



9TH ANNUAL CLAY BIRD SHOOT AND FUNDRAISER

The Young Executives of SITE (Y.E.S.) would like to extend a huge thank you to all who participated in, volunteered at, and sponsored the 9th Annual Clay Bird Shoot held on Thursday, October 6. The shoot was once again a huge success! Shooters were treated to three bonus challenges, including a brand new flurry challenge. This is the only fundraiser held by Y.E.S., and the proceeds are used to help offset the cost of their annual networking event, leadership development, field trips, and special projects, such as the park renovation they completed in 2020. If you or someone at your company is under the age of 40 and looking to learn more about the construction industry to advance themselves, check out the Y.E.S. page at www.sitestl.org. You can find just a few of the photos taken at the event on page 6.

SITE IMPROVEMENT
ASSOCIATION
NEWSLETTER

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MISS AUGUSTA RIVER CRUISE

The Miss Augusta welcomed SITE members to cruise on the new 105 foot luxury yacht. On September 10, SITE members relaxed on the two-hour cruise up the Missouri River while eating, drinking and socializing. What a perfect day to be on the water!



WELCOME TO SITE'S NEWEST MEMBERS



SPECIALTY DIVISION

i3 Broadband

602 High Point Lane,
East Peoria, IL 61611
(314) 440-1445
Mike Elam

Jath Construction Company

10551 Farview Ave.
St. Ann, MO 63074
(314) 323-0288
Trish Herron



ASSOCIATE MEMBERS

Buckingham Strategic Wealth

8182 Maryland Ave, Ste. 500
Clayton, MO 63105
(314) 743-2234
Elliot Dole

Total Safety Solutions LLC

1678 Creve Coeur Mill Rd.
St. Louis, MO 63146
(636) 388-2685
Heather Tuttle



EXECUTIVE DIRECTOR'S COLUMN

JEREMY BENNETT

I think the saying “all good things must come to an end” applies to the careers of Molina, Wainwright, and Pujols. For years St. Louis has watched three of the best players in the game smash home runs, throw out base runners, and strike out the very best. We have been a lucky fanbase to witness such great ball players, but this era is over and STL baseball will never be the same. Whether Wainwright plays another season is unknown at the time of this article, but what has captured fans across the nation is more than their stats, it’s their characters. These “good things” will live on and mentor youth, support charities and spread cheer because that is who they are, and that’s why we love them. There’s an important lesson to learn from Molina, Wainwright and Pujols. Hard work and the right attitude pay off. I wish all three of them the very best in their future endeavors and thank them for years of baseball heaven.

Hard work and the right attitude paid off during our two recent events, the Miss Augusta Networking Cruise and the Y.E.S. clay bird shoot fundraiser! SITE had a great time hosting its first-ever river cruise on the Miss Augusta yacht. Members enjoyed networking and building relationships while floating the Mississippi River in style. The day was picture perfect with a great group of over 100 members. Also congratulations to the Y.E.S. group for a wonderful turnout and perfect weather for the clay bird shoot fundraiser. There was plenty of excitement amongst the sling shots, hatchet throws and claybird busting fun. Thank you to all our volunteers and staff for their dedication to making these events run

so well. Your hard work and great attitudes make these events one-of-a-kind, which keeps our members coming back year after year.

SITE’s board of directors recently met for its annual Fall Board Meeting in late September at the Lake of the Ozarks. There was great discussion about next year’s strategy as an Association and items to focus on such as: navigating recreational marijuana, partnering with local vocational schools, and engaging our members more in local and state politics. We are growing as an organization and have been influencing the industry on a larger scale, and with growth comes more advocacy. To make these efforts possible, SITE’s Board agreed to raise SITE’s annual dues by \$100. Dues have not been increased for at least 15 years, and this will help offset expenses incurred by the organization. The Board does not take increasing the dues lightly and felt this was needed to keep the organization healthy and strong into future years.

