



2020 SITE SCHOLARSHIP AWARDS

For twenty years, SITE Improvement Association has awarded scholarships to deserving students seeking to further their education at either colleges or technical schools after high school graduation. During that time, SITE has received over 750 applications and awarded more than \$300,000 in scholarship funding to more than 150 students. SITE scholarships are made possible by voluntary contributions from SITE company members and the SITE Advancement Foundation (SAF).

High school seniors and college students who have a parent employed by a SITE member company are eligible for the \$2,500 scholarships. The awards are based on students' academic achievements, involvement in the community, and financial need.

Learn more about the 2020 scholarship recipients on page 6.

SITE IMPROVEMENT
ASSOCIATION
NEWSLETTER

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THE CORONAVIRUS IMPACT ON LOCAL CONSTRUCTION

At the outbreak of the coronavirus in the metropolitan St. Louis region, there was a lot of worry and speculation about the impact this disease would or could have on the construction industry. SITE worked with local and state officials and other construction trade associations to have construction listed as an “essential” industry and thus avoid being shut down during the pandemic.

That helped keep contractors, suppliers and other businesses related to the construction industry functioning during the outbreak and their employees working. But, a major concern among contractors was and remains the ability of public bodies, hit hard by the virus’s economic impact, to keep their capital improvement program functioning for the remainder of this year; and thus keep them working.

SITE recently conducted a survey of municipal and county officials in the area to gauge the economic impact on construction planned for this year. Although not every city or county participated, those that did offered some hope.

COUNTIES SURVEY

Missouri Metro counties in the St. Louis region (St. Louis, St. Charles, Franklin, Jefferson and the city of St. Louis) reported no cancellation of work this year due to the coronavirus. In many cases, county projects are planned months in advance and funding set aside from their county road and bridge sales tax fund. The money cannot be used for anything other than capital improvement projects.

St. Louis City along with Jefferson, St. Charles and St. Louis counties all reported no cancellation of roadway improvement projects in 2020. That amounts to \$113,473,000 worth of work on 108 projects. The breakdown is as follows:

St. Louis City	Jefferson Co.
1 project	32 projects
\$1,000,000	\$13,700,000
St Charles Co.	St. Louis Co.
50 projects	25 projects
\$68,773,000	\$30,000,000

While the counties did not drop any construction projects, two of them have put off purchase of construction equipment planned for this year. The delayed purchase amounts to \$4,846,000, with most of it coming from St. Louis County, which has delayed buying upwards of seven dump trucks of various weight capacities.

Unfortunately for contractors, the municipalities had to make deeper cuts to their capital expenditure programs, due to the uncertainty of revenues brought on by the coronavirus. According to the survey, of which 23 percent of the St. Louis County municipalities participated, 42 percent of capital projects have either been dropped or placed on hold because of doubt raised from the virus’ impact on revenues.

Initially, these cities had planned on 131 projects for a total cost of \$38,230,082. The projects ranged from asphalt and concrete street work to stormwater improvement projects. Now, 77 projects with an estimated value of \$16,073,701 in work is being put on hold. Why the difference in county work versus city work?

Cities have more flexibility in their budgets and how those funds can be used. For example,



TERRY'S TIDBITS

BY TERRY BRIGGS

Construction experienced a double-whammy during the past two months; contractors had to deal with the coronavirus outbreak at the same time we had a cool and wet spring season. Fortunately for many, they made it through both without hurting too much.

Cities, counties and states--the whole country--are just now starting to open back up after weeks of "stay-at-home orders", but what are the residents in their communities opening up to? There are still social-distance requirements on job sites and at work, some retailers are requiring that customers wear face masks to enter their establishments, and the number of people that can gather in any one place is still restricted. As has been said by many, "Is this the new normal?"

Up to this point, the construction industry has weathered the coronavirus outbreak rather well. There were very few worksite shutdowns that SITE contractors experienced, and if the work did stop, it started up again relatively soon. Most contractors retained their trained workforce, thanks in part to some receiving funding from the federal paycheck protection program designed to keep workers employed.

