

SUMMER 2019

CROSS SECTION



PAGE 8: MEMBER PROFILE: RBV Contracting

PAGE 12: ASSOCIATE MEMBER PROFILE: Doeren Mayhew

PAGE 16: #TZD

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CONTENTS

- | | |
|---|---|
| 5 Executive Comment | 32 Problem Solver |
| 8 Member Profile | 34 MITA Members Giving Back |
| 12 Associate Member Profile | 36 Member News |
| 16 Vice President of Membership Services Comment | 40 Legislative Questions and Answers |
| 18 Vice President of Industry Relations Comment | 42 Legal Issues |
| 20 Director of Workforce Development Comment | 50 Member Voice |
| 23 Letters to MITA | 56 MITA PAC Update |
| 24 Outreach Spotlight | 58 Partner News |
| 25 New MITA Members | 60 Underground Spotlight |
| 26 2019 MITA Scholarship Fund Recipients | 62 ARTBA News |
| 30 Did You Know? | 65 MITA Events Calendar |

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Michigan Infrastructure &
Transportation Association



Mike Nystrom

Executive Vice President

industry relations, provides further details about this year's National Work Zone Awareness Week.

In the area of workforce development, Ken Bertolini, MITA's director of workforce development, discusses Michigan Construction Career Days on page 20. This annual event attracts over 2,000 students from across the state who get a full day of hands-on industry experience. This event exposes students to construction career opportunities that do not require a college degree. For those students who decide to attend college, trade school or specialized classes in order to pursue a career in the heavy/highway construction industry, MITA provides financial help with annual scholarships. This year's MITA Scholarship Fund recipients are featured on page 26.

We appreciate the generosity of all the donors who make the MITA Scholarship fund possible, and kudos to companies like Hardman Construction, Inc., who are helping introduce young kids to construction in creative ways. See page 34 for a story and photos about Hardman's

involvement in a major project at Sandcastles Children's Museum in Ludington.

We also appreciate comments that many of our members gave to our recent Member Voice question: "What are your thoughts on the proposed 45-cent gas tax increase?" Not surprising at all to us is the variety of responses we received, ranging from extremely supportive to extremely opposed. We also discovered misinformation that our members have regarding road funding. An article on page 50, written by Lance Binoniemi, vice president of government affairs, provides clarification and a sampling of the Member Voice responses.

We hope many of you can take a break from the construction season and join us for a day of golf at one of our annual golf outings, and also at the MITA Summer Conference August 1-4. For details, check the MITA Events Calendar on page 64, or contact Danielle Coppersmith, MITA events coordinator, at daniellecoppersmith@thinkmita.org. 🏌️



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Longtime RBV employees and brothers Andy Crick (excavator) and Howard Crick (dozer) make the initial cut to remove debris at Bedrock's City Modern Project at Brush Park in Detroit.

RBV Contracting

LIKE FATHER, LIKE SON

Long before becoming business partners, Rudy Villarreal and Jim Foucher had worked alongside each other on numerous project sites in various roles. Their fathers, also Rudy and Jim, worked together for years in the construction industry and were part of a crew of workmen who stuck together. Where

one went the others soon followed. Arnie Ridner, now RBV Contracting's Operations Manager, was also part of this group.

In the mid '90s they made tracks to Site Development, Inc. and never looked back. Under the leadership of Founder and President Leonard Theisen, the elder Villarreal and Foucher, Ridner and a gang of a few others worked together for many

years. They'd found a home and it wasn't long after that the fathers brought their sons—Rudy and Jim—into the fold. The experience the boys had built over 15 years gave them the confidence to set off on their own. With Ridner in tow, Rudy and Jim established RBV Contracting, Inc. in March 2011 in Detroit, Michigan. It was this deep-rooted history and connection that

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CERTIFICATIONS

- Detroit Headquartered Business (DHB)
- Disadvantaged Business Enterprise (DBE) by the Michigan Department of Transportation (MDOT)
- Certified Minority Business Enterprise (MBE) by the Michigan Minority Supplier Development Council (MMSDC)
- HUBZone Certified by the Small Business Administration (SBA)
- Certified 8(a) by the Small Business Association (SBA)



Jim Foucher and Rudy Villarreal on site at the Elton Park Project in Corktown while crews break ground for the residential development project.

helped form the foundation for the business.

“We are grateful to have had such amazing mentors throughout our career,” said Foucher. “Being able to learn from and work alongside our Dads, Leonard, Arnie and countless other impressionable personalities was invaluable. These men helped make RBV Contracting what it is today.”

RBV Contracting, a full-service, 8(a) and HUBZone certified contractor, was founded on the principles of honesty, integrity, and hard work. In 2012, RBV Contracting had just six employees, and today, the team is comprised of nearly 40.

By investing in each employee’s training, safety, continued education, and overall career path, RBV’s leadership has created a tight-knit team that is committed to providing the highest-level quality of work.

“WE DIG DETROIT”

RBV is a Detroit Headquartered Business (DHB) and is fiercely proud of their role in the renewal of the Motor City. “We dig Detroit,”

Foucher remarked. “That’s our motto. It’s incredible to see the change taking place in the City and we’re a part of that. It’s our home.”

Most notably in 2016, RBV was selected to play a role in the construction of Little Caesars Arena, new home of the Detroit Red Wings and Detroit Pistons. They

Continued on page 10



Arnie Ridner at the City of Detroit's Riverside Park Project along the Detroit River in the shadow of the Ambassador Bridge.

Continued from page 9

performed excavation and subbase installation at the Arena as well as final grading of the ice surfaces to NHL specifications. Excavation and backfill services were completed for the venue's underground mechanical systems for the practice and main rinks. RBV also served as the first tier subcontractor for the Arena's outdoor landscaping package.

"Many of us are huge Wings fans," said Foucher, "so being able to use our expertise to help bring their new home to life was very exciting." Ridner added, "We are leaving our mark on this City in a big way. It's a great feeling to pass by the Arena and the many other projects we have played a part in."

RBV is currently working on the redevelopment of Detroit's historic Corktown neighborhood providing services for high-profile projects such as Elton Park (formerly the Checker Cab building and neighboring properties) and *The Corner and Tiger Town* both at the

site of Tiger Stadium. They've played a part in revitalizing several well-known Detroit buildings, including the Professional Plaza in Midtown and The Metropolitan Building Downtown, both for Detroit-based development firm The Roxbury Group.

On the Federal Contracting side of RBV's operations they proudly serve multiple Districts of the U.S. Army Corps of Engineers, as well as the U.S. Air Force, National Guard Bureau, and General Services Administration. Their work has crossed the State of Michigan, as far north as Alpena and as far west as Grand Rapids.


RBV's hard work and contributions are being recognized statewide. In 2017, RBV Contracting was named one of Michigan Celebrates Small Business' *50 Companies to Watch* and was awarded their prestigious *Government Contractor of the Year* Award.

LEADERS IN THE COMMUNITY

The RBV team is committed to giving back to the community that has given them so much. Every year, they volunteer their company's time and resources to many worthy causes including the United Way for Southeastern Michigan, Water Warriors Special Olympics of Michigan, and WSU Society of Hispanic Engineers.

Jim Foucher serves as an active member on the Board of Directors for both the Small Business Association of Michigan (SBAM) and the Detroit Post of the Society of American Military Engineers (SAME). Other groups and organizations include the Corktown Business Association, Michigan Hispanic Chamber of Commerce, Access for All and MITA.

A member since their inception, RBV has found tremendous value in their MITA membership over the years.

"The guidance that MITA provides when it comes to safety training and compliance has been invaluable," said Ridner. "It's great to see the many ways that MITA fosters the education and training of young industry professionals and those who'd like to begin a career in the construction field." 



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Some members of Doeren Mayhew's Construction Group stopped to strike a pose.

From top left to bottom right: James O'Riley, Patrick Fuelling, Thomas Hinsberg, Steve Mihalik, Anthony Licavoli, Anthony Bosanac, Tyler Mitchell, Aaron Partridge and Sandy Kowalski.

Doeren Mayhew CPAs and Advisors

Serving more than 400 construction companies, it's no surprise Doeren Mayhew has become a household name in our industry. With a long list of MITA members as clients, you've likely had the pleasure of dealing with this dynamic firm.

A DEEP HISTORY

Much like many of MITA's members, Doeren Mayhew has a deeply rooted history that started right here in Metro Detroit. Since its founding in Grosse Pointe Park in 1932 by Karl Doeren, the firm has remained committed to serving Michigan's local business owners and helping

them overcome challenges and build high-performing businesses.

"Many know Doeren Mayhew locally as the go-to construction CPA firm—helping our clients navigate the complications associated with construction accounting, tax and business issues," says Thomas Hinsberg, a shareholder in the firm's Construction Group. "But our in-depth knowledge about the local

major markets we serve, including Michigan, allows us to be much more than that to our clients. We're also construction specialists that leverage our local knowledge to analyze and guide our clients based on their markets. The knowledge gained by us staying well-informed of this construction activity allows us to advise our clients on trends and opportunities that help them be more



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Today, you'll find the firm's headquarters nestled into the hustle and bustle of Troy's Big Beaver and I-75 corridor. Here is where over 250 of the firm's almost 400 employees call home base. Other domestic firm locations reside in Texas, North

Carolina and Florida, along with offices across the pond in London and Zurich.

Yet, even along their path of expanding their footprint and growth to one of the nation's 65 largest CPA firms, the firm has always stayed true to their roots here in the mitten,

as well as their value proposition—going beyond traditional accounting to deliver insight into clients' businesses, oversight to ensure best practices and foresight for what's ahead.

Continued on page 14

Continued from page 13

BUILDING A COMMITMENT

With nearly 50 construction clients under its belt four decades ago, Doeren Mayhew had found one of its sweet spots and wanted to build on it. Committed to the industry, the firm formed a Construction Group—which today is made up of more than 25 professionals that know the construction business, and its many segments, inside and out.

Driving the firm's ability to have the technical expertise to help construction clients overcome challenges and seize opportunities is its beyond traditional firm model. Organizing and nurturing its technical expertise into nearly 15 segments, they bring together the disciplines of accounting and business advisory in ways you might not expect from the typical CPA firm. Whether it's the basics of accounting and tax, minutia of payroll, managing risks via insurance, transitioning the business to the next generation or dealing with the specifics of the industry, such as job costing and pre-qualifications, Doeren Mayhew is equipped to guide its contractor clients through all the phases of their business, and the obstacles they hit along the road.

"Like all businesses, construction companies face a myriad of challenges—some new and some old that linger year-after-year," said construction CPA and shareholder Patrick Fuelling. "Rising material costs, labor shortages and adapting to new technologies, among many others, are impacting the industry today. We help our clients devise strategies to overcome these, while keeping a forward focus on growth."

Fuelling went on to say that cybersecurity is also a big risk concern. "Construction companies face the same cyber threats many others do given their reliance upon IT systems and Internet connectivity for business operations. But there is a common misconception they aren't a target—actually making construction companies low hanging fruit for attackers."

For a long time, many of MITA's members only had to deal with the physical theft of machinery, equipment and supplies. But today's high price tag for data, has, or should have, even construction company owners on high alert when it comes to cybersecurity.

Helping address their clients' cybersecurity concerns, the firm recently extended its service offerings by introducing CYBERCLAW™, a new suite of cybersecurity solutions designed to protect organizations of all sizes against cybercrime.

Doeren Mayhew's level of industry depth and knowledge to help clients conquer their obstacles wasn't acquired overnight. Knowing it takes more to building a firm's reputation than simply joining industry organizations, the group's advisors immersed themselves in the industry—pursuing regular training and certifications, keeping up on the trends affecting its constituents and staying actively involved in the industry's associations.


