

Summer 2020

OFF THE WALL WC&C

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

DOB ISSUING VIOLATIONS TO COVID SCOFFLAWS

PAGE 14

INCREASED HEALTHCARE CONSTRUCTION EXPECTED

PAGE 8

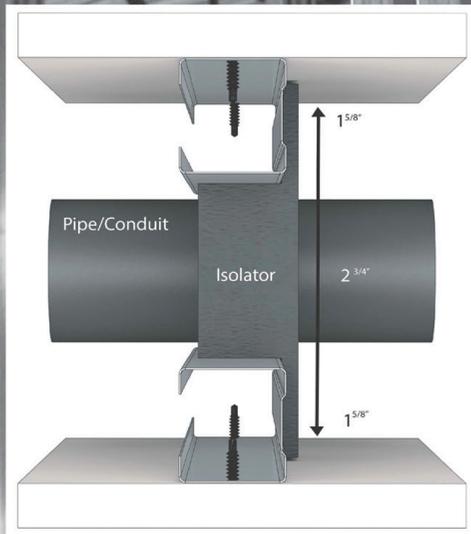


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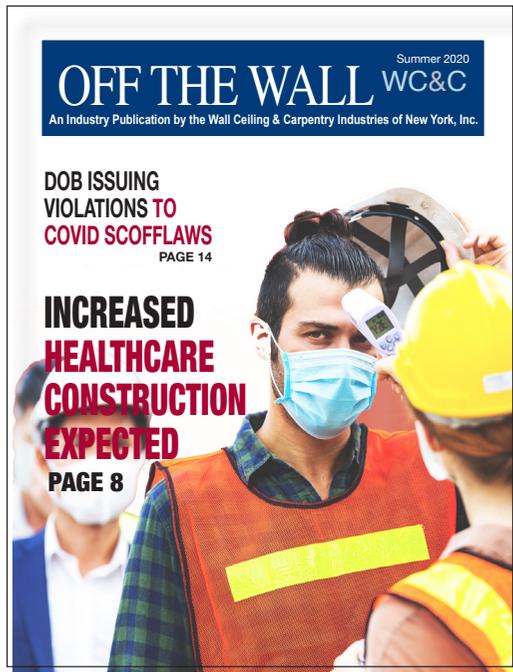
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Off The Wall Summer 2020



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*From the
Executive Director
John DeLollis*

THE NEW NORMAL

In an attempt to contain COVID-19 a number of on-site protocols have been adopted, including temperature taking, facemasks, distancing, sanitation and frequent handwashing. Regular break times and alternating shifts are also part of the effort as is everyday common sense.

The good news is that all these efforts seem to be working. COVID has slowed in New York City, as well as other areas of the state and the country. The protocols we've been working under, or some more practical versions, will most likely remain with us. This is the "new normal" being talked about and until we adjust to it, it is going to have a costly effect on our industry.

Unfortunately, because of the restrictions, managers cannot get together to discuss how this will evolve. But we can use teleconferencing, and while that can't take the place of an in-person meeting, we still can talk about what is working for us, what isn't, and explore how we can use it all to our advantage.

Everything evolves. As ideas emerge programs develop. New ideas will grow, if we are flexible and willing to change. And although this crisis is costing us great amounts of money, the result can be changes that will bring new and more profits.

Since the crisis began our association has been using virtual conferencing for board meetings and webinars to keep our members informed, So far, we've held four virtual webinars for members and we're planning more. We're not alone in using virtual communication. On September 14–17 AWCI will present its annual Industry Leaders Conference VIRTUALLY. You won't want to miss it. As always, there will be a lot of valuable material. Check the AWCI website for details.

Above all, job safety still holds top priority. You should be aware that the 7th annual National Safety Stand-Down to Prevent Falls in Construction is scheduled for September 14-18, and the NYC DOB Build Safe/Live Safe Conference has been rescheduled to Friday, September 25. I urge everyone to participate in these important activities.

Please protect yourselves, your loved ones and your employees.

