

HIGHWAY HAPPENINGS



SUMMER 2018

Mission Statement: "The AGC of South Dakota and its members promote skill, responsibility and integrity through construction and services which enhance the quality of life for all who live, work or travel in South Dakota."

NEW AND IMPROVED CONSTRUCTION CAREER CAMPS FORMERLY CONSTRUCTION AWARENESS DAYS



WANT TO GET INVOLVED?

SPONSORS & VOLUNTEERS NEEDED!

SIOUX FALLS – CTE ACADEMY – SEP. 26TH

PIERRE – T.F. RIGGS HIGH SCHOOL – OCTOBER 2ND

RAPID CITY – WDT – OCTOBER 11TH

For over a decade AGC of SD has been on the forefront of hands-on camps exposing students to the career options available in the Construction Industry. Thanks to our valuable members who have donated their time, money, equipment, and valuable expertise these camps are becoming bigger than we could have ever hoped. The goal of these camps is to spark an interest in a construction related career to students and expose them to the industry.

Above highlighting just the skills, our Construction Camps also highlight members in the industry who get to share their talents with prospective students who may be looking for a career in construction. These camp are fully funded by donations & sponsorships and the success of these events is dependent upon those dedicated individuals who volunteer time & resources. If your company is interested in being a part of one of the events, please see the enclosed sponsorship insert or email dustin@sdagc.org for more information!!



ON THE INSIDE

LETTER FROM THE PRESIDENT / "IN THE NEWS" SPOTLIGHT / MEMBER NEWS AND EVENTS / LEGAL MINUTE WITH JASON SMILEY / SUMMER EVENTS SCRAPBOOK / 2018 SCHOLARSHIP WINNERS / WORKFORCE DEVELOPMENT / SAFETY TRAININGS / NEWS FROM AGC OF AMERICA ... AND MORE!!

AGC STAFF

WWW.SDAGC.ORG



TOBY L. CROW, P.E.
EXECUTIVE VICE PRESIDENT
PIERRE OFFICE
(605) 366-1278
TOBY@SDAGC.ORG

SHELLY O'DANIEL
OFFICE MANAGER
PIERRE OFFICE
(605) 280-8889
SHELLY@SDAGC.ORG



LINDSAY WILLITS
DIRECTOR OF MARKETING
& MEMBER SERVICES
RAPID CITY OFFICE
(605) 415-2641
LINDSAY@SDAGC.ORG

MICHAEL O'NEAL
DIRECTOR OF WORKFORCE
DEVELOPMENT & SAFETY
SIOUX FALLS OFFICE
(605) 951-1665
MICHAEL@SDAGC.ORG



DEB MORTENSON
AGC LOBBYIST
PIERRE OFFICE
(605) 280-9372
DEB@SDAGC.ORG



DUSTIN BAERTSCH
WORKFORCE COORDINATOR
RAPID CITY OFFICE
(605) 209-5861
DUSTIN@SDAGC.ORG



JIM HEADHY
SAFETY TRAINER
RAPID CITY OFFICE
(605) 261-1567
JIM@SDAGC.ORG

OFFICE LOCATIONS

RAPID CITY
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FROM THE PRESIDENT:

JARED GUSSO, SFC CIVIL CONSTRUCTORS

Fellow AGC Members,

August is upon us and I hope that it finds you busy with projects. With over half of the year already passed the end of season push is not that far away.

During the summer months golf events and socials were held in Sioux Falls and Rapid City. The annual fishing tournament was held in Pierre as well. All three events were very well attended and a great time was had by all. I want to thank all the HHU staff and sponsors for the time they put into making these events successful.

As the cartoon suggests we need to continue to get out and support road work, infrastructure work, and the funding to get it done. On July 30 an AGC Legislative Alert email went out highlighting the release of the House Committee on Transportation and Infrastructure Chairman Bill Shuster's discussion draft on infrastructure funding. The email is asking for your help to contact your Representatives and tell them to pass an infrastructure investment bill. As our infrastructure continues to age and our communities continue to grow, the need to put in place a stable and viable funding source is imperative.



On the committee level a lot of activity is happening. In Governmental Affairs fundraising and campaign contributions are in full swing, and in Public Relations they will begin asking for submissions for awards at the 2019 State Convention. In the coming months think about submitting a project for the Build South Dakota Award or nominating an individual for the Golden Hard Hat, Good Citizen or safety award. In the Work Force Development committee, AGC Construction Camps are being scheduled. Construction Camp events will be held in Sioux Falls, Pierre and Rapid City this year. Please consider helping out at one or more of these events. These are just a few highlights of the many items in the works.

Last but not least, give a welcome to our new Office Manager Shelly O'Daniel who started on Monday, July 30th.

Here's to a safe second half of the 2018 construction season.