I hope to see many of you at our upcoming joint general membership meeting with APWA on Oct 27th. This lunch meeting should be an informative one as Lambert Airport discusses much needed overhauls to keep St. Louis competitive. Many of SITE’s members benefit from airport construction, so it should be one to watch for infrastructure improvements. Also SITE is hosting an MBE/WBE event in November, and our Holiday Happy Hour in December. These should be some nice events as we close out 2022.

I wish everyone a fun and safe Halloween, and of course safe and fruitful hunting season to all the deer and duck hunters out there.



LEGISLATIVE REPORT

BY AARON GRIESHEIMER

Even though the Missouri General Assembly isn't in session, SITE Improvement Association has been hard at work crafting legislation in preparation for next year. Specifically, SITE has been hosting roundtable discussions with various stakeholders and other trade associations in order to gather input on several issues. While the language hasn't been finalized yet, here is an overview of what we are currently working on.

PROMPT PAYMENT

Whether you're working on a public or private project, the requirements for public works projects differ in multiple respects from private projects. In Missouri, a public owner must make progress payments within 30 days of receipt of the invoice to the general contractor unless the contract is drafted to allow a lump sum payment. Retainage can also be withheld by the public entity, but it cannot exceed more than 5 percent of the value of the contract. Subcontractors and lower-tier contractors must receive payment 15 days after the public own-



er pays the general contractor or any higher-tiered subcontractor.

Private jobs are completely different. Payments to general contractors, subcontractors, and suppliers default to the terms of the contract. In many cases a "pay-when-paid" or "paid-if-paid" clause is included in the contract agreement. This type of clause is the prime contractor or higher-tier contractor informing the lower-tier contractor(s) that they will pay them after they've been paid. However, this unfairly shifts the risk down the line to subcontractors who can't see the disbursement of funds.

In response, nearly a dozen states have prohibited such contract language in most circumstances. Instead, private construction contracts must include certain payment clauses that obligate the prime contractor to be liable for the entire amount owed to their subcontractor and so forth. However, some private contracts also include language requiring the owner to pay the prime contractor within a certain number of days from receipt of an invoice.

This type of language will provide much needed protection for all contractors. While a contractor can still file a mechanic's lien, the legal process is often burdensome and very costly.

UNDERGROUND UTILITY DAMAGE PREVENTION

A growing number of contractors are experiencing issues with either "No Response" tickets or hitting unmarked underground utilities even after receiving a green light from Missouri One Call. With no penalty provisions in place regarding violations to state statute on utility companies, the burden lies solely on the contractors.



Other states have taken steps to create committees or boards to review complaints from contractors regarding violations in order to determine the guilty party. SITE has attempted to pass legislation that would establish the “Underground Damage Prevention Review Board” to review reports of alleged violations relating to underground facilities. The board would consist of nine members appointed by the Governor.



The board would have the authority to determine appropriate actions or penalties to impose for each violation. Depending on the board’s action, penalties could include training, education or a civil penalty of \$2,500. Plus, if the board recommends a penalty, the Board must notify the Public Service Commission.

MISSOURI ONE CALL OPEN FORUM

In light of the growing concerns, Missouri One Call is going to host an open forum meeting. The event will be held at Orlando’s Event Center located at 2050 Dorsett Village Dr., Maryland Heights, MO on Thursday, October 27, 2022, from 8:30-11:00 a.m. Box lunches will be provided after the meeting.

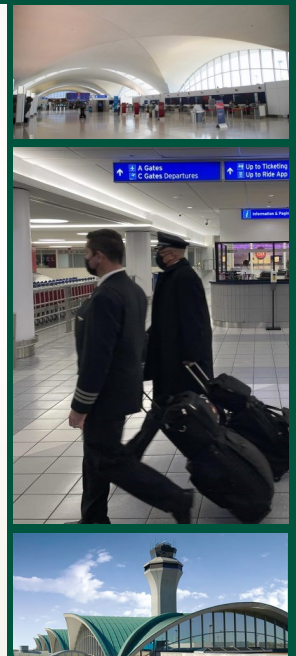
The purpose is to discuss issues out in the field such as no locates, “No Response” tickets, mis-marked utilities, and many other issues. No RSVPs are required and it’s FREE to attend.



