid, travel and security. The Finance Division also oversees the Michigan Underground Storage Tank Authority (MUSTA) and the Water Infrastructure Funding and Financing Section (WIFFS).

Paul has served in a wide variety of finance roles for the State of Michigan since 1998, including his current role since

2015. Paul started his career in the Office of Financial Management, where he was responsible for the oversight of statewide accounting policy and the creation of the State of Michigan's financial statements. In addition, Paul led the project team that created the first State of Michigan financial transparency portal. Before joining EGLE, he served as the chief accountant for the Department of Health and Human Services, responsible for more than \$15 billion in revenue and expenditures.



A graduate of Michigan State University with a degree in accounting, Paul also holds an associate degree in computer security and controls from Lansing Community College. Paul and his wife of 28 years live in DeWitt and are proud parents of two college-aged children. He is an avid MSU fan and is active in the community's civic organizations.

Please join me in thanking Laura for her extraordinary contributions to MDOT and in welcoming Paul as he begins this next chapter with us.

Warm regards,
Brad Wieferich
Director **CS**

G2 ADDS TWO PROJECT MANAGERS

G2 Consulting Group, a Troy-based leader in geotechnical, environmental and construction engineering services, has hired Erik K. Ventura, P.E. and promoted Kathryn A. Crow, P.E. to project manager positions.



Ventura joins G2 after spending eight years with Neyer, Tiseo & Hindo, LTD., where he was a senior geotechnical project engineer specializing in deep foundations, slope stability analysis, solar projects, subsurface investigations and site characterization. Ventura's recent projects included seawalls and dams, solar facilities, public utilities, infrastructure and bridges, including the Gordie Howe International Bridge where he completed geotechnical analysis

Ventura joins G2 after spending eight years with Neyer, Tiseo & Hindo, LTD., where he was a senior geotechnical project engineer specializing in deep foundations, slope stability analysis, solar projects, subsurface investigations and site characterization. Ventura's recent projects included seawalls and dams, solar facilities, public utilities, infrastructure and bridges, including the Gordie Howe International Bridge where he completed geotechnical analysis

according to MDOT, AASHTO, LRFD and FHWA methodology.

Previously, Ventura worked with Geoengineers Inc. on projects primarily in the western U.S. He received his bachelor's degree in civil engineering from Michigan State University and his master's in geotechnical engineering from University of Michigan. He is currently licensed in both Michigan and Texas.



Crow has more than eight years with G2, primarily in the firm's fast growing solar department where she oversees laboratory technicians, conducts soil testing and has been active in field testing and design analysis. Involved in nearly 160 solar investigations, Crow regularly assists in foundation design, geotechnical investigations and determinations of soil thermal, electrical and corrosion properties.

Continued on page 65



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2025 MICHIGAN CONSTRUCTION HALL OF FAME



Left to right: Jennifer Henry, John Henry Jr., Connie Henry, John Henry Sr., Mary Henry, Alyssa Henry, Nick Myers, Dakota Rupp, Alexis Henry

On October 30, 2025, three Distinguished Constructors were inducted into the Michigan Construction Hall of Fame located in the Granger Center for Construction and HVACR on the Ferris State University campus in Big Rapids, MI. This 2025 class of inductees included MITA member, John and Mary Henry, of John Henry Excavating, Inc., out of East Tawas. Inducted with the Henry's were James Cole and Ron Staley. Selection for the Michigan Construction Hall of Fame is based upon nominees' technical, managerial and leadership achievements within construction and related industries, as well as service to the profession and community.

Mary and John Henry have built John Henry Excavating, Inc. into a successful multi-generational family business serving northern Michigan for decades.

John grew up in Iosco County, where his father was superintendent for the Iosco County Road Commission. After working for the road commission for eight years while attending community college, he enrolled at Northern Michigan University to study civil engineering—where he met Mary, who was pursuing a degree in English education.

After graduation, John borrowed money—co-signed by his father—to purchase a bulldozer, backhoe, and truck, launching John Henry Excavating, Inc. Early projects included foundations, basements, and driveways, eventually expanding to MDOT work including utility installation, box culverts, landfill capping, and marina work. As John noted, "We had to be specialized in everything."

As the business grew, Mary left teaching to manage the company's books. She immersed herself in learning construction through workshops on management, safety, bonding, and procurement. The company participated in MDOT's Disadvantaged Business Enterprise program with Mary holding controlling interest.

Their son, John Jr., earned a degree in Construction Management at Ferris State University and returned to run field operations. His wife, Connie, who studied surveying at Ferris State, took over office administration. Today, granddaughters Alexis and Alyssa have also joined the family business, maintaining the company's multi-generational legacy.

Beyond business, Mary and John have served their community through the township planning board, school board, church council, and Quota of Iosco County. They attribute their success to their faith, their partnership, and the belief that when family works together, anything is possible.

The Distinguished Constructor Award selection panel is made up of representatives from the Michigan Infrastructure & Transportation Association (MITA), the Michigan Association of Home Builders, the Construction Association of Michigan (CAM), the Associated General Contractors of Michigan (AGC of MI), the Associated Builders and Contractors (ABC), and Ferris State University.

If you are interested in nominating a deserving individual for the Distinguished Constructor Award, please visit <https://www.ferris.edu/CET/built-env/hall-of-fame/homepage.htm> for more information. **CS**



Left to right: Lance Binoniemi, Glenn Bukoski, Tom DiPonio (Jay Dee Cont.), John Henry, Mary Henry, Jim Klett (Klett Construction), Rachelle VanDeventer and Jeremiah Leyba.



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GLENN'S ROAD TO RETIREMENT

Glenn Bukoski has never really known how to stand still.

For nearly five decades, Glenn has been one of the steady hands shaping Michigan's transportation and construction world — first from inside MDOT, then alongside contractors through MRBA and MITA. Whether he was writing bridge design programs, helping launch MDOT's landmark bridge asset-management strategy, or guiding MITA members through complex specs and construction issues, Glenn has always shown up with patience, integrity, and a calm, practical way of solving problems.

In Summer 2021, MITA celebrated Glenn's "second retirement." But as anyone who knows Glenn could've predicted... he didn't stay away long. He returned in 2022 as a consultant — still the trusted voice at the table, still helping members and staff navigate the details that matter. And now, at the end of 2025, Glenn is officially closing the book on an extraordinary career (for real this time).

This spread follows Glenn's Road to Retirement — a winding journey of service, leadership, and relationships that helped build not only bridges and standards, but a stronger industry community. **CS**



1972 — The Road Begins

- Right after high school, Glenn leaves Ubly and joins the Department of State Highways as part of MDOT's Student Technician Program (co-op).
- First student highway technician job paid **\$3.48/hour** — and he saved those assignment carbon copies for decades.

1976–1979 — Scholarship + Engineering Degree

- Earns an FHWA scholarship and attends Michigan State University while working part-time to keep civil service status.
- 1979: Graduates from MSU with a B.S. in Civil Engineering and becomes an entry-level engineer at MDOT.

