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# THE CONSTRUCTION JOURNAL

Editor  
**RACHEL A. PINKUS**



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# THE PLAN ROOM POST

*From Plan Room Manager, John Grandetti*

**A Happy New Year:** From all of us at the office, we would like to say to all of our members Happy New Year. We look forward to continuing our service to you in 2011!

**Save money, time and hassle in the New Year:** If you are looking to save a little time, a little money in the New Year, or both, please keep these services and education opportunities in mind and get the most out of your membership in 2011.

**Private Planroom:** Free service for all General Contractors that allows you your subs and suppliers free access to your projects through our website

**Private Planroom Plus:** Codes for your subs and suppliers plus complete database management

**Website Tutorials:** Two tech seminars a month cover our online service

**Verizon Discount:** Verizon Wireless customers could be eligible for a 15% discount on their wireless service. Call John for more details at 278-5723

**Educational Opportunities:** From First Aid/CPR to OSHA, we have you covered. Please check out [www.bxdayton.com](http://www.bxdayton.com) for upcoming events

**Workers Compensation**

**Group Discount:** Up to a 51% discount on your workers compensation, open enrollment ending shortly.

**Dues:** All members should have received a copy of their 2011 renewal invoices at this time. Payment for these invoices is due by the end of the day on January 18<sup>th</sup>. At that time, all online and planroom services will be discontinued until payment is received. If you have any questions regarding your invoice or payment, please call us and we will be more than happy to help.

**Teambuilding Night:** Another reminder to please submit your projects for consideration for our annual awards banquet. If you would like to attend the dinner and networking event, please go to [www.bxdayton.com](http://www.bxdayton.com) to register.

**NEW MEMBERS TO THE  
BX DAYTON ONLINE SERVICE  
PLEASE WELCOME:**

*Megacity Fire Protection*

*Dynamix Mechanical*

*Environmental Land Management  
Services, LLC.*



## CURRENTLY AVAILABLE IN PLANSROOM

Project	Addn	Bin	Date	Time	Project Name	County
2010-3579	1	33	12/28/2010	Noon	<u>Beavercreek / 2011 Street Light</u>	Greene
2010-326E-A	1	38	12/28/2010	Noon	<u>Worthington City Schools / Dow Nelson Field House HVAC Improvements - REBID</u>	Franklin
2010-358D		31	1/3/2011	Noon	<u>Springfield / Sand &amp; Gravel</u>	Clark
2010-358E		35	1/3/2011	Noon	<u>Springfield / Street Materials</u>	Clark
2010-3574	1	37	1/4/2011	1:30 PM	<u>Deer Park &amp; Sycamore Twps. / Metropolitan Sewer District of Greater Cincinnati / SSO ...</u>	Hamilton
2010-325B	1	23	1/4/2011	9:00 am	<u>Trotwood / Salem Avenue Rehabilitation</u>	Montgomery
2010-3384		28	1/5/2011	1:30 PM	<u>Dayton / Countywide Guardrail Safety Upgrade County Wide</u>	Montgomery
2010-35D8		34	1/5/2011	Noon	<u>Troy / Dye Mill Rd. Improvements Phase 1 Waterline</u>	Miami
2010-35EC		21	1/6/2011	2:00 pm	<u>Mechanicsburg Exempted Village Schools / Stadium Track Resurfacing</u>	Champaign
2010-33F7	2	5	1/6/2011	Noon	<u>Dayton / Guthrie Road Water Main Liner Installation</u>	Montgomery
2009-21F3	1	52	1/11/2011	2:00 pm	<u>Beavercreek City Schools / Various Schools Renovation</u>	Greene
2010-3666		15	1/11/2011	2:00 PM	<u>Elida Local Schools / High School Asbestos Abatement</u>	Allen
2010-34A8		27	1/12/2011	1:30 PM	<u>Dayton / EECBG Administration Building &amp; Reibold Building Parking Garages Area Lighti...</u>	Montgomery
2010-35C9		19	1/12/2011	1:30 PM	<u>Dayton / Reibold Building 10th Floor Adult Probation Renovation</u>	Montgomery
2010-32DC		6	1/13/2011	1:00 PM	<u>Huber Heights City Schools / Monticello, Rushmore and Valley Forge Elementary School ...</u>	Montgomery
2010-33F6	2	13	1/13/2011	12:00pm	<u>Dayton / Advanced Wastewater Treatment Facilities Odor Control Improvements</u>	Montgomery
2010-3641		18	1/13/2011	2:00 PM	<u>Lima / Mental Health &amp; Recovery Services Board of Allen, Auglaize &amp; Hardin Counties /...</u>	Allen
2010-360A		36	1/13/2011	2:00 pm	<u>Miami Twp. / CLE-SR 28 Sidewalks PID 87510</u>	Clermont
2010-35BE		32	1/14/2011	Noon	<u>Oberlin / Firelands Local Schools / High School &amp; Elementary Window Replacement</u>	Lorain
2010-34F8		29	1/17/2011	Noon	<u>Yellow Springs / Antioch College-Glen Helen Ecology Institute / Electric &amp; Communicat...</u>	Greene
2010-07E7		58	1/18/2011	2:00 PM	<u>Miami Twp. / Public Works Facility and Fire Station</u>	Montgomery
2010-363E		3	1/19/2011	1:00 PM	<u>Bloomington / Miami Trace Junior High School Demdition</u>	Fayette
2010-367F		22	1/20/2011	2:00 PM	<u>Dayton / Sinclair Community College / Building 10 Acoustic Panels Replacement</u>	Montgomery
2010-368A		26	1/20/2011	2:00 PM	<u>Russia K-12 School / Loose Furnishings and Bleachers</u>	Shelby
2010-3673		48	1/27/2011	2:00 PM	<u>Oxford / Miami University / Hughes Steam Line Replacement</u>	Butler

## CURRENTLY AVAILABLE ONLINE

The following projects are available only through our Online Reporting Service at [www.bxohio.com](http://www.bxohio.com).  
Please contact **Ashley** if you would like to learn more regarding this state-of-the-art service, including plans, specs and addenda on-line.

Project	Addn	Bin	Date	Time	Project Name	County
2010-364A	1	Web	12/28/2010	2:00 PM	<u>West Chester / Beckett Commons Redevelopment</u>	Butler
2010-3632		Web	12/29/2010	2:00 pm	<u>Deerfield Twp. / Kings Court Retail Shell</u>	Warren
2010-354F		Web	12/29/2010	2:00 pm	<u>Sharonville / Taco Bell</u>	Hamilton
2010-2925-A	1	Web	12/29/2010	Noon	<u>Springfield / Neighborhood Stabilization Program / 1750 Wittenburg Blvd. West NSP 1 -...</u>	Clark
2010-357C	1	Web	12/30/2010	2:00 PM	<u>Springboro / Southwest Church Phase 1</u>	Warren
2010-3640		Web	1/4/2011	2:00 PM	<u>Dayton / Five Rivers Metroparks / Horticultural Contract Growing</u>	Montgomery

