

SUMMER 2016

OFF THE WALL WC&C

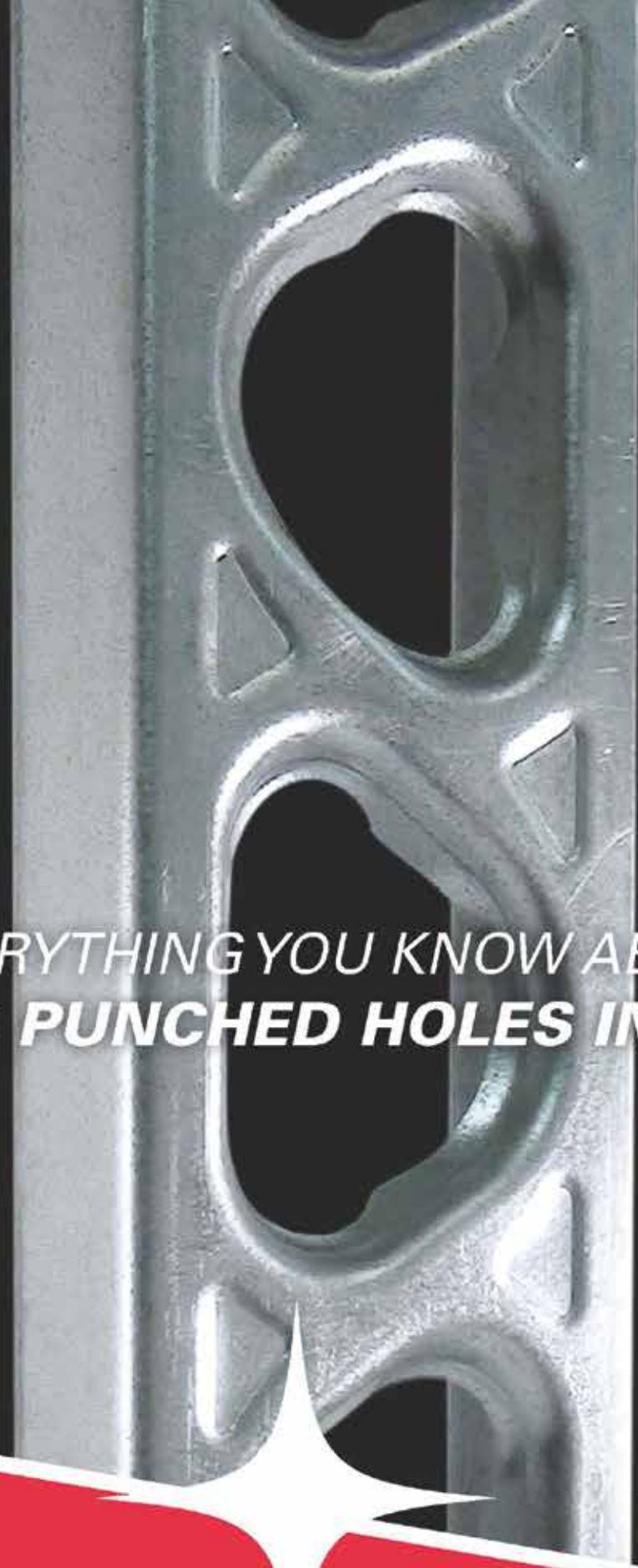
An Industry Publication by the Wall Ceiling & Carpentry Industries of New York, Inc.

**How Do
Construction
Team Leaders
Motivate Their
Employees?
—page 16**



125 Jericho Tpke., Suite 301, Jericho, NY 11753

**GOLF OUTING PHOTOS
ON PAGES 11—15**



*WE TOOK EVERYTHING YOU KNOW ABOUT STUDS
AND PUNCHED HOLES IN IT.*

 **StudRite**[®]

StudRite weighs less than traditional studs which makes it easier to handle. The unique design is more user-friendly and requires less time to get the job done right. The versatility of StudRite wall systems means increased efficiencies which make it the best tool for the trade.

CALENDAR THROUGH DECEMBER 2016

DATE	MEETING	TIME	LOCATION
Sept 13 (Tues)	Gen Memb Mtg	6 p.m.	TBD
Oct. 18 (Tues)	Gen Memb Mtg	6 p.m.	TBD
Nov 15 (Tues)	Gen Memb Mtg	6 p.m.	TBD
Dec 6 (Tues)	WC&C Holiday Party	6 p.m.	No. Hemp CC

WC&C OFF THE WALL

Off The Wall is published through the Promotional Fund by the Association of Wall-Ceiling & Carpentry Industries of New York for the benefit of the membership. It is distributed to members, associate members, union affiliates, and legislators. Editorial contributions, including pictures and story ideas, are welcome and should be forwarded to the WC&C office, 125 Jericho Tpke., Suite 301, Jericho, NY, 11753.

Board of Directors

Executive Director
John DeLollis

President
Michael Weber
Island Acoustics LLC.

Vice President
Lee Zaretsky
Ronsco (Del), Inc.

Treasurer
Philip A. Bonadonna
Pabco Construction Corp.

Secretary
James Fenimore
Office Solution Installation,
LLC

Board Members

Christine Donaldson Boccia
J.D. Traditional Industries

Edward Heberer
American Wood Installers

Douglas O'Connor
The Donaldson Organization

Robert Perricone
Component Assembly Systems

Steve Richardson
National Interiors, Inc.

W. Scott Rives
Woodworks Construction Co.

Counsel
Mark A. Rosen

Design & Editorial Services,
Donald Gumbrecht & Co

© 2016 All rights reserved. While this newsletter is designed to provide accurate and authoritative information on the subjects covered, the Association is not engaged in rendering legal, accounting, or other professional or technical advice. Accordingly, the Association cannot warrant the accuracy of the information contained in this newsletter and disclaims any and all liability which may result from publication of or reliance on the information provided herein. If legal advice or other expert assistance or advice is required, the services of a competent, professional person should be sought.

Off The Wall Summer 2016



Features

4 Rebuilding Through Education and Recruitment of Key People

— From the Executive Director, John DeLollis

6 Tides Are Changing

— From the President, Michael Weber

7 New York City's Construction Industry Continues Its Postrecession Climb

11-15 37th WC&C Golf Outing Photos

Articles

16 How Do Construction Team Leaders Motivate Their Employees?

It is the team leader's job to discover what makes each person tick, do their best and produce outstanding results.

18 LOWLINE

World's First Underground Park Would Keep NYC at Forefront of Urban Innovation

22 \$4 Billion Project For Second Phase Of The Creation Of A New LaGuardia Airport

When completed, the new LaGuardia Airport will be a unified facility connecting Terminal B and the Central Hall through to the redeveloped Terminal C&D, which will be located closer to the Grand Central Parkway

24 Survey: Building Information Modeling To Become Future Of Construction Industry

According to Timetric's survey, 50% of respondents believe cost savings and operational efficiency are the major drivers that influence an organization's decision to implement BIM.

Departments

8 Rosen – *It's the Law!*

26 Product News

31 OSHA



*From the
Executive Director
John DeLollis*

Rebuilding Through Education and Recruitment of Key People

Taking place every fall, AWCI's Industry Executives' Conference and Committee Meetings keep company owners and executives focused on trends impacting their business through informative speakers, networking and committee meetings.

A major problem across the country now is that many talented people left our industry during and after the 2008 recession. And while that difficulty didn't impact our members in New York City so much as in other locales, it has caused setbacks here. The downturn caused many contractors to react by letting go a significant portion of their talent pool. As a result, some of the best talent chose to leave the industry leaving us with severe gaps in key positions.

These shortages are not just for skilled craft workers but extend across all levels, including field supervisors, superintendents, project managers, estimators, middle managers and senior executives at varying degrees.