1974 — Full-time with MDOT

- Graduates from Lansing Community College's 2-year program with an associate degree and moves into a full-time technician role.

Late 1980s–early 1990s — Structural Research + Innovation

- Becomes Supervising Engineer of MDOT's Structural Research Unit.
- Develops automation and computer programs (hello, Fortran) to modernize bridge design/drafting.
- Key highlight: writes the program used to verify stressing forces for the **Zilwaukee Bridge** tendons.

1982 — Professional Engineer

- Earns his P.E. license, opening the door to larger statewide responsibilities.

Early 1980s — A "Bridge Guy" is Born

- Begins a long stretch of bridge-focused assignments across MDOT.
- Designs and manages consultant bridge design work — including MDOT's only timber trunkline bridge (M-26 over the Eagle River).

1993 — Construction Division Structures Engineer

- Moves to MDOT Construction Division with statewide responsibility for bridge/structure contract development and technical consultation.

2003 — MRBA Director of Engineering & Member Services

- Leaves consulting after 15 months to join MRBA — recruited in large part thanks to the contractor relationships he built through the Bridge Committee.

2005–2006 — MITA Era begins

- MRBA and AUC merge in 2005, creating MITA. Glenn transitions to MITA staff as Director of Technical Services.
- 2006: Promoted to **Vice President of Engineering Services**, a role he holds for the rest of his staff career.



Late 1990s — Building Collaboration

- Co-creates the **MRBA & MDOT Bridge Committee** to bring contractors and MDOT staff together to solve bridge issues collaboratively — relationships that would shape the rest of his career.

1998–1999 — Bridge Systems Leadership

- Becomes Bridge Systems Manager, then Engineer of Bridge Operations.

2002–2003 — Consulting chapter

- Joins Parsons Brinckerhoff (now WSP).
- Serves as Resident Engineer on Ann Arbor's Broadway Bridges Project, finally getting back into field bridge construction.

2005–2021 — The trusted technical voice

- Becomes a cornerstone for MITA members on specs, construction issues, training, and bridge expertise.
- Participates enthusiastically on the Distinguished Constructor Awards Panel
- Helps with rewrites of **four editions** of MDOT Standard Specifications for Construction (1996, 2003, 2012, 2020).
- Known across the industry for ethics, integrity, and seeing issues through contractors' eyes.

2002 — First retirement

Retires
from MDOT
after 30 years of
public service,
just shy of
age 48.

December 31, 2025
— Retirement, the
real version

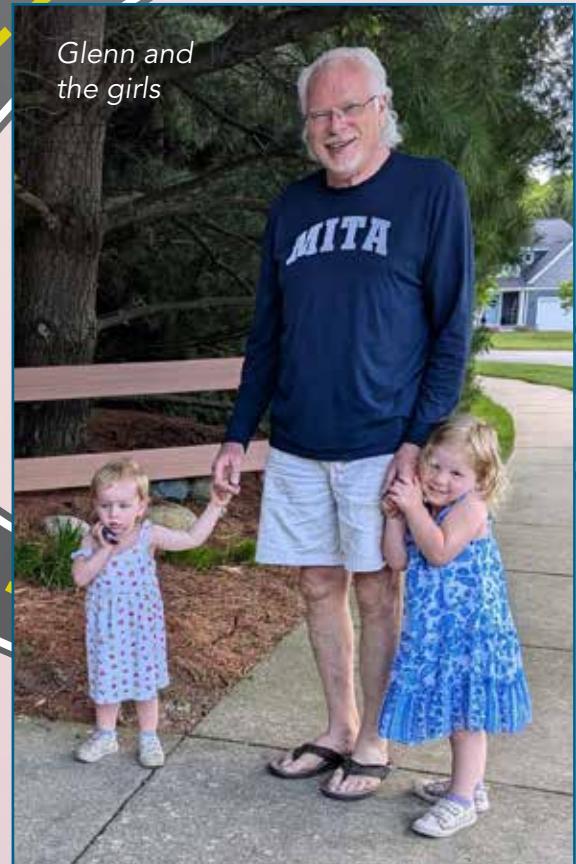
**2022 —
The Comeback**

- Returns as a MITA consultant — because some roads don't really end, they just curve into a new lane.

**December 31, 2021 —
“Second Retirement”**

Glenn
retires from
MITA staff after nearly
50 years in the industry.
Announces hopes for
family time, volunteering,
project-list clean-up, and
maybe learning to
sleep past
5:30 a.m.

Glenn and
the girls



Glenn and
Sher Summer
Conference



The next chapter

Now Glenn and Sherry are ready for a new kind of road trip — one with fewer specs and more family time. After building a new home in **Metamora**, they're settling in closer to their two adult sons, their daughter, and their growing families. Glenn and Sher are proud grandparents to two granddaughters — **Banner and Blakely** — with another grandbaby on the way. Retirement will mean more front-porch moments, more time with the kids and grandkids, and the kind of everyday family life that waits patiently through a long career.

And if the past is any clue, Glenn's version of retirement won't be about slowing down — it'll be about choosing the projects that matter most, surrounded by the people he loves. **CS**

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BUILDING OUR FUTURE WORKFORCE:

HOW MITA MEMBERS CAN TACKLE THE LABOR SHORTAGE IN 2026 AND BEYOND



Jason Epstein



Adam Cosola



You don't need another headline to tell you there's a labor shortage. You see it every day, the job you had to turn down because your crews are already stretched thin, the bids you hesitated to submit because you're not sure you can staff them, or the younger hires who show promise but need a lot more training than you ever did at their age.

The truth is this isn't a short-term problem. According to data from ABC and ENR, the U.S. construction industry will end up needing a total of 439,000 new workers by the end of 2025 and another 499,000 in 2026 just to keep pace with demand. That's nearly a million new people in two years. As of late 2025, 88% of construction firms reported having a hard time finding workers to hire. The labor shortage is estimated to cost the industry \$10.8 billion annually. Project delays due to staffing deficits can range from 3 to 8 months for 62% of projects.

For Michigan contractors, the stakes are even higher, with infrastructure spending increasing and the new \$2 billion Road and Bridge Bill taking effect, there's more work on the books than ever.

Why We're Here

A big part of the challenge is simple math: more people are leaving than coming in. More than one in five construction workers is over 55, and a huge wave of retirements is coming over the next five to seven years. Meanwhile, decades of pushing four-year degrees over the trades left a gap in the pipeline.

Outlook for 2026

Construction companies should be looking at different ways to attract new team members and retain existing talent. The first step is to understand the reasons behind why people consider making a career change in order to understand how to attract them to your company.

In 2025, employees leave construction companies due to a combination of factors, including their current compensation and benefits package falling below industry standards.

Let's look at some strategies to address this challenge.