2010-2EC1		Web	1/4/2011	3:30 PM	<u>Cincinnati / Elberon Affordable Senior Housing Redevelopment BP 1-6</u>	Hamilton
2010-33DC		Web	1/4/2011	4:00 PM	<u>Cincinnati / Woodburn Pointe Affordable Senior Housing Redevelopment BP 1-6</u>	Hamilton
2010-3636		Web	1/5/2011		<u>Versailles / McDonalds Restaurant</u>	Darke
2010-362B		Web	1/5/2011	1:00 pm	<u>Cincinnati / Kenwood Towne Center / American Eagle Outfitters No. 0821</u>	Hamilton
2010-35E2		Web	1/5/2011	1:30 PM	<u>Dayton / EECBG Reibold Building Chilled Water System Improvements</u>	Montgomery
2010-354B		Web	1/5/2011	10:00 AM	<u>Lima / Cable Rd. Sidewalk</u>	Allen
2010-3549		Web	1/5/2011	10:00 AM	<u>Lima / Cole St. Sidewalk Improvements</u>	Allen
2010-34AB	1	Web	1/5/2011	11:00 am	<u>Muncie, IN / Ball State University / Geothermal Conversion North Campus Building Modi...</u>	Out of State
2010-3637		Web	1/5/2011	TBD	<u>Mason / Tide Dry Cleaners</u>	Butler
2010-35C3		Web	1/6/2011	1:00 pm	<u>Springfield / Clark State Community College / South Limestone Street Property Asbesto...</u>	Clark
2010-3618		Web	1/6/2011	10:00 AM	<u>Celina / Mercer County / Roadside Herbicide Application</u>	Mercer
2010-342C	1	Web	1/6/2011	10:00 AM	<u>Columbus / Franklin County Courthouse / Furniture, Fixtures &amp; Equipment, Appliances</u>	Franklin
2010-3448	1	Web	1/6/2011	11:00 AM	<u>Cincinnati / Jackson Adult Center / Northside Warehouse Roofing Replacement</u>	Hamilton
2007-258D	1	Web	1/6/2011	2:00 pm	<u>Cedarville / Cedarville University / Health Sciences Building</u>	Greene
2010-366A		Web	1/6/2011	5:00 pm	<u>Norwood / Qdoba Mexican Grill</u>	Hamilton
2010-362D		Web	1/10/2011	2:00 pm	<u>Piqua / Electric Distribution Dept. / Distribution Transformers - Purchase</u>	Miami
2010-3564	1	Web	1/11/2011	1:00pm	<u>Shawnee Twp. / W. B. Berryman Petition Ditch No. 1252</u>	Allen
2010-359C		Web	1/11/2011	10:00 AM	<u>Washington Twp. / Moulton Single County Ditch</u>	Auglaize
2010-35ED		Web	1/11/2011	9:15 AM	<u>Lebanon / Columbia Rd. &amp; Mason-Morrow-Millgrove Rd. Intersection Improvement</u>	Warren
2010-3668		Web	1/11/2011	Noon	<u>Cincinnati / Longhorn Steakhouse Remodel No. 5189</u>	Clermont
2010-3669		Web	1/11/2011	Noon	<u>West Chester / Longhorn Steakhouse Remodel No. 5215</u>	Butler
2010-3578	1	Web	1/12/2011	10:00 am	<u>Lima / Elevated Water Storage Tank</u>	Allen
2010-3506		Web	1/13/2011	10:00 am	<u>ODOT / CR 64 Bridge Replacement, Project 110019</u>	Pike
2010-3515		Web	1/13/2011	10:00 am	<u>ODOT / SR 123 Two Lane Resurfacing, Project 110021</u>	Warren
2010-34BB	2	Web	1/13/2011	10:00 am	<u>ODOT / SR 309 Minor Widening, Project 110002</u>	Allen
2010-3516		Web	1/13/2011	10:00 am	<u>ODOT / SR 48 Two Lane Resurfacing, Project 110022</u>	Warren
2010-3642		Web	1/13/2011	3:00 PM	<u>New Lebanon Local Schools / Dixie High School Football &amp; Soccer Field Surface Improve...</u>	Montgomery
2010-3627		Web	1/17/2011	2:00 PM	<u>Greater Dayton Regional Transit Authority (GDRTA) / Hazardous &amp; Non Hazardous Waste R...</u>	Montgomery
2010-35C8		Web	1/18/2011	11:59 PM	<u>Dayton / ODOT District 7 / MOT-202-128 Bridge Replacement PID# 88393 - Professional E...</u>	Montgomery
2009-2168		Web	1/18/2011	3:00 pm	<u>Newton / Little Miami Joint Fire and Rescue District / Fire Station</u>	Hamilton
2009-1D88		Web	1/19/2011	2:00 pm	<u>University of Cincinnati / Radiology Office Renovations MSB Levels E &amp; G</u>	Hamilton
2010-2EC1-A		Web	1/25/2011	3:30 PM	<u>Cincinnati / Elberon Affordable Senior Housing Redevelopment BP 7-23</u>	Hamilton
2010-33DC-A		Web	1/25/2011	4:00 PM	<u>Cincinnati / Woodburn Pointe Affordable Senior Housing Redevelopment BP 7-23</u>	Hamilton



# LOCKOUT TAGOUT (LOTO) TRAINING COURSE

One of the primary goals of BX Dayton is to strive to bring the construction industry quality educational program.

“Lockout Tagout(LOTO)” refers to specific practices and procedures to safe guard employees from unwanted energization or start up of machinery and equipment, or the release of hazardous energy during service or maintenance activities.

Join us on February 25<sup>th</sup> as we learn the LOTO Standard, review written procedures, and simulate LOTO controls.

The course has been scheduled as follows:

Friday, February 25, 2011  
11:30 AM - 4:00 PM (LUNCH INCLUDED)  
BX Classroom  
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Company Name:

\_\_\_\_\_

Attendee Names:

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_____	Member \$100	Non-Member \$175

How did you hear about this course?  Email  Newsletter  Website  Referred by Colleague

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**CLASS SPACE IS VERY LIMITED. PLEASE REGISTER PROMPTLY.**



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\*\*\*\*\* OH, BUTLER COUNTY \*\*\*\*\*

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IRS vs. TSR MACHINERY SERVICES INC	76,635
IRS vs. TWO WOMEN IN A KITCHEN INC	6,263
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IRS vs. Z7Y BEST CLEANING INC	630

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IRS vs. OMNI FIREPROOFING CO INC	129,466
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IRS vs. WALLABY BOBS INC	17,467

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\*\*\*\*\* OH, MIAMI COUNTY \*\*\*\*\*

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IRS vs. FLORIDA DOLLAR MOVIES INC	1,017
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IRS vs. HENRYS AUTO PROCARE INC	8,838
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FED TAX LIEN REL

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# UPCOMING EVENTS

ALL EVENTS WILL BE HELD AT THE DAYTON BUILDERS EXCHANGE  
UNLESS OTHERWISE NOTED  
REGISTER ONLINE AT [WWW.BXDAYTON.COM](http://WWW.BXDAYTON.COM)

JANUARY 14, 2011:            **SCISSOR LIFT & BOOM LIFT TRAINING COURSE**  
(ORBIT MOVERS & ERECTORS IN DAYTON, OH)

JANUARY 19, 2011:            **HR MANAGERS QUARTERLY MEETING**

JANUARY 27, 2011:            **TEAM BUILDING NIGHT**  
(THE SCHUSTER CENTER IN DAYTON, OH)

JANUARY 28, 2011:            **CONFINED SPACE TRAINING**

FEBRUARY 1,2,3 AND 8,9,10, 2011:    **OSHA 10 & 30 HOUR TRAINING COURSES**

FEBRUARY 4, 2011:            **CPR/AED AND FIRST AID CERTIFICATION**  
(THE ENGINEERS CLUB IN DAYTON, OH)

FEBRUARY 25, 2011:            **LOCKOUT / TAGOUT TRAINING COURSE**

MARCH 9, 2011:                **SAFETY DIRECTORS QUARTERLY MEETING**



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# CPR / FIRST AID Training Course

The Builders Exchange of Dayton, Subcontractors Association of Western Ohio, Central States Insulation Association, Ohio Water Well Association, and Ohio Water Quality Association are pleased to announce their upcoming CPR and First Aid Training Courses. These courses will feature classroom and hands-on training. Participants will be provided with breakfast and lunch and they will receive their OSHA Recognized Certified cards for both CPR (good for one year) and First Aid (good for three years).

**Class size is very limited. Register Today!**  
The courses have been scheduled as follows:



**Friday, February 4, 2011**

**-8:00 AM - 12:30 PM (Breakfast Included)**

**CPR / AED Training**

**-12:30 PM - 3:00 PM (Lunch Included)**

**First Aid Training**

**Those that take the First Aid Training MUST ALSO take the CPR/AED Training**

**Engineers Club of Dayton, 110 E. Monument St., Dayton, Ohio 45402**

Company Name: \_\_\_\_\_

Attendee Names:

\_\_\_\_\_

CPR / AED Course  
\$50.00

First Aid Course  
\$50.00

\_\_\_\_\_

CPR / AED Course  
\$50.00

First Aid Course  
\$50.00

\_\_\_\_\_

CPR / AED Course  
\$50.00

First Aid Course  
\$50.00

**Total Due:** \_\_\_\_\_

How did you hear about this course?  Email  Newsletter  Website  Referred by Colleague

Please make check payable to: DBX or fill in Visa, MasterCard, or American Express info below:

Name on Card \_\_\_\_\_

Billing Zip \_\_\_\_\_

Card Number \_\_\_\_\_

Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Please send form & payment to: DBX, 2077 Embury Park Rd. Dayton, Ohio or Fax to: (937) 278-0317  
Questions? Call Rachel Pinkus at (937) 278-5723 or email her at: [rpinkus@assnsoffice.com](mailto:rpinkus@assnsoffice.com)

## LEGALLY SPEAKING

by Bob Dunlevey

### TIPS FOR AVOIDING EMPLOYMENT LITIGATION

Employment litigation is exploding and employers are frantically searching for new ways to reduce the risk of being sued by their employees for such things as discrimination, wrongful termination, and harassment. From the initial pre-employment inquiry to the final termination notice, employers can minimize their exposures to liability by taking some basic preventive steps. The following is an outline of some "helpful hints" and "costly mistakes."

#### HIRING EMPLOYEES

Exercise care in hiring. The single best way of avoiding employee lawsuits is careful hiring practices.