The recession has been behind us for several years, and as business has returned, many are feeling the loss of these key players who are essential to ongoing success. Many of our members have worked through this dilemma but some are still struggling.

A major offering at the AWCI program is the Education segment, which includes Recruitment, Retention and Risk Management, and Talent Development Trends in the Construction Industry. These are two issues that are important whether your business slowed or not. You need talented people.

Other segments to be presented include EIFIS, Social Media, and various crafts.

As always, networking with your peers is a major opportunity of the Conference. The discussions that are generated offer insights as to who else is experiencing your problems and how they go about solving them.

The AWCI's Industry Executives' Conference and Committee Meetings will be held this year in Memphis, Tennessee on September 20-23. Be sure to make your reservations soon. And by the way, your association is one of the principal sponsors.

I hope to see you there.

— *John DeLollis*



IT ALL MAKES PERFECT SENSE.



GET THE FACTS ON FULLY-COMPLIANT EQ COATINGS. From the facts on full code compliance, to extensive testing data, to details that can build your knowledge of advanced products, we're sharing a lot. Today, ClarkDietrich is as committed as ever to innovation in cold-formed steel framing. And to clearing up the intentional confusion that's been circulated in the market on the performance advantages of EQ coatings. Learn why you can confidently install ProSTUD® with DiamondPlus® Coating at ClarkDietrichEQ-IQ.com

Interior Framing · Exterior Framing · Interior Finishing · Clips/Connectors · Metal Lath/Accessories · Engineering

clarkdietrich.com

5 OFF THE WALL SUMMER 2016

© 2016 ClarkDietrich Building Systems



*From the
President
Michael Weber*

Tides Are Changing

The natural ebb and flow of tides has a calming effect on human nature. Tides are predictable yet ignoring their importance can have a devastating effect on society and businesses alike. When a storm like super storm Sandy blows through your neighborhood, you have witnessed first-hand how changing tides can have a catastrophic effect on your ability to survive.

From a business point of view, institutions that drive our industry operate in the new paradigm of the natural EBB and flow of business cycles. A banking facility requires a steady stream of strong financial data to assess risk in providing the capital required to manage cash flow in an industry with archaic payment terms and conditions. Insurance companies demand a boat load of policy and procedures to help mitigate risk. State, County and Federal agencies impose a prequalification and requalification process that requires a MBA, CPA and law degree to comply with. As you navigate your business through this new paradigm, avoiding the peaks and valleys and maintaining a steady course can only enhance your chances to succeed.

With the recent development in leadership in the New York City District Council of Carpenters and a customer base with little to no interest in signing with the New York building trades, the tides are surely changing. Have a life vest handy and hold on tight, the seas are likely to become more challenging to navigate.

I hope to see you all at the upcoming AWCI Industry Executives' Conference and Committee Meetings in Memphis, Tennessee in September where you can substantially impact your business by attending the many educational sessions. For more information and to register, please visit www.awci.org/iec-register.

Enjoy what is left of the summer and steer clear of those white caps!

— *Mike*

New York City's Construction Industry Continues Its Postrecession Climb, Bringing With It Thousands Of New Jobs.

The industry employed an average of 138,200 people in 2015, surpassing its last high mark of 131,800 in 2008, according to an analysis of job figures by the New York Building Congress

The group said that is the most people working in the industry since at least 1975.



SOLUTIONS FOR EVERY PROJECT

With Chicago Metallic® now part of ROCKFON, the only limit to your next ceiling is your imagination.

There are so many options with ROCKFON acoustical stone wool panels, the versatility of our ROCKFON specialty metal panels and the precision engineering of Chicago Metallic suspension systems.

ROCKFON stone wool acoustical ceiling panels are GREENGUARD GOLD certified.

Visit www.rockfon.com for more information.



Rockfon

CREATE AND PROTECT®



It's The Law

By Mark A. Rosen

Mark A. Rosen is legal counsel to the Association of Wall-Ceiling & Carpentry Industries of New York, Inc. He is a partner in the firm of McElroy, Deutsch, Mulvaney & Carpenter, LLP. Mark practices in the areas of construction and contract law, public contract law, arbitration, surety, and general commercial litigation. He can be reached at mrosen@mdmc-law.com.

Appellate Court Finds Pension Plan Properly Assessed Withdrawal Liability Based Upon Common Control As Of Date

An appellate court has found that a concrete company was properly assessed with withdrawal liability based upon its parent company's purchase of a non-union company subsequent to the date of the actual withdrawal.

By way of background, employers in the construction industry enjoy a statutory exception to withdrawal liability. Construction industry employers are not liable for withdrawal liability if they discontinue covered work in the jurisdiction of the union to which they are bound for a period of five years. At the same time, any employer, regardless of the industry, is deemed to include any companies or individuals who are within a "controlled group." This would include all trades or businesses under common control.

In this case, a concrete company was signatory to a collective bargaining agreement ("CBA") with a local carpenters' union in Colorado. When the CBA expired, the company chose not to renew and ceased all operations in Colorado. The company was a subsidiary of a national construction firm.

Sometime later, the parent company acquired another construction company doing work in Colorado. That company was a non-union company. When the new non-union subsidiary began operations in Colorado, the carpenters' union pension plan assessed the concrete company with withdrawal liability. The union took the position that by virtue of their common ownership by the national parent, the non-union company and concrete company were trades or businesses under common control. The resumption of non-union work within Colorado by the non-union company voided the concrete company's ability to take advantage of the construction industry exception.

The concrete company challenged the assessment of withdrawal liability and an arbitrator ruled in its favor. The basis for the award was that the two entities in question were not under common control on the date the concrete company terminated its obligation to contribute to the pension plan. The new company was bought by the parent some time later.

The concrete company then filed an

action in federal court to confirm the arbitration award. The district court upheld the arbitrator's decision and confirmed the arbitrator's finding that withdrawal liability applies only to entities under common control at the time the obligation to contribute to the plan ceased. The parent's subsequent acquisition of a non-union company performing covered work did not trigger a withdrawal.

On appeal, the Tenth Circuit Court of Appeals reversed. The court held that a pension plan could assert withdrawal liability against any entity under common control on the day the common control group triggered a withdrawal by continuing or resuming covered work. The non-union company became a control group member and engaged in work within the jurisdiction of the concrete company's prior work within the five years. The court noted that the control group can change over time and that a withdrawal can occur at any time within the five-year period after the employer's obligation to make contributions ceases.

Supreme Court Refuses To Hear Case Regarding Extension Of Successor Liability To Withdraw Liability

On the subject of withdrawal liability, we had previously noted a case where a federal court of appeals extended successor liability theory as a means of holding companies responsible for unpaid multi-employer pension fund withdrawal liability. This was one of the first times an appellate court explicitly applied successor liability in the context of withdrawal liability.

The parties petitioned to the Supreme Court to hear and review the ruling. The Supreme Court declined to exercise jurisdiction in the matter and, thus, let the federal appellate court's decision stand. •

THE QUALITY BRANDS YOUR PROJECT DEMANDS



DELIVERY EQUIPMENT FOR ALL YOUR NEEDS



JETBLUE TERMINAL AT JFK

Specializing
in both Residential
and Commercial
supplies

Providing
you with quality
brands for your
exterior and interior
project needs



LINCOLN CENTER



BARCLAYS CENTER

Your Full
Service USG
Ceiling Systems
Distributor

Get to know us more at ParkAveBuilding.com

2120 Atlantic Avenue, Brooklyn, NY 11233
T: 718.403.0100 | F: 718.596.5085



Dodge Data & Analytics Launches PlanRoom Service for Construction Contractor and Subcontractor Community

Free service provides secure location for users to share and access information from bid phase through project completion

Dodge Data & Analytics has launched Dodge PlanRoom, an online service for contractors and subcontractors to store, manage, and share plans, specifications, and other construction documentation. Dodge PlanRoom is designed to support construction-specific workflows such as evaluating potential projects by quickly reviewing linked plans, sections and elevations. More information and a free version of the service are available at <http://www.construction.com/dodge/planroom.asp>.