— John

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*From the
President
Michael Weber*

Post Pandemic Construction

The coronavirus pandemic has caused a transformational change in construction. All construction companies will need to implement new site safety measures to ensure their worker's health and well-being. And at the same time, that will surely lengthen project schedules and impact profitability. Now, more than ever, the industry must come together to have better protocols in response to these changes in construction. Many employees may still be concerned about contracting the virus and planning will be essential to alleviate delays caused by limiting the number of on-site workers. Making sure that sites have the proper protective equipment and hygiene resources, such as sanitizer and hand washing stations is paramount.

No one can say for sure what post-pandemic construction will look like but it is certain that the way the industry worked before is no longer sufficient to meet post-COVID challenges. With schedules being delayed, the costs of existing projects will likely increase. Having a qualified team experienced with the knowledge and proficiency of the new safety protocols will help ensure that there are no further delays or cost impacts as more jobsites re-open.

Now that jobsites are re-opening, New York City is expected to increase healthcare construction following this pandemic. In the beginning of the year, existing facilities were quickly renovated to handle an influx of infected patients, and pop up sites were built to help ease pressure on hospitals. Now, the pandemic will alter the way hospitals and medical facilities will be built from now on. Hospitals will need space for more beds, ways to separate patients, additional entrances and exits, and updated ventilation and air filtration processes. To keep abreast of changes, we will need to plan accordingly and implement cost saving ideas such as the design build concept and the trade management concept. There will have to be a new perspective on speed and efficiency through collaboration and innovation that will allow the industry to emerge successfully from the pandemic.

Good luck to all of the WC&C Scholarship applicants!

Enjoy the rest of summer and stay safe.

— Michael Weber

Congratulations
To The Winners Of The
2020 WC&C Scholarship Awards.

**Each of the winners
has received a one-time
award of \$3,000 to be
used for their education**

Kelly Boland Local 157
Shannon Giblin Local 157
Dario Gimenez Local 1974
Jillian Simonelli Local 45
Maeve Brady Local 157
Dylan Shalvey Local 45
Casey Pav Local 290
Dylan Chipelo Local 157
Hannah Ardif Local 157
Gebrielle Mackle Local 157

**AWCI's *Virtual*
Industry Leaders
Conference
September 15-17, 2020**

Taking place every fall, AWCI's Industry Leaders Conference keeps company owners and executives focused on trends impacting their business through informative speakers, networking and committee meetings. For 2020, AWCI's Industry Leaders Conference will feature virtual events that will be available to registrants live and on-demand.



New York City expected to significantly increase healthcare construction following pandemic

By Mallory Hackett, *Associate Editor,*
Healthcare Finance

*A rendering of a possible Lenox Hill Hospital expansion.
Northwell Health/Ennead Architects*

For the next three years, every borough except Staten Island is expected to have an increase in spending.

Between 2020 and 2023, the New York Building Congress anticipates total spending on construction for the healthcare sector to increase by 38%, to exceed \$9.4 billion during that period, according to a recent [report](#).

From 2016 to 2019, New York City spent more than \$6.8 billion on healthcare construction. For the next three years, every borough except Staten Island is expected to have an increase in spending.

The largest growths are expected to occur in the Bronx and Brooklyn, which are both projected to more than double their healthcare-construction spending. During the forecasted period they could spend over \$660 million and \$2.3 billion respectively.

Manhattan, which previously spent the most on construction, is expected to continue to lead the boroughs in spending. Between 2020 and 2023 the Building Congress says Manhattan could spend more than \$5.5 billion.

WHY THIS MATTERS

The New York Building Congress attributes the increase in construction spending to the pandemic.

“Although construction spending is subject to a myriad of factors, the Building Congress anticipates spending will increase as hospitals and healthcare providers adapt to the next normal and prepare for a potential resurgence of COVID-19,” the report said.

The Congress members anticipate exact estimates on spending to vary depending on the distribution of future federal aid, the strength of the economy, the financial outlook for individual health-

care institutions and the development of COVID-19.