- Know and follow your company's hiring policies and procedures.
- Do not rely too heavily on a résumé. It is the employee's best opportunity to cast their own credentials in a favorable light and hide past problems. A written employment application, a sound interview process, reference checking, and other techniques should be used to verify information on the résumé.
- Utilize proper interview techniques. Interviewers should avoid making representations concerning the job or the applicant's long-term future with the company. To the extent that such representations become necessary, the interviewers should attempt to give a realistic impression of the company and the job duties. If interviewers create false impressions in the applicant, that person will become disenchanted rapidly once those expectations are left unfulfilled. If possible, conduct interviews in teams, and make and keep good interview notes. This will prove invaluable if the applicant subsequently makes claims arising out of the interview process.
- Avoid illegal inquiries. Inquiries should concentrate on the applicant's qualifications for the job. The law provides that employers may not make inquiries directed at seeking information on any of the following: race, color, national origin, religion, age, sex – problem inquiries include questions about marital status, children, childcare arrangements, plans for future children, and husband's occupation; disability – an employer may not inquire concerning an applicant's medical condition, but may only ask if the applicant can do the essential functions of the job applied for, with or without accommodation.

(continued pg. 16)

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Safety Training

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- In screening applicants, consider the candor and honesty displayed during the application and interview process. If an applicant has been less than honest, it is unlikely that they will make a trusted employee.
- Always obtain a detailed employment history, including inclusive dates of employment and reasons for leaving each prior employer. Especially watch for frequent changes in employment, unaccounted-for gaps in employment and reasons for leaving prior jobs.
- Obtain and check references prior to hiring.
- Consider conducting background checks. Don't forget compliance with the Fair Credit Reporting Act which regulates background checks.
- Prior to hiring, consider the use of pre-employment testing, including drug screening, and skills, personality, honesty and psychological testing.
- Be courteous in rejecting applicants. Detailed reasons for rejection normally should not be given.

**EFFECTIVELY HANDLING PROBLEM EMPLOYEES** - Document, document, document!

- Attempt to be fair and consistent. But avoid references to such words in dealing with employees. Other words to avoid include "just," "good cause," "company shall," "employee will be granted," "employee is entitled," and "job security."
- Don't represent to employees that they will be employed for a specific duration.
- Follow the company's policies and procedures.
- Handle problems with employees expeditiously. Because handling problems with employees is distasteful to most managers, there is a tendency to ignore the problem and hope that it will go away. This not only has the effect of re-enforcing the employee's undesirable conduct, but also can cause resentment by other employees. Pointing out a deficiency too long after the fact loses impact, and leaves more room for the employee to deny your observations. Also, implicitly, many employees feel that their transgressions have a very short "statute of limitations," and that it is unfair for you to point out such problems too long after the fact.
- Administer discipline confidentially. If an employee feels publicly humiliated, they are more likely to take legal action to redeem themselves.
- Conduct severe or sensitive disciplinary meetings in the presence of a company witness.
- Provide the employee opportunity to give his side, but maintain control over the time, place, duration, and participants in any meeting.
- Document shortcomings and corrective action taken. It is one of your few opportunities to create evidence in support of your defense in the event that charges are filed.
- Watch raises and bonuses. No matter what you tell a marginal employee, they may perceive the raise or bonus as being based on merit.
- Do not enter into any written agreement or understanding with an employee without approval from the CEO.
- Be accurate in the reasons given for disciplinary action. In most cases, a reason should be given. If no reason is given, the employee may assume that there is an illegal motive. Also, employees will often recognize an untrue reason, and may assume that the real reason is discrimination. Once given, a reason is difficult to change.
- Watch your comments. Ethnic or sexist jokes or remarks concerning an employee or a protected class can prompt discrimination charges.

- Utilize progressive corrective discipline but make the penalty fit the infraction.
- Get the facts before taking disciplinary action. Give the employee the chance to give their side.
- Watch performance evaluations. They are a double-edged sword. You may be creating evidence against yourself. Evaluate accurately or not at all.
- Do not use performance evaluations as a substitute for employee counseling or disciplinary action.
- Recognize when you are getting in over your head. Get help from your employment counsel before making a mistake.

## **TERMINATING EMPLOYEES**

Lay the correct groundwork. Where possible, utilize progressive discipline prior to termination. Document deficiencies.

Seize the opportunity for a clear termination of a problem employee. Timing is everything!

Be careful of the reasons given for termination. In some cases, it may be best not to give any reason or explanation, although this is the exception rather than the rule. Employees who are not given any reason are more likely to assign an illegal reason. If a reason is given, it generally is best not to go into great detail. A broad description of the reason will leave the employer's options open should litigation arise. On the other hand, if a limited reason is given, the employer may become locked into that reason, even if other factors were considered. Avoid expressly giving reasons which are inflammatory or cannot be supported, even if they are being considered. But, make sure that the reason given does not preclude use of these other reasons should litigation arise. Don't put the reasons in writing.

Where possible, have a company witness present.

Like all disciplinary actions, terminations should be handled confidentially. If an employee is publicly humiliated, they are more likely to take legal action to redeem themselves.

Where appropriate, offer the employee a chance to resign. Many employees file charges because they are primarily concerned with having a "black mark" on their record as a result of being terminated. Offering the employee the chance to resign, and thereby save face, may relieve these fears. Additionally, if the employee chooses to resign rather than be terminated, your case may be easier to defend.

Consult with the human resources or an employment attorney for especially high-risk or sensitive terminations. Any time a termination involves an employee in a protected class, consideration should be given to consulting an employment attorney. Also, if the employee has complained of discriminatory practices or threatened legal action, an attorney should be consulted in advance of termination. Employees with a known history of filing suit also are high risk. Employees with a common interest may serve as a mutual support group and induce one another to file a charge. Termination of pregnant or recently disabled employees always should be preceded by consultation with an employment attorney.

Conduct exit interviews of departing employees where feasible. Sometimes you can learn things about your operation and areas of needed improvement that have previously been undetected or unaddressed. This also can give the employee a needed opportunity to vent.

As a part of the exit process, collect keys, passes, employer identification cards, and any other company property, but do so without making the employee feel like a criminal.

## **FREQUENT MISTAKES EMPLOYERS SHOULD AVOID**

- Not having an H.R. manager and human resources program
- Lack of documentation of employment situations – progressive corrective discipline
- Inconsistent documentation – favorable evaluations/raises shortly before terminating for poor performance
- Mischaracterization of separation – calling a termination a layoff to avoid confrontation
- Providing written reasons for termination
- Disregarding workers' compensation issues and allowing questionable claims
- Soliciting employee authored witness statements

For further information, contact Bob Dunlevey at Dunlevey, Mahan & Furry (937) 223-6003.

# **A PASSION FOR SAFETY**

By

**Gary W. Hanson, President of  
American Safety and Health Management Consultants, Inc.**

Recently I read an article on what it takes to have a successful Safety Program in one of the Safety magazines I receive each month. I have read a number of similar articles like this in the past and it followed a similar format as the others. The article interviewed several safety directors who had worked hard developing successful Safety Programs, sold senior management on the importance of safety and got their full commitment in supporting the company Safety Program. At the same time they interviewed several other safety directors who also worked hard, believed in the importance of safety, but just could not seem to get senior management to buy into the program and, therefore, get their full commitment. As a result they were not achieving the same level of success and were very frustrated at the results.

Safety indeed can be an extremely frustrating area of management and can be very defeating. Fortunately, I have always been in the 1st category. I have been successful in getting senior management to buy into and support the Safety Program at the companies I have worked for and today as a consultant, our company has been successful in achieving these same results. I have come to the conclusion the big difference between the Safety Professionals who are successful and those who are not is Passion. I have come to believe that to be successful in anything, no matter what there has to be unrelenting, never ending Passion for Success. That Passion has to be clearly seen by everyone else and it has to be transmitted to other people who in turn buy in and support the individual that possess this Passion.

Take a look at the great motivational speakers, the great ministers, generals, coaches, teachers and yes even business people. They almost all possess a Passion for what they do and are capable of communicating this Passion to others and getting others to buy into it and support it. I have met numerous successful business executives during my career and everyone one of them has a Passion for what they do. I love sitting down and listening to these individuals as they talk about their companies and what they do. You can see the fire, drive and excitement and love for what they do. It is contagious.

Unfortunately, most management individuals do not see safety as an area that generates Passion. All too often it is considered dull, boring and mundane. I see it all of the time. I conduct seminars and training classes and it always amazes me when people come up to me afterwards and are genuinely surprised that they enjoyed the program format, found it interesting and saw value in what they heard. The main reason for this surprise is the Passion for Safety that I try to bring to every meeting, every seminar and every training class. Safety does not have to be dull, boring, or mundane, it should be exciting, dynamic and motivating. After all, a good Safety Program contributes to the success, growth and profit of every company that takes it seriously and at the same time protects the company's most valuable assets. In other words a true win win situation.