Through optional integration with Dodge Global Network, the largest, most comprehensive source of information on construction projects in North America, contractors can quickly search and view projects to find the ones most suitable for them. Users can also add their own projects or participate in private projects they are invited to by owners and other contractors. “Dodge data is a crown jewel in the AEC technology landscape and we’re on a mission to unlock the value in our data for all industry participants,” said Mike Petrullo, CEO of Dodge Data & Analytics. “PlanRoom is

a great example of this by making Dodge data seamlessly available for contractors and trades to find and win new work, without the need for expensive, complicated packages. We also see tremendous potential for Dodge data to benefit other AEC processes and workflow tools, from both Dodge and other technology providers.”

By helping to make relevant project documentation available in a single, secure repository, PlanRoom allows the whole project team – general contractors, subcontractors and trades, manufacturers, distributors and service providers – to collaborate throughout the entire project lifecycle. Simplified project syncing means that the team can avoid the headaches and delays caused by working with out-of-date information. And version control ensures a document record that allows contractors to track history and pinpoint plan changes when necessary. “Viewing project information and documents with Dodge PlanRoom is easier and faster than any other product we have used,” said Matthew J. Brennan, Chief Executive Officer, Loveland Excavating and Paving, Inc., in Fairfield, Ohio.

PlanRoom is available in multiple tiers, all of which offer access to unlimited users on a project. The basic level is available free and comes with storage of up to five projects at a time. Subsequent tiers offer increased storage for low monthly fees.

For more information on PlanRoom and to sign up, visit <http://www.construction.com/dodge/planroom.asp>. •

U.S. Concrete Continues Expansion in New York

*Addition of Jenna Concrete Corp.
Provides Further Geographic Coverage in
Manhattan*

U.S. Concrete, Inc. announced that it has acquired the assets of Jenna Concrete Corp. (“Jenna”) located in Bronx, N.Y. Jenna has an established and respected market presence in the New York metropolitan area with approximately 25 years of experience serving the Manhattan commercial and residential high-rise market. Jenna’s well-known projects in New York City include Yankee Stadium, Hudson Yards, and multiple expansions to RFK-Triborough Bridge. Jenna operates a fleet of 52 mixer trucks from its two ready-mixed concrete plants.

Jenna provides a complementary addition to the Company’s existing New York operations. The addition gives U.S. Concrete a more complete geographic coverage of the Manhattan market, enlarges its footprint to include the Bronx borough, and expands

its customer base in the New York metropolitan area.

“This acquisition further demonstrates our ability to strengthen our leadership positions in our markets,” said U.S. Concrete President and CEO, William J. Sandbrook. “Jenna will offer significant opportunities to leverage our expanded customer base and delivery efficiencies. The Jenna team has a strong reputation and has completed several well-known projects in the market. We are pleased to welcome the Jenna employees to our team and look forward to continue executing on our key growth objectives.”

U.S. Concrete, Inc. serves the construction industry in several major markets in the United States through its two business segments: ready-mixed concrete and aggregate products. The Company has 150 standard ready-mixed concrete plants, 16 volumetric ready-mixed concrete facilities, and 14 producing aggregates facilities. During 2015, U.S. Concrete sold approximately 7.0 million cubic yards of ready-mixed concrete and approximately 4.9 million tons of aggregates. For more information on U.S. Concrete, visit www.us-concrete.com. •

37th WC&C Golf Outing

North Hempstead CC/Sands Point GC

June 20 , 2016

Thanks to all our generous sponsors...

Prize Sponsors

American Wood Installers
 Allied Building Supply
 Certainteed
 Combined Resources
 Donaldson Interiors
 General Insulation Co.

Island Acoustics LLC
 Kamco Supply Corp
 Local 157
 M&D Millwork, LLC
 Marino/Ware
 Northeast Regional Council Of
 Carpenters

NYC District Council Of Carpenters
 Office Solution Installation
 Papco
 Rivco Construction
 Sessa Plastering Corp
 Total Interior Inc.

EAGLE SPONSOR

Allied Building Supply
 Certainteed
 American Wood Installers
 Combined Resources
 Donaldson Organization
 Island Acoustics, LLC
 Kamco Supply Corp.
 NYC District Council of Carpenters
 Rivco Construction, LLC
 Total Interior, Inc

Office Solution Installation, LLC
 Pabco Construction Corp.

PAR SPONSOR

B.W.B Crown Partition
 C.B.I Drywall Corp.
 Carpenters Local 45
 CCC Custom Carpentry Corporation
 Certainteed Gypsum
 Clark Dietrich Bldg. Systems
 Commodore Construction
 Component Assembly Systems, Inc
 Creative Construction Service
 Duncan Partners, LLC
 General Insulation Company
 Godsell Construction
 Holden & Flynn Contractors
 Jacobson & Co., Inc

BIRDIE SPONSOR

Carpenter Local 157
 M & D Millwork, LLC
 Marino Ware Industries
 Marjam Supply Co., Inc.
 National Interiors Inc.
 Northeast Carpenters

Joseph Azzopardi, District Council 9
 IUPAT

Orion Interiors, Inc
 Paragon Installers
 Park Ave Bldg. & Roofing
 Phase 1 Construction Services, Inc
 Pro Contractors, Inc
 Rockfon
 Ronsco Inc.
 Sessa Plastering Corp.
 U.S.G Corporation
 Wood Pro 2 Installations
 Woodworks Construction Co.

GOLFER

AK Int'l Architectural Woodworking
 Castellano, Korenberg & Co.
 Continental Building Products
 DGC Capital Contracting

Glenn Partitions, Inc.
 Mark Rosen

HOLE SPONSOR

Atlantic Century Interiors
 Certified Moving & Storage
 Company
 City Lumber Co., Inc
 Cord Contracting Co., Inc
 Dame Contracting, Inc.
 Ess & Vee Acoustical Contractors
 Holden & Flynn Contractors
 J& S Supply Corp.
 Mark Rosen
 Mongiove Associates
 O'Kane Enterprises Ltd
 R& J Construction
 Sweeney & Harkin Corp
 Trinity Contracting Corp.













How Do Construction Team Leaders Motivate Their Employees?

By George Hedley

The team leader is responsible to motivate people to put out more effort with more enthusiasm and get them to go beyond the minimum required.

It is the team leader's job to discover what makes each person tick, do their best and produce outstanding results. People who work for you are not you. They don't think like you, and they work different than you. And just because you pay them a good pay or salary doesn't mean they're going to work their fanny off the same way you do.

To get them to follow your vision and achieve big goals, you've got to give them a reason to want to follow. People are motivated for their reasons, not yours.

Think of your children. You tell them what you want them to do, but they don't always do it. Then you try to bribe them to no avail. Frustrated, you scream, "If you're not home by 10:00 p.m., I'm gonna kill you!" Well, you don't. You let them off the hook. So they continue to stretch the envelope, as there's no accountability, no responsibility and no consequences. It seems like nothing works with your kids, just like with employees.

Do they want to do it?

Leadership is really about influencing others to want to do what you want them to do. The key words are "to want to do." They've got to want to do it. You tell and they decide if they'll do it. When you tell your kids to clean up their room, they decide if they'll do it based on their needs, consequences, accountabilities and responsibilities.

Ask yourself: "What makes people want to follow me?" You know what doesn't work with children and employees: confusion, lack of trust, no integrity, no accountability and no consequences.