The real test for construction will be in the next six to 18 months as public and private construction purchasers figure out how much revenue they will have to operate and maintain their systems/companies and how much will be available for capital improvements. The article on page 2 provides a snapshot of what St. Louis County municipalities and the counties surrounding the St. Louis metro area are doing with their capital programs for the remainder of this calendar year.

But what about the private sector? A brief discussion the other day with a public body official who issues permits paints a rather bleak picture. He said architects and engineers, who design projects for industry, businesses and homebuilding, are seeing their work dry up in 2021. Many companies are fearful their revenue sources are taking such a hit from the COVID-19 outbreak that they are cancelling or postponing plans for expansion or remodeling.

Let's hope everyone makes it through these challenging times okay.

Along those lines, I would like to thank SITE contractors and associated businesses for renewing their membership for this year. The association had a 95 percent renewal rate for membership in 2020. The SITE staff appreciates the many members we have and trust they see the value membership in the association provides to them.

The 2020 Missouri legislative session ended in mid-May without a lot happening in terms of helping the construction industry. We knew going in that any proposal seeking additional funding for transportation-related activities was not going to pass in an election year. And other measures providing some assistance to contractors got caught up like a lot of other bills in a session shortened six weeks by the coronavirus outbreak.

SITE hopes to resume hosting social events through the rest of this year, even with the new restrictions in place that will change how these activities look. However, unless some of the government requirements are lifted or greatly modified, some activities may have to be canceled. We will notify members of the activities by e-mail and by postings on the association's new website. So, make sure you check each on a weekly basis.

We hope everyone has a healthy, safe and prosperous summer construction season!



CONTRACTOR MEMBERS

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Alfred F. Mullen Concrete Contracting Co.	Mike Mullen	(314) 966-0177
Birkemeier Construction, Inc.	Jeff Birkemeier	(636) 978-8892
Boling Concrete Construction	Cindy Boling	(314) 772-6300
Bumb Construction, Inc.	Dave Bumb	(314) 291-4284
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Concrete Strategies, LLC	Joe Vitale	(314) 592-2153
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Hoette Concrete Construction Co.	John Hoette	(314) 895-5000
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Kendall's Hauling, LLC	Kendall Davidson	(314) 517-0905
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Town & Country Grading, Inc.	Alan Laughlin	(636) 475-7887

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Baxter Farms & Nurseries	Adam Guthrie	(314) 542-9400
Chesterfield Irrigation Co.	Dave Horwitz	(636) 537-9795
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DJM Ecological Services, Inc.	Doug Bauer	(314) 478-2388
ECO Constructors	Shawn Garland	(636) 561-3158
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David Mason + Associates	Spencer Mason	(314) 534-1030
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J.W. Bommarito Construction Co., Inc.	Joe W. Bommarito	(314) 353-0104
Karrenbrock Excavating LLC	Doug Bierman	(636) 828-5420
Kelpe Contracting, Inc.	Tom Kelpe	(636) 458-1400
Luther's Supply, LLC	Amber Boykins	(314) 385-6499
Poeling Construction	Shane Poeling	(636) 463-2437
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McConnell & Associates Corporation	Greg Lucas	(314) 962-1920
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May/June