Every successful Safety Professional has heard this and has developed a true Passion for Safety, in turn have successfully transmitted the Passion to their company's senior management. If safety is going to truly be successful in achieving the above objective, there has to be a Passion for it. Everyone in the organization has to buy into it and it must be seen by every employee everyday.

Does your company have the Passion necessary to make your Safety Program successful? If not, it probably will never be as successful as it should be. Do not assign the Safety Program to an individual that doesn't believe in it. Seek and an individual that has a Passion for it and can communicate this effectively to everyone else. Support that individual and watch the Safety Program improve and I think you will be surprised at the results. Passion makes all the difference and it is contagious.

If you are in need of an infusion of Passion for your Safety Program or need any other assistance, please call me at 1-800-356-1274. I would love to have the opportunity of working with you.

The Subcontractors Association and the  
Builders Exchange of Dayton announce...

# 2011 TEAMBUILDING NIGHT

## Thursday January 27, 2011

### Schuster Center—Dayton, Ohio

The Builders Exchange of Dayton (DBX) and The Subcontractors Association of Western Ohio have joined together again to offer the "Eighth Annual Team Building Night". In addition to the great networking opportunities during the General Contractors Table Top Displays, Team Building Night will also include the presentation of the BX Craftsmanship Awards, Project Manager Award, and Architectural and Engineering Awards as well as the presentation of The Subcontractors Association's Outstanding Leadership Awards.

This is a great way for the BX to highlight its members and the construction industry, and a great way for you to honor the fantastic supervision and craftsmanship you've benefited by this year. The BX encourages all members to participate. Also, please use this opportunity to bring potential BX members. The BX and The Subcontractors Association will have staff at this event to discuss member benefits with your colleagues.

### **TEAM BUILDING NIGHT SCHEDULE**

Thursday, January 27, 2011 — The Schuster Center—Second and Main Streets, Dayton, Ohio

3:00 P.M. – 4:00 P.M.	<b>Purchasing Enhancement Program (PEP) update with the City of Dayton's Human Relations Council to discuss the City's revised construction procurement program designed to increase local contractor , MBE, FBE and SBE utilization.</b>
4:00 P.M. – 6:00 P.M.	<b>REFRESHMENTS WITH TEAM BUILDING NIGHT TABLETOP DISPLAYS AND NETWORKING OPPORTUNITIES</b>
6:00 P.M. – 6:30 P.M.	<b>DINNER</b>
6:30 P.M. – 6:35 P.M.	<b>RAFFLE PRIZE DRAWING</b>
6:35 P.M. – 7:00 P.M.	<b>Builders Exchange and Subcontractors Association Awards Presentations</b>

### **WHAT TEAM BUILDING NIGHT OFFERS OUR:**

#### **ARCHITECT/ENGINEER MEMBERS:**

Our Architect/Engineer Members can attend Team Building Night for the great networking possibilities or have the option of registering for a complimentary tabletop display. We strongly encourage you to submit nominations for the BX Awards and The Subcontractors Association's Awards programs.

#### **GENERAL CONTRACTOR MEMBERS:**

Our General Contractor Members are provided with a complimentary tabletop display. We are not looking for elaborate costly displays. You can choose how much you want to invest in your display, but it would be very appropriate to just bring yourself and some business cards. Please submit nominations for the BX Awards and The Subcontractors Association's Awards programs.

#### **SUBCONTRACTOR MEMBERS:**

Attend and walk through the tabletop displays and network with area General Contractors and Design Professionals. Please submit nominations for the BX Awards and The Subcontractors Association's Awards programs.

#### **SUPPLIER AND SERVICES MEMBERS:**

Attend and walk through the tabletop displays to network with representatives from all areas of the construction industry. There are also sponsorship opportunities reflected in the enclosed forms.



# REGISTRATION FORM TEAM BUILDING NIGHT BX MEMBER

**Thursday, January 27, 2011**

**THE SCHUSTER CENTER, SECOND AND MAIN STREETS, DAYTON, OHIO**

\_\_\_\_\_  
Name of Firm

We are an Architect, Engineer or General Contractor that would like to have a complimentary display table.

We are a Subcontractor or Supplier and will be attending.

We will have the following in attendance for the PEP update with the City of Dayton. This seminar is Free to attend, but registration is required. (3:00-4:00 pm):

\_\_\_\_\_  
\_\_\_\_\_

We will have the following in attendance for the networking/tabletop segment and dinner. The registration fee is \$65 per person. (4:00-7:00 pm):

\_\_\_\_\_  
\_\_\_\_\_

Total cost is \$ \_\_\_\_\_

Enclose a check made out to the Builders Exchange of Dayton or provide credit card information below:

VISA                       American Express                       Master Card

Name \_\_\_\_\_ Billing Zip Code \_\_\_\_\_

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Return To: BX of Dayton  
2077 Embury Park Road  
Dayton, Ohio 45414  
Fax: (937) 278-0317



THE  
Subcontractors  
Association  
of Western Ohio

# TEAM BUILDING NIGHT SPONSORSHIP FORM

**Thursday, January 27, 2011**

THE SCHUSTER CENTER, SECOND & MAIN STREETS, DAYTON, OHIO

(Name of Firm) \_\_\_\_\_

We have checked below our sponsorship participation:

- ] **Team Building Night Sponsor**  
(listed in the Team Building Program and includes one registration) - \$150.00
- ] **Nametag Sponsor**  
(listed in the Team Building Program and includes one registration and logo on all nametags) - \$250.00
- ] **Refreshment Sponsor**  
during networking time (includes 2'x3' sponsor sign and listed in the Team Building Program as a sponsor and includes one registration) - \$300.00
- ] **Dinner Sponsor**  
(includes 2'x3' sponsor sign at entrance to dinner, full page ad in Team Building Program and highlighted in following issue of the DBX newsletter and includes two registrations) - \$600.00

Enclosed is a check made out to the Builders Exchange of Dayton or charge my credit card;

] Master Card       ] VISA       ] American Express

Name on Card \_\_\_\_\_ Billing Zip Code \_\_\_\_\_

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Please return form and check to:      **BX of Dayton**  
2077 Embury Park Road  
Dayton, Ohio 45414  
Fax: (937) 278-0317



## TEMPORARY AUTHORIZATION TO REVIEW INFORMATION

TO: EMPLOYER SERVICES DEPARTMENT  
Ohio Bureau of Workers' Compensation  
c/o CareWorks Consultants, Inc.  
5500 Glendon Court  
Dublin, Ohio 43016  
(614) 526-7188 / 1-800-837-3200 ext. 7188  
Fax 1-888-837-3288  
www.careworksconsultants.com  
info@ccitpa.com

FROM:	Policy Number
	Company
	DBA
	Address

This is to certify that **CareWorks Consultants Inc. (ID NO. 150-80) and the Buckeye WC Alliance/Dayton Builders Exchange (11000, 2011/2012, Code 11/26)** including its agents or representatives identified to you by them has been retained to review and perform studies on certain workers' compensation matters on our behalf.

**This limited letter of authority provides access to the following types of information relating to our account:**

- (1) Risk files
- (2) Claim files
- (3) Merit-rated or non-merit rated experiences
- (4) Other associated data

**This authorization does NOT include the authority to:**

- (1) Review protest letters
- (2) File protest letters
- (3) File form Application for Handicap Reimbursement (CHP-4);
- (4) Notice of Appeal (I-12) or  
Application for Permanent Partial Reconsideration (IC-88);
- (5) File self-insurance applications
- (6) Represent the employer at hearings
- (7) Pursue other similar actions on behalf of the employer

I understand that this authorization is limited and temporary in nature and will expire on February 28, 2011 or automatically nine months from the date received by the Employer Services or Self-Insured Department, whichever is appropriate. In either case, length of authorization will not exceed nine months.

Print Name	Title	Signature	Date
Telephone Number	Fax Number	Email Address	

# The Mason Contractors Association of Dayton



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For the BEST in Masonry craftsmanship on  
EVERY project, call for an MCAD Contractor!



## **Heapy Engineering is Ranked #5 in the Country**

Heapy Engineering's Building Commissioning Services continues to rise in *Consulting Specifying Engineer Magazine's* Annual Ranking of MEP and Commissioning Services firms.

For 2010, Heapy Engineering was listed as the **#5 Commissioning Services firm in the country**. In addition, Heapy Engineering was ranked 30th among the nation's MEP designers.

### **Opening of Kettering Medical Center's Heart Hospital**

Congratulations to the Kettering Medical Center and the entire design and construction team on the grand opening of the new Benjamin and Marian Schuster Heart Hospital. The \$77 million, 145,000 SF, six-story facility opened in October.