JOINT SITE/APWA MEMBERSHIP MEETING



If you don’t have lunch plans for Thursday, October 27, then come to the joint general membership meeting with SITE and APWA (American Public Works Association) and listen to Airport Director Rhonda Hamm-Niebruegge’s presentation on the history of Lambert Airport and the plans to construct a new single 1.6 million-square-foot terminal estimated at \$3 billion. Lunch will be at Orlando’s, 2050 Dorsett Village Plaza, Maryland Heights, MO 63043 beginning at 11:30 a.m. The cost is \$25 per person to attend.





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
Builder's Bloc Contracting Services, LLC	Kevin Deptula	(314) 336-0200
Byrne & Jones Concrete	Carl Rouse	(314) 567-7997
Concrete Strategies, LLC	Pat Moriarity	(314) 595-6300
Contegra Services, LLC	Jim Mundy	(618) 219-4895
Fenix Construction Company	Steve Ladenberger	(314) 892-4700
Hawkins Construction and Flat Work LLC	Bob Hawkins	(636) 409-1115
HF Flatwork	Carl Hines	(636) 262-2684
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Next Level Construction, LLC	Charlie Vitale	(314) 575-0285
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Charles White Home and Landscape	Charles White	(314) 541-1481
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ECO Constructors	Shawn Garland	(636) 561-3158
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September/October



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Gateway Dredging & Contracting, LLC	Terry Bangert	(636) 665-5180	SmithAmundsen LLC	Daniel Peters	(314) 719-3766
Hanes Geo Components	Steve Wright	(636) 875-7317	St. Louis Composting	Roy Gross	(636) 861-3344
Hayden Machinery LLC	Jeremy Hancock	(314) 550-1400	Stormwater STL LLC	Steve Polk	(314) 406-7655
Herc Rentals ProSolutions	Jim Neal	(636) 696-4022	Tilley Workforce Solutions	Alison Niermann	(314) 623-1163
Heritage Petroleum, LLC	Mike Mabrey	(314) 504-3198	Topcon Solutions	Terry Gammill	(816) 985-1791
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September/October



A Flight Winners: Core & Main #1-56 birds



1st Place Sling Shot - Adam Haarmann



Candy Corn Winner: Kuesel - 96



B Flight Winners: Millstone Weber-49 birds



2nd Place Sling Shot - Kurt Grote



Hatchet Challenge Winners: JD Kutter



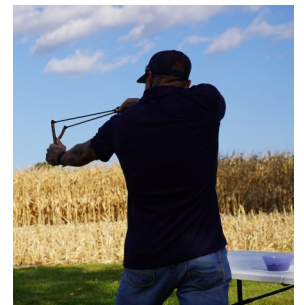
C Flight Winners: EquipmentShare-47 birds



3rd Place Sling Shot - Alexi Ondrick



Flurry Challenge Winners: Castle





Thank you to all of the sponsors!

Jingle & Mingle

PLEASE JOIN US FOR A
**HOLIDAY HAPPY
HOUR**

Thursday, Dec. 1, 2022
5 - 8 PM
Bogey Hills
Country Club

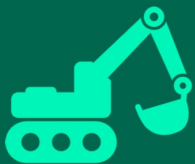
A NEW NORMAL NETWORKING EVENT

SITE'S M/WBE & NON-M/WBE MEET & GREET

CALLING ALL SITE MEMBERS!!!

EXCELLENCE HAS PERMANENTLY BEEN
ENGRAINED IN THE DNA OF OUR SITE
MEMBERSHIP.