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Contech Engineered Solutions, LLC	Mike Hill	(573) 380-0719	Ritchie Bros. Auctioneers	Michael Juenger	(636) 751-8383
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Fred Weber, Inc.	Jack Branz	(314) 344-0070	SmithAmundsen LLC	Daniel Peters	(314) 719-3766
G.S. & S.	Chris Hyams	(314) 298-8100	St. Louis Composting	Roy Gross	(636) 861-3344
Gateway Dredging & Contracting, LLC	Terry Bangert	(636) 665-5180	Topcon Solutions	Craig Ferris	(314) 416-4970
Hanes Geo Components	Steve Wright	(636) 875-7317	Tramelli Industrial Products and Contractor Supply	Jim Tramelli	(314) 429-4100
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Heritage Petroleum, LLC	Mike Mabrey	(314) 504-3198	United Rentals -Trench Safety	James Dickey	(314) 729-0003
Interstate Testing Services	Andy LaPlante	(314) 994-0641	Vanguard Truck Centers	Dan Green	(618) 857-7625
J.D. Kutter	Brenda Mainer	(314) 444-4949	Vermeer Midwest, Inc.	Chad Van Soelen	(636) 532-2332
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John J. Guilfooy & Associates, LLC	John Guilfooy	(314) 781-1122	Warrenton Oil Company	David Baker	(636) 456-3346
K & K Supply Inc.	Matt Williams	(636) 349-1141	Western Ready-Mix, Inc.	Mike Reed	(636) 519-1522
K & P Precast, Inc.	Tammy Daugherty	(636) 978-3111	Wieser Concrete Products, Inc.	Drew Wieser	(618) 251-9210
Kienstra Co.	Ted Kienstra, Jr.	(314) 994-1616	Winter Brothers Material Company	Ryan Winter	(314) 843-1400
Kienstra Precast, LLC	Steve Peery	(618) 482-3283	Workplace Synergy	Maureen Trompeter	(314) 473-4665
			Xylem Dewatering Solutions Inc.	Michael Myers	(314) 900-3829

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May/June

LEGISLATIVE REPORT

BY CHRIS DAVIS

The 2020 Missouri legislative session ended on May 15, 2020. When session began in January, many expected a productive year. Led by a popular and pragmatic Governor Parson, paired with Republican super majorities in the House and Senate, productivity nearly was guaranteed. Session started with a frenzy. A record 2,200 bills were introduced by eager legislators. Committee meetings were in full swing and long days and late nights were standard. Session was rocking!!!

Until...it...wasn't....



Session, much like the economy, was completely shut down due to COVID-19. Just in time for the March Legislative Spring Break, session was stopped, and the capitol building was closed for six weeks. When the Session finally adjourned on May 15, only 50 proposals were sent to Governor Parson for potential approval; including 13 appropriations bills comprising the FY2021 budget.

Neither of SITE's legislative initiatives received any consideration.

Legislative failures only represented half of the fallout from the global pandemic. Missouri, like most states, now is facing economic paralysis, record unemployment, and revenue shortfalls rapidly



approaching \$1 billion.

Governor Parson has already withheld just under \$1 Billion (\$950 million) in three rounds of spending cuts in the current fiscal year, which ends June 30.

FISCAL YEAR 2020 REVENUES

Through May 15, 2020, state general revenue collections were down 6.7 percent for fiscal year 2020 year to date. This was exacerbated by an approximately 20 percent decline in revenues for the month of May. These declines equate to a loss of \$560 million for the current fiscal year.

You may recall that the current FY2020 budget was based on a revenue projection of about \$230 million in revenue growth. When you add the \$230 million in assumed growth to the \$560 million in revenue loss, the state is facing an approximately \$800 million budget deficit, with the end of May and June revenues yet to be accounted. As previously mentioned, Governor Parson has already acted to withhold \$950 million in spending.

Regardless, this will put the FY2021 budget in peril. Here's a rundown of what significant legislation did or didn't pass this spring.

REDISTRICTING REFORM

Called "Cleaner Missouri" by Republicans, and "Dirty Missouri" by Democrats; the issue of how legislative districts are redrawn every decade will go before the voters again in November 2020. In 2018, voters approved an initiative petition that called for, among several well-intentioned but misguided reforms, an appointed State Demographer to draw the new legislative district lines. One of the primary priorities of the demographer shall be "Competitiveness" of every district. The new

referendum to be considered by Missouri voters this November would return the process to where it was before, with political committees drawing the lines. The new referendum would also completely ban lobbyists' expenditures (currently restricted to \$5).

The legislation was Senate Joint Resolution 38, sponsored by Senator Dan Hegeman and handled in the House by Representative Dean Plocher.