The new Schuster Heart Hospital team included:

**Architect:** LWC Inc

**Mechanical-Electrical Engineer:** Heapy Engineering

**Structural Engineer:** Shell + Meyer Associates, Inc.

**Civil Engineer:** Norfleet, Brown & Petkewicz, Inc.

**Interior Design:** Jain Malkin, Inc.

**Contractor:** Danis Building Construction

***The project received an  
ABC 2010 Excellence in Construction Award of Merit.***

# American Diabetes Association® **Tour de Cure** 2010

## The Red Rider Program



### *The purpose of the Red Riders...*

is to support everyone who lives with diabetes and showcase the courage it takes to live every day with this difficult condition.

### *And being a Red Rider means...*

that you are not alone. With hundreds of riders who may share a similar story, and hundreds more to support you, being a Red Rider can help with your first step or your millionth - in your fight to live a healthier life!



### *How do I become a Red Rider?*

During the Tour de Cure registration process, you have the opportunity to indicate if you live with Type 1 or Type 2 diabetes. Once you make your selection, you have become a Red Rider! Simply wear a Red Rider Jersey that is provided to you when you ride in the Tour de Cure.



**You are the reason we ride!**  
**GO RED RIDER!**



**Saturday, June 18, 2011**

**Warren County Fairgrounds, Lebanon, OH**

**Route Lengths:** 15 Mile, 35 Mile and 70 Mile

**Registration Fee:** \$15 (thru February 28, 2011), \$25 (March 1, 2011 thru Day of Event)

**Minimum Fundraising Requirement:** \$150 (all riders must raise the minimum \$150 by June 18, 2011 to participate)

The Tour de Cure was launched by the American Diabetes Association (ADA) in 1991 and is the Association's signature cycling event. Now celebrating its 20th Anniversary, the event has grown significantly from only a few original sites to more than 80 Tour de Cure events nationwide. Nationally, the event raised approximately \$18 million in 2010 to support the mission of the ADA, which is to prevent and cure diabetes and to improve the lives of all those affected by diabetes.

The 2010 Tour de Cure saw significant growth in the Cincinnati area with a 16% increase fundraising, and a 41% growth in participation. Partnering with strong corporate teams, utilizing online communication tools, along with members of the community passionate about stopping diabetes, we were able to raise \$100,000.

**Take the Ride of Your Life. Sign Up Today!**  
**[diabetes.org/tour](http://diabetes.org/tour)**

**2011 Tour de Cure - Cincinnati:** The 2011 Tour de Cure will return to the beautiful countryside of Warren County. Once again at the Warren County Fairgrounds we will offer our riders 3 courses to choose from; if you own a bike, we have a course for you! Our routes will wind through Warren and Greene counties picturesque farmland, quaint neighborhoods and an historic covered bridge along the way. Past riders, we've listened to your feedback and will be planning another rest stop along the way! All of our routes will be fully supported to keep all riders safe and fueled, and when the ride concludes, there will be an array of family activities awaiting you at the fairgrounds, complete with music and games.

To register or for more information visit <http://main.diabetes.org/CincinnatiTourdeCure> or contact Sarah Jefferson at [sjefferson@diabetes.org](mailto:sjefferson@diabetes.org) or 513.759.9330 ext. 6661.



The mission of the American Diabetes Association is to prevent and cure diabetes and to improve the lives of all people affected by diabetes.

# LIGHTLE REGONIZED FOR INSTRUCTOR CERTIFICATION

Matt Lightle was recognized for completion of the 5 Year International Masonry Institute (IMI) Instructor Certification Program (ICP).

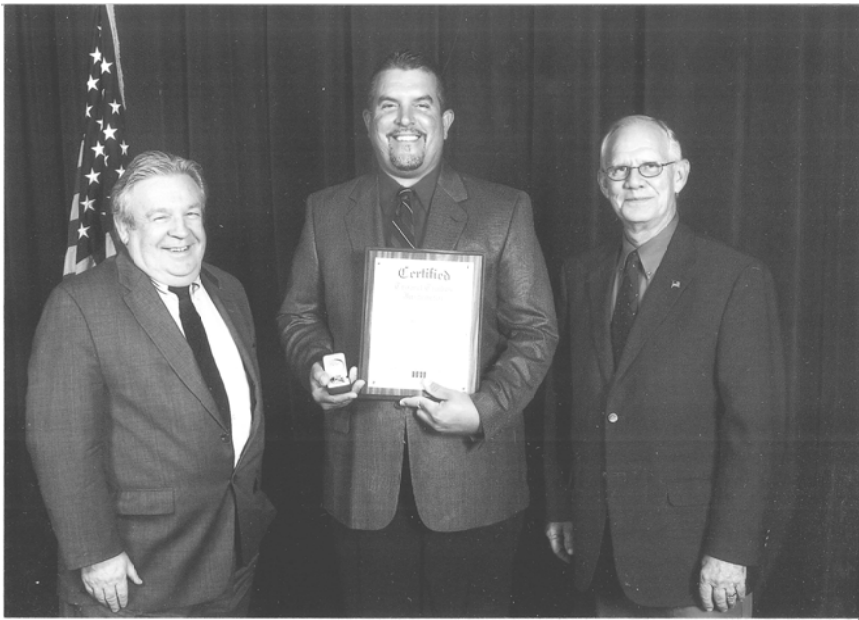
Matt is the Instructor for the Bricklayers Local No. 22/Mason Contractors Association of Dayton Joint Apprenticeship Program. Receiving the ICP distinction is something that only a very few have accomplished from across the country.

The purpose of ICP is to not only keep Masonry Apprentice Instructors up to date on the latest in tools and materials, but is also designed to assist them in teaching techniques, so that they can effectively relay their craft knowledge to the apprentice.

To reach ICP status takes a tremendous amount of dedication by the individual. This five year program is a commitment of time and effort over and above that person's normal work schedule.

Congratulations to Matt and the LU 22/MCAD Apprenticeship Committee for their commitment to having a quality training program.

IMI's mission is to Train-Teach-Assist. IMI offers quality training for craft workers: professional education for masonry contractors and free technical assistance to the design and construction communities [www.imiweb.org](http://www.imiweb.org).



Picture: Left to Right:  
James Boland, President of the  
International Union of  
Bricklayers and Allied Crafts,  
Matt Lightle and Steve Martini,  
IMI Executive Director

# Insulators Add Breath of Life to Asbestos Research

By Marty Mulcahy  
Managing Editor

DETROIT – Finding a cure or better treatment for asbestos-related diseases is close to the hearts of thousands of construction workers, many of whom themselves may be afflicted or have lost family and friends to the dreaded maladies.

The International Association of Heat and Frost Insulators and Allied Workers and their contractors are actively looking to help find a cure – and they're putting up big money to help make it happen.

On Dec. 10, union and contractors representatives met at the Karmanos Cancer Center in Detroit to present a \$75,000 check to support their National Center for Vermiculite and Asbestos Related Cancers program. That check follows an initial \$70,000 check the group gave to Karmanos in May. Both contributions were made in conjunction with golf outings supporting the Breath of Life Association.

Dr. Michael Harbut, head of Karmanos' National Center for Vermiculite and Asbestos-Related Cancers, told the group, "No other local union or regional union is doing what you guys are doing. What's happening here is due in large part to your contributions."

Harbut is the co-author of the world's largest study of respiratory health in asbestos-exposed iron workers. The Breath of Life contributions will be used to fund research and operations at the center's program, which the union and contractor group chose as a magnet treatment center for the International Union's Central States region, which includes Michigan, Ohio, Indiana, Kentucky, Tennessee and West Virginia. The next Breath of Life Golf Outing will be in Michigan: on Sept. 12 at the Grosse Ile Country Club.

"We really thank the insulators, contractors and the building trades for what you're doing here," said Dr. Ann Schwartz, deputy director of the Karmanos Cancer Center. "Grant money is extremely difficult to obtain, so when groups like yours get together to help us, it's phenomenal."

The Barbara Ann Karmanos Cancer Center, located in Detroit's Medical Center, has been designated by the National Cancer Institute as one of 40 comprehensive cancer centers in the U.S. Within its Center for Occupational and Environmental Medicine is the National Center for Vermiculite and Asbestos-Related Cancers, which provides focused care for people like afflicted construction workers.

"This disease doesn't just affect the insulators, it affects all the crafts," said Heat and Frost Insulators International Vice President Greg Revard. "So we're going to be looking at ways to expand our base of contributions. The research is important, but people who have worked in the trades have to know the importance of getting checked out, and for early detection and treatment."

Added Heat and Frost Insulators Local 25 Business Manager Tim O'Connell: "Considering the family and friends that people in this industry have lost, donating to this center is really well worth it."