The report also outlines some of the ways that the pandemic will alter the way medical facilities will be built from now on. It says that hospitals will need space for more beds with ICU capabilities, flexible patient capacity, additional power and emergency power sources, ways to separate patients, additional entrances and exits, and updated ventilation and air filtration processes.

THE LARGER TREND

New York City has been an epicenter for the coronavirus, with more than 200,000 cases, 55,000 hospitalizations and 18,000 deaths, according to the [New York City Department of Health and Mental Hygiene](#).

As a result, many medical centers were forced to adjust their environments at the start of the pandemic and plan for the future.

“In the first half of 2020, existing facilities were quickly renovated to handle an influx of infected patients, and surge sites were deployed to help ease pressure on hospitals,” according to the Building Congress report. “In the following months, healthcare projects already in the pipeline will be built, and new ones focused on pandemic preparedness will form.”

These predictions of increased construction spending also follow the positive trend of [healthcare real estate investments](#). This is due in part to loans from the federal government – which require hospitals to maintain staffing levels and continue to pay rent on their buildings. •



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.

New York Contractor To Pay \$1.5 Million To Settle Sexual Harassment Claims

A Long Island, New York non-union construction contractor has agreed to pay \$1.5 million to settle claims of sexual harassment by at least 18 former female employees. The agreement was announced by New York State Attorney General, Letitia James, following an investigation into allegations of a pattern of severe sexual harassment against female employees over the course of at least four years and retaliation against many of those workers when they complained about the harassment.

This marks the Office of the Attorney General's (OAG) first agreement regarding sexual harassment in the construction industry.

The OAG's investigation found that the company engaged in severe sexual harassment and retaliation against workers who were primarily women of color. Interviews conducted with witnesses and reviews of substantial documentary evidence revealed that at least 16 women were harassed because of the company's failure to prevent or adequately respond to sexual harassment at its worksites. Additionally, at least 12 workers were

fired after they complained of harassment against themselves or their coworkers.

Female employees reported quid pro quo harassment by managers demanding sexual acts for pay and overtime opportunities, physical and verbal harassment by male employees, and instances of managers and other workers sending explicit photos and videos. Additionally, Trade Off managers failed to take adequate action in response to complaints, and in fact, repeatedly protected harassers from punishment.

In addition to the monetary compensation, as part of the agreement, the company agreed to employ an outside monitor for three years, and to create a new, more complete sexual harassment policy subject to review by OAG, and report regularly to OAG regarding its implementation of policies and investigation of any future sexual harassment complaints.

The matter was initially referred to OAG by the Mason Tenders District Council/Laborers Local 79.

Employers Of Reopened Businesses Must Have A Written Covid 19 Safety Plan

As part of the "reopening" of business in New York last month, all New York state employers must develop a comprehensive and detailed written COVID

19 health and safety plan. There is no affirmative obligation to share the plan with any government agencies. The plan must be written and must include the employer's agreement to:

Develop physical distancing protocols: This could include, for example, limiting indoor workforce presence; prohibiting non-essential visitors; adopting the "six feet of separation" rule (and/or requiring a face covering, depending on the circumstances); posting distance markers in certain areas; minimizing in-person gatherings; limiting the occupancy of tightly confined spaces (e.g., elevators); and staggering schedules to the extent possible.

Provide personal protective equipment ("PPE"): This could include a face covering free of charge and gloves, where appropriate, and training to employees on donning, doffing, and caring for their PPE.

Create hygiene and cleaning protocols: This could include providing handwashing stations and hand sanitizers, conduct regular (e.g., daily) cleaning and disinfection of the facility, maintain a cleaning log, and limiting sharing of equipment, tools, etc.

Implement communication practices: This could include posting signage detailing the safety plan and stressing the employees' obligation to adhere to its mandates, and establish a communication plan for employees, visitors, and customers.

Create a COVID-19 screening process: This could include conducting health screening assessments (e.g. questionnaire and/or temperature check) for employees and for visitors.

Develop a plan for cleaning and disinfection in the event an employee tests positive for COVID-19.