WAYFAIR/INTERNET SALES TAX

The issue of collecting state/local sales and use taxes on internet sales came to the Senate floor through a substitute for House Bill 1700, handled by Senator Lincoln Hough. Senator Hough offered a substitute that included an individual income tax rate cut of .11 percent tied to passage of the Wayfair provisions.

The substitute also included a provision that tied the local taxes to either a complete elimination or a partial phaseout of the local cable television franchise fee. Spectrum pays this tax to local governments in Missouri. However, streaming services like Netflix, Hulu, Amazon Prime, etc. do not pay this tax, giving them a competitive advantage to deliver content. The debate was complex, but ultimately a compromise was offered and accepted by the Senate to phase down the franchise fee to 2.5% by 2028. However, when the Senate returned Thursday evening, they had a new controversy to deal with and this legislation was never brought back before the body. Look for this discussion to continue in a potential special session.

The conservative caucus continues to stalemate adoption of the Wayfair tax in an effort to correlate other tax reductions.

TRANSPORTATION OMNIBUS

Thursday evening of the last week of session brought controversy as the Senate had to reconsider Senate Bill 782 after it was truly agreed and finally passed. The reconsideration of this transportation bill is somewhat a case study on the dangers of omnibus bills.



The issue under reconsideration was created by an amendment that arguably would have hindered the so-called Grain Belt Express, a transmission line for solar power across parts of northern Missouri. Many of the farmers and elected officials in these areas are opposed to eminent domain for the project, but eminent domain is allowed, according to court decisions.

The amendment, with the apparent support of House Speaker Elijah Haahr, would have increased the cost of eminent domain, by allowing county commissions and other government entities to designate "historic farms," which under an existing statute would set the price for eminent domain at 150 percent of the fair market value.

When the Senate passed the bill, they were unaware of the Grain Belt language in the House version, and thus the only path was the unusual Motion to Reconsider. At the time, leading to reconsideration, there were contentious comments made by many senators about the subterfuge utilized by the House, but ultimately the contentious issues did not appreciably disrupt the remainder of the session.

Most of the provisions contained in SB 782 were attached to HB 1963, which was passed with about ten minutes remaining in the legislative session.

TORT REFORM

The activity on tort reform centered on Senate Bill 591. This legislation would restrict punitive damages to plaintiffs that provide "clear and convincing

evidence” that the defendant was “intentionally harmed” without just cause, and the act was “with deliberate and flagrant disregard for the safety of others.” The bill also revises procedures for filing for punitive damages.

This bill also contained provisions related to unlawful merchandising practices.

PRESCRIPTION DRUG MONITORING PROGRAM

For Representative Holly Rehder, it was Groundhog Day all over again on the issue of a statewide Prescription Drug Monitoring Program (PDMP). This issue has been further complicated because more than 80 percent of the state is monitored by a St. Louis County program.

Rehder has pushed the issue her entire tenure in the Missouri House, and once again the legislature was unable to come to an agreement to get the issue across the finish line.

SPORTS WAGERING AND VIDEO GAMING MACHINES

There was much discussion this session on sports wagering and video lottery terminal legislation, but ultimately nothing passed this session. Sports gambling is exploding across the country as states seek additional revenue sources. While gambling and gaming legislation is always difficult to pass, there was significant momentum surrounding enabling sports betting in Missouri and eradicating illegal video gaming machines. Expect potential action on sports betting should a special session convene later this year.

SPECIAL SESSION

So will there be a special session? The session ended with significant expectations and momentum for a summer special session to address some issues that were left unresolved. While the budget is likely to need fine tuning depending on the impact of COVID-19, it is an election year. It would be difficult to convene legislators and persuade them to take controversial votes, especially prior to the August primary election. Then you have a Governor in the midst of an election campaign going into November. Just like sports gambling... I wouldn't bet on it!

Be well and do good.