Jared



JARED GUSSO
2018 AGC of SD HHU President
SFC Civil Constructors
Sioux Falls, SD

2018 CHAPTER OFFICERS

President - Jared Gusso, Sioux Falls
Senior VP - Tim Foerster, Rapid City
VP - John Shoemaker, Webster
Sec./Treas. - Cindy Monnin, Sioux Falls
Past Pres. - John Morris, Pierre

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Dave Dailey / Rapid City
Wayne Lloyd / Flandreau
Todd Waldera / Spencer
Kyle Jensen / Mobridge
Andy Johnson / Ft. Pierre
RC Scull / Rapid City
Jim Soukup / Sioux Falls

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Gary Johnson / Ft. Pierre
Merle Davis / Dell Rapids
Tom Graves / Sioux Falls
Lynn Kading / Rapid City
Mark Knight / Aberdeen
Kari Karst / Dell Rapids

ASSOCIATE DIVISION OFFICERS

President - Casey Dolney, Rapid City
VP - Jon Snedeker, Sioux Falls
Sec./Treas - Derek McTighe - Pierre



AGC MEMBER BENEFITS

LEGAL COUNSEL



The AGC of South Dakota, HHU Chapter has an attorney, Jason Smiley, on retainer to assist members and staff with construction-related legal questions.

Member firms may contact Jason directly at 605-342-1078 or by email jsmiley@gpnalaw.com

EMPLOYEE RETIREMENT PLAN

Fringe Benefits Design Inc. is the administrator for the AGC of South Dakota - sponsored 401(k) Profit Sharing Plan. They provide all contractors and associate members the education, investments, documents and other administrative needs to implement a qualified retirement plan. Contact Fringe Benefits Design, Inc. for more information at 605-331-5082.

DENTAL PROGRAM

The AGC of South Dakota has a dental insurance program available to in-state member firms. For more information or to discuss eligibility requirements, please contact the Delta Dental office at 605-224-7345 or by email: sales@deltadental.com



SAFETY TRAINING

Contact the AGC Safety Team for all
of your Training Needs!

MICHAEL@SDAGC.ORG
JIM@SDAGC.ORG

AGC MEMBERS SAVE MORE THAN \$10M ANNUALLY. ARE YOU PARTICIPATING?

AGC's Membership Discount Programs provide members access to high-quality services, cutting-edge technology and top-of-the-line products.

From discounts on vehicles to office supplies to cloud-based construction management solutions, AGC has partnered with some of the best to give you the most for your money and improve your daily business operations.

Visit the website: <https://www.agc.org/member-benefits/member-discount-programs>



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SPOTLIGHT!



As a member of AGC, you can save up to 25% at Avis and Budget when you make reservations using AGC's discount code here. For further information and reservations, visit agc.org/save.

This section of the bulletin highlights the AGC, its' members and/or staff who have been quoted, interviewed, published, etc. by the media recently. If you are aware of AGC of SD "In the News" items, please forward them to the AGC Office.

May 9-15, 2018 Sioux Falls Business Journal:

AliceAnn Krantz, BX Civil & Construction recognized as NAWIC award winner in "Movers & Shakers" section.



May 16-22, 2018 Sioux Falls Business Journal:

Dustin Baertsch & Lindsay Willits, AGC Staff quoted in article titled "Construction Group Hopes Mobile Game Can Help Fix Worker Shortage".



June 13-19, 2018 Sioux Falls Business Journal:

Sean Mayer, Howalt+McDowell pictured and authored article titled "The Surprising Reason You're Losing the Workforce War".



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June 16, 2018 Construction Equipment Guide:

Terex Bid-Well featured in article titled "Annual Terex Bid-Well Service School Trains More Than 50 Customers in SD".



BID-WELL

July, 2018 Western Builder:

Terex Bid-Well featured in article titled "Terex Bid-Well Service School Attendees Get Hands-on Training".

June 18, 2018 Argus Leader:

Eric Bender, Journey Group pictured and quoted in article titled "Get a Sneak Peek at the Hospital".



Spring/Summer 2018 Southeast Tech Times:

Terry Sabers, Muth Electric highlighted in article titled "State Level Representation for Tech Schools".

Muth Electric Inc.

July 14, 2018 Construction Equipment

Guide: Mike Heschke, Trail King pictured and featured in article titled "Trail King Announces Newly Created Position".



May 10, 2018 CNBC: Kevin Miller,

Fringe Benefits Design featured in segment titled "What to expect from Thursday's market action."



June/July 2018 Sioux Falls Woman Magazine:

Kari Karst, BX-CC pictured and featured in an article titled "A Passionate Force for Positive Change."



July 11, 2018 AGC Smart Brief:

AGC of SD, HHU Chapter highlighted in an article titled "AGC awards \$28,000 in scholarships in S.D."



**FOLLOW US ON
SOCIAL MEDIA**



EVENTS

Aug. 15	SDDOT EBS Letting
Aug. 15-17	AGC IT Forum – Chicago, IL
Aug. 16	FBD / Investment Committee Meeting – Sioux Falls
Aug. 23	SD Transportation Commission Meeting – Pierre
Aug. 23	Associate Div. Board Conference Call
Sept. 5	SDDOT EBS Letting
Sept. 12-13	AGC Construction Environmental Conf. – Crystal City, VA
Sept. 13	HR Alliance Meeting – Sioux Falls
Sept. 19	SDDOT EBS Letting
Sept. 20	Finance Committee Conference Call
Sept. 20	HR Alliance Meeting – Rapid City
Sept. 26	Const. Career Camp – Sioux Falls
Sept. 29-Oct. 1	AGC Transp. & Utilities Issues Meeting – Arlington, VA
Sept. 30-Oct. 3	AGC National & Chapter Conf. – Washington, DC
Oct. 1-2	AGC 100 Year Anniversary Celebration – Washington, DC
Oct. 2	Const. Career Camp – Pierre
Oct. 3	SDDOT EBS Letting
Oct. 10-12	AGC HR & Training Professionals Conf. – Ft. Worth, TX
Oct. 11	Construction Career Camp – Rapid City
Oct. 17	SDDOT EBS Letting
Oct. 25	AGC Executive, BOD, Fall Meeting & Mixer – Rapid City
Nov. 1	AGC Fall Meeting & Mixer – Sioux Falls
Nov. 7	SDDOT EBS Letting
Nov. 9-10	YC Pheasant Hunt – Pierre
Nov. 21	SDDOT EBS Letting

