

FROM THE TRENCHES

NUCA Iowa Newsletter

April 2017

A Message From Your Chapter President

All of those unusually nice winter days got everyone geared up anxious to start the season. Then, Mother Nature reminds us of who's boss and brings in the Spring rains. Well, the rain will subside and we will be back at it.

Several of us recently returned from the National Convention in Las Vegas. It was a great turnout, with educational and inspiring speakers and time to meet and talk about the industry with fellow members from all over the country. Although the economic forecast for the industry sounds positive, we all – coast to coast - face similar hurdles such as workforce development and regulations. I was also reminded of the all of things that NUCA offers its members – from discounts on

fuel, computers and shipping to safety and training programs as well as fighting for us in Washington.

Speaking of Washington...The Washington Summit is right around the corner and several of us will be attending to meet with our elected officials. Hot topics are sure include various funding items, including Trump's \$1 Trillion Infrastructure Proposal as well

as deregulation. It is a unique opportunity to see how Washington works and there is still time to sign up and attend.

The I-Cubs game is right around corner. I encourage you come out and see the game and mingle with your fellow NUCA members – It's always a great time. Go Cubs!



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NUCA of IOWA EVENTS CALENDAR

I know everyone is busy, please remember to enter these dates into your calendars now...

Friday, May 19: Iowa Cubs

Thursday, July 13: Golf Outing

Thursday, Sept 7: Trap Shoot

HAVE YOU UPDATED YOUR CALENDARS WITH OUR 2017 EVENTS, YET ?

member SPOTLIGHT



This month's member spotlight focuses on Jamie Crubaugh.

Jamie grew up in Guttenberg in the northeast part of Iowa. Growing up, he was always interested in construction, big equipment, playing with Legos and building things. After graduating high school in 2001, he decided to pursue a bachelor's degree in construction engineering at Iowa State University and graduated in 2005.

After graduating, Jamie went to work for Reilly Construction. One of his first projects was the reconstruction of I-235 in Des Moines working as a junior onsite project coordinator with various subcontractors and suppliers. That project was a joint venture with Van Hauen & Associates, and in the fall of 2006, Jamie was approached by owner of Van Hauen who hired Jamie as project manager for a large residential project in Johnston involving installation of over 250 grinder pumps along NW Beaver Drive. The project required working with both the homeowners who were being forced to replace their septic systems and Iowa DNR. Jamie recalls the fond task of approaching homeowners and informing them where their flowers, lawns and driveways were going to be torn up for construction of this project. Then in 2007 & 2008, Jamie was a site project manager for the sewer separation project in Ottumwa. Jamie stayed with Van Hauen & Associates



until 2011, when the company disbanded. Jamie then took a position as a project manager with Concrete Technologies, Inc. in Des Moines. In the fall of 2012, Jamie was approached by J&K Contracting and he jumped at the opportunity to get back into utility construction.

Jamie is currently a project manager/ estimator for J&K Contracting in Ames, Iowa. What Jamie enjoys most about his role is the challenge of estimating and figuring out how to best accomplish difficult projects. Jamie still enjoys getting out into the field and directly managing the J&K projects when time permits.

Jamie has been involved with NUCA of Iowa for many years. He originally was elected as a contractor director while he was with Van Hauen & Associates. Jamie enjoys the networking and learning from the older NUCA members. He has been involved with the safety training committee. Currently, Jamie serves on the workforce development, trap shoot and safety committees.

Jamie resides in Indianola, and has been married to his wife Spring for eleven years. Together, they have a son, Mason, who is two. In his spare time Jamie enjoys hunting in the fall and spending time boating on Lake Red Rock and the Mississippi River during the summer.

NUCA IOWA NEWS !!

Trap Shoot

This is planned to be an annual event to replace the Iowa Speedway event. It is felt that a trap shoot event would be more conducive to networking.

The date is **Thursday, September 7**. The plan is to start the event at 11am.

The shooting part of the event will be held at a range in Searsboro, IA. The format and sponsorship details have not been finalized yet.

After the shooting, we will move the event to Grinnell, where we will be enjoying good company, drinks, a prime rib dinner, awards, and draw the winners of the gun raffle.

Iowa Cubs

The date is **Friday, May 19**. We have already placed our request for perfect weather. We will reserving space for 50 people to enjoy the game, so don't wait !!

The \$30 per person fee includes park entry, food, drinks and after game fireworks. This event for the whole family, so come join us as we support our Iowa Cubs.