In fact, many of the team members are armed with industry-specific credentials that many construction CFOs and controllers earn themselves, such as Certified Construction Industry Financial Professional, Certified Construction

Auditor or Construction Control Professional.

Construction Group member Aaron Partridge, who is also a shareholder at the firm, believes the firm's experience working with a diverse sector of construction companies and privately held companies has attributed to their long-time success in the industry. "Working with contractors on a day-to-day basis, we stand side-by-side with them guiding them through the struggles they face," stated Partridge. "Leveraging our own entrepreneurial spirit and experience working with other closely held companies provides us with a unique perspective on how we approach servicing our clients."

Doeren Mayhew's commitment to MITA and its members is a testament to their industry depth philosophy. A MITA associate member since 1997, Doeren Mayhew has always been front and center for all of the action—attending MITA events, educating members on a variety of technical and business topics through speaking engagements and supporting the causes.

"Being active in MITA helps me to stay on top of issues and current events that impact the membership," says Steve Mihalik, a shareholder in the firm's Construction Group. "With this understanding, I can better address client questions and needs."

Mihalik went on to say MITA serves as a valuable resource and sounding board for their professionals, and provides opportunities to connect with clients in a social setting throughout the year. 



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Rob Coppersmith

To contact Rob Coppersmith, email him at roboppersmith@thinkmita.org or call the MITA office at 517-347-8336.

Every person, organization, or entity should have a stated goal or goals. The hashtag heading for my article, which is also highlighted on the cover of this magazine, is the stated goal of the newly formed Michigan Workzone Safety Task Force (WZSTF). The group is comprised of MDOT and members of the construction industry and related professionals who want to make a difference on Michigan roadways as it relates to road workers, the traveling public and commerce activities. #TZD is somewhat by design an unattainable goal, unattainable for a number of reasons. Please consider some possible reasons why you might contribute to not obtaining this lofty goal while driving:

Eating, spilling coffee, looking up a phone number, scowling at your kids in the back seat, texting, Snapchat, Instagram, Facebook, applying makeup, driving too fast, driving too slow, looking for a favorite playlist, checking an email, sending

#TZD

Toward Zero Deaths

By Rob Coppersmith

an email, not obeying speed limits, drinking and driving, selfies in the car, tailgating, passing on the inside, rushing to a merge, accelerating for a yellow, not being vigilant in a work zone, driving angry, driving with your head in the clouds, driving exhausted, not driving for the conditions, etc...etc... etc...

If you're not aware of #TZD, you should be getting the idea: TOWARD ZERO DEATHS! This lofty goal is worthy of working towards. If you have seen any of the WZSTF Facebook posts, you might know that "as of April 9, 2019 a total of 206 people died on Michigan roadways in 2019 and 1,068 were seriously injured during that same time period." That's really just three months into the new year! Many of the dead are victims of our fast-paced techy world. Every time you get behind the wheel or step foot on a job site you become a potential victim.

This effort, while new in its current form, is not at all new. MDOT and the industry have worked and trained diligently for years to try and stem the tide. However, several unfortunate fatalities and the obvious change in driver behavior as it relates to distractions has made a concerted effort in safety at all levels more than necessary. A two-day strategic planning session produced seven Action Teams listed below with their broad goals:

Action Team #1: Influence driver compliance by consistent enforcement of laws.

Action Team #2: Balance between safety and mobility.

Action Team #3: Flexibility throughout the project lifecycle to encourage safety excellence.

Action Team #4: Ongoing education of all stakeholders.

Action Team #5: Multi-faceted marketing to influence positive outcomes in work zones.

Action Team #6: Safety culture consistent everywhere.

Action Team #7: Proper and efficient use of new technology.

Each Action Team will tackle a variety of issues and their successes and activity will be housed at Michigan.Gov/workzonesafety, which is a website that is currently being built. You should visit it frequently because as it is expanded it will become an important portal for information exchange. Meanwhile, the Michigan Work Zone Safety Task Force Facebook page will be one of the vehicles used to promote the safety effort to the public. Members are strongly encouraged to engage and promote the messages developed by this effort! 🚧

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“We need everyone to help share the message of work zone awareness and to keep work zone safety in the forefronts of their minds.”

Improving Highway Work Zone Safety



MDOT Director Paul Ajegba reminding us all to slow down and drive alert in work zones as Elmer's hosted National Work Zone Awareness Week. Sadly, the 14 cones & empty vests represent work zone fatalities last year. Senseless.

Since the spring of 1999, a National Work Zone Awareness Week (NWZAW) has been held annually to bring national attention to motorist and worker safety and mobility issues in work zones. This year, a news conference and public event was held at Team Elmer's in Traverse City to kick off NWZAW in Michigan. MITA joined safety partners from across Michigan, including officials

from the Michigan Department of Transportation (MDOT), the Michigan State Police (MSP), the American Traffic Safety Services Association (ATSSA), and the Michigan Occupational Safety and Health Administration (MIOSHA) to speak about the importance of work zone safety and roadway issues. 20 years after the inaugural event, a record-breaking 230 attendees participated. That amount of

participation offers encouragement that our industry efforts to grow the awareness, and the importance, of work zone safety is having an impact. With that said, statewide efforts are just getting started.

In a 2018 national survey conducted by the Associated General Contractors (AGC) of America, 54 percent of the 550 highway contractors surveyed reported that motor vehicles crashed into their construction work zones during the previous year. In addition, 48 percent of those contractors reported injuries due to the crashes, including 24 percent involving a fatality. The survey also reported that 74 percent of those responding, “feel highway work zone crashes pose a greater risk now compared to a decade ago.” With numbers like these, our eyes are open to the necessity for our awareness message to be consistent, communicated often, and unending.


Here in Michigan, within our own construction industry, those high and unacceptable numbers are understood far too well. And, as all of us can clearly see, there is a lot of work to be done here in Michigan to repair our crumbling infrastructure, so road work is not going away anytime soon. Unfortunately, neither is the growing number of possible driver distractions. In addition, if we get the infrastructure funding we so desperately need, there will be even more projects/work, and we will need to grow our strong and skilled workforce to fix our infrastructure so that all of us can realize the benefits. But, in order to attract and retain a strong workforce, workers

need to feel safe going to work every day. And their families need to feel confident that their loved ones will make it home at the end of the work day, too. These points just elevate the extreme significance of our efforts.

To promote the awareness of work zone safety, MITA, MDOT, and other industry partners recently collaborated to create the Michigan Work Zone Safety Task Force (MWZSTF) to focus on changing the culture of work zones in Michigan, to raise the bar and to make work zones safer. The work of the MWZSTF and NWZAW has not gone unnoticed. These efforts alone won't be able to create the full cultural change that is necessary. Working together, we can help to

make work zone safety something everyone considers every time they drive.

Lastly, MDOT has recently shared with us the exciting news that Michigan has been selected to host the national event and press conference for NWZAW next year. The proposed dates for the 2020 National Work Zone Awareness Week are April 20-24, with the event scheduled to take place on Tuesday, April 21, 2020 at the American Center for Mobility at Willow Run.

Show your support for the Michigan Work Zone Safety Task Force by following and liking the group's Facebook page today. Work Zone Wednesdays are a great way to spread the safety message. 



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Ken Bertolini

To contact Ken Bertolini, email him at kenbertolini@thinkmita.org or call the MITA office at 517-347-8336.

All too often our youth have been told that they need to go to college and that anything else would be seen as failure. Our school systems have been rated on how many of their students move on to higher education. Think about that statement for a moment, higher education. We all know that the construction industry constantly trains its employees due to the technical nature of our industry. We provide safety training. We teach our workers how to move up the ladder, gain additional responsibility, and potentially become managers. That to me sounds like higher education. It sounds a lot like on-the-job training which means that our industry offers the opportunity for its work-force to earn a paycheck while they are trained to be better and to earn a higher wage, and it's done for free!

Introducing young people to construction and the career

Michigan Construction Career Days Offers Students Hands-On Industry Experience

opportunities that our industry holds for them is a major goal for everyone in our industry. The Michigan Construction Career Days (MICCD) is one way that a large group of employers, unions and associations have attempted this difficult task. High-school students from across the state were invited to Howell on May 1–2, 2019 to be introduced to construction trades. MICCD has offered this construction career exploration event since 2008, providing students the opportunity to get an up-close experience of construction including getting on heavy equipment, troweling concrete, the use of real construction tools, all under the guidance of construction professionals from all sectors of our industry. The students were also provided with information regarding training, pay and career paths, and the many different trade opportunities provided by the construction industry. Over 2,300 students from 88 high-schools from around the state attended this year's event. MITA has been a part

of this event since its inception and will continue to work to ensure its success into the future.

Can we change the negative culture that many have received about our industry in one or two days? The answer is no. Can we enlighten some of our youth that are the brightest but not necessarily in the traditional book and school testing sense? Yes. I imagine that there were plenty of students that walked away from the event with a new look on their future. I can also imagine some of the conversations that took place with these students and their parents. Did the parents provide support, seeing the bright light of optimism in their child's eyes, or did they try to talk them out of joining our ranks? I would like to think that this event took us another small step towards bringing smart, talented young people into the construction industry. This mountain will not be climbed by huge bounds, but it will be conquered one step upward at a time. MICCD offered one additional small step towards this goal.

More Workforce Development News:

MDOT OJT Subcommittee Needs Your Input

MITA has been asked by MDOT to be a part of a sub-committee of the On-The-Job-Training committee. This sub-committee will establish an adult construction immersion program that will focus on the northern-Michigan region. Once established, the immersion program will provide training to adults that want to make a change from their current job and enter the transportation construction industry.

The program will be set up into two parts. Part one will be taught out of the classroom and will provide an introduction to the industry and OSHA training. Part two will be field work, rotating through companies in the region that are part of the program and working alongside current employees. The participants will receive an hourly wage that will be paid by the program, not the companies. Upon completion of the program, companies can interview and hire graduates.

A similar program has been underway in Detroit (Access for All) that boasts high placement and retention rates. If you are a northern based company and wish to be a part of this program, please contact Ken Bertolini, Director of Workforce Development. kenbertolini@thinkmita.org 517-449-0155. 📍



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Ken Bertolini delivered “A Truckload of Books” and read to Kolb Elementary School students in Bay City in May. All of the books were construction related as part of an effort by MITA and Michigan Construction to expose elementary school students to the construction industry.



Ken Bertolini spoke at the ACE of America National Convention, which was held in Washington, D.C. in May. He spoke about funding construction education programs for youth. (ACE stands for architecture, construction, engineering and is a mentor immersion program for high school students.)



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Dear Mike,

Thank you so much for coming to the Center for Michigan's Road Solutions Summit! We greatly appreciate you taking the time to share your expertise with the audience. Your years of experience working on Michigan's transportation significantly contributed to the day's conversation and to the participants' understanding of the state's road issues.

Phil Power

The Center for Michigan

Dear Mike,

Many thanks for your thoughtful comments at our recent board meeting. I received many positive comments on your excellent presentation. You were very kind to share your expertise with us, and that information will be helpful as we formulate a position on this critical issue of road funding.

James P. Hallan

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Michigan Infrastructure & Transportation Association



Mariam Robinson
Director of Strategic Affairs

Get To Know Your Lawmaker By Inviting Them To Your Jobsite

By Mariam Robinson, Director of Strategic Affairs


With 2019 NOT being an election year, it's a great time to reach out to your elected officials to let them know you're a serious member of the heavy/highway construction industry (as well as a voter), and that you want to show them in person what a valuable resource you and your company can be regarding infrastructure and/or transportation. Use this construction season to show them first hand exactly what it is you do for infrastructure in the state of Michigan!