- **Conduct Regular Market Benchmarking:** Regularly research and compare your employee salaries, healthcare coverage and retirement benefits against local competitors.
- **Offer Performance-Based Incentives:** Bonuses tied to measurable outcomes such as project completion ahead of schedule, meeting specific budget or safety goals.
- **Implement Retention Bonuses:** Design bonuses that are paid out after an employee has completed a specific tenure.
- **Provide Clear Pay Structures and Growth Paths:** Establish a clear pay structure that outlines salary ranges for different roles and experience levels.
- **Consider Per Diem and Allowances:** For employees who travel to remote job sites, offer per diem allowances to cover daily living expenses.
- **Add "Perks" that Matter:** Ask your team! Beyond traditional benefits, consider other perks such as tuition reimbursement for relevant certifications or degrees, childcare assistance, or wellness program subsidies (like gym memberships).
- **Gather Employee Feedback:** Use surveys or stay interviews to understand which benefits employees value most and what they feel is lacking. Tailor your offerings to meet their specific needs.
- **Educate on the "Total Compensation" Value:** Ensure employees understand the full value of their compensation package, including all non-wage benefits and perks, so they can better appreciate their overall earnings.

Hiring from Adjacent Construction Specialties and Outside the Industry

Another prominent strategy contractors are using to combat the labor shortage is implementing skill-based hiring practices

to recruit people from different construction specialties than their own, along with entirely different industries. This approach focuses on identifying transferable skills rather than specific industry experience, thereby expanding the potential talent pool.

Here are steps Mita contractor members can take:

1. Identify the Skill Requirements: Identify, document, and communicate all the prerequisite skills needed for someone to be successful in each role.
2. Identify the Candidate Pool from various construction trades: Companies should be looking at every construction trade adjacent to their work including commercial general contractors, automotive and manufacturing general contractors, commercial concrete, commercial masonry, mechanical construction, etc.
3. Identify the Candidate Pool from non-traditional industries:
 - Logistics, Manufacturing, Warehousing: Individuals from these sectors often possess experience with machinery, safety protocols, scheduling, and a structured work environment, which are valuable in construction.
 - Automotive or Mechanics: Individuals with mechanical aptitude can be quickly trained to operate and maintain the advanced equipment used on modern construction sites.
 - Technology Sector (for specific roles): For roles in construction technology (e.g., operating drones, AI-

driven software, or advanced machinery), companies are hiring individuals with tech-savvy backgrounds.

4. Execute the following plan for Developing a Continuous Pipeline of Talent:

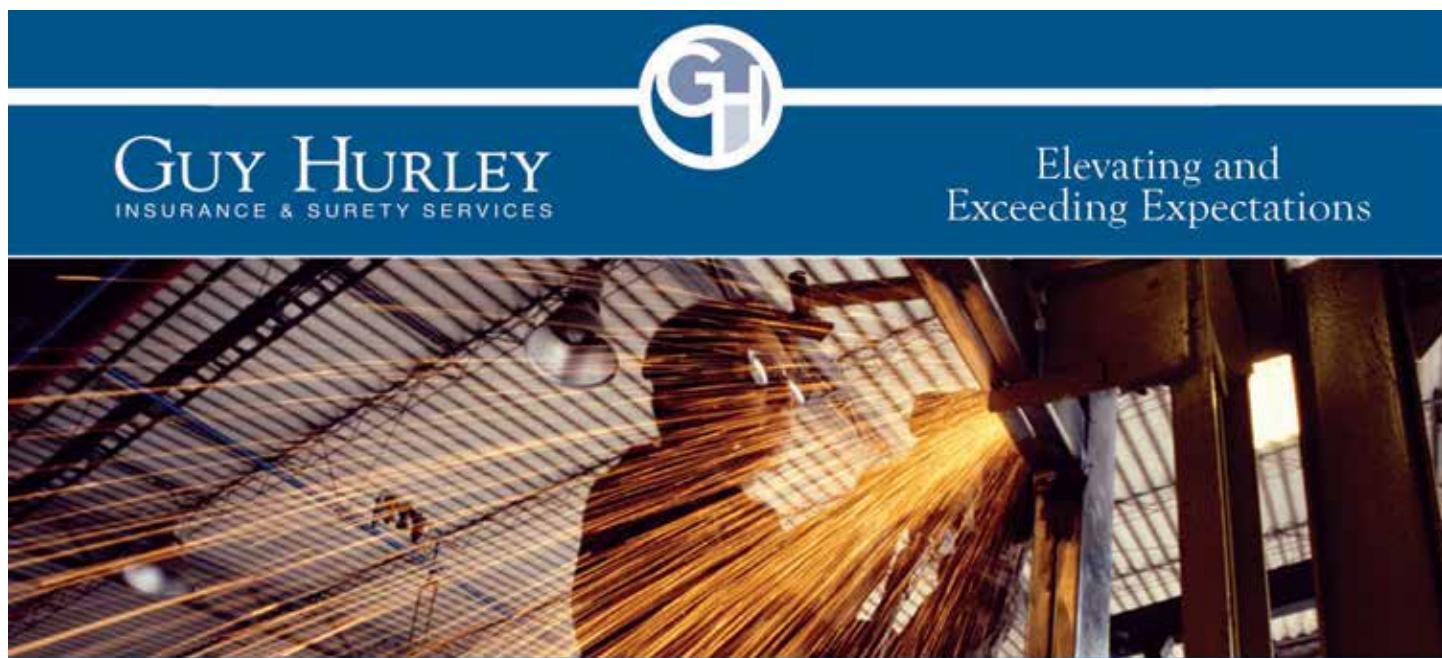
- Identify Positions and Candidates: Compile a list of every experienced position you plan to fill within the next year. For each position, identify all qualified candidates currently in the pipeline or available in the market.
- Develop Ongoing Touch Plan: Create and implement an ongoing communication plan for all candidates.
- Future Follow-Up Process: If a qualified candidate is interested in your company, but the timing for their employment is not right, make sure this is documented clearly. There needs to be a system to track these candidates and initiate a follow-up with them at a more appropriate time.

Takeaway

While the construction industry continues to face significant labor shortages, contractors can take proactive steps to close this gap and position themselves for continued growth and success. Specifically, we recommend implementing the following strategies:

- Review and Improve Compensation and Benefits: Conduct a thorough review of existing compensation and benefits

Continued on page 50



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Continued from page 50

packages, making necessary adjustments to ensure they are competitive.

- Target Adjacent Talent: Identify and recruit skilled professionals from related construction specialties and entirely outside the industry.
- Build a Continuous Pipeline: Maintain an ongoing focus on developing and sustaining a consistent pipeline of talented professionals.

By focusing on these areas, contractors can mitigate the effects of the labor shortage and thrive in the current market environment.

Biography / About the Authors

Adam Cosola and Jason Epstein are MITA members and the co-owners of CTC - Talent partners, a recruiting firm founded in 2016. With over 25 years of combined experience working within the construction industry, they hold a passion for aligning great professionals with great companies. Learn more about CTC - Talent Partners at www.ctcsolutions.net or connect on LinkedIn @CTC, or you can contact them at (248) 410-6808 or at info@ctcsolutions.net. **CS**



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IS YOUR INSURANCE COVERAGE READY FOR A RENEWABLE ENERGY FUTURE?