To register or for details please call our ED: Andy at 515-802-1369 or email at Andy@nuca.com.

NUCA of IOWA : IDOT Night Recap..

This year's first NUCA Iowa DOT event was held on Thursday, March 30. Many thanks to all the wonderful people at RTL equipment.



We had quite a good turnout with over 60 people in attendance. The group was split in 2 smaller group for each of the vehicle enforcement officer we had. Each group spend time on a different aspects of IDOT regulations.

The old saying that you don't know what you don't know was quite clear that evening as all of us learned quite a lot on what we did not know..

Iowa Cubs Sponsorships

We still have Home Run sponsorships available. Each Home Run Sponsor receives 2 free tickets and sponsor board recognition.

STEVE CORELL SCHOLARSHIP GUN RAFFLE

To raise money for the Steve Corell Scholarship, we have started an annual gun raffle. Each year we will sell ONLY 600 tickets at \$10 each. We will use \$2,000 for the scholarship recipients and the remaining \$4,000 will be used to purchase guns that will be used as prizes.

Here is this year's list of prizes...

MFG	Model	Type	Caliber	Retail
S&W	M&P15 Sport II w/ EOtech 512 w/ case	Rifle	.223	1,200
Benelli	Franchi Affinity Max Camo	Shotgun	12ga	800
S&W	M&P 2.0 with case	Pistol	9mm	575
Savage	A17XP Package w/ optics	Rifle	.17 HMR	500
Henry	Golden Boy Lever Action	Rifle	.22 LR	470
S&W	Bodyguard w/ laser & case	Pistol	.380	455

The drawing will be after dinner at the Trap Shoot Event on Sept 7, 2017. Winners do not need to be present, but MUST meet eligibility requirements. Winners can elect to take store credit instead of weapon prize and Scheels will handle all aspects of the final transfer at either the Des Moines or Iowa City location.

We have ordered 60 books of 10 raffle tickets each, We will be selling the tickets at the summer events. Also, members can request raffle books be mailed to them. These raffle tickets make great gifts to your employees and co-workers.

If you have questions or would like raffle books mailed out to you, please contact your ED:



FROM MY DESK.....

Monthly message from your Executive Director

Greetings to All,

I look forward to getting out and meeting more of the membership. A few weeks ago, I was out in Swisher for the NUCA IDOT night hosted by RTL Equipment. I also stopped in and visited the good people at Municipal Pipe in Hudson, IA.

Company News: I would love to post **YOUR** company news in our newsletter to share with rest of the NUCA of IA membership. Please include me on any company news notices, or send me an email.

National NUCA

Convention: I was fortunate enough to attend the national NUCA convention in Las Vegas. I met many members all across the US, sat in on training sessions and round table events. I sat in on many different topics, but found the learning sessions and discussions on workforce development to be of particular interest. Many of the NUCA members in other chapters are engaged in some very proactive programs in this area.

Workforce Development Committee: The Executive Committee has agreed to form a Workforce Development Committee. We currently have 3 members, but if you are interested in getting involved with NUCA in this area, we could always use more help.

Strategies for Hiring and Retaining a Workforce:

There are no silver bullets here, but if you are interested in learning some strategies that can enhance your operations, please reach out to me. Let's set up a conference call. I have a 30 minute presentation on strategies that I learned while at the convention that I would like to share with you.

NUCA Iowa Web Page: The Web Page Committee met and agreed to find a web hosting partner with whom we can better manage our updates on the web

page. We have since moved to [Iowa Web Hosting](#), a small company with wonderful personal service. It is such a pleasure to be able to call them, and readily speak with the person working on your web site. Now, both www.nucaofiowa.com and www.nucaiowa.com are both directed to our web page. The next step is updating all the information and keep it regularly refreshed.

New Email Address: I reached out to NUCA National and asked to be provided an email address under their domain. While, I could of created an

email under nucaiowa.com, I thought to keep things as simple as possible that Andy@nuca.com is as simple as one can get

Newsletter: The promotional articles continue to be favorable received.

We are currently looking to fill next month's issue of the newsletter if anyone is interested. Please contact ASAP if interested.