MITA staff cannot stress enough the importance of establishing and building relationships with your elected officials. While some state lawmakers respect and value the knowledge and expertise of associations, others don't always take them seriously. This is where it becomes important for you as members and voters to reach out and let those legislators know that your input and voice matter and that you are closely watching how Lansing's choices impact the industry.

MITA has a strong relationship with the vast majority of Michigan's legislature. Our lobbying team works hard to cultivate and grow these relationships on a daily basis, too. We are always willing to lend a hand in facilitating a site visit to help you develop or start a professional relationship with a veteran or new lawmaker, while also physically demonstrating the importance of the work of the heavy/highway construction industry.

One of the best ways to take advantage of the warmer weather is to meet with your elected officials on your turf, where you can walk them through

the jobs you are working on. Take some time this summer to get to know your lawmakers. If you do, please let MITA staff know about it. We are ready and willing to assist at any time. Remember, investing in infrastructure is the #1 issue for members of the public, so being able to remind legislators of that fact on an actual job site gives you leverage and importance.

Contact Lance Binoniemi, Vice President of Government Affairs, at lancebinoniemi@thinkmita.org, or Mariam Robinson, Director of Strategic Affairs, at mariamrobinson@thinkmita.org, for assistance today. They can also be reached by calling the MITA office Monday–Friday at 517-347-8336. 



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2019 MITA Scholarship Fund Recipients



Elaina Huizenga

Calvin College
Civil Engineering
2nd time recipient of the
MITA Scholarship Fund



Alec Sherwood

Ferris State University
Construction Management
*First recipient of the Dave Fons
Memorial Fund Scholarship*



Shane Anstett

Ferris State University
Construction Management
2nd time recipient of the
MITA Scholarship Fund



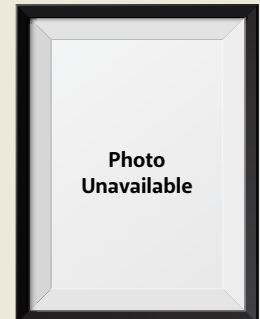
Alex Goodall

Hope College
(upon graduation from high school)
Civil Engineering
1st time recipient of the
MITA Scholarship Fund



William Noles

Michigan State University
Construction Management
1st time recipient of the
MITA Scholarship Fund



Bruce Bayley

Kettering University
Mechanical Engineering
1st time recipient of the
MITA Scholarship Fund

Since its inception in 2016, the goal of the MITA Scholarship Fund has been to provide financial support for students looking to pursue a career in the heavy/highway construction industry through college, trade school or specialized classes. In the winter of 2019, staff received a record 10 applications for the MITA Board of Directors

to consider for scholarships. The six individuals listed above stood out amongst their peers for their commitment to the industry through their educational and extra-curricular choices. Congratulations to all six applicants on earning MITA Scholarships for the 2019–2020 academic year! May you all succeed at reaching your goals, and join us in the

industry soon!

Questions about the MITA Scholarship Fund can be directed to Mariam Robinson, Director of Strategic Affairs, at mariamrobinson@thinkmita.org or by calling 517-347-8336. The Fund accepts donations year-round, and encourages applicants to apply between January 1 and March 31 of every calendar year. 🚧



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DID YOU KNOW?

Calendars are funny: one minute they're completely empty and the next they are completely full and you feel overbooked. The trend is to fit more and more into the schedule; and, from our point of view, register for it at the last minute 🤔. MITA tries its best to create a consistent schedule for the industry by maintaining event dates on or around the same time for major functions and providing those dates as soon as possible.

Here is quick hitter of dates and locations of some of MITA's most popular events:

- **Tuesday, July 16:**
Metro Golf Outing at Twin Lakes Golf Club
- **Wednesday, July 31–August 4:**
MITA Summer Conference and Board Meeting at Crystal Mountain
- **Thursday, August 22:**
Central Michigan Golf Outing at Eagle Eye Golf Club
- **Wednesday, September 18:**
Wild Game Dinner and Scholarship Fundraiser at the Palazzo Grande, Shelby Township

Try something new with your family, or rekindle old relationships on the golf course, or treat a key employee to a great event. You work hard so you can enjoy experiences. It's our job to provide you with events that offer an opportunity for building work relationships, family relationships and some days a chance at blowing off steam with industry peers. 🏠



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Many of the regulations and standards that impact the heavy construction industry have been updated over the last few years. This prompted MITA to scrap the old and develop the new! MITA's new health and safety program consists of all the core industry requirements needed to get up and running on a construction site. Some areas that you should pay close attention to are the relatively new confined space area of the program and crystalline silica. The first thing a MIOSHA

Safety Officer will ask for during an inspection is a copy of your safety program. Also remember, employees should know where the program is located on site and have access to it. Big is not always better when it comes to these programs. What counts is following the principles set forth in the program.

So, if you're struggling for tailgate or toolbox huddle ideas why not use various pages from your new program? Having an up to date and current safety program, reinforced with the proper training from MITA

can increase company safety and lower the likelihood of injuries. MITA will be making a version of the program available for the field in the very near future. For now, please feel free to download or print the version on the safety page of the MITA website at www.thinkmita.org.

If you have any questions or concerns, please contact Matt McClintick, MITA's Director of Safety & Compliance, at mattmcclintick@thinkmita.org or at the MITA office at 517-347-8336. 



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Hardman Construction team members and spouses attended the ribbon cutting on May 9 at Sandcastles Children's Museum in Ludington.

Hardman Construction, Inc. Introduces Kids to Construction

A ribbon cutting ceremony in Ludington was held May 9 for a unique exhibit spearheaded by Hardman Construction, Inc.

Hardman Construction has worked with the Sandcastles Children's Museum over the past few months to create a construction exhibit which focuses on heavy civil construction. There is a wooden crane that kids can "operate," complete with an auger and leads to simulate drilling piles, a large bridge with blueprints that kids can build, and a few other pieces that show the larger scale construction in which Hardman is involved. The construction signs that are part of the exhibit were donated by Give 'Em a Brake Safety.

Hardman hopes the exhibit will help introduce construction to kids and help foster an interest in the industry. 🚧



Team members from both Hardman Construction and Sandcastles Children's Museum look on as Todd Schrader, president of Hardman Construction; and Kristin Korndyke, executive director of Sandcastles, cut the ribbon to officially open the new exhibit.



Constructed by the Sandcastles Children's Museum exhibit builder, this exhibit features numerous heavy equipment toys and a hopper to transport sand.



The bridge can be taken apart and rebuilt by museum goers using blueprints. It was constructed by Hardman Construction shop team members.



A rideable crane was constructed by team members in Hardman Construction's shop, which also includes a set of leads and auger. The crane can be "operated" with the ability to drop the auger in pre-fabricated holes to simulate the process of drilling piles.



The exhibit has all of the safety gear needed for little construction workers to stay safe. The gear was donated to the exhibit by Agile Safety.



A large, 7' x 4' mural was created using an actual Hardman Construction jobsite as a guide. There are magnetic equipment and construction workers to allow children the opportunity to move the pieces around the site, as well as the steps involved with drilling a pile into the ground.

ALL Family of Companies

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ALL Family of Companies Invests in Trucks, Trailers, Cranes

ALL Crane recently bolstered its capability with acquisition of a massive haul of 212 new trucks and trailers. This is significant purchase that broadens the companies ability to offer complete door-to-door crane service.

In addition, the company expanded its fleet with a major crawler package comprising eight cranes from respected manufacturer Manitowoc, three with its exclusive Variable Position Counterweight™ (VPC™) technology taking center stage.



ALL truck and trailer purchases.

Truck and Trailer Investment

This investment includes 40 Peterbilt trucks, 12 Nelson RGN (removable gooseneck) trailers, and 160 new Manac drop deck trailers. Of the Manac trailers, 100 are 48-foot spread axle units, which can accommodate 20,000 pounds per axle anywhere in the United States. The remainder consists of 50 tandem axles, 4 quad axles, and 6 aluminum flatbeds.

The majority of the Manac trailers (150 of the 160 total) are galvanized, continuing ALL Crane's investment

in galvanizing rather than paint, which can extend trailer life at least twofold. Galvanized steel decks reduce maintenance and resist chips, scratches, and wear, particularly the corrosion caused by road salt and brine. Also, although ALL Crane is a Manac dealer, these 160 new trailers will be exclusively dedicated to the company's own fleet.

ALL Crane will take delivery of the entire order through the end of 2019, with units being strategically distributed across all three dozen branches of the ALL Family.



ALL Manitowoc purchase.

Crane Investment

ALL Crane's new investment in eight cranes includes one MLC650 VPC (716USt) crawler, two MLC650 VPC-MAX™ attachments to boost capacity, and two MLC300 VPC (330 USt) crawlers. Other equipment in the deal includes three 999 Series 3 (275 USt) and two 14000 Series 3 (220 USt) crawlers, one luffing jib, and one wind attachment.

ALL Crane has already invested

heavily in Manitowoc cranes equipped with VPC technology. This most recent purchase deepens that commitment.

"VPC enhances versatility and lifting capacity," said Rick Mikut, crawler crane division manager. "Because of this technology, no counterweight needs to be added to the crane's carbody, minimizing its footprint and impact on the ground. Matting is minimal and transport weight is reduced."

The addition of VPC-MAX attachments to the equipment package was no small move either, explained Mikut. "The attachment dramatically increases the options we deliver to a job site with a single crane."

VPC-MAX provides capacities similar to wagon- or tray-mounted attachments, but requires significantly fewer components and assembly steps, thus reducing setup time and transportation costs. "With the VPC-MAX attachment, the MLC659's capacity bumps to 770 USt, an increase of 55 USt over its standard configuration," Mikut said.

The 14000 Series 3 is upgraded from the Series 2 to make it the strongest crane in its class. It is expected to be in high demand for a wide variety of project types including bridges, power and processing plants, road work, and more.

Rounding out the package will be three Manitowoc 999 Series 3 crawlers. It is a solid machine, Mikut said, and has been a workhorse for ALL, so new units are always welcome.

Upon receipt, the new cranes will be deployed across ALL Crane's

network of branches, targeting markets where they are in highest demand.

"We've seen an unyielding demand for crawlers for several cycles now, regardless of market," Mikut added. "Across the board, we're already booking jobs into 2020, so these additions to the fleet are coming at a good time.

The ALL Family of Companies is one of the largest privately held crane rental and sales operations in North America. Their strategically located branches have access to one of the world's largest and most modern fleets, operating under the ALL, ALT, Central, Dawes and Jeffers names. ALL provides rental, sales, service, and jobsite analysis, helping to ensure that customers have the right equipment for the job. For more information, contact ALL Erection & Crane Rental at 4700 Acorn Drive, Cleveland, Ohio, 44131; Phone: 216-524-6550; Toll free: 800-232-4100; Fax: 216-642-7633; www.allcrane.com.

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Adrianna Melchior, Promoted to Associate



Jesse M. Morgan, Promoted to Associate

Adrianna N. Melchior, AIA, LEED AP, BD+C joined HRC in 2012 and is a licensed architect in Michigan, as well as a U.S. Green Building Council Leadership in Energy & Environmental Design Accredited Professional (LEED AP) in Building Design and Construction (BD+C). As head of HRC's architectural department, Melchior has over 19 years of experience conceptualizing, designing and orchestrating functional and aesthetically pleasing architectural solutions for commercial, industrial, municipal, and private clients. She holds a bachelor's degree and a master's degree in architecture from the University of Detroit Mercy.

Melchior places a high priority on attention to detail and problem solving on every project. Her work is showcased at HRC corporate headquarters, where she is responsible for the firm's recent renovation of its Bloomfield Hills office space.