By Jay Sawmiller



Whether driven by the desire for energy cost savings, the need for greater resiliency or increasing municipal regulations, the construction industry is seeing a significant shift toward green-built structures and supporting renewable-energy infrastructure.

In emerging market cities alone, investments in green construction projects are projected to hit \$24 trillion by 2030. Michigan is one of the states to recently pass new laws establishing a clean energy standard and renewable energy use targets. This month, the Michigan Public Service Commission also announced nearly \$5 million in grants for renewable energy and electrification projects, including carport solar arrays, town-level solar storage, a resiliency center and EV charging stations.

Construction leaders involved in or planning to expand into green building and renewable energy projects must not only shift their approaches to design and product specification, but also consider the unique exposures these technologies bring and adjust their insurance and risk management strategies accordingly. As just one example, consider retrofitting a

100-year-old courthouse building with solar panels; the process isn't plug-and-play, but likely requires structural and design considerations to maintain the integrity of the roof and its warranty and to mitigate potential fire hazards.

Unique challenges for green building projects — and potential risks

A combination of economic, environmental and logistical challenges can magnify the risks of green projects, and project owners and contractors should review coverage areas for potential gaps.

- **Material sourcing disruptions and price differences**

Tariffs on solar components and other green technologies can force shifts in the supply chain, driving up costs or delaying progress. In addition, some green technologies and techniques cost more than the traditional material they replace.

Potential coverage implications: Traditional builder's risk policies may not cover delays and additional costs for green building practices and the use of renewable materials and technology.

- **Equipment shortages**

Specialty HVAC systems, transformers and other electrical components may require increased lead times.

Potential coverage indications: Your underwriter could impose delay in start-up (DSU) coverage terms to protect against project delays and interruptions.

- **Theft and exposure**

High-value sustainable materials and building equipment stored in outdoor yards are susceptible to

theft or weather damage may not be covered under traditional builder's risk policies.

Potential coverage implications: Consider Equipment coverage to protect the equipment in the building or renegotiate or procure additional coverage designed specifically for green construction projects. for this scenario and others.

In addition, as weather-related damage claims continue to increase, policies will become more restrictive or exclude coverage of micro-fractures impacting specialized, high-cost glass and solar panels. Review policy deductibles and buyback options carefully.

- **Environment & pollution**

Pollution and contamination are already a potential issue for construction projects, but green projects may have higher-risk sustainable BESS and HVAC components or other materials with new or unique environmental factors.

Potential coverage implications: Pollution and contamination exposures are generally excluded by standard policies, which is why contractors' pollution liability coverage is critical for any construction project. As you expand into sustainable projects, evaluate if you need extensions to existing risk coverage.

- **Expanded project teams**

Sustainable building projects often require the involvement of multiple outside consultants and contractors during each phase, increasing the risk of costly design and installation errors. *Continued on page 52*

Potential coverage implications: Specific endorsements, as well as contractors professional liability (CPL) and errors and omissions (E&O) policies can protect against errors by third-party contractors.

3 strategies to help reduce risk

A proactive, strategic approach to risk management and insurance is key to navigating the added challenges that may arise with green construction and protecting your projects from beginning to end. Consider these tips:

1. **Use contracts wisely:** Ensure the roles and responsibilities of all third parties are clearly defined, communicated and documented for each stage of the green building project. This will help determine liability in the event of a delay or loss.
2. **Protect roof warranties:** Install solar systems only after written approval from the roof membrane manufacturer and the original roofing contractor to ensure the proposed installation design won't compromise the roof warranty. In addition, building owners should consult their property insurer to ensure the design meets their requirements and protects coverage of the overall asset.
3. **Leverage technology:** Use techniques such as thermal imaging, pre- and post-CAT inspections and drones to detect issues early and provide documentation to support

claims or coverage negotiations.

Work with a knowledgeable broker

You're not alone in these efforts. Engage with a specialized construction and renewable energy risk team at the earliest stages of design and procurement to help prevent coverage gaps, timeline complications and compliance concerns. And continue to communicate throughout the project and as new ones are added.

A broker with proven experience and expertise in the realm of renewable energy can provide advice and hands-on support to both optimize building performance and help mitigate emerging profitability threats.

About the author

Jay Sawmiller is a Property and Casualty Sales Leader for global insurance brokerage HUB International Midwest out of the Detroit metro area. He holds licenses for Property and Casualty, Employee Benefits/Life and Accident, Excess and Surplus Lines and Licensed Insurance Counselor. He also holds the Certified Insurance Counselor designation. Jay has over 35 years of industry experience including 14 years as a company underwriter. His primary practice area is Construction and Real Estate, including large builders risk projects and real estate in the city of Detroit and surrounding communities. **CS**

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UNDERSTANDING THE ONE BIG BEAUTIFUL BILL:

IMPLICATIONS FOR THE CONSTRUCTION INDUSTRY

Contributors: Anthony J. Licavoli Jr., CPA,
Andrew J. Rose, CPA, CGMA

Whether you're managing large-scale infrastructure projects or residential developments, the One Big Beautiful Bill (OBBB) will likely impact your business this year. Enacted July 4, the bill introduces a range of tax and policy adjustments that are expected to affect investment, project demand, and operational planning for construction firms of all sizes. Understanding these provisions is the first step in optimizing your firm's tax strategy.

Key Tax Provisions and Operational Incentives

A central component of the OBBB for the construction industry is the reinstatement of **100% bonus depreciation** for qualifying tangible property. This allows construction firms to immediately deduct the full cost of major assets, such as heavy machinery, vehicles, and tools placed in service after Jan. 19, 2025. This change can significantly improve cash flow for companies, encouraging them to modernize their fleets and invest in new equipment.

The bill also favorably addresses a key financial concern for many construction companies: interest expense deductibility. The OBBB reverts the **Section 163(j) limitation** to a more favorable calculation based on a company's earnings before interest, taxes, depreciation, and amortization (EBITDA). This change, effective for tax years beginning after Dec. 31, 2024, generally increases a company's ability to deduct business interest, making it easier to finance large, capital-intensive projects.

For many small and mid-sized construction firms operating as pass-through entities, the permanency of the **Qualified Business Income (QBI)** deduction at its current 20% rate offers long-term tax-planning certainty.

Demand Drivers from Other Sectors

The OBBB's impact on the construction industry extends beyond direct tax relief; it also creates demand for new construction projects. The introduction of a special **100% depreciation for qualified production property** is a significant

driver of new industrial construction. This provision allows manufacturers to immediately deduct the full cost of new factories, production facilities, or significant improvements to existing ones. This incentive is expected to spur the construction of new industrial buildings across the country.