NUCA IOWA Mailing Address: I have discovered that members are still mailing their checks to Callie at her address. Then Callie has to forward them to the CPA. Please check with your accounting department and ensure that your checks are being mail to the CPA at 10550 New York Avenue. I would have for your check to get lost in transit

As always...those of you who find yourselves on RT169 between Winterset and De Soto, you are more than welcome to turn off on 130th street and visit me. I am always free for some iced tea or a cold beer. For the rest of you, the number is 515-802-1369. Please feel free to reach out to me and let me know your thoughts, suggestions, etc.

Regards,

Andy



"I am not disorganized — I know exactly where everything is!
The newer stuff is on top and the older stuff is on the bottom."

CAT® Grade Control on E-Series Excavators

With Cat® Grade Control, available on our E-series excavators, new and experienced operators can work more efficiently and effectively in a wide range of applications. That means you'll be more productive, complete jobs quicker and lower costs – all of which help keep you one step ahead of your competitors. The system comes fully installed and calibrated, so it's operational as soon as the machine hits the jobsite.

It's also integrated with the E series' standard HD display, giving operators constant access to information that's clear and easy to read. Adjust depth and slope, set reference points, and catch the laser – all using the joysticks – enabling operators to work more efficiently, with less effort.



SAFETY: Safety on the jobsite is everything. When using Cat Grade Control, operators can measure depth and slope from inside the cab. That means fewer stakes are needed and grade checkers don't have to be in the trench or near excavators while they are working.

FEATURES & BENEFITS

Digital design plans are revolutionizing the earthmoving industry. Cat Grade Control puts grade plans in the cab with the operator on an easy-to-read display.

Cat Grade Control is all about efficiency and ease. This next-generation technology makes it possible to:

- Significantly reduce surveying and staking
- Improve operator efficiency
- Assist inexperienced operators and get them up to speed faster
- Save manpower, time and expenses
- Do more work in less time

INTEGRATED JOYSTICK SWITCHES

- Multifunction buttons at operators' fingertips
- Easier for operators to adjust depth, slope, bench and to catch the laser
- Easier operation, means less fatigue, increased efficiency and safety

INTEGRATED DISPLAY

- Uses standard operator display; no additional display required for 2D
- Maintains operator visibility
- Easy to navigate menus
- Easy to enter depths and slopes and view bucket tip position
- Light bars provide graphical guidance

RELIABILITY: Cat Grade Control is integrated with many components already built into today's Cat equipment, including sensors, displays and on-board processors. Each is manufactured to be accurate and rugged to give you the most uptime. There's no need to worry about compatibility because it's a complete Cat system.

FUTURE PROOF: The demands of the worksite are constantly changing. That's why Cat Grade Control was designed to be scalable. For example, you can upgrade Cat Grade Control to a 3D solution that immediately increases production and efficiency beyond 2D depth and slope applications. If you're looking for a cost-effective, all-in-one grading solution that enhances jobsite safety, improves reliability and adds to your machine's value, both on the job and at resale, look no further than Cat Grade Control.



DEPTH AND SLOPE GUIDANCE

- Prevents over and undercutting
- Provides feedback as work progresses
- Eliminates rework and reduces the need to transport materials

ELEVATION LINKAGE MONITOR

- Set reference height for ceiling and/or floor
- Audible alarm warns operator when approaching height and depth limits

3D READY

- Future proof – through retained, integrated, on-machine components for 3D systems
- Plug-and-play in the field
- UTS and GPS ready



For more details or to set up a demo, contact your Altorfer Sales Rep. today! www.althorfer.com | 800-333-5993

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Workforce Development, Combatting Labor Shortage.....

NUCA National White Paper

Introduction

The construction industry is facing a skilled labor shortage. According to the Bureau of Labor statistics, the ratio of job openings to hiring in the construction industry is at its highest since 2007. This means that there are more job openings and opportunities than there are people qualified to fill them. For utility and excavation contractors who rely on a skilled and qualified labor force, the shortage is apparent and steps must be taken to reverse the decline and attract new, qualified, and skilled labor.

Problem

The recession that began in 2007 had a profound impact on the construction industry. The housing and financial crises brought new projects to a standstill and made financial resources such as lines of credit or project financing very difficult to acquire. The steep decline in projects caused significant lay-offs in the labor force. The Bureau of Labor Statistics in 2015 found that of the construction workers who lost their jobs as a result of the housing collapse, only 40% found their way back to construction.

In addition to the recession, the labor force has already been shrinking. As energy prices increased, and investment in energy infrastructure increased, the energy sector was able to attract younger workers and construction workers with higher wages. As energy prices have come back down, those labor jobs have not returned to construction, despite the pickup in projects and demand for labor. Coupled with a contracting workforce, the industry has had tremendous difficulty attracting young people into the trades.