Designate a "site safety monitor" to oversee the safety plan

The plan must be posted in a conspicuous location at the worksite

New York State has an on line template for such a Plan. •



AROUND THE WORLD

A New Beginning: 5 Ways Construction Is Reopening and Preparing for a Safer Future

As lockdowns lift around the world, the construction industry is poised to emerge even stronger in a post-COVID-19 world.

Construction sites are some of the most visible signs of a country's commercial vigor. Hard hats, swinging cranes, and the rumble of heavy machinery signify enterprise and economic growth in a visceral way that bar charts simply can't match.

That's a key reason why, in many countries, construction is a priority sector in the release from COVID-19 lockdown. An extensive ecosystem of investors, contractors, suppliers, and workers all have a stake in seeing multimillion-dollar projects restart their engines. But in uncertain times, the screeching drills and swirling dust from a new build can also be powerful symbols of renewal.

Governments around the globe are giving the green light to start reopening construction projects. Many workers are returning to thousands of dormant sites; others are expanding teams that were deemed

essential and remained open with skeleton crews.

As lockdowns lift, companies have had to reset their site-safety strategies.

Amid the buzz of relief, however, is worry about reopening construction sites safely. In the UK, the government published official guidance to address safety concerns felt throughout the nation's construction industry. The Construction Leadership Council (CLC) is also actively coordinating with the UK government on a three-phase plan to Restart, Reset, and Reinvent.

On the other side of the Atlantic, a recent study commissioned by the mayor of Austin, Texas, projects that coronavirus hospitalizations in the local population will triple if the city starts reopening

Continued on next page

construction jobsites without added safety measures.

As lockdowns lift, one thing is certain: In an intense period of heightened risk, business as usual isn't an option. To help companies reset their site-safety strategies, industry experts offer five key ways construction companies can start their projects anew.

1. Overcommunicate and Increase Oversight

In the chaos of a busy day, it can be hard to maintain compliance with construction health and safety measures—old and new. That's why many reopened sites are using their regular "toolbox talks" to emphasize the new risks and realities of work under the COVID-19 threat.

Duncan Yarroll, head of BIM and digital engineering at UK-based consultancy and construction company Mace, says each workday begins with a reminder to teams about safety measures. "Our objective is a daily safe start," he says. "Project supervisors physically chair a town-hall meeting where they explain to everyone what the planned activities are for that day. They also make sure teams have the right tools and confirm that everyone has been trained correctly. We've now made a COVID-19 checklist part of the agenda to ensure we're reinforcing the additional safety measures required."

Companies are also increasing on-site signage, as well as expanding health and safety resources to make sure staff are keeping to the rules across the full duration of each shift.

Masks can provide construction workers more protection as lockdowns lift.

2. Create New Shift Patterns

"Construction teams are now working in a new environment," says Mike Pettinella, director of EMEA Autodesk Construction Solutions. "In the areas where project sites have reopened, firms are implementing new routines to keep employees safe, such as alternate work schedules and staggered arrivals and departures, while still maintaining productivity and the same high-quality standards."

Instead of 8- to 10-hour shifts, companies may also need to consider 12-hour shifts in which a tradesperson can start and complete as many tasks as possible in a single visit. Of course, any such move could run afoul of local regulations. Companies will need to work with local authorities to modify current restrictions on noise limits and suitable hours of operation.

Luckily, authorities are helping: The UK government, for example, published a statement that ensures national construction sites will be allowed extended hours of operation. This means varied start and finish times and even 24-hour working applications will be prioritized, then approved by local authorities whenever feasible.

Inspection tasks can be completed remotely using video and software automation.

3. Consider Incorporating Wearable Technologies

Engineers and other team members who oversee inspections across multiple projects need to be protected, and many have expressed concern about returning to sites before the pandemic has run its course.

Yarroll says technology can help address those worries by automating processes. "A combination of video and wearable technology, plus some very clever software that can recognize certain activities, allows us to complete inspection tasks remotely," he says. "With video records, we can review certain areas of the works underway, go through checklists, and hand over information digitally without sending more people to the site and putting them at risk."