A lot of managers say, "My people won't do what I want them to do. I should get rid of them, but I can't afford them to leave, so I don't fire them." What kind of accountability is this? If they don't have to do what you want them to do, why should they do more than the minimum to keep their job? You've got to make them want to do it.

What people need

People need two things — money and happiness. Money includes fair pay at a secure company with competitive benefits. Happiness is the same as being motivated.

Effective leaders and winning coaches motivate people to perform. This is accomplished with exciting leadership, motivation, inspiration, holding people accountable and giving them responsibility. The team leader is responsible to motivate people to put out more effort with more enthusiasm and get them to go beyond the minimum required.

There are four action steps leaders take to achieve bottom-line results through people.

1. Provide clear expectations

People need to know exactly what the team leader wants them to achieve — the clear and expected specific results. Just like professional baseball managers use statistics and the scoreboard to provide accountability and feedback for their players, your employees need to know the score and what is expected. Weak leaders and poor coaches assume people understand what's required, don't take the time to spell out what they want and don't make people accountable for achieving specific results.

The norm is to tell people to work real hard, try their best and then not give them feedback or a scorecard to stay informed as to the results they achieve. This poor leadership style doesn't let people know exactly what's expected or how they are doing.

Employees must be told exactly what results you want: "By Friday I expect you to have this installed and 100% complete. By the 30th of the month all invoices must be out. I expect the forms to be ready for concrete by Wednesday night, no exceptions or excuses."

Be specific with clear targets and expected exact results clearly defined. Make sure people understand what the target is, what's acceptable and what's not, when they hit or miss it, the consequences for not achieving results, and the rewards for a good job.

2. Motivation, recognition and praise

Like winning coaches, effective leaders provide ongoing motivation, recognition and praise to people who do the work and achieve the desired results. Weak leaders, who don't take time to thank people for a job well done, get weak results.

Think of the great winning coaches over time. Most are known as great motivators who use different methods depending on the circumstance. Motivation can be provided in different ways — challenges, competitions, listening, training, encouragement, incentives, rewards, recognition, or praise. Of all the motivating factors, the two that provide the biggest incentive for people to perform are regular recognition and praise.

In a survey why people left their company, over 90% said they'd never been recognized or praised by their boss, ever, for anything. People want and need feedback and positive reinforcement for their contributions and efforts.

Leaders give praises at least every week to everyone in their sphere of influence. Use words like, "I appreciate you" and "Thanks for a great job." Leaders use recognition to motivate their people to perform at a higher level. How often do you recognize and praise your people to improve their performance?

3. Understand the big picture

Employees as team players need a clear understanding of the big picture, what's happening, how they fit in and how their contributions add value to the process. Team leaders as great coaches share and explain where the company or project is going — its' vision, future, positive and negatives, and changes required to be successful. People need to know the truth and big picture, otherwise they tend to think the worst.

Several times a month I present workshops to conventions and company managers who are looking for great ideas to build and improve their businesses. When they go back to their offices the next day, their people are often afraid they've been scheming how to squeeze them to work harder. That's not reality, but without information, people fear the worse.

Effective leaders constantly tell the real deal — business is good or bad, sales are up or down, productivity is acceptable or not, whether people are doing a good job or not, and the profit picture. When leaders leave their people in the dark, people also don't see any reason to perform at a higher level.

4. Show you care

Leaders let their people know they care about them as individuals. People need to know you appreciate them; you care about their goals, their future, their kids, and their families. People must know they're important, and their needs and wants will be considered as they contribute to the entire organization's success.

Meet with each of your reports on a regular basis to have an in-depth conversation. Discuss how it's going, how it can go better, what else can you do to work better together, and what else can you do for them to be happy and produce at the desired level.

Use these four leadership action steps to get the results you want. Leadership is simple. The hard part of leadership is to do what you know you should do every day. So, go do it!

ABOUT THE AUTHOR

George Hedley is a professional construction business coach and professional industry speaker who helps contractors grow, make more profit, and get their companies to work! He is the best-selling author of "Get Your Construction Business To Grow & Profit!" available at his online bookstore at www.HardhatPresentations.com. E-mail GH@HardhatPresentations.com to sign-up for his free e-newsletter, be part of an ongoing BIZCOACH program, or get a discount for online courses at www.HardhatBizSchool.com.

LOWLINE



Deputy mayor for housing and economic development Alicia Glen and NYCEDC president Maria Torres-Springer announced that NYCEDC has selected the lowline, to bring the world's first underground park to the lower east side. This conditional designation serves as the first major step in making this project a reality, resulting in a community-oriented public and cultural space that will serve as both a resource for local residents and an attraction for visitors from around the world.



The Lowline aims to use cutting edge solar technology to transform the abandoned former Williamsburg Bridge Trolley Terminal (located under Delancey Street) into the world's first underground park — a spectacular, one-acre underground public space. By delivering sunlight underground and activating photosynthesis to create lush year-round gardens, the Lowline will use new science and design to help New Yorkers — and city dwellers all over the world — to re-imagine public place-making and community building.



Not only will the Lowline provide the Lower East Side with desperately needed green space and offer a vital cultural resource for the city, it will set an international model for the adaptive reuse and cultivation of abandoned underground spaces. The Lowline is a unique opportunity to shape the future of the City through innovation, deep community engagement, education, and youth development.



“New York City never stops innovating—that’s what makes us the greatest city in the world,” said Deputy Mayor for Housing and Economic Development Alicia Glen. “The Lowline represents an incredible fusion of technology and public space. For eighty years, this underground space has sat idle. Now we’re putting it to use for the people of the Lower East Side and for all New Yorkers to enjoy. We can’t wait to see this experiment unfold.”

“New York City is the place where visionary ideas get turned into tangible realities,” said NYCEDC President Maria Torres-Springer. “Today we move one step closer to making the Lowline a reality, which will serve as a cultural and educational hub for this vibrant community and pioneer cutting-edge technology.”

“We couldn’t be more thrilled for this opportunity to turn a magical dream into reality,” said Dan Barasch, Co-Founder and Executive Director of the Lowline. “The transformation of an old, forgotten trolley terminal into a dynamic cultural space designed for a 21st century city is truly a New York story. We know with input from the community and the city, we can make the Lowline a unique, inspiring space that everyone can enjoy.”

World's First Underground Park Would Keep NYC at Forefront of Urban Innovation

“Every designer dreams of doing civic work that contributes to society and to the profession,” said James Ramsey, Lowline Co-Founder and Creator. “Over the last 8 years, we just stuck to what we thought was a great idea that could make our city and our community better. We’re thrilled to move ahead on designing and building a space that people will enjoy for generations to come.”

“Chances to add new parks and public spaces in Manhattan’s neighborhoods are rare and priceless,” said Manhattan Borough President Gale A. Brewer. “I’m excited by the prospect of transforming the Lowline into a first-of-its-kind public space, and will work with the administration, Community Board 3, Lower East Siders, parks advocates and the design community to make the most of this opportunity.”

“With this conditional designation, the promise of the Lowline is one step closer to becoming a reality,” said Council Member Margaret S. Chin. “From the beginning, the Lowline has been about transforming an abandoned space by literally shining the light of day to create a lush and verdant center of science, technological innovation and learning. Years before its projected opening, the Lowline has already offered opportunities for hundreds of students to redefine what’s possible in our great City. I thank Deputy Mayor Glen and President Torres-Springer for their commitment to work with the Lower East Side community to make the Lowline both a local and global resource for people of all ages.”

“The Lowline has the potential to bring together our need for open space, with a New York love for creativity and innovation,” said State Senator Daniel Squadron. “As community engagement continues, today’s news brings us one step closer to making a new park a reality. I thank NYCEDC, my colleagues, the community board, and the Lowline team for their continued collaboration.”