Present at the big check presentation to Karmanos Cancer Center are (l-r) Cancer Institute Professor Lance Heilbrun; Dr. Ann Schwartz, deputy director of the Center; Dr. Michael Harbut, head of Karmanos' National Center for Vermiculite and Asbestos-Related Cancers; West Virginia Insulators Local 80 secretary Tina Jordan; International Union of Heat and Frost Insulators and Allied Workers Rep. Greg Revard; Local 47 Business Manager Craig "Skip" Grigonis; Local 25 Business Manager Tim O'Connell; Rand Environmental owner Tom Dyl; Tom Burcham, president of Master Mechanical Insulation; Abatement Workers Local 207 Business Manager Dan Somenauer; Local 80 Business Manager Steve Keller, and Prime Inc. President Bud Turner. Central States Insulation contractors Burcham, Turner and West Virginia Master Insulators Association President John Martin were instrumental in organizing the golf outing fundraiser this year in West Virginia.

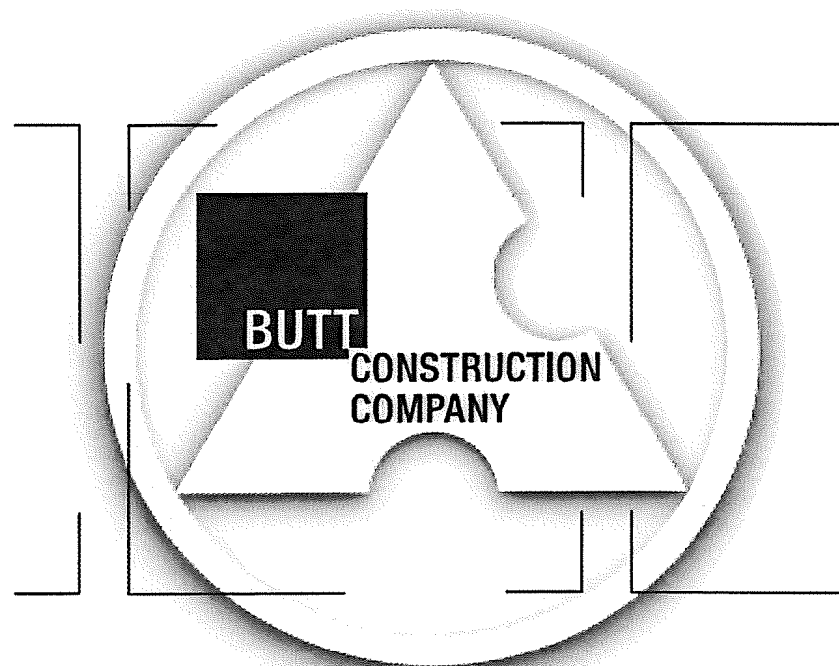
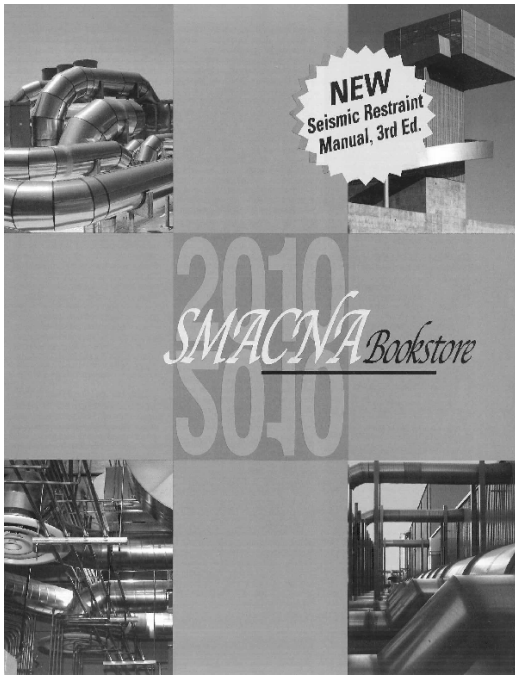


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# Danis Building Construction's Mark McHale Earns

## Commissioning Accreditation



**Dayton, Ohio, Dec. 15, 2010** – Danis Building Construction Co. – a provider of construction services for public and private building and industrial projects – is pleased to announce that mechanical and electrical coordinator Mark McHale has recently been accredited as a “Qualified Commissioning Process Provider” from the University of Wisconsin-Madison. This accreditation is the first step of the building commissioning process, which entails a series of systematic checks to ensure a new building’s operational needs and building systems are working properly prior to move-in. The accreditation enhances McHale’s experience and expertise in the industry.

McHale has been employed by Danis since 2002. Some of the notable projects he has worked on have included the Kettering Medical Center, Benjamin and Marian Schuster Heart Hospital Project, the Grandview Medical Center, Miami Valley Hospital and other healthcare and corporate clients throughout Ohio.

He is a graduate of the University of Dayton, where he received a Bachelor of Science degree in Industrial and Systems Engineering. He is also an accredited OSHA professional and is a member of the Associated Builders and Contractors (ABC) Southwest Ohio Chapter; a past chairman of the ABC Apprenticeship Committee; a member of the American Society of Heating, Refrigerating and Air Conditioning Engineers (ASHRAE); and a member of the Building Commissioning Association (BCA) Central Chapter.

McHale is a resident of Kettering, Ohio.

# HELP WANTED

**Mechanical Contractor has  
immediate position for:**

## **Senior Estimator/Project Manager**

- ✦ HVAC & Plumbing
- ✦ Work Area must be Organized
- ✦ Knowledge of “Estimation System” preferred

**Send resume to:**

**Builders Exchange of Dayton  
2077 Embury Park Rd.  
Dayton, OH 45414  
FX: 937-278-0317  
dbx@assnsoffice.com**



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# HR MANAGERS MEETING

## MANAGING THE MEDICALLY RESTRICTED WORKER HUMAN RESOURCES BASIC TRAINING FOR SUPERVISORS AND OFFICE EMPLOYEES

One of the most common and challenging human resources problems is managing the medically restricted worker. What procedures can you require them to follow? What information can you require them or their doctor to give to you? Do you have to give them time off? Do you have to change their duties? Can you terminate them if they can't do the job? What laws do you have to worry about?

Unfortunately, the answers to these questions will depend on the facts of each situation. The many laws governing this area create a legal minefield for your business. And if you make a wrong move, it can blow up in your face!

Attorney Steve Watring, a partner at Dunlevey, Mahan & Furry, will go over the ground rules for managing the medically restricted worker to help you know how to better deal with them effectively and legally. Practical examples will be discussed so that you are better equipped to address common situations. Attending this seminar will give you another valuable tool in your "human resources toolbox."

The chances are you will need it sooner or later. Be prepared.

**Wednesday, January 19, 2011 11:30 a.m. – 1:00 p.m.**  
**DBX EDUCATION ROOM, 2077 Embury Park Rd., Dayton, Ohio 45414**

**OR VIA THE INTERNET AS A WEBINAR**

*(get streaming video and see the presentation on your computer while you dial in by phone for the meeting audio)*



**DBX Registration Form**



Company Name: \_\_\_\_\_ Size of workforce (check one): 1-45\_\_\_ Over 45\_\_\_

The following individuals will be in attendance:

\_\_\_\_\_  via webinar Email: \_\_\_\_\_ or  at location

\_\_\_\_\_  via webinar Email: \_\_\_\_\_ or  at location

(If you are participating via Webinar, the necessary phone number, web address, and handouts will be emailed prior to the start of the seminar.)

The cost is \$40.00 per person for Members and \$80.00 per person for Non-Members. Total Amount Due of \$ \_\_\_\_\_

Make checks payable to SAWO or fill out the credit card information below:

[ ] VISA [ ] Master Card [ ] American Express

Name Card \_\_\_\_\_ Credit Card Number \_\_\_\_\_

Exp. Date \_\_\_\_\_ Billing Zip \_\_\_\_\_

How did you hear about this course? \_\_\_ Email \_\_\_ Newsletter \_\_\_ Website \_\_\_ Referred by Colleague

### This Session Is Sponsored By:

Subcontractors Association of Western Ohio  
Central States Insulation Association  
Lima Area Mechanical Contractors Association  
Mechanical Contractors Association of Greater Dayton  
Ohio Water Quality Association  
Roofing Contractors Association of Central Ohio

Buckeye Frame Builders Association  
Dayton Builders Exchange  
Mason Contractors Association of Dayton  
Ohio Roofing Contractors Association  
Ohio Water Well Association  
Sheet Metal & Roofing Contractors Association  
of the Miami Val., Ohio

# SAFETY DIRECTORS MEETING

BY GARY AUMAN OF DUNLEVEY, MAHAN, & FURRY

Wednesday, March 9, 2011 11:30 a.m. – 1:00 p.m.