AS WE CONTINUE THE LEGACY OF
EXCELLENCE IN OUR COMMUNITY AND
THE CONSTRUCTION INDUSTRY, IT IS
IMPERATIVE THAT WE ALL SHOW UP!



**NOVEMBER
2ND
2022**



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COMMUNITY RELATIONS

CONSTRUCTION FORUM

The Construction Forum hosted its fifth series, industry-wide event on September 15 addressing systems change in our workforce efforts, entitled “Workforce Pipeline Myths, Misconceptions, and Redirection.” SITE Improvement’s Director of Communication and Community Relations, Burnea Lester, represented SITE and spoke to an audience of over 150 industry stakeholders about the cohort that she co-chairs.

Almost a year ago, The Forum set out on a journey to explore what a systems change approach to building an inclusive workforce might mean. The Forum asked those attending a Dec. 2, 2021, event to pick their top five out of 22 barriers to inclusive workforce entry. The five that they identified were the “old boy network,” racism in hiring, transportation, education inequity, and lack of knowledge of career pathways.

This led to the creation of five cohorts of contractors, unions, educators, public policymakers, owners, non-profit agency representatives, and other construction industry stakeholders.



CCDI ANNUAL GOLF TOURNAMENT

SITE Improvement Association was a proud Gold Level Sponsor at CCDI’s (Construction Career Development Initiative) 7th annual golf tournament. SITE leadership, Jeremy Bennett, Executive Director, and Aaron Griesheimer, Director of Training & Education, participated in the tournament held on October 4, 2022.

Construction Career Development Initiative (CCDI) brings diversity to the Design and Construction industry by mentoring and exposing minority/underrepresented and underemployed men and women to career development in construction.

SCHOLARSHIP OPPORTUNITY

Scholarship applications for high school seniors and/or college students will be available Monday, December 5. Applicants must be the



child or step-child of a full-time employee or officer of a SITE contractor or associate member in good standing. Such employee or officer shall be employed at the employer’s facility located within the St. Louis metropolitan area. Applications for scholarships and the 2023 Eligibility Rules & Application Process will be mailed and emailed to all member companies and will be available at www.sitestl.org on the front page listed under 2023 Scholarship Information. Contact Leah at (314) 966-2950 should you have any questions.



SCHOLARSHIP

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LABOR REPORT

BY JEREMY BENNETT

LEADERSHIP CHANGE AT OPERATING ENGINEERS LOCAL 513



Tim Sappington is the Business Manager/President of Operating Engineers Local 513, and he has decided it's time to retire and will do so November 1. In 2009, he was appointed as the Training School Administrator and in 2017, the 513 Executive Board appointed him as the President and

Business Manager of 513. As you can imagine, Tim's positions at the training school and local allowed him to work alongside SITE's staff and appointed trustees regularly. Tim and I spent a lot of time together over the past 10 years on the trust fund board, navigating labor issues, negotiations, training, grievances, industry meetings and so on. Although we may disagree, we were always able to talk through issues or ideas to make this industry the best it could be. I appreciate his time, hard work ethic, admiration for the industry and 40 years of service as an Operating Engineer. Tim plans to spend more time with this family, play with the grandkids, and enjoy hobbies such as hunting and farming. SITE wishes Tim a happy and healthy retirement.

The Local 513 Executive Board appointed Brian Graff as the new Business Manager/President of Operating Engineers Local 513. He previously held the title of Organizer/Workforce Development and understands the challenges to be competitive in



the construction industry. I look forward to working with Brian to make the construction industry the best it can be.

CONSTRUCTION MANHOURS ARE UP

Manhours reported through September were up 11 percent compared to last year, which is no surprise. Although contractors are loving the dry weather, finding skilled labor continues to be a challenge. I included the current levels of employed workers within the St. Louis union trades below. All trades are full employed of their members. However, there are still apprentices that are looking for opportunities.