Furthermore, the bill's modifications to the **Advanced Manufacturing Investment Credit (Section 48D)** from the CHIPS Act will continue to drive a high demand for highly specialized construction services. The increase of the credit — from 25% to 35% for qualified property — will make the construction of new semiconductor fabrication plants and related facilities an even more attractive investment.

Community Development and Housing

The OBBB also directly influences the construction of residential and community projects. The permanent extension and new cycle of **Opportunity Zones (QOZ)** and the permanency of the New Markets Tax Credits (NMTC) will continue to provide incentives for private investment in construction projects located in designated low-income and distressed communities.

The bill also makes significant changes to the **Low-Income Housing Tax Credit (LIHTC)** program, including a renewal of increased 9% LIHTC allocations and a lower private activity bond financing threshold for 4% LIHTC deals. These adjustments are specifically designed to make it more financially viable to develop affordable housing, directly fueling construction in that sector.

Simplified Accounting Methods for Residential Construction

A key provision for residential contractors is the expansion of accounting method options. Under prior law, **the percentage-of-completion method (PCM)** was generally required for long-term construction projects, forcing contractors to recognize income and pay taxes throughout the life of a project, often before receiving full payment.

But OBBB significantly expands the use of the more flexible **completed contract method (CCM)**, which allows contractors to defer income recognition and associated tax liability until the project is substantially completed. The projects that qualify aren't only single-family homes; a broad range of residential projects, including multifamily housing, condominiums, and student housing, are included. The bill also extends the allowable project duration for the small contractor exception from two

Continued on page 54

years to three years. These changes are intended to improve contractor cash flow and simplify tax compliance by eliminating the need for complex work-in-progress reporting.

Energy Credit and Incentive Changes

The OBBB makes significant adjustments to the landscape of energy-related tax incentives, too. These adjustments are expected to affect the pipeline of construction projects in both the commercial and residential sectors.

For new wind and solar projects, the bill accelerates the phase-out of the **Clean Electricity Investment Credit (Section 48E)** and the **Clean Electricity Production Credit (Section 45Y)**. To qualify for these credits, winds and solar projects that begin after July 4, 2026, must now be placed in service by Dec. 31, 2027, while projects that began before July 4, 2026, have until July 4, 2030. This compressed timeline is expected to create a rush of construction activity for projects that can meet the deadline but could also slow down future development.

The bill also eliminates two key tax deductions and credits for energy-efficient construction. The **Section 179D** deduction, which provided a tax incentive for designing and constructing energy-efficient commercial buildings, is terminated for properties where construction begins after June 30, 2026.

Similarly, the **Section 45L** tax credit, which provided a credit for the construction of new energy-efficient homes, is removed

for homes acquired after June 30, 2026. These eliminations will directly impact contractors who specialized in or relied on these incentives to drive business in energy-efficient design and construction for both commercial and residential properties.

Overall Impact Considerations

In summary, the OBBB introduces a powerful combination of direct tax incentives for construction firms and indirect drivers of project demand across multiple sectors. By altering the costs associated with capital investment and financing, and by creating new incentives for industrial, advanced manufacturing, community development, and residential projects, the bill is positioned to significantly affect the overall volume and type of construction activity.

Anthony Licavoli is the director of Rehmann's tax consulting group, which boasts specialists with experience investigating and analyzing incentives for real estate developers and investors.

Andrew Rose is a principal of Rehmann's advisory and tax services. In addition to leading the firm's commercial industry group, which includes construction, real estate, and dealership clients, Andrew serves as a thought leader and firm-wide resource on tax compliance and consulting matters.

Please reach out to your Rehmann advisor or, or more information on these incentives, contact either CPA directly at Anthony.Licavoli@rehmann.com or Andrew.Rose@rehmann.com. **CS**



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FROM CREW TO LEADER: NAVIGATING THE SHIFT IN CONSTRUCTION

Co-authored: Dr. John Mlinarcik, CEO, PCS-Global & BSPBlueprint POC/ SaaS/ AI /LMS



Moving from being “one of the crew” to leading one is a big step. In construction, it often happens because someone has proven to be reliable, skilled, and trusted. But when that hard hat comes with a clipboard and authority, the shift can feel uncomfortable. Suddenly, you’re managing the same people you used to joke with during break, enforcing policies you once grumbled about, and

balancing production goals with safety and morale.

The good news? You don’t have to figure it out alone. Many great construction leaders have walked this same path — and succeeded — by learning a few practical lessons early on.

1. Accept That Your Role Has Changed

The first step is mental. You’re no longer judged only by how well you perform but by how well your team performs. You may miss working side-by-side with the crew, but leadership means stepping back enough to see the bigger picture: quality, timelines, safety, and communication.

Concrete example: Instead of jumping in to finish a task yourself, focus on whether the crew has what they need to complete it efficiently. It may feel awkward at first, but your value now lies in coordination, not just contribution.

2. Earn Respect Through Fairness, Not Familiarity

It’s common to worry that leading former peers will strain relationships. You don’t need to become distant — just consistent. Fairness and accountability earn more respect than friendship ever will on the job site.

If a friend shows up late, handle it the same way you would with anyone else. It’s not about being tough — remember it’s about being consistent which will lead to trust. When your crew sees that you play no favorites, they’ll follow your lead more willingly.

3. Communicate Clearly and Often

In construction, poor communication can derail an entire day. As a leader, your job is to connect people and information. Be specific with expectations: What’s the goal for the day? What standards matter most? What’s changing since yesterday?

One foreman summed it up like this: “I stopped assuming my guys knew what I meant. Now I walk the site each morning, look them in the eye, and make sure everyone knows what’s next.” Clear talk prevents confusion — and builds confidence in your leadership.

4. Keep Learning the Business Side

You already know the trade; now you’re learning the business. That includes reading plans, tracking hours, documenting progress, and thinking ahead on materials or safety issues. These aren’t distractions — they’re part of what keeps projects on time and under budget. You have transitioned from working on the business rather than in the business.

Ask questions. Sit in on meetings when possible. If your company offers leadership, project management, coaching or communication training, take it seriously. Every new skill you learn makes you a stronger leader and opens doors to future roles.

5. Lead with Safety and Respect

Crews mirror their leader’s attitude. If you cut corners, they will too. But if you prioritize safety, planning, and respect, your team will follow suit. A leader who pauses work to address a hazard, the weather affecting the site, or takes time to listen to a concern — sends a clear message: “We do it right here.”

When people feel safe and respected, they give more effort — not because they have to, but because they want to.

Final Thought

Transitioning from peer to leader in construction isn’t about losing friendships — it’s about gaining influence. You’re now shaping how others work, learn, and go home safely every day. It may take time to find your footing, but every successful foreman or superintendent started where you are: learning how to lead people, not just projects.

Reading people is now an advantageous skill set! Learning, assessing, and executing your managing, coaching, and leadership style to match that of your crewmates, will yield significant returns on your investment of time.