Jesse M. Morgan joined HRC in 2013 and has over 16 years of experience. He received his bachelor's degree in civil engineering from Michigan Technological

University and is a professional engineer in Michigan.

Morgan oversees municipal operations in HRC's Grand Rapids office and is a leader across transportation, municipal and utility sectors. He leads in-house multi-disciplined teams to provide planning, design, and construction oversight for publicly and privately funded infrastructure projects. His responsibilities include managing diverse projects, QA/QC, right of way acquisition, detailed design, plan and specification preparation and construction contract administration.

For 104 years, HRC has been providing consulting engineering and architectural services to municipal, industrial and private clients throughout Michigan, in addition to servicing various national clients. As a full service, multi-disciplined firm, HRC is comprised of over 260 engineers, professional surveyors, architects, technicians and support staff, including LEED AP accredited professionals. HRC is a 2018 Detroit Crain's Cool Places to Work, an Engineering News Record Top Design Firm, and a Top 50 Trenchless Technology Design Firm whose work has been recognized by numerous prestigious industry awards. HRC is headquartered in Bloomfield Hills, with seven additional offices throughout Michigan.

Continued on page 38

Michigan Paving & Materials Co.

michiganpaving.com



Richard Becker, president of Michigan Paving and Materials Co., spoke at a Women in Construction event held on March 20 at the Lansing Country Club. The event was attended by over 70 women employed at Michigan Paving and Materials, Stoneco of Michigan and Cadillac Asphalt, LLC.

In his comments, Becker highlighted the importance of inclusion and diversity in construction and how Michigan Paving and Materials actively incorporates these values into their workforce, which includes a total of 131 women.

Heather Smith, director of marketing for Michigan Construction, and director of engineering at the Michigan Concrete Association, also spoke at the luncheon. She focused on the success she has found as a woman in a male dominated field. She was one of a few women in her class at Michigan State University studying civil engineering.

Through her personal experience, these are her “10 Tips for Success” for women in construction or another male dominated field:

- Know you are valuable.
- Cultivate confidence.
- Stay positive.
- Play to your strengths.
- Be an aggressive lifelong learner.
- Learn how to handle conflict.

- Lead by example.
- Support others.
- Be you!

Southeastern Equipment

southeasternequip.com

New Hire and New President

Southeastern Equipment Company is pleased to announce that Brian Burket is the new Regional Sales Manager for Southeastern Equipment’s Novi and Holt branches. His responsibilities include managing the regional sales team, overseeing the branches’ parts and service departments and ensuring that customers receive excellent service.

“We are extremely excited that Brian joined the Southeastern family,” said Southeastern Equipment’s President Mickey Gourley. Gourley took over as president in January of this year after the retirement of Charles K. Patterson, who had been with the company for 46 years. “His extensive experience and knowledge of the construction industry will prove invaluable to our continued growth in Michigan.

Burket joins Southeastern Equipment with 30 years of experience in the construction industry. He held positions as the vice president of North American sales for Haulotte Group and as the regional sales director for Hertz Equipment Rental. A certified boom, scissor, and forklift operator and trainer, Burket holds an associate degree from Specs Howard School of Media Arts in Southfield, Ohio. Outside of work, Burket coaches youth sports and enjoys playing tennis and basketball, as well as spending time with friends and family.

New President Mickey Gourley joined Southeastern Equipment in 1999. He was promoted to regional

manager in 2011 and then to vice president in 2016. With 20 years of experience in sales and customer service, he is uniquely positioned to provide the leadership required for continued growth.

“We have great expectations for Mickey in his new role,” said William Baker, Southeastern Equipment’s owner and founder. “He will be an important player as our business continues to grow. I know he is capable and ready.”

Southeastern Equipment has been selling, serving and renting heavy machinery since 1957. The company has 18 locations throughout Ohio, Michigan, Kentucky and Indiana. Manufacturers represented by Southeastern Equipment Company include: CASE Construction, Kobelco, BOMAG, Gradall, Kubota Construction, Mauldin Paving Products, Etnyre, Vacall, Schwarze, Eager Beaver Trailers, Superior Broom, Fecon, Skytrak, JLG, Sullair, Werk-Brau and several others.

Spalding DeDecker

sda-eng.com



New Hire: Bradley Abar, P.E.

Spalding DeDecker, a regional engineering and survey firm, is pleased to announce that Bradley Abar, P.E., has joined their team as a construction engineering project manager.

With more than 14 years of experience as a transportation and construction engineer, Abar will be responsible for managing municipal and MDOT construction projects throughout Michigan. He has experience in multiple civil engineering disciplines including, geotechnical, construction management, and environment/water resources. He is proficient in ArcGIS, AutoCAD, Micro Station, and HEC-RAS, along with other various civil engineering software programs. He is knowledgeable in construction inspection and testing of HMA paving, concrete paving, storm sewers, sanitary sewers, water mains, roads and bridges.

"I am very excited Brad is joining our Construction Engineering group," said Steve Benedettini, president of Spalding DeDecker. "The team has been growing rapidly, and Brad provides additional project management support, increasing our capacity. In addition, Brad's diverse experience will allow us to better serve our clients."

Established in 1954 and celebrating its 65th year in business, Spalding DeDecker is an employee-owned consulting engineering and surveying firm specializing in infrastructure, land development and surveying. Headquartered in Rochester Hills, along with several field offices, Spalding DeDecker offers a diverse set of solutions to clients seeking solutions to construct and maintain

their infrastructure. The firm offers municipal engineering, construction engineering, transportation engineering, land development, pavement management, roof and building envelope assessment and land surveying services.

Wade Trim

wadetrim.com



Matt Stacey, P.E.

Stacey Leads Wade Trim's Transportation Market Segment

Matt Stacey, P.E., has been named Wade Trim's Transportation Market Segment Lead where he will oversee all transportation-related services across the company. He has built a 25-year career at Wade Trim designing and managing large transportation projects including freeways, boulevards, and collector roads, as well as minor and major arterials. Stacey's expertise includes road design, complete streets implementation, green infrastructure, traffic and construction engineering, and quality assurance/control review. He has worked extensively with the Michigan Department of Transportation (MDOT) to deliver

projects of various scopes and sizes to the department, and state and local entities.

Believing that transportation solutions are derived from a mix of technical proficiency, a firm understanding of project issues, and the ability to create consensus among stakeholders, Stacey enjoys meeting with clients to explore their needs and develop strategies to address them. He is active in industry affairs, currently serving on the ACEC of Michigan's Transportation Committee and the Contracts and Finance Committee with MDOT.

Wade Trim is a Detroit-headquartered firm with more than 450 professional and support staff in 20 offices throughout Michigan and nine other states. They provide engineering, surveying, landscape architecture, planning, and construction services for transportation, water resources, municipal government, energy and private development projects.



Michigan Infrastructure & Transportation Association



State Representative Jack O'Malley

Q: How has your background as a broadcaster helped prepare you as a State Representative and as the House Transportation Committee Chair?

A: As a Radio Morning Show Host, I interviewed many people on many topics. Some of topics were on roads...this issue or that. I also watched and saw when poor decisions were made and the consequences. I was a representative for the people. I asked the questions that I believed the people needed to know the answers to. When you interview you must learn to listen to the answers, so you can ask the next question. Interviews can take very interesting turns if you listen and react to the answer as opposed to just having a list of questions you think you need to ask. To answer your question, I may not be an expert on a topic, but I know how to visit with people who are. Then and now I represent all those who can't be there to ask the questions.

State Representative Jack O'Malley (R-District 101, Lake Ann), Chairman of the House Transportation Committee

Q: What transportation and infrastructure legislative priorities do you have for the 2019–2020 term?

A: My priorities are to get things right. I have my thoughts and ideas.... but I want to get information so that a solid decision can be made. That's why these accelerated hearings I am holding are important. I don't think that happens enough in government. Roads are a big issue in Michigan, let's get it right. One bit of clarification, this year this committee is Transportation only. Infrastructure was dropped from the committee this session. But with that, as a legislator generally, I want to look at the issues and come up with the right common-sense solutions. Much of our infrastructure is aging. We need to work with our communities around the state to work to a sensible plan for upgrading.

Q: What has been your reaction to the public's calls for increased underground infrastructure investment in Michigan?

A: If there is one thing that has come clear to me is that everyone comes to Lansing to look for funding. Our job is to prioritize and spread those dollars in a sensible way. As I mentioned earlier we must

work with all corners to upgrade all our systems. This issue is not just a Lansing issue. City Hall has to be invested as well.

Q: What lessons, if any, can we learn from the Flint water crisis and the Macomb County sinkhole?

A: That mistakes can happen. I am not deep in my sinkhole knowledge, but the start of the problem was human error as I understand it. Maybe years before the collapse. Flint to my view has many guilty of cutting corners or making quick decisions without considering the problems all the way through. One lesson I think is that when it comes to the public health and welfare we must slow the process down for thoughtful review. Like the carpenter's adage, measure twice cut once. Those entrusted with the public good must stand up to those who want it "now" and do what is best for all.

Q: As Transportation Chair, what do you feel are the next steps towards adequately funding our roads and bridges in Michigan?


A: Just what we are doing. Looking at the roads issue as more than just money. It is also the process of how we are fixing the roads and then communicating to the public why and how things are done. I believe too often

we focused on the funding not enough on the process. The public has not had things properly explained to them. I also believe people respect what you inspect. I want the oversight Transportation Committee to talk to the people who build the roads. Ask the questions that the people are asking and get answers. That may lead to suggestions on where the process might need a new look. The fix the roads issue is more than just funding.

Q: What are your thoughts or comments on your relationship with MITA and the heavy construction industry?

A: First and foremost, we need to build up the work force. That's why I am so behind the resurgence of vocational training. The trades have been short changed for years. That has to turn around. We need to increase the members of our work force. This country was built by the men and women who move the earth and lift the beams. MITA is made up of good American folk, the foundation of this great country.

Q: How can our MITA members better advocate for their industry and encourage the legislature to act on increased investment for our infrastructure?

A: MITA is a great organization, I think members should continue doing the work they do. Continue to push for common sense plans for infrastructure work. Also remind legislators as you contact them to not rush through a decision but be thoughtful and look at all the issues that might affect the vote. This next comment might seem an odd one, but I think it's important. Keep the Michigan Legislature in your prayers. This job is not an easy one. Many good people coming to us with their thoughts on an issue. We then must decide... please pray to grant us patience and wisdom as we work through the issues. 

State Representative Jack O'Malley

DISTRICT

State Rep. Jack O'Malley was first elected to the Michigan House of Representatives in November 2018. He represents the Fighting 101st District, which includes Leelanau, Benzie, Manistee and Mason counties.

COMMITTEES

Rep. O'Malley will serve as chair of the Michigan House Transportation Committee for the 2019-20 legislative session. He will also serve as a member of the Tax Policy Committee, Education Committee, and Energy Committee.

EDUCATION

He is a graduate of the Specs Howard School of Broadcast Media.

PROFESSIONAL

With almost 40 years in broadcasting both radio and TV, Jack found his home hosting the morning show on WTCM FM in 1984. With his long tenure there, he holds the unofficial record for the longest-running morning show at one station in Michigan history, at 34 years.

PUBLIC OFFICE AND AFFILIATIONS

He has been involved with many local community efforts, active with the area's veterans, served on the community corrections board and has worked with area law enforcement and fire departments. Along with his community involvement, Jack has volunteered with Child and Family Services of Northwest Michigan, Hospice of Michigan and coached high school softball for a dozen years.

PERSONAL

Jack and his wife Robin have two adult daughters and one teenage son.

Michigan's Paid Medical Leave Act: Answers To Your Questions

By Donald Scharg and Melissa M. Tetreau, Bodman PLC

Michigan's Paid Medical Leave Act ("PMLA" or "Act") takes effect on Friday, March 29, 2019. We have included the full text of the Act as an attachment to this article. Michigan now requires covered employers to provide paid medical leave to its Michigan employees.