99% Operators	99% Plumbers & Pipefitters
99% Laborers	99% Electricians
99% Cement Masons	99% Sheet Metal Workers
99% Teamsters	99% Carpenters
99% Iron Workers	99% Sprinkler Fitters
99% Insulators	99% Painters
99% Brick Layers	95% Boiler Makers

CONTRACTOR WAGE SURVEYS

SITE continues to urge contractors to submit their work hours to the Missouri Department of Labor Contractor Wage Survey. In 2021, contractors' payroll staff did a nice job submitting hours, and because of their efforts, contract total package rates were very close to the prevailing wage rates posted in the five surrounding counties. If contractors can continue to submit hours, the contract total package rate will continue to be competitive in the area. As a reminder, all hours for 2022 must be submitted by the end of January. If hours are not submitted, there will be a large disparity in what an open shop contractor will have to pay on public works projects versus a signatory contractor. If your payroll department is not familiar with the contractors' wage survey, please feel free to reach out to SITE's office for guidance.

FROM THE SAFETY SIDE

In November, Missouri voters will decide per a ballot initiative dubbed Amendment 3 if marijuana should be legalized for recreational purposes. If approved by the voters, the Missouri constitution would be amended to allow individuals aged 21 years and older to legally possess, purchase, consume, and cultivate marijuana recreationally. The measure would go into effect on December 8, 2022.



Whether you support the measure or not, its well-known marijuana affects your body's coordination, memory and judgement. Unfortunately, the construction industry is already riddled with many job hazards, and any level of impairment caused by cannabis can lead to serious safety risks. So, what can an owner do if Amendment 3 passes in Missouri?

It's important to know, businesses can still promote a drug and alcohol-free workplace. Specifically, employers can enforce drug testing policies and test for marijuana impairment under certain circumstances. Plus, employers would not be subject to any liability for disciplining or terminating an employee for working under the influence of marijuana.

However, if passed, Amendment 3 would prohibit an employer from discriminating against an employee who carries a medical marijuana card or uses marijuana off the employer's premises during non-working hours. An employer would still be allowed to act against an employee whose lawful use of marijuana off the employer's premises and during non-working hours hinders their ability to perform jobs and responsibilities safely.

According to the National Safety Council, impairment can be recognized in several different ways. However, they caution employers about jumping to conclusions about why someone is acting differently. Identifying marijuana use on the jobsite may be as easy as recognizing if someone smells like marijuana or a positive drug test or screening.



Construction worker using a marijuana breathalyzer test developed by Hound Labs

If a supervisor has been alerted that a worker is showing signs of impairment, he or she must act right away. This will help prevent an impaired worker from performing tasks that may endanger other workers on the jobsite. Therefore, it's important to have a clear and robust workplace drug and alcohol policy.

This policy should cover what to do in any situation, regardless of the cause of impairment. The policy should be communicated to all workers. It should lay out strict guidelines but also provide help and support for employees when needed. The policy should clearly set out the employer's approach to workplace impairment in understandable language.

Explain how impairment will be handled at your workplace. (Depending on your company's impairment policy, this could include such things as having a conversation about the situation, removing a worker from the jobsite, discussing treatment options, or taking disciplinary action). If Amendment 3 is adopted by the voters, employers should review their workplace drug policies to ensure compliance at the federal, state, and local level.



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UPCOMING EVENTS

- | | |
|----------------|---|
| Thur., Oct. 27 | JOINT SITE/APWA MEMBERSHIP MEETING
SITE Improvement Association Training Room |
| Wed., Nov. 2 | A NEW NORMAL NETWORKING EVENT
Schlafly Tap Room |
| Tues., Nov. 29 | FIRST AID/CPR/AED TRAINING COURSE
SITE's Training Room |
| Thurs., Dec. 1 | HOLIDAY HAPPY HOUR
Bogey Hills Country Club |
| Wed., Jan. 12 | GENERAL MEMBERSHIP MEETING
Location to be determined |

Visit sitestl.org for future event updates or to register for upcoming events.