Lead with consistency, humility, and clarity — and your crew will have your back, just as they always have. **CS**

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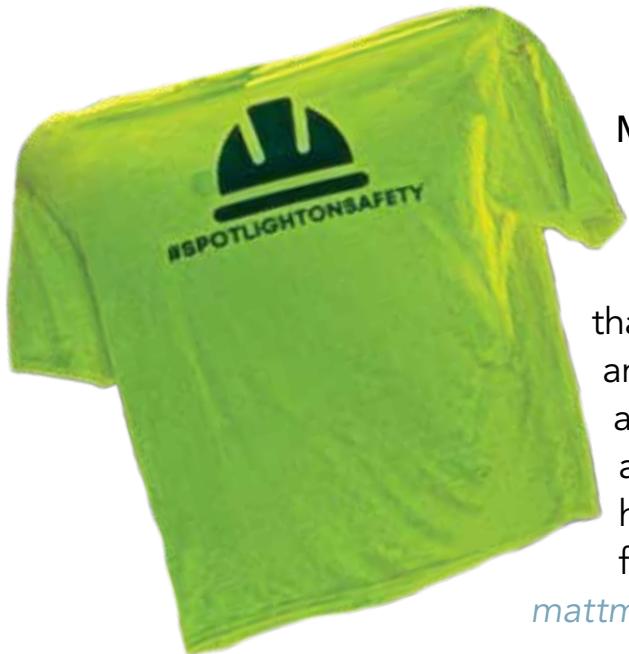
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MITA's Safety Coordinator, Matt Moody, is hitting jobsites across Michigan to recognize crews and individuals who go above and beyond to protect their teammates. **"Spotlight on Safety"** celebrates everyday excellence that prevents incidents, strengthens the safety culture, and ensures everyone goes home with all their fingers and toes. As a small token of appreciation, Matt brings a MITA high-viz shirt for each person recognized. If you have a team member or crew you'd like to nominate for a future Spotlight on Safety award, contact Matt at mattmoody@thinkmita.org. **CS**

TRI-CITY GROUNDBREAKERS

Tri-City GroundBreakers' Bob Anderson and crew are being recognized for consistently putting safety first on every job. Foreman Bob Anderson leads by planning ahead, prioritizing hand-locating utilities, and protecting everyone in the ditch — a commitment reflected in the best utility-hit record in the company and a spotless MIOSHA history. Alongside him are excavator operator Mike Simmonds, steady and skilled under pressure; loader operator Jared Publow, whose experience keeps materials flowing and the crew moving; pipelayer and longtime teammate Rusty Publow, who helps ensure every dig is done right; and new team member Devin Tomczak, already proving himself as a hardworking quick learner. Through a full season of complex projects, this crew has shown that safety, teamwork, and pride in the work go hand in hand. **CS**



Left to right: Mike Simmonds, Jared Publow, Bob Anderson, Rusty Publow, Devin Tomczak.

Congratulations, and thank you for leading with safety every day!

ACTION TRAFFIC MAINTENANCE

Action Traffic Maintenance's Drilled Shaft division is being recognized for outstanding safety leadership driven by Paul Vandawaker, who leads the division with precision and serves as Action's Safety Committee Chairman. Paul's safety-focused vision is carried into the field by Foreman Jack Chavis, whose daily leadership keeps the crew working smart and going home safe. Crew members David Meehleder, Mario Mendoza, Mark Ryerson, and Tim Pittenger embody Action's values of superior workmanship, customer pride, and safety without compromise. Also pictured is Wes Pruchnicki, Action Traffic's new Safety Technician, bringing deep experience and helping push Action's safety culture even further above industry standards. **CS**



Left to right: Paul Vandawaker, David Meehleder, Jack Chavis, Mario Mendoza, Mark Ryerson, Tim Pittenger, Wes Pruchnicki.

Congratulations on this well-earned safety recognition!

MEMBER FIELD NOTES

DEER SEASON HIGHLIGHTS

Deer season brought some memorable moments for a few MITA members this year. Whether it meant traveling for a once-in-a-lifetime hunt or finding success close to home, these stories are a fun reminder of the passions our members take on outside of work. Here are three standout season highlights worth sharing. **CS**

DEAN MORALES – HERITAGE AND COMPANY 8-POINT BUCK



"Clean, classic, and hard-earned. Dean Morales brought in a solid 8-point buck — a textbook MITA Member Buck Pole beauty."

TYLER WALLS – EAGLE EXCAVATION TWO 8-POINT BUCKS | ON HIS PROPERTY



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TIME TO REPORT: MIOSHA INJURY & ILLNESS DATA DUE SOON

MIOSHA's Administrative Standard Part 11 requires most construction employers to complete two annual tasks related to workplace injury and illness reporting. As we enter reporting season, now is the time to verify your records and meet the required deadlines.

1. Submit Form 300A Data Electronically — Due March 2

Most employers must submit their previous calendar year's MIOSHA/OSHA Form 300A Summary of Work-Related Injuries and Illnesses through OSHA's Injury Tracking Application (ITA) by **March 2, 2026**.

Depending on size and industry classification, some employers must also submit Forms 300 and 301.

2. Post Form 300A in the Workplace — Feb. 1 to April 30

All employers required to keep injury and illness records must display their completed Form 300A in a visible location at each jobsite or facility from **February 1 through April 30**.

Who Must Report?

- 20–249 employees in high-hazard industries (including construction):
Must submit Form 300A electronically.
 - 100+ employees in designated industries:
Must submit Forms 300, 301, and 300A electronically.
 - 250+ employees (if required to maintain OSHA records):
Must submit Form 300A electronically.
- Exempt Employers
- Employers with 10 or fewer employees during the previous calendar year are exempt from routinely keeping MIOSHA/OSHA injury and illness records.



OSHA injury and illness records.
• Some low-hazard NAICS classifications are also exempt — see Part 11, Appendix A.