Wearable technologies, including augmented-reality headsets, can help maintain social distancing on construction sites.

4. Optimize Site Layouts

Rethinking controls around access and egress, changing traffic flows, and restricting the number of meeting locations can be effective ways to maintain

Continued on next page

social distancing while reopening construction sites.

Amit Puri, construction solutions specialist at Autodesk, says many companies are implementing one-way systems and adding gate attendants to capture when workers arrive and depart—stopping queues from forming and letting people move quickly through turnstiles.

“It’s important to reduce the number of gathering places at each site, as well,” he says. “Instinctively, you might think more stations for water and hand sanitizer would be needed. But in most cases, it makes more sense to hand out bottled water and help people maintain appropriate distance.”

5. Maximize Off-Site Collaboration

Reopening construction sites with an increased use of collaboration tools for drawings, documentation, modeling, and data sharing can help maintain social distancing by reducing the need for in-person meetings and further minimizing the number of people onsite.

The same can be said for health and safety reporting. By capturing incidents digitally rather than on a clipboard, data quality improves. At the same time, manual processes and the need to physically share paper on-site is dramatically reduced.

According to Bernard Sala, deputy managing director of innovation, research, and development at French infrastructure group Colas, the move toward virtual collaboration is only going to accelerate. In fact, it could even be a catalyst to launch projects digitally from the start.

“Perhaps this is the time to prepare for the future in a more thoughtful way,” Sala says. “As we lean more heavily on technology while reopening our construction sites, we will learn a lot about building remotely. Digitalizing this process will enable us to resolve more problems from the early stages and there-

fore become more efficient when we implement them on the work sites. It will also have a hugely positive impact on the environmental and financial aspects of our future work. A BIM project should cost less than a conventional project; that much is obvious.”

Sala says safeguarding against future travel challenges is another benefit: “If we aren’t flying to Mumbai or Madagascar to be with our colleagues, technology can help us retain strong links. We can continue to build good relationships remotely.”

Embracing technologies could be a catalyst for a renewal in the construction industry.

Reopening safely in the wake of a global pandemic is a singular challenge. Still, it could turn out to be the catalyst for a different kind of renewal in the construction industry, one that some argue has been overdue.

“We’ve got a generation gap where young people don’t want to work in construction because it’s perceived to be an unsafe environment and not very technically advanced,” Yarrow says. “Embracing technologies that allow us to, for example, rehearse a build virtually before work starts might help attract new talent. It would also optimize the number of people needed on a jobsite, making social distancing easier to achieve. As worrying as it is today, we might someday see COVID-19 as the disruptor the industry needed to make us think differently about how we build.”

Sala believes the construction industry can rise from this crisis better and stronger. “Beyond a health crisis, we are also experiencing a real-time disruption in how we operate,” he says. “Aiming to emerge from this situation in the traditional ways would be a mistake. We now have new dimensions such as sustainability and digitalization which must become •

 **creative commons** BY MARK DE WOLF/



DOB Issuing Violations To COVID Scofflaws

From Real Estate Weekly

THE GRACE PERIOD FOR INSTITUTING MANDATORY HEALTH AND SANITATION REGULATIONS FOR WORK SITES WAS OVER IN JULY. NEW YORK CITY'S DEPARTMENT OF BUILDING'S INSPECTORS ARE ISSUING TICKETS TO CONTRACTORS WHO AREN'T KEEPING THEIR WORKERS AND SITES COVID-SAFE.

The DOB recently began working with city contractors to devise new rules to protect workers and the public against the spread of coronavirus. The Building and Construction Trades Council of Greater New York (BCTC) and the Building Trades Employers' Association (BTEA) also drew up an agreement to remobilize New York City's construction industry.

The new rules included mandatory face coverings, social distancing, cleaning protocols, educational signage, and record keeping. Key to the remobilization plan was reducing worker density on construction sites and the agreement outlined measures to reduce worker density while maintaining productivity, including employing staggered start times, shift work and other alternative work schedules.