SAVE THE DATE

Dec. 6-7	Joint AGC / SDDOT Meeting - Pierre
December 7	AGC Board & Strategic Planning Mtg. – Pierre
January 9-11, 2019	AGC/LICA State Convention – Sioux Falls
January 29, 2019	AGC Annual Legislative Day - Pierre
April 1-3, 2019	AGC's Annual Convention - Denver, CO

MEMBER NEWS

In Memory of John “Jack” Marshman

With deepest regrets we advise you of the death of John “Jack” C. Marshman. Jack worked faithfully for Sioux Falls Construction (Journey Group) in Sioux Falls, SD and is an AGC past president and one of the original AGC “Golden Hard Hat” award recipients. Jack passed away peacefully surrounded by family on Thursday, July 26, 2018 at Avera Dougherty Hospice at the age of 84.



Congratulations Adam Gilbertson of RDO Equipment Co. for being promoted to Vice President of the Midwest region of RDO Equipment Co. and the Midwest region of RDO Integrated Controls.



Member Congratulations!

The Keith Rounds and Cathy VanderWal-Rounds family was announced as the 2018 Philanthropic Family of the Year during a SDSU Foundation Banquet in late April.

WELCOME NEW HHU MEMBERS

Ola Precast

Ike Waldner - General Manager
35271 270th St
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Clemmons Asphalt Maintenance

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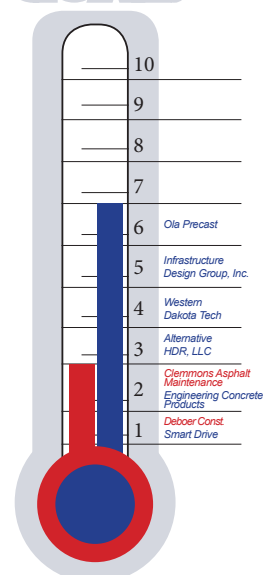
HELP US REACH OUR GOAL

Membership is the lifeline of our great association and new members are needed! Please ask your business associates to join today! Help the HHU staff by actively recruiting new members and reach our 2018 recruitment goals!

RECRUITMENT GOALS:

- 5 CONTRACTORS
- 10 ASSOCIATES & AFFILIATES

GOAL!



2018 AWARDS

Submissions are now being accepted for the 2018 AGC awards program!

Awards being given out are the Build South Dakota, Golden Hard Hat, Good Citizen & Mark Knight

Leadership Award (formerly Young Constructor Award).

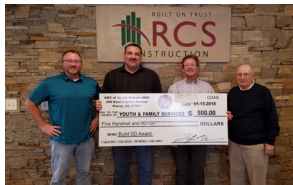
Full award details & forms now available at SDAGC.ORG

Awards will be presented during the 2019 State Convention, Jan. 9-11 in Sioux Falls.

If you don't have a project but know of one that you would like to nominate, please contact the AGC staff.

SUBMISSIONS ACCEPTED UNTIL NOVEMBER 30, 2018!

EMAIL: LINDSAY@SDAGC.ORG / WWW.SDAGC.ORG



2019 State Convention

The 2019 State Convention is scheduled for January 9 - 11, 2019 at the Sioux Falls Convention Center/Sheraton Hotel in Sioux Falls!

The planning committee has been working diligently to bring you another successful AGC event! The line-up of speakers this year is going to be great and include something for everyone! Wednesday day night activities include a casino night and Thursday night will be the Installation of Officer Banquet! In addition, there will be several educational break-out sessions and a pre-convention safety training. Sponsor & exhibitor information will be mailed out in the middle of September and registration will open around Thanksgiving. In the mean time, save the dates! You don't want to miss the 2019 State Convention in Sioux Falls!



Call for AGC Board Members

While all of you are busy wrapping up the 2018 construction season, the AGC is busy preparing for 2019. This means it's time to fill our Board of Director openings. The AGC Board is currently accepting Board of Director nominations. If you are interested in becoming a Director please contact the AGC Office or any current board member. Please remember, AGC's success largely depends on the active volunteer leadership of its members. Please make a commitment to remain or become more active in the AGC!

Welcome Shelly O'Daniel!

AGC had the pleasure of welcoming Shelly O'Daniel to the AGC in July as our new Office Manager! Shelly lives in Fort Pierre with her two children (Owen - 9 and AvaLea - 7) and fiancé Steve. Shelly and her family enjoy the river in their free time as well as camping, boating, and fishing! Most of Shelly's working life has been in administrative positions, as her passion is helping other people advance in their career lives. Please help us welcome Shelly to the AGC team!

AGC/COE Meeting Presentations Now Available!

Thank you for attending the 2018 AGC/COE meeting in Omaha, NE. This was another outstanding meeting with excellent information presented by the Corps of Engineers. Your participation is appreciated. All presentations from this event are available on our website at www.sdagc.org!