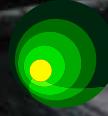
Continued on page 70

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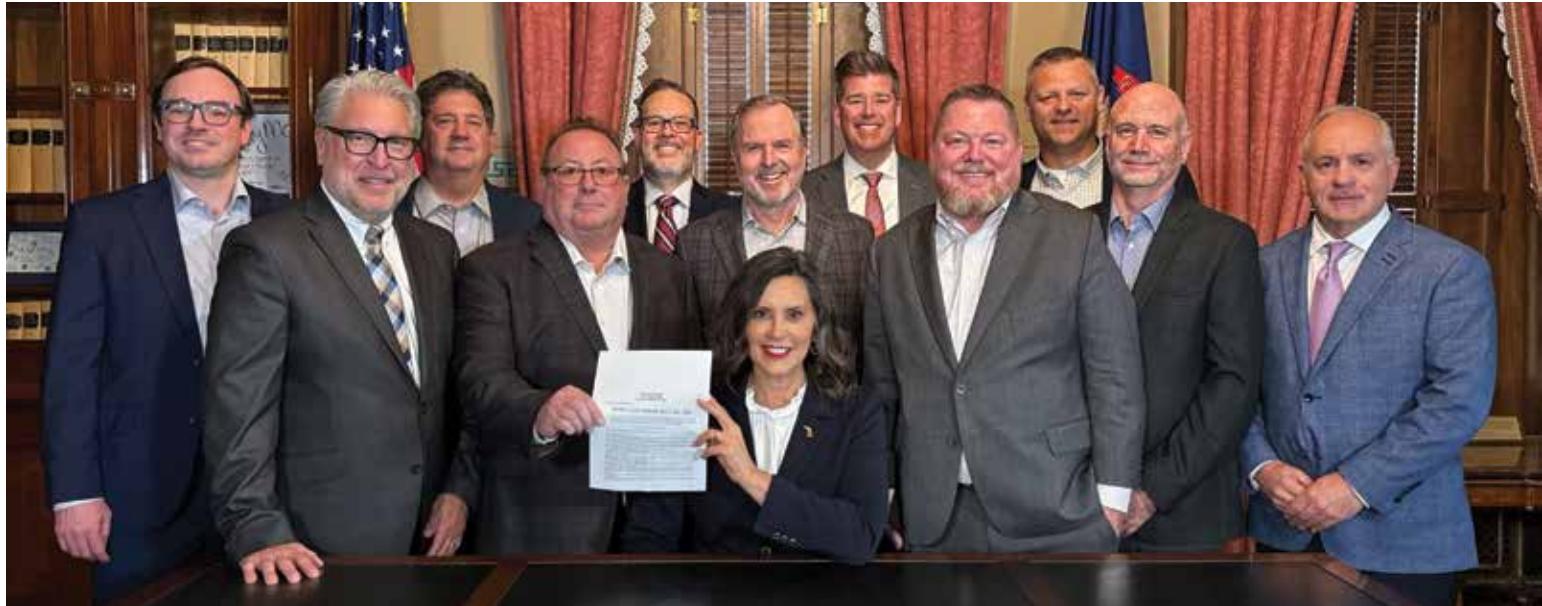
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WHERE'S MITA BEEN LATELY?



MITA members joined Governor Gretchen Whitmer for the signing of a historic road funding package—marking a major step forward for Michigan's infrastructure and the industry that builds it.

Back row (L-R): Jack Dykstra, Jack Dykstra Excavating; Rusty Merchant, McKelvey Merchant Associates; Andy Leavitt, Khouri, Johnson & Leavitt; Dan Rignalda, Kamminga & Roodvoets.

Front row (L-R): Adam Bitley, Bellwether PR; Rob Coppersmith, MITA; Rick Becker, Stoneco; Ryan O'Donnell, AnLaan; Governor Gretchen Whitmer; Lance Binoniemi, MITA; Mike DeFinis, Iafrate Construction; Pete Scodeller, Scodeller Construction.



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Continued from page 41

Crow received her Bachelor of Science, Environmental Engineering degree from Michigan Technological University and her Master of Science, Civil Engineering from Lawrence Technological University.

"The solar industry continues to grow, but that doesn't mean it's not without challenges" said Mark Smolinski, P.E., G2 principal. "These large-scale solar developments have significant environmental and geotechnical needs that require careful consideration and sound geotechnical engineering. Erik and Kathryn are invaluable resources whose in-depth knowledge and solar insights will help G2 deliver Smart. Results. Fast. to our clients."

"We're happy to promote from within, especially when we have a person of Kathryn's caliber on the team. At the same time, we're always seeking experienced outside talent to join our team and are confident that Erik will be a great asset for a host of geotechnical projects and services."

G2's continued growth has presented opportunities for employee advancement throughout the firm. The company emphasizes career development opportunities and launched a proprietary interactive training platform to help prepare its next generation of leaders. In 2023, G2 was named to the Detroit Free Press "Top Workplaces in Michigan" list and to the 2024 Zweig Group's "Hot Firms List." **CS**

2026 CALENDAR OF EVENTS

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FEB 14-21

Management Conference
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JUNE 10

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JULY 15

Metro Golf Outing
Twin Lakes Golf Club, Oakland

JULY 29-AUG 2

Summer Conference
Grand Hotel, Mackinac Island

AUG 26

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SEPT 10

Northern Golf Outing
Otsego Club, Gaylord

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Continued from page 20

What I've seen:

Even when companies buy the right gear, enforcement breaks down in the field. Supervisors must model expectations — if they skip glasses or vests, the crew will too.

How to avoid it:

- Complete and document a PPE hazard assessment for each task.
- Provide the correct PPE and train employees on its use.
- Make supervisors accountable for enforcement.
- Reinforce PPE requirements in daily huddles.

Small habits make a big difference. The safest jobsites are the ones where PPE use is simply part of the culture.

5. Excavator Annual Inspections — Missing or Undocumented

What MIOSHA found:

Several companies were cited for not performing or documenting the annual inspection required for excavators. Daily walk-arounds were being done, but there was no record of a qualified person performing the yearly inspection required by the manufacturer and MIOSHA.

What I've seen:

Inspectors now routinely ask to see the annual inspection documentation. If it's not immediately available, they assume it hasn't been done — even if the machine looks perfect.

How to avoid it:

- Schedule an annual inspection for every excavator in your fleet.
- Use a qualified mechanic or dealer to perform it.
- Keep a signed and dated report on file.
- Make sure any issues found are repaired and documented before the machine goes back to work.

The violations I appealed most in 2025 weren't complicated — they were the core elements of a solid safety program. Excavation safety, silica control, recordkeeping, PPE, and excavator inspections are all basic requirements that protect both workers and companies.

The difference between a citation and compliance often comes down to documentation. If it isn't written down, MIOSHA will assume it didn't happen. Keep your programs up to date, verify your supervisors are enforcing them, and check your records before an inspector does.

Let's take these lessons from 2025 and make 2026 a year where Michigan's construction industry leads the way — safe, compliant, and ready for anything. **CS**

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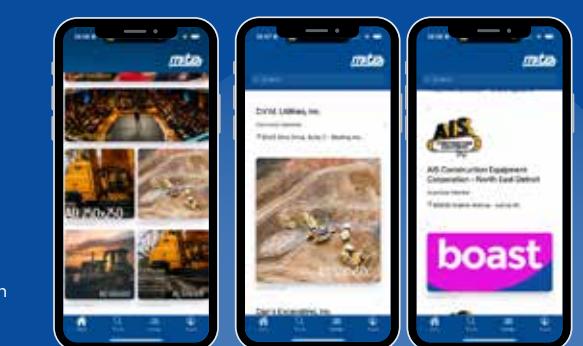
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DBE CHANGES ON THE FAST TRACK

By Rich Juliano, General Counsel, American Road & Transportation Builders Association

If you work on highway, bridge or transit projects that include federal dollars – and tens of thousands of those jobs are being built nationwide – then you probably can't remember a time without the Disadvantaged Business Enterprise (DBE) program. (Apologies if you joined the industry before 1983.)