PROVISIONS OF THE ACT

Under the Act, entities (other than the Federal or state government) that employ 50 or more individuals are required to provide paid medical leave to eligible employees. The law defines "employees" broadly, and includes only twelve very specific exemptions. These exemptions include independent contractors, "white collar" overtime exempt employees under the Fair Labor Standards Act, employees who are covered under collective bargaining agreements, seasonal workers (jobs lasting less than 25 weeks), and part-time employees who averaged fewer than 25 hours per week in the previous calendar year.

Eligible employees currently employed by covered employers will begin to accrue paid leave as of the effective date of the Act, i.e. March 29, 2019. Following this date, any eligible employee who is newly hired will begin to accrue paid leave as of their date of hire. Paid leave accrues at a rate of at least one hour for every 35 hours the employee works. However, an employer can limit the rate of accrual to one hour per week (regardless of how many hours are

worked that week) and can cap paid leave at 40 hours per benefit year. Employees who accrue PMLA time by hours worked are permitted to carry over up to 40 hours of unused paid medical leave from one benefit year to another.

Employers who "front-load" paid leave instead of having it accrue throughout the year may prohibit employees from carrying over unused PMLA hours to the next. "Front-loading" means providing at least 40 hours of paid medical leave to an eligible employee at the beginning of a benefit year (e.g., calendar or anniversary date). PMLA hours may be prorated for eligible employees hired during a benefit year.

In general, employees are permitted to use paid leave as it accrues, but an employer can prohibit a new hire from using paid leave until his or her 90th day of employment. Employees are permitted to use their paid medical leave for any of the following reasons:

- The employee's own or family member's mental or physical illness, injury, or health condition, including medical diagnoses, care, treatment, or preventative medical care;
- If an employee or the employee's family member is the victim of domestic violence or sexual assault, they may use paid leave for medical care, psychological or other counseling, to obtain victim services, to relocate, to obtain legal services, or to participate in legal

proceedings related to the domestic violence or sexual assault; or

- Due to closure of the employee's workplace or the employee's child's school or place of care by order of a public health official due to a public health emergency or if a health authority or healthcare provider determines the presence of the employee or family member would jeopardize the health of the community.

The PMLA definition of "family member" is more expansive than the FMLA and includes a child, parent, spouse's parent, spouse, grandparent, grandchild, or sibling. For children and parents, the relationship can be either biological, adoptive, foster, step, legal guardian/ward, or in loco parentis. Siblings includes biological, adoptive, or foster siblings.

Although the PMLA allows employees to take paid leave in one-hour increments, an employer with a written policy providing for different increment blocks (typically larger), can enforce that policy. For example, if an employer's handbook requires employees to take paid time off in one-half day increments, the PMLA allows employers to employees to take PMLA leave in that increment as well.

Employers must, however be careful of falling into a trick-bag due to Family Medical Leave Act ("FMLA") requirements. The federal FMLA supersedes the PMLA and requires

Continued on page 44

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Continued from page 42

covered leaves to be taken in no greater than one hour increments. Therefore, PMLA leaves which overlap FMLA leaves must be given in one hour increments regardless of the PMLA's written policy exception. As an alternative to reducing all PMLA leaves to one hour increments and to avoid confusion or a latent violation, an employer may consider limiting the larger increment blocks to the obvious non-FMLA type leaves (e.g., emergency closings).

Either way, an employer does not have to pay any accrued but unused time at the end of the benefit year or at the end of the employee's employment.

Frequently Asked Questions

Q: My company already provides paid time off to our employees. Do I have to provide an additional 40 hours of sick leave?

A: No. There is a rebuttable presumption that an employer is in compliance with the Paid Medical Leave Act if the employer provides at least 40 hours of paid leave to eligible employees each benefit year, including paid vacation days, paid sick days, and other paid time off.

Q: What is a "benefit year" under the Act?

A: The Act defines "benefit year" as any consecutive 12-month period used by an employer to calculate an employee's benefits. This could be a calendar year, rolling year, anniversary date, etc.

Q: For purposes of accrual, do paid holidays or vacation time count as "hours worked"?

A: No. Employees will accrue paid

medical leave at a rate of one hour for every 35 hours actually worked. (But remember, employers can limit this to one hour per week!) Hours worked does not include hours taken off work for paid leave, including paid vacation days, holidays, or other paid time off, unless the employer chooses to include nonworking time.

Q: If I provide each eligible employee with 40 hours of paid medical leave on the first day of the benefit year, can they carry any hours over to the next year?

A: No. "Front-loading" paid leave allows employers to prohibit carryover of hours.

Q: How much are employees paid for PMLA leave?

A: Leave is paid out at the greater of the minimum wage or the employee's normal hourly rate or base wage, excluding any overtime, tips, commissions, bonuses, etc.

Q: If an employee quits with unused paid PMLA leave but is later rehired, do we have to credit the employee for previously accrued and unused time?

A: No. Paid medical leave will begin to accrue again at the date of rehire.

Q: Does the employee have any notice obligations when using paid medical leave?

A: Yes. Employees must follow the employer's usual and customary notice, procedural, and documentation requirements for requesting leave. An employer must provide employees with at least 3 days to provide documentation. Once again,

employers must be cognizant of the FMLA requirements which may also apply to a PMLA leave. For example, the FMLA mandates that an employee must be given at least 15 days to provide the certification of the health care professional.

Q: What limits are there on the types of documentation employers can require?

A: Employers cannot require the documentation to disclose detail of the medical condition, domestic violence, or sexual assault.

Q: What forms of documentation are permitted for leave taken due to domestic violence or sexual assault?

A: The Act states that a police report, signed statement from a victim and witness advocate, or court documentation are all sufficient for purposes of taking paid medical leave.

Q: Does the Act contain any recordkeeping requirements?

A: Yes. Covered employers must retain records documenting hours worked and paid medical leave taken by their employees. These records must be maintained for at least one year.

Q: Does the PMLA contain any posting requirements?

A: Yes. Covered employers must post a poster, prepared by the Michigan Department of Licensing and Regulatory Affairs ("LARA") in a conspicuous place at their location. The required poster is also included as an attachment to this article.

Q: What are the penalties for noncompliance?

A: LARA is charged with enforcement of the PMLA including investigating complaints by employees. Employees may file a claim with LARA within 6 months of the employer's alleged violation of the Act. If LARA discovers a violation, it can recover payment for the withheld medical leave in addition to monetary fines. There is no right to file a lawsuit in court over PLMA violations.

What Does the Future Hold?

On February 13, 2019, Senator Stephanie Chang asked Michigan Attorney General Dana Nessel to issue a formal opinion on whether or not the PMLA was enacted in an unconstitutional manner. The

Michigan legislature adopted the paid sick leave and minimum wage ballot proposals, and later in the same legislative session, made significant amendments. Attorney General Nessel has requested public comments, which indicates she may weigh in on the Act's constitutionality. As of right now, however, the Act is still set to take effect on March 29, 2019.

Conclusion

In order to properly prepare for the Act's effective date, employers with 50 or more employees should review their existing paid time off policies, if any, and ensure that they are in compliance with the new law and that all eligible employees are covered. If

employers do not currently provide paid time off, they must adopt a policy that complies with the PMLA and be ready to implement it effectively.

If you have further questions or need assistance in revising or drafting policies, please feel free to contact any member of Bodman's Workplace Law Group.

Donald Scharg is a member of Bodman PLC's Workplace Law Group. He can be contacted at (248) 743-6024 or at dscharg@bodmanlaw.com. Melissa Tetreau is an associate in the Workplace Law Group. She can be contacted at 248-743-6078 or at MTetreau@bodmanlaw.com.

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GENERAL REQUIREMENTS – PAID MEDICAL LEAVE ACT*



ORLENE HAWKS
DIRECTOR

Coverage

The Paid Medical Leave Act, 2018 Public Act 338, as amended by 2018 Public Act 369, effective March 29, 2019, covers employers who employ 50 or more individuals. The act covers individuals engaged in service to an employer in the business of the employer and from whom an employer is required to withhold for federal income tax purposes. An eligible employee does not include executive, administrative, and professional overtime exempt employees, employees covered by a private collective bargaining agreement that is in effect, employees of the United States government, another state, or a political subdivision of another state, individuals whose primary work location is not in this state, individuals 16-19 years of age being paid the youth training wage in accordance with the Improved Workforce Opportunity Wage Act, temporary employees as described in the Michigan Employment Security Act, variable hour employees as defined by 26 CFR 54.4980H-1, employees covered by the Railway Labor Act and Railroad Unemployment Insurance Act, individuals employed by an employer for 25 weeks or fewer in a calendar year for a job scheduled for 25 weeks or fewer, individuals who worked, on average, fewer than 25 hours per week during the immediately preceding calendar year. (See section 2 of The Paid Medical Leave Act, 2018 Public Act 338.)

Paid Medical Leave Accrual

Paid medical leave accrual begins on March 29, 2019, or upon commencement of the employee's employment, whichever is later. Paid medical leave is accrued at a rate of 1 hour for every 35 actual hours worked; however, an employer is not required to allow accrual of over 1 hour in a calendar week or more than 40 hours in a benefit year. A benefit year is any consecutive 12-month period used by an employer to calculate an eligible employee's benefits. Employees can carry over up to 40 hours of unused accrued paid medical leave from one benefit year to the next; however, employers are not required to allow employees to use more than 40 hours in a single benefit year. An employer may provide the total amount of paid medical leave all at once by providing at least 40 hours at the beginning of the benefit year or on the date that the individual becomes eligible during the benefit year on a prorated basis. If an employer adopts this practice, it does not have to permit employees to carry over unused leave to the next benefit year. (See section 3 of the Paid Medical Leave Act, 2018 Public Act 338).

Paid Medical Leave Usage

An employee may use paid medical leave as it is accrued except an employer may require an employee to wait until the 90th calendar day after commencing employment before using accrued paid medical leave. Paid medical leave must be used in 1-hour increments unless the employer has a different increment policy set forth in writing in an employee handbook or other employee benefit document. Employees must follow the employer's usual and customary notice, procedural, and documentation requirements for requesting leave. The employee must be allowed at least 3 days to provide documentation. Employees may take paid medical leave for any of the following:

- Physical or mental illness, injury, or health condition of the employee or his or her family member
- Medical diagnosis, care, or treatment of the employee or employee's family member
- Preventative care of the employee or his or her family member
- Closure of the employee's primary workplace by order of a public official due to a public health emergency
- The care of his or her child whose school or place of care has been closed by order of a public official due to a public health emergency
- The employee's or his or her family member's exposure to a communicable disease that would jeopardize the health of others as determined by health authorities or a health care provider

For domestic violence and sexual assault situations, employees may use paid medical leave for any of the following:

- Medical care or psychological or other counseling
- Receiving services from a victim services organization
- Relocation and obtaining legal services
- Participation in civil or criminal proceedings related to or resulting from the domestic violence or sexual assault

Employee Rights

An employee may file a complaint with the Department of Licensing and Regulatory Affairs within 6 months of the alleged violation. LARA shall investigate a complaint and attempt mediation, where appropriate.

Penalties

If informal resolution is unsuccessful and a violation found, payment of paid medical leave improperly withheld will be requested and penalties may be imposed. An employer who fails to provide paid medical leave is subject to an administrative fine of not more than \$1,000.00. An employer who willingly violates the posting requirement is subject to an administrative fine of not more than \$100.00 for each separate violation.

***For precise language of the statute, see Public Act 338 of 2018, as amended**

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What are Your Thoughts on the Proposed 45-cent Gas Tax Increase?