AGC HHU Communications

In AGC's continued efforts to better communicate with our members we would like YOU to be a part of our communication process. Enclosed as an insert is our communications form. Please take a moment to review the form and include anyone in your office who should be receiving AGC's email communications. Please turn the form via email to lindsay@sdagc.org!

AGC Fall Membership Meetings - Save the Dates!!

- October 25th - Rapid City - Rushmore Plaza Holiday Inn
 - November 1st - Sioux Falls - Sheraton Hotel
- Registration Information will be available soon at www.sdagc.org.

Young Constructors Pheasant Hunt

This year's Young Constructors Pheasant Hunt is scheduled for November 9-10, 2018 at Broken Arrow Farms in Pierre. A social and dinner will be held Friday night and is open to 60 participants. Please SAVE THE DATES - more information and registration forms will be available in a few weeks.



Work Zone Awareness Coloring/Billboard Recap
National Work Zone Awareness Week (NWZAW) is an annual spring campaign held at the start of construction season to encourage safe driving through highway work zones and construction sites. AGC once again hosted a successful 4th grade coloring/billboard contest. This year there were nine winners chosen from Rapid City, Dell Rapids, Milbank, Coleman-Egan, Clear Lake and Jones County schools. Press events were held at each of these locations where the students were awarded

a "mini billboard" and a \$25 prize. Thank you to the following members for sponsoring this years campaign: Myrl & Roy's, Ace, BX-CC, D&G Concrete, Journey Group/SFC Civil, Border States Paving and Runge Enterprises.



SDDOT NEWS

SDDOT Tentative 2019-2022 Statewide Transportation Improvement Plan (STIP)



In July, the SDDOT held public meetings in Aberdeen, Sioux Falls, Rapid City, Pierre and via webinar to present the Tentative 2019-2022 STIP and to receive public input. The meetings began with SDDOT presentations pertaining to funding, the overall STIP development process and project updates. Key excerpts from the SDDOT presentation are shown below. Further details are available at www.sddot.com.

- The current Federal Highway Bill (FAST ACT) expires on September 30, 2020. The FAST Act provides an anticipated \$310M annually for South Dakota. These funds are generated by the Federal Motor Fuel Tax (\$0.184/gallon for gasoline and \$0.244/gallon for diesel fuel). South Dakota is a "donee" state, receiving back over \$2 for every \$1 paid in to the federal government. Federal funds comprise a large part (70%) of SDDOT's construction budget.
- The State Highway Trust Fund provides an anticipated \$130M annually. The main revenue sources are the State Gas Tax (\$0.28/gallon) and 4% Motor Vehicle Excise Tax.
- The Tentative 2019-2022 STIP anticipated total funding is \$483M for 2019, compared to \$474M in 2018.
- Based on the Tentative 2019-2022 STIP, bridge condition will remain relatively constant but the pavement condition will decrease moderately over time.

The SD Transportation Commission will review the public comments and make changes to the STIP, if deemed necessary. The Commission will approve the final STIP at their September meeting. Once the STIP has been approved, the AGC will notify members and copies will be available on the SDDOT website.



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SDDOT NEWS

AGC Review of SDDOT Standard Specs Div. I General Provisions - Input & Volunteers Needed

AGC is conducting a review of the SDDOT Standard Specifications Division I - General Provisions and we need your help. If you are interested in serving on the review task force, or if you have specific sections you want to see addressed, please contact Toby Crow at toby@sdagc.org no later than August 17th!

AGC/SDDOT Fall Meeting December 6 & 7 – Ramkota Hotel, Pierre, SD

Make plans to attend the AGC/SDDOT Fall Meeting of Contractors and Key SDDOT personnel! Be prepared to extend your knowledge & help shape the future of our industry! The tentative schedule has the meeting starting at 1:00pm CT on the 6th and wrapping up by Noon CT on the 7th. Agenda & registration information will be available this fall - but please save the date!



2018 S.D. Transportation Hall of Honor Inductees Announced

Laurie Schultz from Pierre and the late Charles Lien of Rapid City have been chosen for induction into the South Dakota Transportation Hall of Honor for 2018. The purpose of the Transportation Hall of Honor is to recognize those who have made a lasting, valuable or unique contribution to South Dakota's air, highway or rail transportation system. The South Dakota Transportation Hall of Honor dates back to 1972 and now includes 90 inductees. Laurie Schultz spent 29 years with the Department of Transportation and 10 years with Brosz Engineering, Inc. Laurie was the first female engineer hired by the SDDOT and has left a legacy of accomplishments. Charles "Chuck" Lien was the founder, 75-year employee and Chairman of the Board for Pete Lien and Sons, Inc. Chuck was well known for both his business and philanthropic contributions to Rapid City. Banquets to honor both Schultz and Lien will be announced at a later date.





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AGC Scrapbook - Summer 2018



THANK YOU FOR PARTICIPATING IN AGC'S SUMMER OUTINGS!

Fishing Tournament - June 21 & 22nd - Pierre, SD

Sioux Falls Summer Social - July 16th, McNally's

East River Golf Tournament - July 17th, Willow Run - Sioux Falls, SD

Rapid City Summer Social - July 8th, Murphy's

West River Golf Tournament - August 9th, Red Rock - Rapid City, SD



2018 SCHOLARSHIP WINNERS

Over \$23,000 Awarded to South Dakota Students!