After more than 40 years, most primes, subs and owners have strong opinions about it, one way or another. ARTBA members (including DBEs themselves) have debated the program's effectiveness in benefiting disadvantaged firms, whether it needlessly adds costs to projects, and frustrations about its bureaucratic requirements.

Regardless, Congress reauthorized the program in 2021 through the Infrastructure Investment and Jobs Act (IIJA) with minimal revisions, just as it has done for decades.

Then 2025 brought historic developments in DBE policy. Let's look at how litigation, changing presidential administrations, aggressive rule revisions, and – of course – politics landed us here.

See You in Court

It began with a lawsuit filed in Kentucky two years ago, when a pair of non-DBE firms (Mid-America Milling Co. and Bagshaw Trucking) challenged the program's constitutionality. The law spawned other litigation over the years, but this suit seemed different. It came as federal courts were casting doubt on similar initiatives related to college admissions and small business assistance, among others.

In the fall of 2024, Federal District Judge Gregory Van Tatenhove advised that he would likely agree with this challenge. It appeared the lawsuit could have much wider consequences once the legal process played out.

The defendants had been the Biden-era U.S. Department of Transportation (DOT), Federal Highway Administration, and their leadership, which stood by the existing DBE program. The inauguration of President Trump on January 20 meant the "new" DOT, led by Secretary Sean Duffy, could take a different direction if it wished. As the saying goes, "elections have consequences."

So, on May 28, DOT and the plaintiffs proposed a settlement to the judge. For participation in the DBE program, there would no longer be a "rebuttable presumption" that women, Black, Hispanic, Native, Asian Pacific and Subcontinent Asian Americans

are socially and economically disadvantaged. The program would continue in law, but with this major revision.

In reviewing and reporting to our members on this proposal, I fully realized how momentous it was. In my office, I have three feet of files on the DBE program dating back to the 1980s. Whether you agreed with it or not, that seven-page document submitted to the judge – if approved – would override many of the rulemakings and policy debates recounted in those folders.

Over the summer, as we awaited the judge's response, I advised ARTBA members to continue complying with current DBE requirements while preparing for the likely, longer-term changes in the proposed settlement. And then...

Ready or Not

On October 1, as part of the recent D.C. tradition known as the "government shutdown," DOT announced a pause in federal reimbursements for two mega projects in the New York City area. Even though federal-aid transportation dollars were exempt from the shutdown, the Department wanted to review whether the projects' contracting practices were consistent with the administration's DBE-related policies. And by the way, those were detailed in a brand new "interim final rule" (primarily a direction to the states) taking effect October 3.

In other words, the changes anticipated from the Kentucky lawsuit were coming...now. Specifically:

All existing DBE firms were immediately decertified. They would be reevaluated based on a "personal narrative" of disadvantage, without regard to gender or race. Other firms could now apply for DBE status as well.

Essentially, the entire DBE program had been suspended and would only be reactivated in a given state once it had completed the reevaluation process.

Once restarted, nearly all other aspects of the DBE program would remain for the time-being.

Needless to say, the scope and swiftness of this policy change made headlines in our industry. ARTBA analyzed these developments for members, conferred with our chapters and DBE policy task force on how the changes were playing out, and remained in contact with federal officials to seek additional clarifications, such as how these revisions applied to existing projects.

Now What?

In the New Year, states will continue applying these changes, but some key questions remain:

- Will Judge Van Tatenhove (remember him?) approve the proposed settlement, or compel DOT to change direction again?
- Will anyone challenge DOT's new DBE rule in a lawsuit of their own?

Continued on page 70

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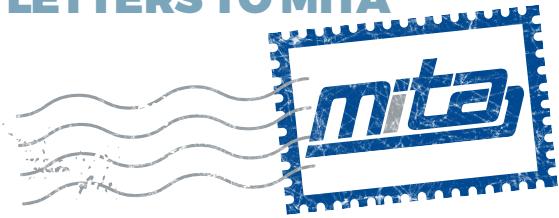
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LETTERS TO MITA



Rob, Lance and Team MITA -

Thank you for your efforts, your leadership and your advocacy to keep Michigan building!

So proud of you all, and so grateful to have you represent our industry.

With gratitude,

Anne Brown, Chief of Staff, Fessler & Bowman

Continued from page 9

understanding of what actually passed. So, in simple terms, our industry received the "art of the possible," to quote myself. Through this budget cycle \$1.85B was "the possible".

MITA's peers in Lansing are astonished that, in a budget cycle where the vast majority of state agencies got a haircut, our industry came out with a win. As for the members, I think it will take some time. See how the new funding is implemented, as much of it is directed toward local needs. I personally believe that if chapter 1 expectations weren't so high, we would have had a parade for this type of victory. However, unmet expectations can create disappointment, even when shrouded in an unprecedented triumph.

I'm personally proud of MITA's accomplishment and all the people who played a part in it! There is undoubtedly more work to be done; infrastructure funding will be ongoing, but for now, we can take a moment to reassess our state's needs and how to meet them most effectively. [CS](#)

Continued from page 67

- Will Congress reshape the program when it reauthorizes the federal highway and transit programs?

While 2025 was eventful for DBE policy, the coming year will likely be similar. Please stay in touch with ARTBA as we help navigate these changes to ensure the safe and efficient delivery of projects, while maximizing opportunities for all firms who can help build them. [CS](#)

Continued from page 10

- Money remaining in the fund after the above distributions as follows:
 - 46.5% to county road commissions
 - 25% to city and village road agencies
 - 29.5% to the STF.

Below is the most comprehensive summary of revenues and their distributions that we have seen yet. As you can see, for the first 5 years, County Road agencies will see an additional \$586.8 million, Cities and Villages will see an extra \$318 million, and MDOT will see an additional \$310 million. After 2030, the percentages change, allocating more money to MDOT moving forward. As Rob mentioned in his article, it will take some time to understand and adjust to some of these increases, for both owners and the industry. [CS](#)

Continued from page 16

with locals and their offices. We're all aware of the person who's hard to work with and makes things just a little bit harder than they need to be. This sentiment will run both ways, both positively and negatively, as well as from your offices to their offices. As much as we'd hope everything was black and white based on fitness for the job, price, etc., leaving a bad relational trail could be a tipping point in negotiations. Locals can create rationales for not giving the job later, see the previous paragraph. Maintaining meaningful relationships in dealing with locals is not only good brand recognition, but it also builds trust and pathways for future work. *The takeaway: choose your battles more carefully with locals, find the offices you can work well with, and build upon those relationships strategically.*

No doubt there will be issues that have flown under the radar that will start to become pronounced as locals put out more work. But let's remember that even with these caveats, it's still better for everyone to have more on the table. [CS](#)

Continued from page 60

What Employers Should Do Now

- Confirm your reporting requirements based on employee count and NAICS code.
- Ensure your 300 Log and 300A summary are complete and accurate.
- Post the 300A summary on February 1.
- Submit electronically through OSHA's ITA by March 2.
- Maintain all records for five years as required under Part 11. [CS](#)

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