“For over a century, the Lower East Side has been at the crossroads of innovation and community engagement,” said Community Board 3, Manhattan Chairperson Jamie Rogers. “In its June 2012 resolution, Community Board 3, Manhattan, supported converting the Williamsburg trolley terminal space into the Lowline park, a 21st Century amenity that serves our community. This conditional approval is an important milestone for furthering community engagement with the Lower East Side’s residents and businesses who want to ensure that what is created truly benefits those who live and work here.”

Last fall, NYCEDC in collaboration with the Metropolitan Transit Authority put out a request for expressions of interest

(RFEI) for development plans involving the long-term lease and activation of the vacant Williamsburg Bridge Trolley Terminal, currently owned by the City and leased to the MTA. The trolley terminal is approximately 60,000 square feet and runs underneath Delancey Street between Clinton Street and Norfolk Street. Based on their response to that RFEI, NYCEDC has designated the Lowline team for the use of the space, and requires them to meet a number of conditions in order to move forward with the project. Specifically, the Lowline is required to:

- Implement a robust community engagement plan, including 5-10 public design charrettes and quarterly Community Engagement Committee meetings.
- Reach a fundraising target of \$10 million in the next twelve months.
- Complete schematic design documents and present them for approval in the next twelve months.

The Lowline is focused on meeting three important needs for the Lower East Side: more high quality community amenities, a major community-centered cultural venue that bolsters the neighborhood’s established and emerging cultural organizations, and a unique public space that exposes both residents and visitors to new technology. The Lowline will serve as a showcase for the power of green technology, the creative repurposing of the city’s subterranean infrastructure, and the bold imagination of New Yorkers to lead the way toward more resilient, sustainable and livable cities.

While New York City abounds with world-class urban parks and leading botanical institutions, the Lowline will be a truly singular public space – a historic preservation project fused with a futuristic underground garden at the heart of the dense Lower East Side of Manhattan. It will also be another high-profile initiative that solidifies New York City’s reputation and brand as a hub for technology and innovative urban design.

As a high profile destination, the Lowline also offers a valuable opportunity to bring more visitors at all times of day to support the neighborhood’s diverse array of independent shops and restaurants. Visitors to the neighborhood are essential to the health of small businesses in the Lower East Side, accounting for 75 percent of retail spending in the community.

In October 2015, the Lowline team opened the Lowline Lab, a live experiment to showcase and test its solar technology and subterranean horticulture, and also to test the cultural value of a year-round public space. Since its opening, it has attracted nearly 70,000 visitors and has hosted youth education visits for nearly 2,000 kids across New York City. It will remain open through March 2017, and is free and open to the public on weekends. •

Subway Station Upgrades Coming

Governor Cuomo has announced key elements that will be featured in the renovation of 31 subway stations throughout the New York Metropolitan Area along with the addition of 1,025 new and reimagined subway cars. The MTA is using design-build contracts to expedite the process of renovating and ensure the shortest timeframe for project completion. These vital investments are part of the \$27 billion, five-year MTA Capital Program to renew and expand the MTA network.

The announcement highlighted key elements of the Governor's initiative to create a new and improved design standard for subway stations, and undertake extensive renovations at 31 stations from across the five boroughs. The 31 stations included in the program build upon a larger campaign, designed to improve the customer experience, and includes component and renewal work at more than 170 other stations. Design elements include:

The MTA was to issue a Request for Proposal (RFP) for the first package of three stations located in Brooklyn. RFPs for the remainder of the 31 stations will be released over the next twelve months, and will be distributed across the five boroughs. The first contract is expected to be awarded in the fall. Station closures will be limited to a six-month period.

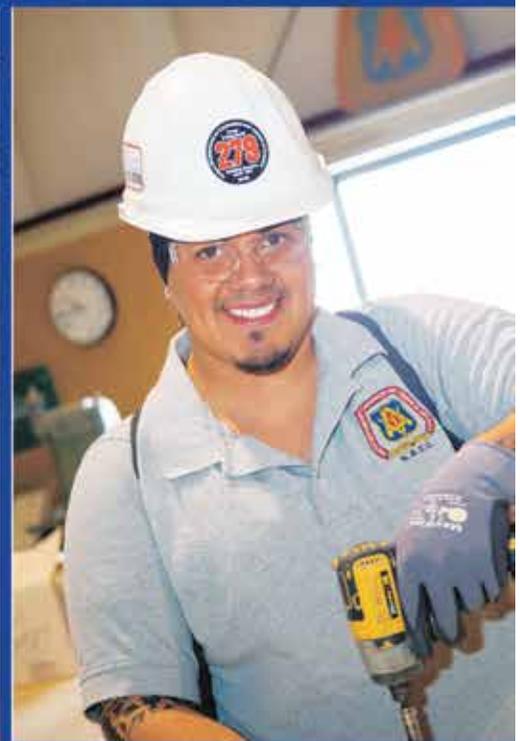
At the direction of the Governor, the MTA is using design-build contracts for all 31 stations. Design-build contracts call for a single team to be responsible for the design and construction of an entire project in order to ensure that coordination is seamless, and that work is completed in the shortest possible time frame.



Serving Labor for over 85 Years!

Schultheis & Panettieri, LLP
210 Marcus Boulevard, Hauppauge, NY 11788
(631) 273-4778
www.snpcpa.com

Northeast Carpenters & Contractors ONE UNION, MANY FACES



CCT CARPENTER
CONTRACTOR TRUST
NY/NJ CONSTRUCTION NETWORK

Raritan Plaza II
91 Fieldcrest Ave, 1st Floor, Edison, NJ 08837
www.cctnynj.org | info@cctnynj.org
Phone: 732-225-1300





Delta agrees to replace outmoded Terminals C and D with new facility to be integrated into a new unified terminal complex, with Port Authority investment capped at \$600 million

The Port Authority's Board of Commissioners authorized \$600 million toward the construction of a new terminal to replace Terminals C and D for Delta Air Lines, Inc. at LaGuardia Airport, marking the second phase of the airport's redevelopment and modernization program.

The authorization, consistent with recommendations made by Gov. Andrew Cuomo's Airport Advisory Panel, will help unify the airport through the interconnection of Terminal B with the new 37-gate Terminal C&D facility that will house Delta. This second phase of the redevelopment project is expected to cost an estimated \$4 billion overall. Delta has agreed to finance the project, perform the construction and be responsible for any cost overruns, while the Port Authority's investment would be capped at \$600 million with no responsibility for any cost overruns.

Pending approval from the Federal Aviation Administration, work on the Delta phase of the project could begin as early as 2017, with a targeted completion date of 2024. The main head house of the new terminal is expected to open in 2020.

Including the prior authorization for LaGuardia Airport's new Terminal B, the overall cost of the airport's redevelopment is estimated at \$8 billion, with approximately 80 percent funded through private financing and existing passenger fees. It is a multi-phased project in coordination with the Port Authority and LaGuardia Gateway Partners, which is overseeing the Terminal B project.

When completed, the new LaGuardia Airport will be a unified facility connecting Terminal B and the Central Hall through to the redeveloped Terminal C&D, which will be located closer to the Grand Central Parkway to increase airfield space and improve the efficiency of aircraft movements into and within the terminal ramp area. Road, utility and other improvements also are integral to the development plan. Additionally, Delta's new terminal will feature best-in-class passenger amenities in both the pre- and post-security areas.

"Today's board action exemplifies the Port Authority's commitment to our passengers by continuing our efforts



Port Authority And Delta Air Lines Advance A \$4 Billion Project For Second Phase Of The Creation Of A New LaGuardia Airport

to modernize our transportation facilities and create world-class airports,” said Port Authority Chairman John Degnan.