Aaron Hoelscher
SDSM&T - \$750



Elijah Orr
SDSU - \$750



Ethan Roth
SDSU - \$1665



Tristan Namminga
LATI - \$1500



Thomas Kueny
NWICC - \$500



Tyler Kleinsasser
SDSM&T - \$1500



Jacob Mehlhaf
LATI - \$1000



Gregor Fraser
SDSU - \$1500



Cole Hoelscher
SDSM&T - \$1500



Adam Karst
SDSU - \$1500



Jaron Helstein
LATI - \$500



Luke Koski
SDSM&T - \$500



Garrett Larson
SDSU - \$1000



Riley Schmidt
SDSU - \$1665



Jamie Smith
SDSM&T - \$1500



Matthew Scherrer
SDSU - \$750



Mitchell Gusso
SDSU - \$500



Faith Shoemaker
SDSU - \$2000



Paul Lauck
MTI - \$500



Santanya Matucha
MTI - \$500



Tate Nicolaus
NWCCD - \$250



Taylor Crow
STI - \$1665



Dylan Alexander
LATI - \$5500

"AGC CARES"



AGC CARES

On June 1st over 40 AGC members came together to serve breakfast at The Banquet in Sioux Falls. 240 meals were served with 24 of those being to children. Additionally, AGC Cares made a contribution to Morris, Inc. employee, Chris Boxley who was severely burned and undergoing treatment.

A BIG thank you goes out to all members who participated in these AGC Cares projects! If you have any projects you'd like to submit for an AGC Cares project, please email lindsay@sdagc.org



AGC LEGAL MINUTE

Jason Smiley, AGC Legal Counsel



CUTTING YOUR RISK

Risk management is incredibly important to contractors, and there are many different kinds of risks to be considered. Those risks are both internal and external. [When it comes to the management of legal risks, practical, actionable steps may be helpful.](#) Advice is needed. What follows are ten actionable steps that can be implemented immediately.

TIP #1

Identify problems early. Every business has disputes from time to time. Learning about issues early allows you to respond in a timely fashion so that you can either correct or mitigate the problem. To do this you need to encourage open communication with your work force. When unfortunate events take place, the last thing you want is reticent employees who are afraid to give you the bad news.

TIP #2

Manage staff appropriately. It doesn't do any good to have a system in place to identify problems if you have the wrong people responding to the problems once identified. Indeed, this can exacerbate the issue by making the other party feel ignored, insulted, etc.

TIP #3

Document everything. Memories fade with time, and some issues do not become apparent until long after the events that precipitated them. In such a situation, the party with the best documentation is in a much better position should it come to formal proceedings.

TIP #4

Read and understand everything. It is no defense to a claim of breach of contract that you didn't really understand the deal.

TIP #5

Hire professionals. You can't be an expert at everything. If you don't understand the transaction being proposed, hire someone to assist you.

TIP #6

Consider a business solution. When disputes arise between ongoing business relations, it may make little sense to throw the baby out with the bath water. Consider how to make up the losses as part of the ongoing relationship.

TIP #7

Don't dabble. Do what you are good at and avoid undertaking responsibilities beyond your expertise.



TIP #8

Don't date the staff. This much-ignored advice is one of the leading causes of lawsuits by employees when the personal relationship sours.

TIP #9

If it is too good to be true, it probably is. Many disputes arise as a result of a lack of due diligence. Almost all of them could be avoided by a little investigation.

TIP #10

Follow the Golden Rule. Treating people the way that you want to be treated will help you avoid disputes of every kind and lawsuits in particular.

[For more information on this article, send me an e-mail or give me a call.](#)

LEGISLATIVE NEWS

General Election Ballot Information for Members

AGC offers this synopsis of constitutional amendments and initiated measures that will be on the November 2018 ballot so our members can be informed voters.

- **Constitutional Amendment W**: An initiated amendment to the South Dakota Constitution changing campaign finance and lobbying laws, creating a government accountability board, and changing certain initiative and referendum provisions. AGC's Government Affairs Committee has voted to oppose W for these reasons:
 - Highjacks state constitution
 - Creates a 7-member State Accountability Board, that oversees all non-federal elected officials. The board accepts anonymous complaints and is accountable to no one. The Board would be funded by a \$389,000 annual appropriation from the state general fund (increases with inflation).
 - Reduces the amount that can be given to candidates and eliminates corporate campaign giving.
 - Attempts to regulate lobbyists and lobbyist activities.

AGC urges you to VOTE NO ON W.
- **Constitutional Amendment X (SJR 1)**: An amendment to the Constitution of the State of South Dakota requiring 55% voter approval to adopt an amendment to the Constitution. The state constitution currently requires a majority vote, 50% plus 1%.
- **Constitutional Amendment Z (HJR 1006)**: An amendment to the Constitution of the State of South Dakota, requiring proposed amendments to the Constitution to pertain to one subject. This is in response to previous constitutional amendments that contained multiple sections and covered several topics.
- **Initiated Measure 24**: An initiated measure prohibiting contributions to ballot question committees by non-residents, out-of-state political committees, and entities that are not filed with the Secretary of State.
- **Initiated Measure 25**: An initiated measure increasing the State tobacco tax and creating a postsecondary technical institute fund for the purposes of lowering student tuition and providing financial support to the State postsecondary technical institutes. AGC's Government Affairs

Committee is still analyzing the potential impact of this measure to current tech school funding, and has taken no position until that analysis is complete.