DBX EDUCATION ROOM, 2077 Embury Park Rd., Dayton, Ohio 45414

## OR VIA THE INTERNET AS A WEBINAR

*(get streaming video and see the presentation on your computer while you dial in by phone for the meeting audio)*

A Safety Directors Meeting allows member-firm Safety Directors to get updated on OSHA and Workers Compensation issues on a quarterly basis.

Presented by Gary Auman  
of Dunlevey, Mahan and Furry.

The meeting also provides the opportunity for Safety Directors to learn from each other, as they will have the opportunity to discuss their experiences.



### DBX Registration Form



Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_

The following individuals will be in attendance:

\_\_\_\_\_  via webinar Email: \_\_\_\_\_ or  at location

\_\_\_\_\_  via webinar Email: \_\_\_\_\_ or  at location

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Name Card \_\_\_\_\_ Credit Card Number \_\_\_\_\_

Exp. Date \_\_\_\_\_ Billing Zip \_\_\_\_\_

How did you hear about this course? \_\_\_ Email \_\_\_ Newsletter \_\_\_ Website \_\_\_ Referred by Colleague

#### This Session Is Sponsored By:

Subcontractors Association of Western Ohio  
Central States Insulation Association  
Lima Area Mechanical Contractors Association  
Mechanical Contractors Association of Greater Dayton  
Ohio Water Quality Association  
Roofing Contractors Association of Central Ohio

Buckeye Frame Builders Association  
Dayton Builders Exchange  
Mason Contractors Association of Dayton  
Ohio Roofing Contractors Association  
Ohio Water Well Association  
Sheet Metal & Roofing Contractors Association  
of the Miami Val., Ohio

Return completed form to: SAWO - 2077 Embury Park Rd., Dayton, OH 45414 or FAX: 937-278-0317 or sawo@assnsoffice.com

**United Way** of the Greater Dayton Area  
Serving Montgomery, Greene and Preble Counties

# Reinventing



“Three days a week, Xenia Adult Recreation Center takes my brother to his dialysis treatments, which he needs in order to live. **I am thankful to agencies like the United Way who help make the services available.**”

*-Sister of service recipient*

“My family and I enthusiastically support the United Way because we know **our gift stays within the community to address and solve local problems.**”

*-Mark Lane, The Berry Company*

**Give today.**

Call 225-3001 or visit  
[www.LiveUnitedDayton.org](http://www.LiveUnitedDayton.org).



## UNITED WAY CAMPAIGN DIRECTORS CLUB

On November 19<sup>th</sup> the United Way Campaign Directors' Club held their meeting and the Turkey Gift Certificate Drawing at the Amber Rose Restaurant.

The Directors' Club membership is made up of individuals that are responsible for their firm's United Way employee campaign. The purpose of the Club is to provide a networking opportunity where ideas can be exchanged and the Club also provides a line of communication with United Way staff representatives. The Club is sponsored by the Builders Exchange of Dayton so there is no charge for individuals to participate as a member of the Club. All firms in the area construction industry are eligible to send a representative to participate.

The Builders Exchange donated a dozen turkey gift certificates. Employees from area construction firms that are participating in the United Way had their names included in the drawing and the following were winners:

Doug Addis	Danis Construction
George Boeckling	Messer Construction
Kamal Brown	Starco
Kyle Canon	Shook Construction
Barbara Crego	Staffco
Michael Fugate	Bilbrey Construction
Mark Keller	Rieck Services
Matt Mintus	Messer Construction
Shawn Murane	Shook Construction
Mark Phillips	Bilbrey Construction
Tom Pickrel	Pickrel Brothers
Rob Riegel	Starco



### Special Thanks to those Construction Firms that had Employees Participate in the 2010 United Way Campaign!

Bilbrey Construction  
Builders Exchange of Dayton  
Butt Construction  
Cemex  
Chapel Electric  
Danis  
Kerber Sheet Metal Works  
Messer Construction  
Pickrel Bros.  
Rieck Services  
Sheet Metal & Roofing Contractors Association  
of the Miami Valley, Ohio  
Shook Construction  
Staffco  
Starco

### Special Thanks to those Construction Groups who made a Corporate Contribution to the 2010 United Way Campaign!

AIA of Dayton  
Builders Exchange of Dayton  
Mason Contractors Association of Dayton  
Mechanical Contractors Association of Greater Dayton  
Sheet Metal & Roofing Contractors Association  
of the Miami Valley, Ohio  
Subcontractors Association of Western Ohio

On December 17<sup>th</sup> the United Way Campaign Directors' Club held their meeting and the 40" SONY BRAVIA FLAT SCREEN TV Drawing at the Amber Rose Restaurant.

Employees from area construction firms that are participating in the United Way had their names included in the drawing. The winner was Mike White of Shook Construction.



PICTURED ABOVE LEFT TO RIGHT: Mike White of Shook Construction and Frank J. Klein, Shook's Chief Executive Officer



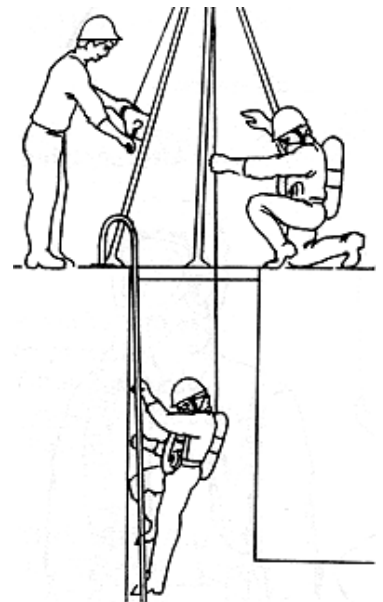
# Confined Space Training Course

The Builders Exchange of Dayton, Subcontractors Association of Western Ohio, Central States Insulation Association, Ohio Water Well Association, and Ohio Water Quality Association are pleased to announce their upcoming Confined Space Training Course. This course will run eight (8) hours and feature classroom training and hands-on training on confined space safety. Participants who complete the course will receive their OSHA-Recognized certification cards for Confined Space.

- OSHA Required Confined Space Entry Standard
- Hazards Associated with Entry Procedures
- Personal Protective Equipment
- Calculations and Techniques; and
- Appropriate Atmosphere Testing Equipment and Related Limitations

Class size is limited, so please register promptly.  
The course has been scheduled as follows:

Friday, January 28, 2011  
8:00 a.m. - 5:00 p.m.  
**DAYTON, OHIO**  
**LOCATION TO BE DETERMINED**



**Company Name:** \_\_\_\_\_

**Attendee Names:**

_____	<input type="checkbox"/> Member \$150.00	<input type="checkbox"/> Non-Member \$195.00
_____	<input type="checkbox"/> Member \$150.00	<input type="checkbox"/> Non-Member \$195.00
_____	<input type="checkbox"/> Member \$150.00	<input type="checkbox"/> Non-Member \$195.00
_____	<input type="checkbox"/> Member \$150.00	<input type="checkbox"/> Non-Member \$195.00

**Total Due:** \_\_\_\_\_

How did you hear about this course? \_\_\_ Email \_\_\_ Newsletter \_\_\_ Website \_\_\_ Referred by Colleague

Please make check payable to: DBX or fill in Visa, MasterCard, or American Express info below:

Name on Card \_\_\_\_\_ Billing Zip \_\_\_\_\_

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_



Please send form & payment to: DBX, 2077 Embury Park Rd. Dayton, Ohio or Fax to: (937) 278-0317  
Questions? Call Rachel Pinkus at (937) 278-5723 or email her at: dbx@assnsoffice.com



# Scissor Lift & Boom Lift Training Course



The Dayton Builders Exchange and the Subcontractors Association of Western Ohio are pleased to announce their upcoming Scissor Lift & Boom Lift Training Course. This course will feature five hours of training both in the classroom and hands-on training on scissor lifts and boom lifts. Participants will receive their OSHA Recognized Certified Operator cards for both kinds of equipment. **Participants need to bring a hard hat, safety glasses and, if possible, a full body harness.**

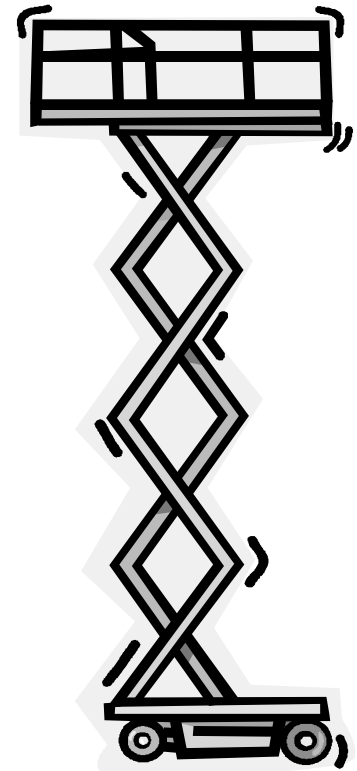
The DBX and SAWO are proud to be offering the very best in safety training for betterment of the entire construction industry. But in appreciation of our relationship with other state and local trade associations we are extending a special price to members of these groups.