“Nearly a year ago, Governor Cuomo unveiled his vision for a 21st century, unified LaGuardia Airport,” said Port Authority Vice Chairman Steven M. Cohen. “With nearly 80 percent of the \$8 billion project funded through private finance and existing passenger fees, the new LaGuardia Airport is a model of the private sector and government working together to deliver critical transportation projects for the region.”

The deal includes plans to negotiate a long-term lease with Delta for the new terminals, which would run through 2050 – the same timeframe for the agency’s airport lease with the City of New York and the Terminal B project. Terms and conditions of the lease with Delta, which are expected to be generally consistent with existing Port Authority terminal leases, are being finalized and will be presented to the Port Authority Board of Commissioners for approval.

LaGuardia Airport is vital to the region’s tourism and economy, welcoming more than 28 million passengers

annually and supporting 129,100 total jobs, which generates \$6.4 billion in annual wages. [The Terminal C&D project with Delta is expected to generate 8,000 direct jobs and 10,00 indirect jobs, \$1.3 billion in wages and \$5.2 billion in economic activity.]

Of the agency’s \$600 million commitment, the Port Authority plans to contribute \$200 million toward the Delta terminal for new concourses and ramp work and \$185 million toward construction of the electrical substation to support the power requirements of the new building and an expansion of the East Garage, along with any necessary temporary parking solutions during construction.

Additionally, the agency would commit \$215 million towards roadways and other supporting infrastructure that typically has been the responsibility of the Port Authority in terminal developments at the agency’s airports. Delta Air Lines will be responsible for performing and managing the construction work, with full responsibility for any cost over-runs. •

AECOM's Tishman Construction To Manage Construction Of Iconic One Vanderbilt In Midtown Manhattan



AECOM, a premier, fully integrated global infrastructure firm, announced that its Tishman Construction unit will manage construction of One Vanderbilt, a world-class commercial office development in Manhattan. Tishman, a legendary builder in the New York market, will construct One Vanderbilt for New York City's largest commercial property owner, SL Green Realty Corp. The 1,401-foot tall skyscraper is designed by Kohn Pedersen Fox (KPF) and located in the heart of New York's East Midtown business district. The project was previously included in AECOM's backlog reported in the first quarter of fiscal year 2016.

One Vanderbilt will stand directly adjacent to Grand Central Terminal, which is one of the busiest rail stations in the world. The 58-story building will include 1.6 million square feet of Class A commercial space, a public transit hall at the base of the building connected to a 14,000 square foot public plaza, and US\$220 million of public transit improvements to the Grand Central transit hub. When One Vanderbilt is completed, it is expected to be the second-tallest office tower in New York City — making

Tishman the builder for the two tallest office towers in New York City, including One World Trade Center, the tallest building in the Western Hemisphere.

“As the quintessential New York builder, we are proud that SL Green is entrusting us to build this iconic structure that will help reshape the skyline,” said Michael S. Burke, chairman and chief executive officer of AECOM. “We are excited to extend our expertise in delivering the highest-performance buildings as part of the dramatic transformation underway in Midtown East, one of the premier business districts in the world.”

The building is designed to pay homage to the landmarked Terminal and fit seamlessly into the skyline with the Chrysler Building, its neighbor only one block away. It is also expected to be LEED v4 Gold Certified, indicating that it will be built with sustainability in mind. The total value of construction for the project is approximately US\$1 billion.

Primary construction is scheduled to begin in 2016 and is expected to be completed in 2020. •

HOW FAR UP

In 1996 there were only four supertall buildings (over 300-m tall) in existence. In the two decades since, the upward pace of supertall building has been swift and frequent. There are now over one hundred supertall buildings throughout the world, thirty times what it was twenty years ago, when there were only four.

For the architects at KPF, the quality of a supertall building is a measure of its performance and its reception, not just what it looks like. As the measure of a supertall building rises, its design should — more importantly — strive to best serve the society that builds it. —KPF

Product News

BASF's New Welding Technology For Thick Insulation

BASF has worked with a well-known machine manufacturer to develop a new technology for welding insulation boards. The contactless, thermal welding process makes it possible to combine a variety of insulation materials. For example, Styrodur[®], the extruded rigid polystyrene foam from BASF, can be combined with polyurethane, inorganic insulation materials, or the melamine resin foam Basotect[®] to form completely new insulation material solutions.



The Styrodur portfolio also includes new, especially thick boards made using this process in the highly compression-proof varieties Styrodur 4000 CS and 5000 CS. The boards cover the thickness range from 60 mm to 240 mm with a consistently good insulation value (λ : 0.035 W/(m·K)).

Architects, planners, and craftsmen benefit from the new possibilities: the traditional advantages of the Styrodur board, such as low water absorption and high compressive strength, can be combined with the desirable properties of other building products. BASF has already patented a range of applications and product combinations. On this basis, the company is seeking to develop and advance new applications in building insulation together with interested partners.

BASF
www.basf.com

Titan Introduces RX-PRO Airless Spray Gun

Titan is redefining airless spraying with the introduction of the revolutionary RX-PRO airless spray gun. One of the most innovative airless guns offered today, the RX-PRO is a premium spray gun rated for 3,600 PSI that provides unmatched comfort, durability

McELROY, DEUTSCH, MULVANEY

 **CARPENTER** LLP

WWW.MDMC-LAW.COM

A NATIONAL LAW FIRM THAT KNOWS CONSTRUCTION

MARK A. ROSEN, ESQ.
mrosen@mdmc-law.com

88 PINE STREET, 24TH FLOOR
NEW YORK, NEW YORK 10005
(212) 483-9490
FAX: (212) 483-9129



NEW JERSEY

NEW YORK

COLORADO

PENNSYLVANIA

CONNECTICUT

MASSACHUSETTS

DELAWARE

Product News

and convenience to paint contractors.

The RX-Pro is built with ergonomic features that enable paint contractors to spray longer with more comfort than ever before. The RX-PRO decreases operator fatigue with the lightest trigger pull in its class, requiring 30 percent less force than the closest competitive gun.



The FingerPrint Grip® has three interchangeable grip sizes, making it possible to customize the grip to fit any paint contractor's hand size. The RX-PRO has a convenient one-touch trigger lock, as well as a new and improved free-flow swivel, which makes maneuvering the gun easier and faster. It also has a built-in

filter removal wrench and bucket and ladder hooks.

The RX-PRO features proven Titan-exclusive technologies for durability and extended life. Titan Infinity® Packing gives paint contractors double the gun life, making rebuilding as easy as reversing the seat and changing the ball (approximately \$15 MSRP). In addition, fluid is isolated from the spring and needle assembly, which reduces wear and increases the life of the gun.

The Titan RX-PRO works with any brand of paint sprayer with maximum pressure ratings of 3,600 PSI. It comes standard with the industry's best performing Titan TR1 tip, and both two- and four-finger triggers.

"Our new RX-PRO airless gun is redefining how spray guns work," said Chris Noto, director of products for Titan. "With an ultra-light trigger pull and ergonomic features, it's packed with new technologies that ultimately increase comfort and profits for paint contractors."

The Titan RX-PRO gun is available in the U.S. and Canada at professional equipment and industrial supply retailers

TITAN TOOLS
www.titantool.com

Bil-Guard 2.0 Hatch Railing System

The BILCO Company has introduced the BIL-GuardÆ 2.0, the second generation of its top-selling safety railing system. The BIL-GuardÆ 2.0, like its predecessor, is a fixed railing system that provides a

permanent means of fall protection around roof hatch openings. The new and improved model will be available this summer and boasts aluminum construction for



increased strength and rigidity, a redesigned self-closing hinge and positive latching system, and stainless steel hardware throughout. The product is available with a safety yellow powder-coat paint finish.