Read more about these issues on the South Dakota Secretary of State's website at <https://sdsos.gov/elections-voting/upcoming-elections/general-information/2018-ballot-questions.aspx>

Contractors are Politically Active for November Legislative Elections

The Contractors Political Action Committee (CONPAC) is delivering 60 campaign contributions to legislative candidates vying for 105 legislative seats in November. The candidates were chosen because they have supported the construction industry and/or business in the past or were recognized as business-friendly candidates. CONPAC members have been hand-delivering campaign contributions so that they can spend some time with the candidates and share information about the construction industry with them. This is a big effort and comes during the busiest time of the year for contractors but establishing relationships with candidates pays off during legislative session. If you have not been a part of CONPAC, please join and help make a difference, email info@sdagc.org.



Average South Dakota Workers' Compensation Rates Decreasing for 7th Consecutive Year

Effective July 1, 2018, the South Dakota Division of Insurance approved a seven percent reduction in the SD workers' compensation rates (loss costs). This is the seventh consecutive year that the average workers' compensation rate had decreased in the state and totals a thirty percent average decrease over that same time frame. Remember that this is an average decrease across nearly 600 classifications. Individual classification rate changes can vary by as much as 15%. That means the rate for your specific business could increase 8% or decrease 22%. These rates are calculated by a company named the National Council on Compensation Insurance (NCCI). Their actuaries calculate these rates using a complicated formula that takes into consideration the number of claims (frequency) and the cost of those claims (severity), among many other factors. The rates were approved by the Workers' Compensation Advisory Council.

WORKFORCE DEVELOPMENT

AGC's Two New Apprenticeships Start This Fall!

This fall AGC of SD is excited to kick off our two new Apprenticeship programs. Those programs are in Heavy Equipment Operation and Concrete Finishing to go along with the existing Carpentry program. To start the two new programs we will be providing these programs in Rapid City and Sioux Falls. Many of you may know that the value of Apprenticeships is starting to rise in South Dakota. In fact President Trump has been resoundingly endorsing the importance of Apprenticeships in our Country and as usual South Dakota is ahead of the curve. These Apprenticeships can help the retention rates for our members while also recruiting more individuals into the industry. Please take a look at the enclosed inserts and contact Dustin Baertsch at 605-209-5861 or dustin@sdagc.org or Michael O'Neal at 605-951-1665 or michael@sdagc.org to learn how you can take advantage of this new training opportunity.

Contact Us Today to Add Your Company to the List of Members Willing to Participate in our Apprenticeship Program

In order for someone off the street to participate in our Apprenticeship programs they need to be employed by a member of AGC of SD. Therefore it is vital to have a list of all members willing to participate in the Apprenticeship program on the Build South Dakota website. This will allow AGC staff and SDDL employees a place to fairly point individuals interested in our Apprenticeship programs. Once that individual sees what members are willing to participate in the program it is on them to contact a member regarding their interest in working for them and participating in the Apprenticeship program. If you're interested please email dustin@sdagc.org.

HR Alliance Wraps up Another Summer of Presentations

Once again AGC of SD's HR Alliance ran several presentations geared toward helping our members that deal in the HR world. The first presentation kicked off in May and members learned about WDT's

CDL program. We also had EPI Investigations present on Defending Your Workforce: Violence Prevention, Preparation and Response. Next was the HR Summit in Oacoma on June 7th & 8th. Speaking of the HR Summit mark your calendars for next years summit. It will be in Oacoma again on June 15th & 16th. Lastly in July members heard presentations on how to spot a drug user and changes to FMLA & ADA. Again these presentations are FREE and it requires no obligation to be a part of the HR Alliance. For more information on how you can be a part of the HR Alliance please contact our Workforce Development Coordinator, Dustin Baertsch at dustin@sdagc.org or 605-209-5891.

Build South Dakota: The Game Impresses at SD Career And Technical Education Conference

AGC continues to roll out our new mobile gaming app, and the response has been positive. In July AGC's Workforce Development Coordinator, Dustin Baertsch presented and held a booth at the South Dakota Career and Technical Education Conference In Rapid City. This conference provided AGC of SD the opportunity to promote the new game

and website to hundreds of CTE instructors and Counselors from all over the state. During Dustin's presentation, these individuals learned about the impact our game and website is having on promoting the opportunities in Construction. They also learned how AGC and its members can help by visiting their classrooms or providing "real work experience" scenarios for their students to better understand the industry. Also, they were shown how the Build South Dakota website could be very useful to them in regards to helping students get connected to secondary schools in SD with Construction related programs. Naturally, they were most excited to play the game and looked forward to showing it to their students this fall. If you have any questions about the website or game just contact Dustin at dustin@sdagc.org or 605-209-5891.



BUILDSOUTHDAKOTA

BUILD A CAREER IN CONSTRUCTION

BUILD SOUTH DAKOTA: THE GAME! - JOB OPENINGS - COLLEGE & CAREERS - CONTACT US



WWW.BUILDSOUTHDAKOTA.COM

Have you ever wondered what we're doing pertaining to workforce? If so you need to check out the new and improved Build South Dakota website. We have recently updated our site to truly be the go to for anybody interested in a career in construction. This site is a huge resource for parents, teachers, students and anyone that is interested in construction. Be sure to check it out periodically as there are always updates on AGC of SD WFD efforts, Build South Dakota: The Game, Scholarship information and more! Visit www.BuildSouthDakota.com today!!