In this edition of *Member Voice*, we ask our members for their thoughts on the governor's proposed 45-cent gas tax increase. Not surprising to us, you'll see a variety of responses from our membership ranging from extremely supportive to extremely opposed. What we discovered is the misinformation that our members have in regards to how roads are funded and where motor fuel taxes actually go. That's understandable, because it's a complicated structure and the vast majority of the general public is confused, as well.

First of all, to be clear, MITA supports Gov. Gretchen Whitmer's gas tax increase proposal. Fundamentally we support it because of three simple reasons:

1. It addresses our road funding shortfall by raising the appropriate \$2.5 billion more annually;
2. the revenue generated from the proposal is constitutionally guaranteed to go to the states' transportation budget; and
3. it's the only proposal on the table. Every study that has looked into our road funding shortfall has suggested that we need an additional \$2.5 billion annually to get our roads in the condition our citizens demand.

User fees are the most traditional method of raising revenues for road networks. Motor fuel taxes, vehicle registration fees and toll roads are the three user fees that fund the vast majority of our roads and bridges throughout the United States. Some

of the responses that have come in have suggested that the Lottery was supposed to fix our roads or our sales tax was intended to raise additional revenues for transportation. These funds were never intended to go towards roads and therefore never have. They are specifically dedicated to go towards other priorities in our state budget.

Some have even questioned the capacity of our contracting community to respond to market demands and invest in our future if revenues were to increase significantly. Our industry absolutely has much more capacity and will respond appropriately to **predictable** increases in revenues. If a long term solution were to pass,

Continued on page 52



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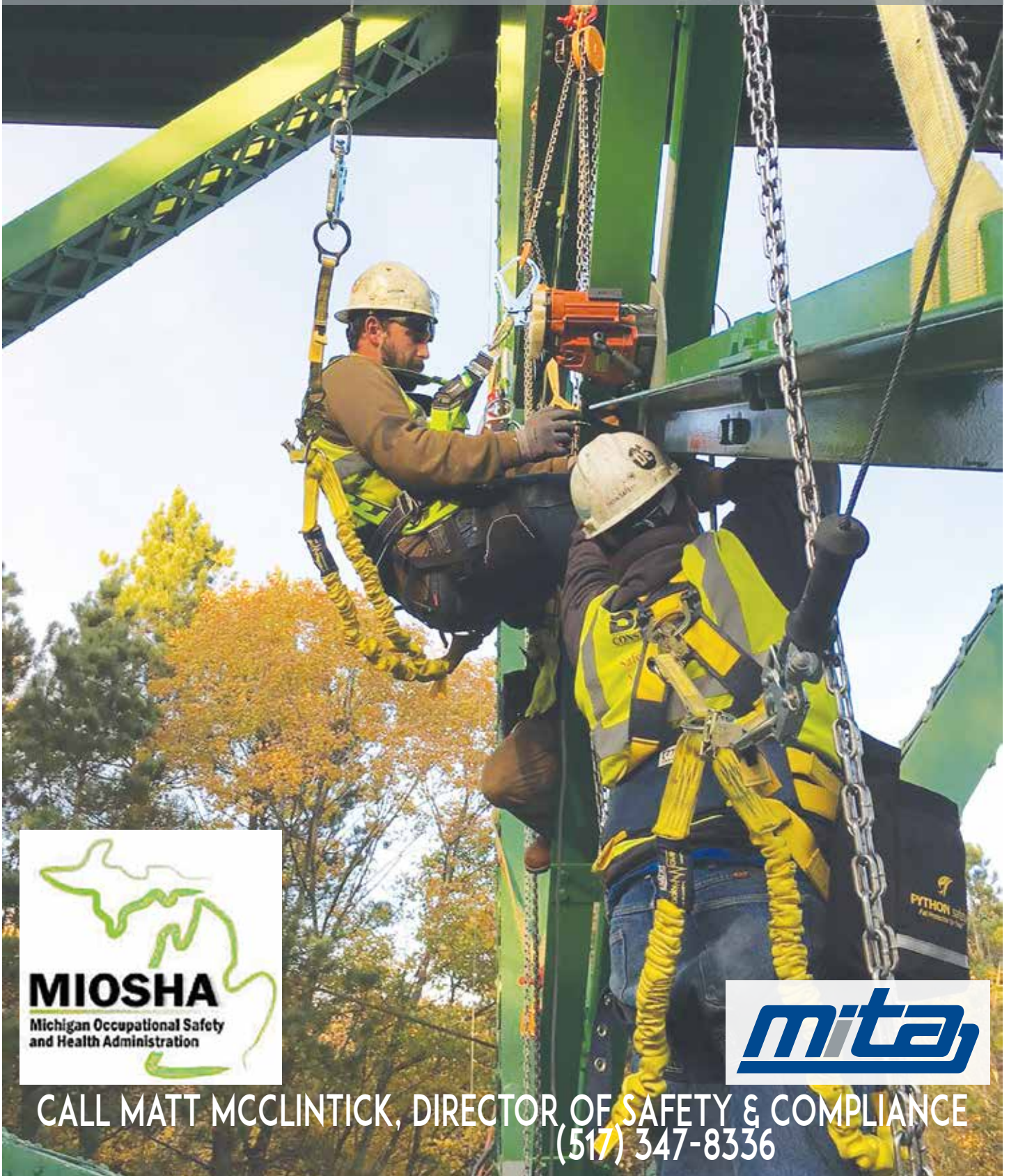
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MEMBER VOICE

Continued from page 50

(and it included ongoing revenues), companies would invest in their businesses for future growth. Workers will come back to Michigan if they know opportunities exist for a good paying career. We had 10 straight years of population decline in our state, so let's start attracting people to come back.

Unfortunately, the lack of investment for decades has caused this situation. We can continue to debate what the perfect solution is, but what is not debatable is that this problem will not go away on its own and will continue to get more expensive the longer we do nothing.

Here are some of the responses we received to our Member Voice survey:

I hope our governor is using this

as a beginning bargaining position, because I don't think this legislature will pass it if they sit for 10 years. Comments I've heard from friends and co-workers have been universally negative. Maybe people think the last increase solved the problem? My guess is that very few people understand the need.

Brad Poggi
HUB International

It sounds like the governor is promising money for everything, so, two concerns. Does this actually increase the amount of money for road funding or just divert existing funds to other things on her agenda? Where geographically will the money be spend? Locals are concerned about all the money going to southern Michigan.

Max Bott
Team Elmers



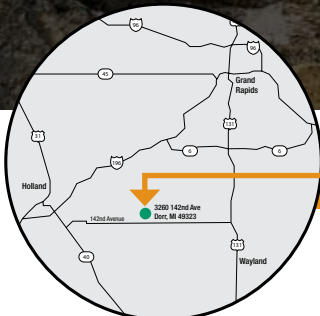
There is no doubt that more money is needed to repair and build our aging road system. The gas tax is getting more difficult to spread out fairly due to increase mileage and alternative fueled (electric being the primary). An increase in tax with 100 percent dedication to roads is the simplest. But apparently the most difficult to pass and reaching an end in fairness. However, a dedicated sales tax on all goods currently taxed (any maybe services) would spread the load out to all who take



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advantage of our infrastructure. You do not need to be a driver to realize advantages of our road system as all the products used by consumers cross our roads at some point in time. Another alternative would be to apply a special tax on all items related to our road use, from cars, trucks, bicycles, tires, oils, repair and replacement parts, batteries, and all related accessories, etc. With a tax of this nature, the roads (and paths) are funded regardless of the fuel (or lack of) used to access them. Maybe there can be a blend of these ideas to ease the shift. But in the end the longer we wait the more painful the cost will become.

Tom Gallagher
Harbor Springs Excavating

This would be a much needed investment into Michigan's critical

transportation infrastructure. Over the last 35 years the state has taken half measures (funding) or no measures at all to stem the deterioration of our roads and bridges. We need to get serious about this or resign ourselves to an aging system that will soon resemble that of third world nations. A modern, well funded and maintained transportation system can be a catalyst for economic growth and business attraction.

Gregory Johnson
Former MDOT COO
WSP Michigan, Inc.

I believe that any and all taxes on gas should be for roads and infrastructure. I am in favor of the new gas tax as long as there is a guarantee that it will go into the roads.

Daniel Saari
A. Lindberg & Sons, Inc.

There is no question that Michigan needs to make greater capital investment into our infrastructure to rebuild and maintain a world-class transportation and public utility network. The dollar amount forecasted to sustain our networks is widely agreed upon. The question is where does the money come from and how does it get distributed. I am in favor of user-based fees or taxes, and believe it should be distributed proportionally back to the geographic region from which it is generated, and applied to assets subjected to the most users. Local assets should be paid for locally.

Cheryl Gregory
Spalding DeDecker
Associates, Inc.

Continued on page 54

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MEMBER VOICE

Continued from page 53

I am willing to pay more money in taxes if we are actually going to see improvements to our roads and infrastructure. I feel like we get taxes for this, that, and the other thing, and the money is supposed to go to roads and education, but we have horrible roads and failing school in many districts. I think our government at all levels is too focused on their own agendas and need to get back to working together for the greater good of all people, not only in our state, but across the country.

Christine Miller

Driving in Michigan is already prohibitively expensive with insurance rates, never mind gas rates have been hovering around \$3 a gallon. Making driving even more expensive won't fix the roads by increasing revenues for repairs, but by keeping from driving in the first place. I fail to see how that wouldn't harm the economy.

Eric Schwabauer
Compton, Inc.

I think the tax increase is a disaster. It is a smoke and mirror campaign and is simply a money grab by the governor and her associates to fund her pet projects (got news for you, not the roads). It would be catastrophic for the state of Michigan and very beneficial for the neighboring states as once again the idiots in Lansing are going to run people (businesses) out of Michigan. It is just Granholm 2.0. I would have thought we had learned something by now.

Andrew Ponstein

I think it is totally uncalled for. We have already approved several gas taxes in the past and the state needs to figure out a proper budget not just raise taxes.

Karen Trefla
Ken Moore Contracting

No. The highest fuel taxes in the country—is it a very sound plan? What is the basis behind it? Is there a budget that is being attempted to be met? Does it come with an actual plan to “Fix the @!#\$ Roads!” or is it another way to pull in more revenue for politicians to control?

Chris Brown
J. Ranck Electric, Inc.

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MITA Hosts Meet and Greets with New MDOT Director

MDOT Director Paul Ajegba met with MITA's Future Leaders on April 29.

Ajegba shared his vision for the department and his thoughts about the industry, as well as answering questions from the audience. The April 29 event was one of several hosted by MITA in the spring to enhance the relationship between MITA, the industry and MDOT. 🚧



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SUMMER 2019: MITA PAC UPDATE

Thank you to all the members who have generously donated in the last year. We strongly encourage you to donate soon if you haven't already.

Remember that you can donate online on the MITA website and also via personal check made out to the MITA PAC and submitted to the MITA office for processing.

Questions about the MITA PAC may be directed to Mariam Robinson, Director of Strategic Affairs, at mariamrobinson@thinkmita.org or at 517-347-8336. 