Also compliant with OSHA fall protection standards (29 CFR 1910.23), the BIL-GuardÆ 2.0 features an innovative mounting system that does not penetrate the roofing membrane. The new system is even easier to install and does not require special training or certification for proper installation. The design features quick-mount curb brackets for a fast, secure attachment and pivoting mounting sleeves with compression fittings to lock the railing system into place. The BIL-GuardÆ 2.0 is also equipped with a standard self-closing gate to maintain continuous fall protection to ensure that OSHA compliance is preserved.

BILCO
www.bilco.com

NEW! Ultra Drain Mat™ Drainage And Ventilation System



Designed for use with exterior stone, stucco, brick cedar or fiber cement siding, Ultra Drain Mat is an easy to install rainscreen system that provides drainage

and ventilation.

The new Ultra Drain Mat from Plastic Components keeps moisture from entering the wall system through mortar joints, gaps or cracks in the surface of the cladding material, and via the edges of wood or fiber cement board. Ultra Drain mat creates a continuous capillary break and channel for moisture to drain and also accelerates drying of the exterior cladding. It is available in .25" (6 mm) and .40" (10 mm) thicknesses.

PLASTIC COMPONENTS
www.plasticcomponents.com

Product News

Bosch® Introduces Two Starlock™ Oscillating Multi-Tools StarlockPLUS and StarlockMAX



The power tool market's search for professional oscillating multi-tools that deliver on the promise of maximum power transmission and quick accessory changeout is realized in the Bosch® Starlock™ family of oscillating multi-tools and accessories. To meet user demand for more aggressive accessories and a larger contact surface for faster work, a reimagined interface system paired with corresponding oscillating multi-tool power is the answer.

GOP40-30 StarlockPLUS Oscillating Multi-Tool for Heavy-Duty Applications

The GOP40-30 oscillating multi-tool is the heavy-duty option in the Bosch line up. These tools feature all of the advantages of the Starlock interface system, including snap-in toolless accessory attachment and no-touch blade change with auto-ejection that allows changeout in as little as three seconds. The GOP40-30 accepts standard Starlock and StarlockPLUS heavy-duty accessory ranges.

The Bosch StarlockPLUS oscillating multi-tool GOP40-30 offers 4.0 amp power with reinforced metal gearing

for optimal force transmission. Its three-degree oscillating arc makes for better accessory utilization and increased productivity, and an ergonomic design with small grip diameter aids user comfort. And the tool weighs in at only 3.3 lbs.

The Bosch GOP 40-30 oscillating multi-tool also features the advantages of Bosch Constant Response circuitry that maintains speed under load, variable speed preselect, an easy-to-use on/off slide switch and LED lighting.

GOP55-36 StarlockMAX Oscillating Multi-Tool for Extreme-Duty Industrial Applications

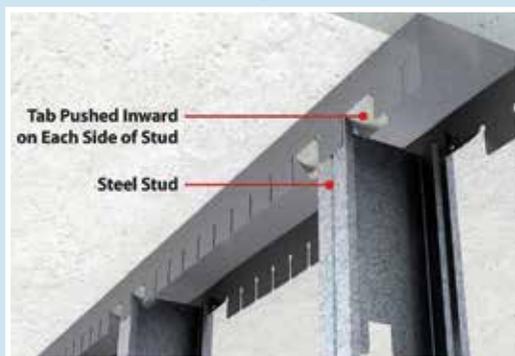
The GOP55-36 is the top-end, industrial-grade tool in the Bosch oscillating tool line. With a powerful 5.5 amp rating, reinforced metal gearing and a large 3.6-degree oscillating arc, this is the most powerful tool in the Bosch Starlock tool line. The GOP55-36 accepts all Starlock-family accessory ranges: standard Starlock, StarlockPLUS and StarlockMAX extreme-duty blades.

The tool features small grip diameter for greater comfort and weighs only 3.5 lbs. It also includes snap-in toolless accessory attachment and no-touch blade change with auto-ejection.

Bosch GOP55-36 oscillating multi-tool design features a metal front that protects the tool when plunging into materials with abrasive surfaces, Bosch Constant Response circuitry, variable speed preselect and on/off slide switch.

Bosch
www.boschtools.com

CEMCO Expands Your Head-of-Wall Solutions



CEMCO's new patent pending TAB TRACK provides a screw-less stud-to-track attachment for interior metal stud wall framing. A series of 1" long tabs are evenly spaced across the track's legs providing flexibility for regular and irregular layout. Once the studs are nested within the TAB TRACK the tabs may be pushed inward on either side of the stud to prohibit lateral movement while maintaining vertical deflection.

Available in 33 mil thickness, tab track is manufactured from G40 hot-dipped galvanized steel. G60 and G90 are available only upon special request. CEMCO FAS TAB TRACK is available in a fire-rated version to

provide fire, air (smoke), and sound abatement by utilizing factory applied intumescent tape to the track profile and is tested and certified according to UL-2079 and sound tested according to ASTM E90.

CEMCO
www.cemcosteel.com

Grabber Takes Precision Milling To A Whole New Place: The New, Portable Panelmax CM10

Grabber changed the shape of the drywall industry both literally and figuratively with its release of the innovative PanelMax panel fabrication machines. Now the company is setting another standard for construction companies, bringing precision drywall milling to the worksite with the smaller, portable PanelMax CM10.



A companion to the industry-acclaimed PanelMax ST48 and FT30, the PanelMax CM10 also creates perfect cuts and corners on interior gypsum that require no bead, tape, or mud. Developed specifically for on-site convenience, this compact and portable

machine continues to advance Grabber's leadership in construction technology.

Fitting into a wheeled case about the size of a golf bag, the PanelMax CM10 easily fits in the back of a truck and one worker can set it up in seconds. The machine requires no extra floor space as it rests directly on gypsum pallets to cut and mill each piece. CM10 is a natural extension of the panel fabrication process now portable and available at the job site.

Operation is as simple as transferring measurements to the gypsum and setting the desired blade depth; the CM10 uses laser projection for exact positioning. The vacuum-equipped machine runs down each panel automatically, leaving a clean, dust-free cut ready for gluing and quick installation. It's an ideal solution for smaller jobs when cutting multiple modular components with the full-size PanelMax machines isn't necessary. Crews can set up the CM10 where needed, quickly complete corner installations, and easily move the process from floor to floor of a job.

Continued on following page

The World's Largest Tool & Fastener Company

ONE COMPANY

TWO GREAT BRANDS

Unparalleled productivity and reliability in tools and fasteners.

Powers Fasteners, Inc. • 701 E. Joppa Road • Towson, MD 21286 • (800) 524-3244 • email: info@powers.com • www.powers.com

DEWALT
DRIVEN

THE CONCRETE SOLUTION™

Powers
ENGINEERED

Product News

Companies owning the PanelMax FT30 or ST48 machines have seen tremendous return on investment; PanelMax CM10 promises the same. The automatic and precise cuts, quick finish without the need for complicated sub-constructions or corner protection, and ability for immediate installations translate to tremendous labor savings.

“PanelMax FT30 and ST48 have already become a strategic advantage for our customers,” explains Bevan Wulfenstein, Marketing Director for Grabber. “This emerging technology is where the industry standard is going—and these companies have the head start.”

GRABBER

www.grabberman.com

DEWALT® Unveils FLEXVOLT™ System

DEWALT unveils the FLEXVOLT™ system, which features the world's first batteries that automatically change voltage when the user changes tools. Two FLEXVOLT™ batteries, a 6.0Ah battery (DCB606)

available in the fall of 2016 and a 9.0Ah battery (DCB609) available in early 2017, power the lineup of brushless 60V MAX* and 120V MAX*



FLEXVOLT™ tools.