2020 SCHOLARSHIP RECIPIENTS

Sage Bournstein - Sponsored by SCI Engineering, Inc., Sage will be a senior at the University of Illinois at Chicago, where she is studying child psychology.

Christian Boyer - Sponsored by Gershenson Construction Co., Inc., Christian is a recent graduate of Ste. Genevieve High School. Christian plans to attend the University of Missouri to study business.

Hannah Breitenstein - Sponsored by Retaining Wall Solutions, Inc., Hannah just finished her freshman year at Truman State University where she is studying Physics. Hannah was also awarded a scholarship in 2019.

Emma Fromme - Sponsored by Gershenson Construction Co., Inc., Emma graduated from Columbia High School and plans to attend Southern Illinois University at Edwardsville to study criminal justice in the fall.

Lily Horstmeyer - Sponsored by Sandberg, Phoenix & von Gontard. Lily will be a junior at Southeast Missouri State University. She is majoring in Agribusiness. Lily was also awarded a scholarship in 2019.

Brock Pope - Sponsored by Krupp Construction, Inc., Brock is entering his senior year at the University of Missouri. He is majoring in Health Science.



Continued from page 2

while many cities and counties have dedicated transportation sales tax revenues that are used primarily for capital improvements, such as street work, some cities can also use these funds for debt service on outstanding bonds they may have. By using the revenues for debt service, it may free up money in their general funds that can be used for operational expenses. In the case of stormwater sales tax revenues, those funds may also be used for park/recreational programs/expenses, and some cities are using the money for operation and maintenance of those programs.

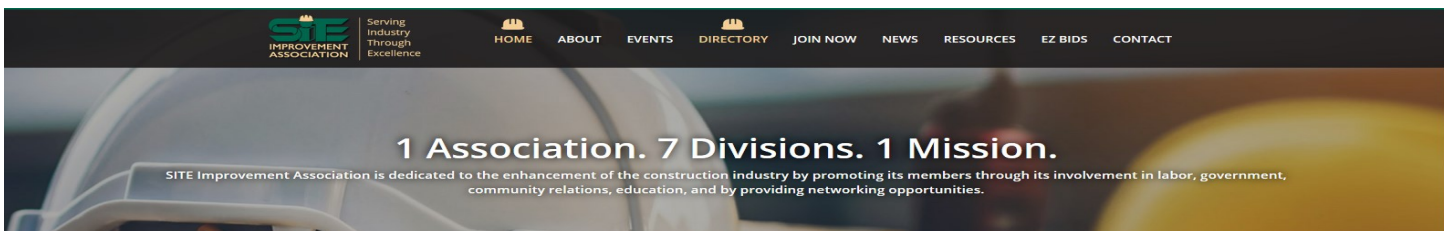
Some examples of cities dropping or delaying their capital improvement expenses are noted below.

Chesterfield	5 projects	38% of budget
Brentwood	8 projects	71% of budget
Ladue	13 projects	100% of budget
Overland	20 projects	86% of budget

On the purchasing of construction related equipment, more than two-thirds of planned expenditures from municipalities have been deferred or dropped for a total of \$3,978,00 out of projected expenditures of \$5,938,169. Items cities are deleting from their capital improvement purchase plan are dump trucks, pick-up trucks and skid steer loaders.




“These are unprecedented times,” said SITE Executive Director Terry Briggs. “With the businesses shut down because of the coronavirus, sales tax revenues dwindled and will continue to do so until late this year. After businesses reopen and consumers start spending, we would hope public bodies are in the position financially that they can resume their capital programs.”

Briggs did express appreciation for those public entities, like the metro counties and cities who kept their capital improvement program pretty much intact through this financial crisis.



SITE's WEBSITE HAS A NEW LOOK!