So If you are a member of DBX or SAWO or one of the following groups, please mark the "Member and Affiliated Member" Price. If you are not a member of any of the groups, you are still welcome to attend at the "Non-Member" Price.

Affiliated Associations include: *Buckeye Frame Building Association, Central States Insulation Association, Ohio Roofing Contractors Association, Ohio Water Quality Association, and the Ohio Water Well Association*

Class size is limited, so please register promptly.  
The course has been scheduled as follows:

Friday, January 14, 2011  
11:00 am - 4:30 PM (LUNCH INCLUDED)  
Orbit Movers & Erectors  
2860 East River Road  
Dayton, Ohio



**Company Name:** \_\_\_\_\_

**Attendee Names:**

_____	<input type="checkbox"/> Affiliated Member \$100.00	<input type="checkbox"/> Non-Member \$175.00
_____	<input type="checkbox"/> Affiliated Member \$100.00	<input type="checkbox"/> Non-Member \$175.00
_____	<input type="checkbox"/> Affiliated Member \$100.00	<input type="checkbox"/> Non-Member \$175.00

**Total Due:** \_\_\_\_\_

Please make check payable to: DBX or fill in Visa, MasterCard, or American Express info below:

Name on Card \_\_\_\_\_ Billing Zip \_\_\_\_\_  
Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

How did you hear about this course? \_\_\_ Email \_\_\_ Newsletter \_\_\_ Website \_\_\_ Referred by Colleague

Please send form & payment to: DBX, 2077 Embury Park Rd. Dayton, Ohio

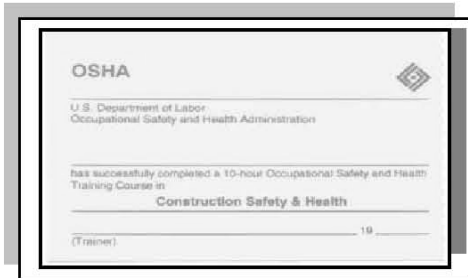
or Fax to: (937) 278-0317

Questions? Call Rachel Pinkus at (937) 278-5723 or email her at: rpinkus@assnsoffice.com

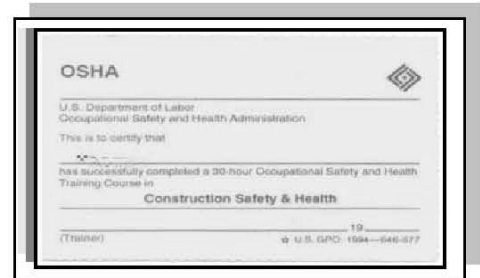


# BX BUILDERS EXCHANGE DAYTON

## Safety Training



**OSHA  
10 & 30  
HOUR  
CERTIFICATION**



**SESSION 1: Tues., February 1<sup>st</sup>, 2011**

***NEW*** Introduction to OSHA Act, General Duty Clause, Record keeping, Subpart C: General Safety and Health Provisions, Competent Person, STD 3-1.1, Clarification of Citation Policy & Personal Protective Equipment

**SESSION 4: Tues., February 8<sup>th</sup>, 2011**

HazCom, Health Hazards, Lead, Asbestos, Silica, Flammable & Combustible Liquids & Welding & Cutting

**SESSION 2: Wed., February 2<sup>nd</sup>, 2011**

Fall Protection, Walking Working Surfaces, Stairs and Ladders, Scaffolding, Electrical, Tools-Hand & Power & Hazard Communication (Silica)  
**REVIEW**

**SESSION 5: Wed., February 9<sup>th</sup>, 2011**

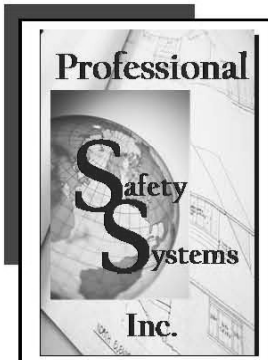
Cranes, Rigging, Material Handling, Signs, Signals & Barricades and Powered Industrial Trucks

**SESSION 3: Thurs., February 3<sup>rd</sup>, 2011**

Scaffolding, Aerial Lifts / Manlifts, Fire Protection & Prevention & Housekeeping

**SESSION 6: Thurs., February 10<sup>th</sup>, 2011**

Motor Vehicles, Confined Space, Excavation and Concrete Masonry **REVIEW**



**For registration or additional information please contact:**

**DBX @  
937/278-5723**

**PLEASE NOTE:**

Sessions 1 & 2 must be completed to receive OSHA 10-Hr. card and Sessions 1 thru 6 to receive OSHA 30-Hr. card.

**TIMES:**

**All sessions are 5-Hour sessions from 12:00 p.m. - 5:00 p.m. (Lunch Included)**

**View your company's safety training records @ [www.safety-sys.com](http://www.safety-sys.com)**

**LOCATION:**

**2077 Embury Park Rd.  
Dayton, Ohio 45414**



THE BUILDERS EXCHANGE OF DAYTON  
ROBERT H. POPE, EXECUTIVE DIRECTOR

# OSHA 10 & 30 Hour Training

NAME OF FIRM: \_\_\_\_\_  
ADDRESS OF FIRM: \_\_\_\_\_  
PH: \_\_\_\_\_ FX: \_\_\_\_\_ EMAIL: \_\_\_\_\_

We will be sending the following individuals to attend from our firm:

NAME	Session 1 5hrs	Session 2 5hrs	Session 3 5hrs	Session 4 5hrs	Session 5 5hrs	Session 6 5hrs
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Sessions 1 & 2 must be completed to receive an OSHA 10 hr. Card and Sessions 1 thru 6 to receive an OSHA 30 hr. Card.  
OSHA 10 Hr. - \$185 for Members      \$250 for Non-Members  
OSHA 30 Hr. - \$400 for Members      \$550 for Non-Members

TOTAL AMOUNT DUE \$ \_\_\_\_\_

How did you hear about this course? \_\_\_\_\_ Email \_\_\_\_\_ Newsletter \_\_\_\_\_ Website \_\_\_\_\_ Referred by Colleague \_\_\_\_\_

MAKE A CHECK PAYABLE TO **DAYTON BUILDERS EXCHANGE** & SEND IT ALONG WITH THE REGISTRATION FORM OR FILL OUT THE CREDIT CARD INFORMATION BELOW:

[ ] VISA [ ] MASTERCARD [ ] AMERICAN EXPRESS

CARD NUMBER \_\_\_\_\_ EXP. DATE \_\_\_\_\_

NAME APPEARING ON CARD: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

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*Max Duke*

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*Rodney Frye*

*Gerald E. Miller*

*Greg Hobbs*

*John Keeran*

*Claude Hatfield*

*Rick Leonard*

*Steven Runyon*

*Gary Macintosh*

*Warren Smith*

*Peck-Hannaford & Briggs*

*Precision Piping, Inc.*

*Process Construction, Inc.*

*Reliable Electrical Mechanical Svcs.*

*Response Mechanical Services, Inc.*

*Response Piping Systems*

*Rieck Mechanical Services*

*RPC Mechanical - Dayton*

*S&D Osterfeld Mechanical*

*South Dayton Refrigeration*

*Starco, Inc.*

*Superior Mechanical Services*

*Willis Refrigeration Co.*

*Jim Briggs*

*Kris Williams*

*David Spaulding*

*Mike Budd*

*Carl Crawford*

*Rose Mary Williams*

*Mark Keller*

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*Steve Heidenreich*

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**Bob Vogel**

**Dale Derr**

**Brian Feldmeyer**

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6651 Centerville Business Parkway  
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Phone: 937.435.4788 Fax: 937.435.7395

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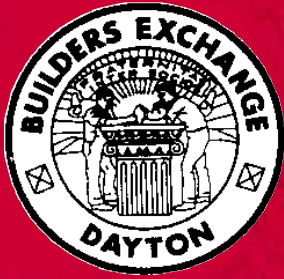
Email: [VogelR@lentins.com](mailto:VogelR@lentins.com)

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www.bxdayton.com



BWC News - December 2010

## Ohio Safety Congress & Expo 2011

Plans are under way for BWC's annual [Ohio Safety Congress & Expo](#). This year's safety congress will feature more educational offerings, continuing education units and vendors. Keep **your calendar open March 29 to 31** so you can attend the Ohio Safety Congress & Expo at the Greater Columbus Convention Center, and spread the word to co-workers and colleagues. And new this year, you can catch safety congress updates on Twitter, just follow us [@OSC2011!](#)