First Name	Last Name	Company	Donation
Donn	Ellis	CSI Geoturf	\$500.00
Denny	Scully	Mapes Insurance Agency	\$200.00
Marc	Van Til	Give 'Em A Brake Safety	\$1,000.00
Edward C.	Levy	Edw. C. Levy Co.	\$1,500.00
Andrew	Ross	Utility Contracting Co.	\$200.00
John	Fortier	Bacco Construction Co.	\$1,000.00
Brian	Hoffman	Hoffman Bros., Inc.	\$5,000.00
Mike	Buck	Association Benefits Company, A Division of Salus Group	\$500.00
Robert	Wilson	Mid Michigan Materials	\$500.00
Paul	Muscat	Cortis Brothers	\$200.00
Michael	Davis	Davis Construction, Inc.	\$2,000.00
Scott	Bazinet	Lowe Construction Co.	\$3,500.00
Jeff	Stover	Toebe Construction	\$500.00
Patrick	Dunigan	Dunigan Bros., Inc.	\$2,500.00
Fernando	Casasanta	C & P Construction	\$500.00
Mike	Anderzack	Tenmile Creek Excavating	\$500.00
Mike	Peake	Action Traffic Maintenance	\$1,000.00
Gerald	Kalin	Kalin Construction Co., Inc.	\$1,500.00
Scott	Miller	Davis Construction, Inc.	\$1,000.00
Nick	Shea	P.K. Contracting, Inc.	\$1,700.00
Mike	Phelps	Z Contractors, Inc.	\$200.00
Gary	Merkey	Jackson-Merkey Contractors, Inc.	\$1,000.00
Steve	Jackson	Jackson-Merkey Contractors, Inc.	\$1,000.00
Mark	Davis	Davis Construction, Inc.	\$1,000.00
Joan	Shaffer	E.J.D. Transport, Inc.	\$500.00
Blake	Zapczynski	Z Contractors, Inc.	\$1,000.00
Brooke	Zapczynski	Z Contractors, Inc.	\$1,000.00
Tonya	Wildfong	Team Elmer's	\$2,500.00
Troy	Broad	Team Elmer's	\$2,500.00

First Name	Last Name	Company	Donation
Todd	Broad	Team Elmer's	\$2,500.00
Brian	Olesky	Pamar Enterprises, Inc.	\$500.00
Toni	VandenBos	Pete's Contracting, Inc.	\$500.00
Pete	VandenBos	Pete's Contracting, Inc.	\$500.00
David	Marsh	Peninsula Prestress Company	\$300.00
Alan	Sandell	Cadillac Asphalt, LLC	\$200.00
Deb	Edgecomb	Sanches Construction Company	\$500.00
Remi	Coolsaet	R. L. Coolsaet Construction Company	\$500.00
Lincoln	Noel	Payne & Dolan, Inc.	\$250.00
Mike	DeFinis	Angelo lafrate Construction Company	\$250.00
Dan	Eriksson	Hoffman Bros., Inc.	\$7,500.00
Tom	Peake	Action Traffic Maintenance	\$1,500.00
Mike	Peake	Action Traffic Maintenance	\$1,500.00
Dale	Chambers	Jensen Bridge & Supply Company	\$250.00
Andrew	O'Connor	C. A. Hull Co., Inc.	\$150.00
Kurk	Schweitzer	GM & Sons, Inc.	\$250.00
Ricky	Gallegos	GM & Sons, Inc.	\$150.00
Karl	Schweitzer	GM & Sons, Inc.	\$500.00
Paul	Marsh	Peninsula Prestress Company	\$300.00
Aden	Shea	P.K. Contracting, Inc.	\$500.00
John	Kloet	U.P. Concrete Pipe Co., Inc.	\$1,000.00
Craig	Fons	GBM Companies	\$1,000.00
Peter	Scodeller	Scodeller Construction, Inc.	\$1,000.00
Bob	Adcock	Angelo lafrate Construction Company	\$4,000.00
Ron	Lammy	Modern Companies	\$1,000.00
Mark	Campbell	GM & Sons, Inc.	\$200.00
Ken	Nowicki	M&M Excavating Co., Inc.	\$500.00
John	Landrie	M&M Excavating Co., Inc.	\$500.00
Brandie	Meisner	M&M Excavating Co., Inc.	\$1,000.00
Ron	Measel	Ace Cutting Equipment	\$1,000.00

SUMMER 2019: MITA PAC UPDATE

First Name	Last Name	Company	Donation
Tom	Larabel	Ferris State University	\$500.00
Jack	Dykstra	Jack Dykstra Excavating, Inc.	\$1,000.00
Derrick	Arens	Anlaan Corporation	\$200.00
Nick	Baker	Anlaan Corporation	\$2,000.00
Dave	TerBeek	AIS Construction Equipment	\$1,690.00
J.W.	Fisher	Fisher Companies	\$2,000.00
Tom	DiPonio	Jay Dee Contractors, Inc.	\$10,000.00
Mike	Malloure	C. A. Hull Co., Inc.	\$5,000.00
Bob	Nobbs	Edw. C. Levy Co.	\$500.00
Kurt	Shea	P.K. Contracting, Inc.	\$500.00
Lee	Johnston	Johnston Contracting, Inc.	\$1,000.00
Brent	Gerken	Gerken Paving, Inc.	\$1,000.00

First Name	Last Name	Company	Donation
Brian	Dodds	D & R Earthmoving, LLC	\$500.00
Dennis	Scully	Mapes Insurance Agency	\$200.00
Keith	Rose	Rieth-Riley Construction Co., Inc.	\$5,000.00
Jim	Urban	Butzel Long	\$100.00
Terry	Pieprzak	T.R. Pieprzak Company	\$500.00
Ryan	O'Donnell	Anlaan Corporation	\$2,000.00
John	Zito	Zito Construction Co.	\$500.00
John	Fortier	Bacco Construction Co.	\$1,000.00
Ron	Acciavatti	Pamar Enterprises, Inc.	\$1,000.00
John	MacInnis	JRM Consulting, LLC	\$50.00
Jacque	Katterman	Katterman Trucking, Inc.	\$200.00



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AMERICAN COUNCIL OF ENGINEERING COMPANIES OF MICHIGAN

Michigan's Top Engineering and Survey Projects Recognized

The American Council of Engineering Companies of Michigan (ACEC/M) recently honored firms for engineering and surveying excellence during the association's annual Engineering and Surveying Excellence Awards ceremony in March at the Motor City Casino Hotel in Detroit.

The year's most prestigious award—the Engineering Eminent Conceptor Award—went to the team of WSP Michigan Inc., HNTB Michigan, Inc., Mannik & Smith Group Inc., and NTH Consultants Ltd., for the American Center for Mobility (ACM) Project in Ann Arbor. ACM is a world-class, first-of-its kind non-profit testing, education and product development facility for future mobility, designed to enable safe validation and self-certification of connected and automated vehicle technology, and to accelerate the development of voluntary standards. ACM sits on over 330 acres of land at the Willow Run Site in Ypsilanti Township. The project included utilizing re-purposed MDOT right-of-way along US-12 to complete the approximately 3-mile highway loop, development of a boulevard and urban corridor, a 700 foot

roadway tunnel, and deployment of connected technologies. Design and construction of ACM was completed in 12 months.

Five firms were honored with an Engineering Honorable Conceptor Award for their work on the following:

- Alfred Benesch & Company (East Lansing)—I-75 over the Rouge River in Detroit.
- Beam, Longest and Neff (Wixom)—Gordie Howe International Bridge Acquisition plus D4 Engineering Consulting project in Detroit.
- DLZ Michigan, Inc. (Lansing)—Marquette Hospital Transportation Improvement in Marquette.
- Ruby+Associates, Inc. (Bingham Farms)—New GM Truck Manufacturing Body Shop in Flint.
- NTH Consultants, Ltd. (Northville)—Using HDD to Mitigate Sinkhole Risks project in Southfield.

Engineering Merit Awards were presented to:

- Giffels Webster (Detroit)—Beacon Park in Detroit.
- Byce & Associates, Inc.

(Kalamazoo)—Clemens Food Group Waste Water Treatment Plant in Coldwater.

- Fleis & VandenBrink Engineering, Inc. (Grand Rapids)—Engineering Shapes Downtown Identify project for the City of Hudsonville.
- Hubbell, Roth & Clark, Inc. (Bloomfield Hills)—Geddes Avenue Reconstruction in Ann Arbor.
- Harley Ellis Devereaux (Southfield)—LIFT/IACMI Lightweight Institute in Detroit.
- Nowak & Fraus Engineers (Pontiac)—Old Woodward Avenue Reconstruction in Birmingham.
- Johnson & Anderson, Inc. (Waterford)—Port of Monroe Terminal in Monroe.
- OHM Advisors (Livonia)—Rogell Drive Reconstruction at Detroit Metro Airport.

Two firms were honored with a Surveying Honorable Conceptor Award:

- Anderson, Eckstein & Westrick, Inc. (Shelby Township)—Sterling Heights GIS Data Build.

- Fleis & VandenBrink Engineering, Inc. (Grand Rapids)—Integrating Surveying Innovative CIP Approach project for the City of Albion.

A Surveying Merit Award was presented to Wightman (Portage) for the Rose Park Veterans Memorial Brick Project in Kalamazoo.

The Board Design Award was given to Giffels Webster (Detroit) for the board designed to “tell the story” of the Beacon Park project in Detroit.

This year’s ACEC/M Vernon B. Spalding Leadership Award was presented to Daniel G. Fredendall, P.E. of OHM Advisors to honor his outstanding leadership roles in ACEC and several community organizations. The ACEC/M Felix A. Anderson Image Award was presented to David Ruby, P.E., SE, SECB, F. ASCE, of Ruby+Associates, Inc., for actions and contributions to enhance the image of the profession.

The Eminent and Honorable Conceptor award winners are eligible to compete at the National ACEC engineering competition in Washington, D.C. For more information on the projects and award winners, please contact ACEC/M at 517-332-2066 or visit their website at www.acecmi.org.

The American Council of Engineering Companies of Michigan is the voice of Michigan’s engineering industry. Council members – numbering over 100 firms throughout the state – are engaged in a wide range of engineering/architectural/surveying works that propel the

state’s economy, and enhance and safeguard Michigan’s quality of life. These works allow people to drink clean water, enjoy a healthy life, take advantage of new technologies, and travel safely and efficiently. The

Council’s mission is to contribute to Michigan’s prosperity and welfare by advancing the business interests of member firms. ▲



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Be aware, MIOSHA has adopted the National Emphasis Program from OSHA into our own State Emphasis Program on trenching and excavation safety. This comes from a 49 percent spike in fatalities between 2015 and 2016. This State Emphasis Program means that MIOSHA safety officers can stop on your job site when they observe an open trench to initiate an inspection, regardless of whether or not a violation is readily observed. There are a number of things to keep in mind that are required while conducting excavation or trenching operations.

- Means of ingress/egress must be within 25 feet of an employee.
- Trenches/excavations must be sloped, sheeted, shored or benched at 5 feet or more.
- Excavations deeper than 4 feet shall have a ladder or ramp.
- Ladders must extend at least 3 feet above the top of the excavation.
- Spoils shall be a minimum of 2 feet from the edge of the excavation.
- A qualified person must perform an initial and ongoing inspections of a trench or excavation.
- All excavations in previously excavated soils can be sloped no more than 45 degrees.
- Before any excavation begins, you must have a valid Miss Dig ticket that has been properly marked and you have verified positive responses from all utilities.

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MITA has an app and handbook to help crews with excavations. Contact the MITA office at 517-347-8336 for details.

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Michigan Ranks 11 for Structurally Deficient Bridges

More than 47,000 bridges across the United States are rated structurally deficient, according to ARTBA's analysis of the U.S. Department of Transportation's latest National Bridge Inventory database. If placed end-to-end, these bridges would span nearly 1,100 miles, the distance between Chicago and Houston.

In Michigan, 1,196 structures, representing 10.7 percent of the state's bridge inventory, are rated structurally deficient. This is up from 1,146 structurally deficient bridges in 2017. Drivers in the state cross these bridges 6.7 million times a day.