While you'll still be able to get the most up to date information about upcoming SITE events and access EZ Bids, the site also has some new features:

-  Wage Notifications
-  Event Registration and Payment
-  A searchable Membership Directory - search members based on division, types of work and MBE/WBE status

If you need assistance setting up your username and password, contact Leah at leah@sitestl.org or call (314) 966-2950

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contact Leah (314) 966-2950**

40TH ANNUAL GOLF TOURNAMENT

Mark your calendars and arrange your four-somes to tee off Monday, August 17, at SITE's 40th Annual Golf Tournament. Don't miss the opportunity to compete for the championships of Flight A, B or C, Closest to the Hole, Longest Drive, Putting or Hole-in-One contests.

LIMITED TO THE FIRST 300 GOLFERS.

The tournament will be held on both courses of Norwood Hills Country Club. Early reservations are appreciated. We ask that your reservation be made no later than **Friday, August 7.**

For additional information about the tournament, email leah@sitestl.org or call SITE's office at (314) 966-2950.



SHORT PARK

The Young Executives of SITE (YES) has broken ground and commenced construction on their long-time community project, a playground in Berkeley, Mo. Dozens of SITE members came together at the Holiday Happy Hour to donate money, time, labor, and resources to this ambitious project. SITE has excavated a parcel of the property. Member donations have purchased nearly \$24,000 in new playground equipment to be installed. A new concrete pad will be poured, and an additional \$12,000 pavilion will be installed.

On Saturday, May 30, ground was broken at Short Park in Berkeley. The outpouring of support that SITE and members have received from the community has been tremendous and uplifting. Progress can be seen in many of the pictures. Check back in a future newsletter for pictures of the final product, a grand opening, and a recognition of all of you that have contributed so much.

It is not too late to participate. Contact Chris at SITE at chris@sitestl.org with questions or to contribute.



SITE MEMBERS COMPLETE CONSTRUCTION LEADERSHIP CERTIFICATE

SITE members came together to design a course that would offer leadership development taught through Washington University and professionals within SITE's organization. "The goal was to expose and educate our members in specific components of our industry. Over years of fielding questions, we have learned that most inquiries revolve around Labor, Legislative, Safety/Risk Management, and Legal. We worked with Washington University's Leadership School to carve out specific leadership classes that dovetailed into our vision and formed SITE's Construction Leadership Certificate," stated Jeremy Bennett.

The certificate consists of four classes offered at Washington University's campus and three classes offered at SITE's training facility. The program is limited to 16 participants who must attend all seven classes to complete the certificate. The certificate is com-

posed of four hour classes in the following subjects:

SITE Courses:

- Labor Relations/Legal
- Government Affairs
- Safety/Insurance

Washington University Courses:

- Foundations for Effective Leadership
- Communicating for Leadership Success
- Strategies for Influencing Others
- Resolving Workplace Conflict

The certificate program began in January and was scheduled to be completed in April but was delayed due to COVID-19. SITE threw a socially distanced party after the last class, marking an end to its first ever Construction Leadership certificate. SITE plans to offer the certificate in the future and has received approval from St. Louis County to be counted toward PEUs for those that have Drainlayers licenses.

CONSTRUCTION LEADERSHIP CERTIFICATE PARTICIPANTS

Kris Bates - Bates Utility Company

Frank Marchesi, Jr. - Bi-State Utilities Co.

Matt Mortimer - David Mason + Associates

David Murphy - Drilling Service Co.

Kyle Murphy - Drilling Service Co.

John Hoette - Hoette Concrete

Jennifer Bouquet - J&J Boring, Inc.

Chris West - N.B. West Contracting

Rob Bond - N.B. West Contracting

Chris Scanlon - Pace Construction Co.