CONSTRUCTION CAREER CAMPS

SEPTEMBER 26TH – Sioux Falls @ CTE Academy

OCTOBER 2ND – Pierre @ T.F. Riggs

OCTOBER 11TH – Rapid City @ Western Dakota Tech



Get Your AGC Work Zone Coloring Books

AGC's PR Committee brainstormed and created AGC's very own coloring & activity book. The book features several pages of construction machinery to color and activity pages. The book was created to help promote our industry to elementary students at a young age. The books are available for all members to set out at your counters or handout to employees. Contact lindsay@sdagc.org to get your copies!

The **Construction** industry is unlike others. There are some unique risks and challenges that businesses in this sector have to contend with, which outsiders may not be able to appreciate:



CONTRACT DISPUTES and construction defects which can inevitably occur given the many factors affecting the successful completion of projects.



With complex projects spanning years, the possibility of **INTERRUPTIONS AND DELAYS** is real.

Construction firms are also highly exposed to the risks of **WORKER INJURIES**



SUBCONTRACTOR RISKS are also important, as there can be many parties involved in a construction project.



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SAFETY & TRAINING NEWS

Upcoming AGC Training Courses

OSHA 10hr. General Industry – Aberdeen/ TBD

August 22, 8AM – 5PM

& August 23, 8AM – 11AM

Contact the Safety Team to Register!

Safety Lunches Recap

We'll pay any space fees; you pick up your lunch tab and engage fellow safety professionals or anyone who wears the safety hat in this networking event. Heck, even bring a buddy because there are no secrets in safety. We're kicking off the discussion with a synopsis of a planned supervisor /foreman outreach safety training, followed by open forum discussion. The following regional safety lunches will be held Friday September 7th – Rapid City at Noon RSVP to jim@sdagc.org. Looking farther ahead, October 5 and December 7th will round out the 2018 Safety Lunch dates. The Sioux Falls Safety lunch was held on August 3rd at the All Day Café, with seven members and guests in attendance. Topics of discussion included a recap of the Safety Summit we held in June and the Safety Pre-Convention Trainer session. Thanks to those attendees for another successful safety lunch!

2019 HR/SAFETY/MSHA SUMMIT Save the Date!

Pencil it in your calendar before something else comes up. The 2019 HR/SAFETY/MSHA SUMMIT will be held on June 13 & 14th in Oacoma!



**PLEASE LET THE AGC STAFF KNOW
IF YOU WANT SAFETY SAM
ON YOUR JOBSITE!**



HR/SAFETY/MSHA SUMMIT RECAP

Twenty- six attendees participated in the HR/Safety/ Safety Summit held at the Arrowwood Resort in Oacoma. The Summit kicked off on the morning of June 7th with a Statewide HR Alliance Meeting. Following a networking lunch, Alternative HRD presented a variety of topics including: A Matter of Respect: Preventing & Responding to Discrimination, Harassment, Bullying and Violence in the Workplace; HR Strategies Every Employer Should Consider; and Building a Competitive Recruiting Advantage. The HR session ended with a HR Panel Question & Answer session.

On Thursday, Safety kicked off at 1:00pm with Gregory Derynck from SDSU Engineering Extension Office to talk about the all important topic of Silica. He covered silica testing that SDSU has done or are doing, results from said tests, and how those companies over the threshold are complying with the new standard. Next up was John Becker from OSHA talking on the same subject. He discussed what they have been inspecting, and what the results have been. He also spoke on the status of safety around the state. The Safety Committee Meeting wrapped up the day.

Friday's session was aimed at both the HR and Safety personnel and is a requirement for anyone that supervises drivers. Chad Rogers was our guest speaker, providing Certification Training on DOT Reasonable Suspicion - Drug and Alcohol Recognition. The FMSCA 49 CFR 382.603 - Training for Supervisors states, that each employer shall

SAFETY & TRAINING NEWS

ensure that all persons designated to supervise drivers receive at least 60 minutes of training on alcohol misuse and receive at least an additional 60 minutes of training on controlled substances use. We finished up the Summit with the MSHA Alliance Meeting, which discussed the new workplace exam rule and its implications.

The Summit brought together the HR Alliance, MSHA Alliance and Safety Committee for valuable educational sessions and networking opportunities.



Commercial Drivers License (CDL) Training

AGC is now offering construction industry specific CDL training conducted by Glen Heibult.



Training courses offered are Class A & Class B CDL Written Test Prep., Pre-trip Inspection Training, and In Truck Ride Along Training! See the enclosed insert and register today!

Heat Safety Tool

It's finally starting to warm up but these early hot days place workers who may not be acclimated at increased risk for heat illness.



OSHA has a terrific tool that will help your employees and their family better assess the specific heat risk. This app calculates the heat index based on the location of the phone, and gives hourly heat index predictions. It also gives precautions, symptoms, risk factors, and appropriate first aid. This is a great tool for superintendents to install on their phones, and use in safety meetings.

Share the app with anyone who you feel could benefit from this information, and also to install it on your

SAFE + SOUND

mobile devices. You can search for OSHA-NIOSH heat tool in the apps on your phone. The app is also available in Spanish.

Safe + Sound Week 2018: What Are YOU Doing?