What makes these two FLEXVOLT™ batteries extremely innovative are their patent-pending technology that is backwards compatible with most existing DEWALT 20V MAX* tools and chargers. When used in DEWALT 20V MAX* tools, the 6.0Ah FLEXVOLT™ battery provides up to 4X runtime**. In addition, the FLEXVOLT™ battery provides more than 3X battery power versus DEWALT 18V NiCad.

The key to this technology is the ability of the FLEXVOLT™ batteries to switch between DEWALT tools of varying voltages (20V MAX*, 60V MAX* and 120V MAX*). The FLEXVOLT™ batteries automatically change voltage depending on whether they're being used in a 20V MAX* or 60V MAX* tool. Two FLEXVOLT™ batteries (of same amp hour) together power the

new DEWALT 120V MAX* tools. This means that high power tool applications that previously could only be accomplished by corded tools, can now be performed with the DEWALT FLEXVOLT™ system of cordless tools. As a result of this advanced battery technology, jobsites can now fully transition from corded to the freedom of cordless.

Both the 6.0Ah & 9.0Ah FLEXVOLT™ batteries will extend the runtime of existing DEWALT 20V MAX* tools, and also power five new 60V MAX* tools and two new 120V MAX* tools (with 2 FLEXVOLT™ batteries). The new 60V MAX* FLEXVOLT™ brushless tools include a 7-1/4" Circular Saw (DCS575), 4-1/2"-6" Grinder (DCG414), Reciprocating Saw (DCS388), 1/2" VSR Stud and Joist Drill (DCD460), and 8-1/4" Table Saw (DCS7485). The new 120V MAX* FLEXVOLT™ tools are a 12" Fixed Head Compound Miter Saw (DHS716) and 12" Sliding Compound Miter Saw (DHS790).

Also capable of operating off of the FLEXVOLT™ battery platform are new 20V MAX* tools, including a Portable Power Station (DCB1800), 20V MAX* Bluetooth® Radio Charger (DCR025) and 20V MAX* Bluetooth® LED Area Light (DCL070). DEWALT's 20V MAX* Hammer Drill & Impact Driver Combination Kit (DCK299) will also be offered kitted with a 6.0Ah FLEXVOLT™ battery in addition to a 2.0Ah battery. In addition to the tools, FLEXVOLT™ High Efficiency Accessories™ are Engineered to Maximize Runtime™. This new line is optimized for use with cordless power tools and is engineered to deliver more cuts or holes per charge than standard DEWALT accessories.

The FLEXVOLT™ tools and 6.0Ah battery will be available in fall 2016, and the 9.0Ah battery will be available in early 2017, where DEWALT products are sold. With respect to 20V MAX* - Maximum initial battery voltage (measured without a workload) is 20 volts. Nominal voltage is 18.

With respect to 60V MAX* - Maximum initial battery voltage (measured without a workload) is 60 volts. Nominal voltage is 54.

With respect to 120V MAX* - Based on using 2 DEWALT 60V MAX* batteries, combined having a maximum initial battery voltage (measured without a workload) of 120 volts and a nominal voltage of 108.

**With FLEXVOLT™ battery when used with DEWALT 20V MAX* tools.

DEWALT

www.dewalt.com



OSHA Penalty Adjustments In Effect

In November 2015, Congress enacted legislation requiring federal agencies to adjust their civil penalties to account for inflation. The Department of Labor is adjusting penalties for its agencies, including the Occupational Safety and Health Administration (OSHA).

OSHA's maximum penalties, which were last adjusted in 1990, will increase by 78%. Going forward, the agency will continue to adjust its penalties for inflation each year based on the Consumer Price Index.

The new penalties took effect after August 1, 2016. Any citations issued by OSHA after that date is subject to the new penalties if the related violations occurred after November 2, 2015.

Type of Violation	Current Maximum Penalty	New Maximum Penalty
Serious	\$7,000 per violation	\$12,471 per violation
Other-Than-Serious		
Posting Requirements		
Failure to Abate	\$7,000 per day beyond abatement date	\$12,471 per day beyond the abatement date
Willful or Repeated	\$70,000 per violation	\$124,709 per violation

Adjustments to Penalties

To provide guidance to field staff on the implementation of the new penalties, OSHA issued revisions to its Field Operations Manual by August 1. OSHA recognizes that the increased penalties may impact smaller businesses disproportionately, and will continue to provide penalty reductions based on the size of the employer and other factors.

OSHA Delays Effective Date For Enforcing Employees' Rights To Report Workplace Injuries, Illnesses

The Occupational Safety and Health Administration is delaying enforcement of the anti-retaliation provisions in its new injury and illness tracking rule to conduct additional outreach and provide educational materials and guidance for employers. Originally scheduled to begin Aug. 10, 2016, enforcement will now begin Nov. 1, 2016.

Under the rule, employers are required to inform workers of their right to report work-related injuries and illnesses without fear of retaliation; implement procedures for reporting injuries and illnesses that are reasonable and do not deter workers from reporting; and incorporate the existing statutory prohibition on retaliating against workers for reporting injuries and illnesses.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.



PROBuild
BUILDING MATERIALS

LOCAL EXPERTISE. NATIONAL REACH.

ProBuild has over 400 locations in 40 states and 75 major US markets and offers a complete solution for all of your building needs. We also deliver to the 5 boroughs and Long Island, and have a dedicated delivery fleet for on-time deliveries so we keep your team and business building.

Call or stop by your local ProBuild, formerly Strober Building Supply, for all of your building needs.

- Building Materials
- Lumber
- Gypsum
- Acoustical
- Metal
- Windows
- Interior & Exterior Doors
- Roofing
- Siding
- Mouldings
- Decking
- Custom Millwork
- DryVit Products
- Full-service Capabilities
- On-site Consultation
- Vast Inventory
- Flat-Beds & Piggy Backs
- Boom Trucks 6 & 8 Story

BAYPORT
678 MONTAUK HIGHWAY
631.472.1000

FARMINGDALE
1234 ROUTE 110
631.249.2400

NEW HYDE PARK
1801 FALMOUTH AVENUE
516.561.2700 or 718.875.9700

STORE HOURS: MON-FRI, 6:30AM-5PM SAT 7:30AM-12:30PM • www.probuild.com



Hear and now.

Submit your invention. Improve lives.

Make a difference in preventing work-induced hearing loss by submitting your innovative solutions to Challenge.gov by Sept. 30, 2016.

OSHA kicks off ‘Hear and Now - Noise Safety Challenge’

The Department of Labor is challenging inventors and entrepreneurs to help develop a technological solution to workplace noise exposure and related hearing loss.

The DOL’s Occupational Safety and Health Administration and Mine Safety and Health Administration, in partnership with the National Institute for Occupational Safety and Health, have launched the ‘Hear and Now - Noise Safety Challenge’ with the dual goals of inspiring creative ideas and raising business awareness of the market for workplace safety innovation.

Every year, 22 million workers risk losing their hearing from workplace noise hazards. Hearing loss disability costs businesses an estimated \$242 million annually in workers’ compensation.

Idea submissions are due by September 30. Ten finalists will be invited to pitch their ideas to a panel of judges on October 27 in Washington D.C. The event will feature investors, representatives of the NIOSH Research to Practice Program and representatives of the U.S. Patent and Trademark Office.

The competition is open to all ideas related to occupational hearing protection. Suggested topics include:

Technology that will enhance employer training and improve effective use of hearing protection.

Technology that alerts workers when hearing protection is not blocking enough noise to prevent hearing loss.

Technology that allows workers to hear important alerts or human voices while remaining protected from harmful noise.

More information and a link to submit ideas can be found at <https://www.dol.gov/featured/hearing>.

The competition is open to the general public, including OSHA contractors and special government employees. However, employees of federal OSHA, “state plan” states and on-site consultation programs are not eligible.