Danielle Roden - Site System Landscaping

Eric Hogan - TerraScape

Rhiannon Parisi - Two Alpha Contracting

Charles Parisi - Two Alpha Contracting

Stephen Krieger - Vee-Jay Cement

Chuck Vitale - Vee-Jay Cement



LABOR REPORT

BY JEREMY BENNETT

UPDATE TO THE SITE – OPERATING ENGINEERS LOCAL 513 CONTRACT

Amidst the COVID-19 pandemic, there was anxiety already building as the SITE Agreement expiration loomed on May 1, 2020. Contract negotiations are personal and provide an opportunity to strengthen relationships between the contracting community and the union. Since virtual negotiations was not a viable option, both SITE's negotiating committee and Operating Engineers Local 513 agreed to extend the expiration of the Commercial/Building/Heavy/Highway Agreement until July 15. During the extension, SITE investigated the impact COVID-19 had on private and public projects to be bid and found its immediate impact quickly. Public bodies pulled projects, and construction permits dropped by more than 70 percent in the City of St. Louis. SITE's negotiating committee realizes that this contract year will be difficult juggling current workloads while predicting trickle effects from COVID 19. Both SITE and Local 513 continue to meet and discuss changes to the current CBA. More information will be forthcoming to SITE's signatory contractors.

The Bituminous Paving Contractors settled their contracts covering Asphalt Paving Work on Residential/Commercial/Public Works projects in May with both the Laborers Missouri/Kansas District Council and Operating Engineers Local 513. The parties agreed to a five year contract with the following per year economics: Large Commercial Rate – 2020 - \$1.20, 2021- \$1.20, 2022 - \$1.15, 2023 - \$1.15, 2024 - \$1.15 Residential, Small Commercial and Maintenance Work Rate - 2020 - \$0.90, 2021- \$0.90, 2022 - \$0.90, 2023 - \$0.90, 2024 - \$0.90



ANNUAL WAGE ORDER 27 STILL UNDER REVIEW

Contractors should be aware that if you bid public work in the upcoming months, a change to the Annual Wage Order is coming. Annual Wage Order 27 is still under review but may be effective by July. Please be sure to double-check the wage orders and your obligations to your collective bargaining agreements!

INTERVIEW CEMENT MASON PRE-APPRENTICES

The Cement Masons Joint Apprenticeship Committee is holding a special opportunity for contractors to meet and interview cement mason pre-apprentices. Pre-apprentices are individuals who are interested in joining the trade and may have some background experience in the industry. Connecting future workers with employers will have a mutually positive impact for the apprenticeship program and contractors alike. There are 10 pre-apprentices available to interview, and we encourage contractors to show and express their interest in them. All the pre-apprentices will have been drug tested and OSHA 10 approved.

The interview opportunity will be held on June 25 from 10:30 a.m. till 11:30 a.m. at the construction training school located at 6301 Knox Industrial Dr. St. Louis, MO 63139. Please RSVP to jeremy@sitestl.org if you wish to attend.

FROM THE SAFETY SIDE

COVID-19 TOOLBOX TALK

Stress & Coping with COVID-19

The outbreak of coronavirus disease 2019 (COVID-19) may be stressful for people. Fear and anxiety about a disease can be overwhelming and cause strong emotions in adults and children. Coping with stress will make you, the people you care about, and your community stronger.

Everyone reacts differently to stressful situations. How you respond to the outbreak can depend on your background, the things that make you different from other people, and the community you live in.

Stress during an infectious disease outbreak can include

- Fear and worry about your own health and the health of your loved ones
- Changes in sleep or eating patterns
- Difficulty sleeping or concentrating
- Worsening of chronic health problems
- Increased use of alcohol, tobacco, or other drugs

Things you can do to support yourself

- **Avoid too much exposure to news.** Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting.
- **Take care of your body.** Take deep breaths, stretch, or meditate. Try to eat healthy, well-balanced meals, exercise regularly, get plenty of sleep, and avoid alcohol and drugs.
- **Make time to unwind.** Try to do some other activities you enjoy.
- **Connect with others.** Talk with people you trust about your concerns and how you are feeling.

Source: OSHA/AGC of America





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Terry Briggs

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2020 UPCOMING EVENTS

**Due to COVID-19 all SITE events have been
canceled through the end of June**

Mon., August 17

GOLF TOURNAMENT & DINNER

Norwood Hills Country Club

Thurs., October 8

CLAY BIRD SHOOT

Black Hawk Valley

Visit sitestl.org for more upcoming events