Michigan ranks 16 in the nation for the total of structurally deficient bridges. It is 11 for structurally deficient bridges as a percent of total inventory, above the national average of 7.6 percent. The deck area of structurally deficient bridges accounts for 9.3 percent of total deck area. 1,206 bridges are posted for load, which may restrict the size and weight of vehicles crossing the structure.

The pace of improving the nation's inventory of structurally deficient bridges has slowed to the lowest point since ARTBA began compiling this report five years ago.

"At the current pace, it would take more than 80 years to replace or repair the nation's structurally deficient bridges. That's longer than the average life expectancy of a person living in the U.S.," says Dr. Alison Premo Black, the ARTBA chief economist who conducted the analysis. "America's bridge network is outdated, underfunded and in urgent need of modernization. State

and local government just haven't been given the necessary resources to get the job done."

ARTBA's report arrives amid ongoing discussions in Washington, D.C. about how to address the nation's transportation infrastructure challenges. "The best way to 'bridge' the infrastructure investment gap is for Congress and the Trump administration to provide a permanent revenue solution for the federal Highway Trust Fund," ARTBA President Dave Bauer says.

Black notes the Federal Highway Administration (FHWA) changed the definition of "structurally deficient" in January 2018 as part of a final rule on highway and bridge performance measures required by the 2012 MAP-21 federal surface transportation law. Two measures FHWA previously

used to classify bridges as structurally deficient are no longer used. This includes bridges where the overall structural evaluation was rated in poor or worse condition, or where the adequacy of waterway openings was insufficient. The new definition limits the classification to bridges where one of the key structural elements—the deck, superstructure, substructure or culverts—are rated in poor or worse condition.

State- and congressional district-specific information from the analysis—including rankings and the locations of the 250 most heavily travelled structurally deficient bridges in the nation and top 25 most heavily traveled in each state—is available at www.artbabridgereport.org

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Michigan 2019 Bridge Profile

Highlights from FHWA's 2018 National Bridge Inventory Data

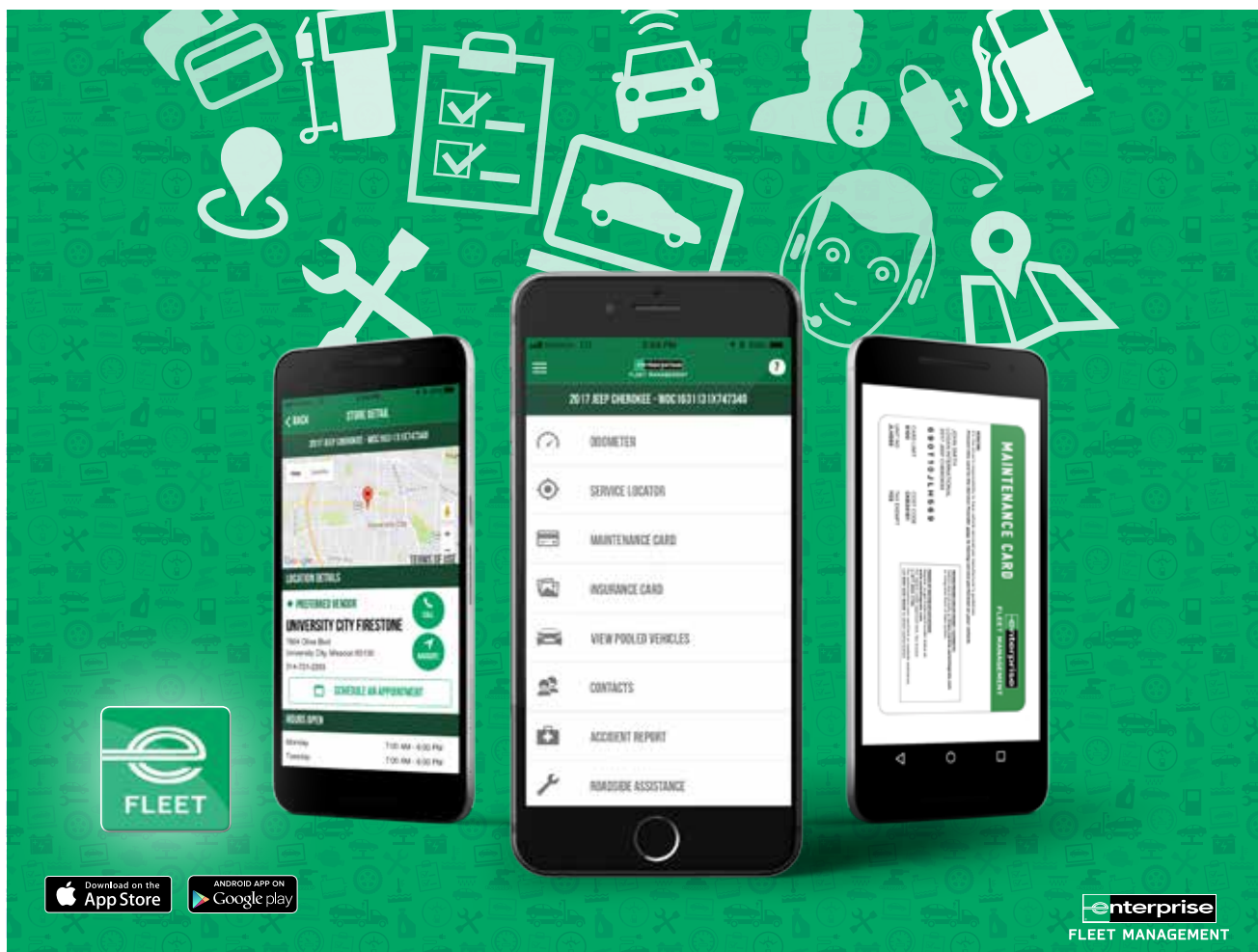
- Of the 11,228 bridges in the state, 1,196, or 10.7 percent, are classified as structurally deficient. This means one of the key elements is in poor or worse condition.
- This is down from 1,251 bridges classified as structurally deficient in 2014.
- 62 of the structurally deficient bridges are on the Interstate Highway System.
- 1,206 bridges are posted for load, which may restrict the size and weight of vehicles crossing the structure.
- The state has identified needed repairs on 2,627 bridges at an estimated cost of \$1.7 billion.
- This compares to 2,749 bridges that needed work in 2014.

Bridge Inventory

Type of Bridge ⁴	All Bridges			Structurally Deficient Bridges		
	Total Number	Area (sq. meters)	Daily Crossings	Total Number	Area (sq. meters)	Daily Crossings
Rural Bridges						
Interstate	402	367,407	7,936,065	12	7,530	265,994
Other principal arterial	638	411,938	5,679,077	24	9,909	117,881
Minor arterial	618	298,832	3,175,058	46	21,013	182,163
Major collector	2,089	686,665	4,417,648	260	61,576	494,383
Minor collector	543	138,372	1,094,013	57	9,353	29,227
Local	3,164	559,808	1,539,868	465	54,168	126,484
Urban Bridges						
Interstate	832	1,395,800	29,970,603	50	199,612	1,879,088
Freeway/expressway	319	336,206	8,370,127	12	12,989	441,036
Other principal arterial	713	879,390	15,617,613	67	99,711	1,429,972
Minor arterial	821	748,942	9,726,645	103	72,675	1,308,193
Collector	478	290,712	3,381,009	40	28,253	194,956
Local	611	331,607	2,950,940	60	22,762	190,440
Total	11,228	6,445,678	93,858,664	1,196	599,552	6,659,817

Proposed Bridge Work

Type of Work	Number	Cost (millions)	Daily Crossings	Area (sq. meters)
Bridge replacement	666	\$331,938	1,982,570	144,354
Widening & rehabilitation	77	\$52,512	1,306,418	44,043
Rehabilitation	947	\$479,615	5,470,860	516,099
Deck rehabilitation/replacement	771	\$784,532	9,657,613	752,526
Other work	166	\$55,951	650,720	84,617
Total	2,627	\$1,704,547	19,068,181	1,541,639



5 Favorite Features of eFleets Mobile

The App that puts the power of Enterprise Fleet Management into the palm of your hands. Discover our 5 Favorite Features below!

1

Locate the Nearest Preferred Maintenance Facilities

- View all surrounding vendors who are enrolled in the Enterprise Fleet Management Program – and schedule an appointment directly in the App.
- Eliminate the need to drive out of the way to find a maintenance facility, plus by using a preferred vendor, your drivers will be in and out of service as quickly as possible.
- This feature increases productivity and decreases downtime!

2

Identify the Closest and Least Expensive Fuel Providers

- Lower your fleet's overall fuel spend by using the App to determine the most convenient and least expensive fueling options.
- Maximize your tri-brand discounts by locating fueling stations that participate in the fuel program.

3

Check in/out of Pooled Vehicles

- Rely on a pool of vehicles to operate your organization? With the eFleets App managing vehicles is much easier! Throw away those sign-in sheets.
- Drivers can now check into their vehicles by using the App.
- As soon as drivers check into a vehicle, all of the vehicle's information automatically populates into the App.
- This also offers you full visibility into who was driving which vehicle and when.

4

Update, Log and Track Mileage for Accurate Reporting

- Accurate mileage is critical to effective fleet management. Set a standard for your drivers to enter their mileage every time they fuel up or at the end of each month, this will enable accurate mileage tracking.
- With accurate readings – we can proactively manage your fleet, understand each vehicle's needs and develop a replacement strategy that could save thousands of dollars.

5

Easy, 24/7 Access to Maintenance and Insurance Cards

- Drivers have access to all vehicle information from their smart phones – to easily access anytime.
- Eliminate the need to move maintenance cards from vehicle to vehicle, or to match the card to the vehicle.
- Take a photo or upload images of the vehicle's insurance cards and store them in the App so it's easily accessible at the time of an accident.



Instruct your drivers to download the App and share these tips. For driver login information, click on "Mobile Access" from the driver profile screen on the client website. The driver will receive an email with login information. Once the App is downloaded, your employees will have everything they need – whether they're in the office or on the road.

For details on these events, visit the Events section of www.thinkmita.org or email daniellecoppersmith@thinkmita.org.

July 16

Metro Golf Outing
Twin Lakes Golf Club, Oakland Twp.

July 31–August 4

Summer Conference
Crystal Mountain, Thompsonville

September 17

Board Meeting
Country Club of Lansing

September 18

Wild Game Dinner
Palazzo Grande, Shelby Twp.

December 10

Western Holiday Party
TBD

December 13

Board Meeting
Lansing Country Club

December 13

Central Holiday Party
Lansing Country Club

December 18

Metro Holiday Party
TBD



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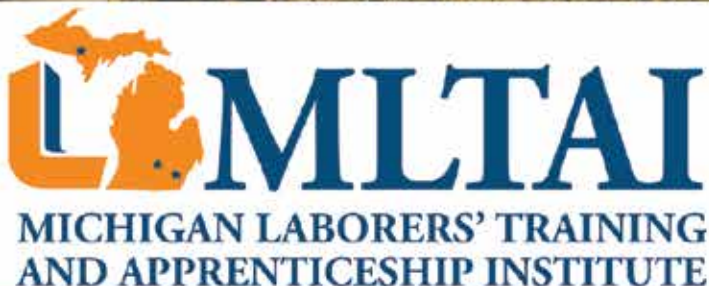
is a contractor who specializes in directional boring for many types of products and services for the underground utility industry servicing telecom, water and sewer (forced and gravity) in Michigan and the Great Lakes Region. Our high quality service includes but is not limited to boring all sizes HDPE, Ductile Iron, PVC. Directional boring is now the preferred method on many difficult and technical underground projects. We have recently purchased a Universal HDD Uni-110x120, with a max thrust and pullback force of 110,000 lb. for the larger boring jobs. Full Bore Directional Boring, Inc., is MDOT Certified.

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