Safe + Sound Week is a nationwide event August 13- 19, 2018 to raise awareness and understanding of the value of safety and health programs that include management leadership, worker participation, and a systematic approach to finding and fixing hazards in workplaces. Participating in Safe + Sound Week can help get your program started or energize an existing one. According to the website, just 4 South Dakota companies have committed to participating. Come on AGC, let's show some commitment and jump on board Safe + Sound Week! Find Resources here: <https://www.osha.gov/safeandsound/>

2018 Construction HR & Training Professionals Conference

October 10-12, 2018 | Fort Worth, TX

AGC's Construction HR and Training Professionals Conference provides two days of education and networking for HR, training, and workforce development professionals in the construction industry.



Educational sessions for training professionals cover the most cutting-edge techniques in training and development currently in use and envisioned for the future in the industry. The HR sessions help HR professionals in the industry remain up to date and compliant with employment laws and best practices. Some sessions interest both HR and training professionals alike.

Walk away from this year's conference with practical skills that you can begin to implement immediately. Plus, take away insights from colleagues who face the same challenges you see every day. Visit www.agc.org to register today!

Know what's below.
Call 811  before you dig.

AGC OF AMERICA NEWS

AGCA UPCOMING EVENTS

Aug. 15-17 AGC IT Forum – Chicago, IL

Sept. 12-13 AGC Construction Environmental Conf. – Crystal City, VA

Sept. 29-Oct. 1 AGC Transp. & Utilities Issues Meeting – Arlington, VA

Sept. 30-Oct. 3 AGC National & Chapter Leaders Conf. – Washington, DC

October 1 AGC 100 Year Anniversary Celebration – Washington, DC

Oct. 10-12 AGC HR & Training Professionals Conf. – Ft. Worth, TX

April 1-4, 2019 AGC's Annual Convention – Denver, CO

VIEW FULL EVENT DETAILS AT: WWW.AGC.ORG

President Signs Workforce Executive Order - AGC Participates in White House Event to Sign Job Training Pledge

In July, the President signed an Executive Order that establishes the President's National Council for the America Worker. The council will help develop a national strategy for job training programs with guidance from an advisory board of private sector and government representatives to help ensure the programs being taught in classrooms and workplaces are needed.



The EO also included a pledge by companies and associations to educate, train and upskill workers through apprenticeships and on-the-job training. AGC was among organizations signing the pledge through our existing AGC chapter training programs, AGC of America safety training and our other training programs.



Trump Administration Expands Steel & Aluminum Tariffs - AGC Provides Tariff Resources for Construction Contractors

In late May, U.S. Department of Commerce Secretary Wilbur Ross announced steel and aluminum tariffs for Canada, Mexico and the European Union effective June 1. These countries were previously spared from the March 23-imposed 25 percent tariff on steel and 10 percent tariff on aluminum. According to reports, at least 30 percent of imported steel came from these nations in 2017. As a result, contractors may expect further increases in domestic steel prices and mill delivery delays. AGC has put together several resources for construction contractors regarding the various trade actions affecting construction, including a primer on tariffs in effect or under consideration, and contractual considerations private and federal/federal-aid contractors should consider in light of the tariffs.

Construction contractors are encouraged to contact the president and their congressional elected officials to let them know how these tariffs impact their construction markets. AGC continues to educate the White House and Congress on the impacts these and other potential tariff actions are having on the construction industry.

Rep. Shuster Releases Highway Trust Fund/Infrastructure Proposal - Urge Congress to Take Action on Infrastructure

House Transportation and Infrastructure Committee Chairman Bill Shuster (R-Pa.) released a Republican "discussion draft" for addressing the nation's infrastructure



AGC OF AMERICA NEWS

needs and, in particular, fixing the long term health of the Highway Trust Fund. Some of the ideas have come from existing proposals from the administration's infrastructure plan as well as members of Congress from both parties. Many of the plan's elements have long-been supported by AGC. To help build support for the Shuster plan, please contact your Representative and ask them to support Chairman Shuster's effort and act on an infrastructure bill. Shuster said the intent of the proposal is to reignite the infrastructure conversation with the hope that infrastructure legislation will be released in the next Congress. Shuster is retiring from Congress at the end of this year.

AGCA PAC Makes Campaign Contribution to Dusty Johnson

The AGC of America PAC recently made a campaign contribution of \$2,500 to U.S. House of Representatives Candidate Dusty Johnson (R). AGC of SD staff & members presented the check to Dusty during the Sioux Falls Summer Social on July 16th at McNallys. Johnson addressed the crowd and answered questions about his platform. The general election will take place on November 6, 2018.



News from
AGC of America
THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA
Building Your Quality of Life



AGC of America
2300 Wilson Boulevard, Ste. 400
Arlington, VA 22201
www.agc.org
703-548-3118



Celebrate with us on October 1, 2018

AGC will officially honor and celebrate **100 YEARS** of our association's efforts and successes with an afternoon and evening of Centennial-focused events to be held at the Ronald Reagan Building and International Trade Center in Washington, DC. This event coincides with the Highway & Transportation Construction Conference, Utility Infrastructure Conference, BuildCon and National Chapter & Leadership Conference. All members are invited to attend this momentous occasion to help AGC recognize and celebrate 100 years of achievements, as well as look ahead to the next century of serving the industry!

All details and registration information can be found at:
<https://centennial.agc.org>

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