Not only is the existing labor force shrinking, but there has also been a steep decline in the number of young people joining the industry, worsening the labor shortage. The construction industry doesn't have a great image as a workplace. Construction is hard work, in often difficult and dirty surroundings. Workers are concerned with their safety, and many simply view working with their hands in the dirt as beneath them. The shrinking labor pool coupled with a stark decline in young workers joining the workforce only make the workforce shortage more difficult for the construction industry.

Solution

Despite these obstacles, the NUCA family believes it can make a difference to promote a better workforce for the future. Building tomorrow's workforce must start with repairing the image of the industry workforce to be more accurate and focused on benefits. We cannot expect to have a workforce if we cannot recruit young people. This will admittedly require some chest beating and horn tooting about our businesses and work. We are proud of the work we do, and we must be willing to explain why publicly. Construction jobs can make great careers.

Getting off the job sites and into schools and training centers must be done to help create a greater workforce. Ensuring that training and vocational programs meet the needs of the construction industry is as essential to construction firms as increasing the labor force. On the job training is an essential component of any construction related training. Getting involved with high schools and vocational schools will allow NUCA members to help cultivate, change, and implement curriculum to make training and teaching more applicable to the job and lower employer training costs. An added benefit of getting involved is increasing the exposure of young people to the promise of a career in construction.

Lastly, any solution to the shrinking workforce must include the incentive. Working in the construction industry can be a profitable and beneficial career with opportunity to grow and advance. Our industry must do a better job of selling our work and careers to the public as a viable, attractive career. We must impress upon younger generations the benefits and merits of going to work or trade school to avoid costly college debt. In many cases across the country a high school graduate can begin a career in the construction industry and incur no student loan debt, advance, and be making the same amount in wages as their peers have in debt from their college education. There are inherent difficulties associated with attracting people to the construction industry, but there are also inherent benefits that need to be articulated and shared more widely.

Legislation

In the 114th Congress, NUCA supported and advocated for the advancement of two pieces of legislation aimed at improving the development of the construction workforce that will again be pursued in the 115th Congress.

They are discussed below.

- H.R. 5587- Strengthening Career and Technical Education for the 21st Century Act- Promotes work-based training to allow on-the-job training where possible, and simplifies requirements for federal assistance that will allow the construction industry greater opportunity to partner with schools, encourage students to join the industry, and ensure training is relevant and applicable. Passed the House in 2016.
- H.R. 3964- Career and Technical Education Opportunity Act- Would make it possible for students pursuing industry-recognized credentials or vocational training to receive federal financial aid for their career and technical education (CTE). Allowing CTE students to access federal aid allows more individuals to access CTE training and quickly move into the workforce. Introduced in the House in 2016.

Both of these bills, which NUCA will be advocating to be reintroduced in 2017, directly address worker shortages by helping incentivize students and industry to collaborate in order to attract more workers to the industry and ensure workers are well qualified.

Conclusion

As public interest in infrastructure investment leads to greater investment in projects, both public and private, construction firms will need a labor force adequate, skilled, and trained to meet the demand. NUCA intends to combat the shrinking workforce by increasing exposure of young people to the benefits of a career in construction industry through increased involvement in high schools and vocational schools, as well as changing federal student loan rules to grant students access to federally subsidized education financing for vocational and industry recognized training. NUCA will also work to ensure training curriculum adequately prepares workers for the workforce with relevant and needed skills by getting more involved with local training centers and advocating for greater flexibility and responsiveness in workforce laws

NUCA of Iowa — Events Calendar

May 16-18	NUCA Washington Summit	Embassy Suites, Wash, DC
May 19	Iowa Cubs Baseball Outing	Principal Park, Des Moines, IA
July 13	Annual Golf Outing	Bos Landen Golf Club, Pella, IA
September 7	Trap Shooting Event	Searsboro, IA

Participate in June 19—24 Trench Safety Stand Down

NUCA is requesting all contractors, municipalities, military, and others involved with trenching operations to hold a Trench Safety Stand Down during the week of June 19-24, 2017. Accidents caused by cave-ins and other trenching hazards often lead to fatalities and serious injuries, which are preventable. The National Trench Safety Stand Down is intended to raise awareness of trenching and excavation hazards in construction and other industries, and to reduce accidents and injury



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