DOB construction inspectors have conducted multiple site visits to each of the over 40,000 active construction sites in New York City, making sure the mandatory COVID-19 health and safety regulations were being followed. Contractors not implementing the new safeguards were issued guidance and instructions on how to bring their work sites up to code.

Now contractors who are found to be flouting the COVID rules will be subject to violations with initial civil penalties of \$5,000 for each offense, as well as Stop Work Orders.

Construction sites that fail to have a safety plan posted at the site or fail to have at least one hand washing/sanitizing facility will be issued a Stop Work Order.

"Our city's construction industry know what is expected of them to help stop the spread of COVID-19 while work continues, and our inspectors will be out in force to ensure they are living up to those expectations," said the DOB.

The BCTC and BTEA have formed an oversight committee that is monitoring on-the-ground activity. The oversight committee,

which includes REBNY, also reviews any submissions by construction managers on projects that have uncertain status as to essential or non-essential designation, or projects that may have been stalled due to the pandemic.

“The safety of our members is always our foremost priority. From the beginning of the pandemic, we worked collaboratively with Governor Cuomo and his administration, alongside union contractors and the real estate community, to institute safety protocols that would go above and beyond in protecting the health and safety of workers,” said Gary LaBarbera, President of the Building and Construction Trades Council of Greater New York.

“These protocols kept workers on essential sites safe at the height of the pandemic and continue to keep workers safe as non-essential construction is remobilized. For the BCTC, it was always about reaching an outcome that would keep workers healthy and safe and restart New York’s economy.

“From the positive feedback we continue to receive from members back on their worksites and our affiliated unions, we’re confident that outcome has been achieved.”

New York City has over 100,000 unionized construction workers and many thousands of other workers in a supervisory or supply-chain roles. •

IMPORTANT SEPTEMBER EVENTS!

AWCI's Industry Leaders Conference will be held as a virtual event Sept. 14-17 due to concerns related to COVID-19

The 7th annual National Safety Stand-Down to Prevent Falls in Construction is scheduled for September 14-18

The NYC DOB Build Safe/Live Safe Conference has been rescheduled to Friday, September 25

How to run an effective virtual meeting: *Stop blaming Zoom!*



By Julie Winkle Giulioni

published in SmartBrief on Leadership

Long before COVID-19 entered the scene, requiring a significant portion of work and work-related communication to go virtual, meetings were an all-too-frequent feature of the business landscape.

Our pre-pandemic research found that 77% of employees reported spending 25% or more of their time in meetings, while 42% were meeting at least half their day or more. And those numbers have only grown.

What's also grown is the level of frustration and exhaustion associated with meetings. Recently video platforms have taken the fall for much of this as we coin new terms like "Zoom fatigue." But the inconvenient truth is that employees are weary less as a result of being a tile on a screen and more as a result of poorly run meetings.

The sheer volume associated with video conference-based communication today is shining a light on the fundamental problems that have persisted for some time in many organizations. And the solution rests less with the digital platform and more with a leader's ability to bring people together in a way that engages, makes good use to time and talents, taps everyone's best thinking and drives tangible results.

Meeting participant complaints -- both pre-pandemic and now -- revolve around a few common concerns and frustrations. The good news is that each is squarely within a leader's control. And addressing them will immediately improve the quality of both virtual and in-person meetings.

Unclear meeting agenda or purpose

Look over last week's calendar and consider each of the meetings you attended or facilitated. Why exactly was each called? What tangible outcomes were achieved?

Many of us struggle to answer these questions. And so do a lot of attendees, which causes confusion, frustration and dissatisfaction.

The fix is easy. When scheduling a meeting, force yourself to summarize the purpose and objectives of the meeting.

Share this information (as well as an agenda) in advance with participant so they can mentally prepare. And request the same from those leading meetings you'll attend. If there's not a clearly articulated purpose for bringing people together (virtually or face to face), a meeting might not be the best use of everyone's limited time.

A blue graphic with white text that reads: "When scheduling a meeting, force yourself to summarize the purpose and objectives of the meeting."

Unnecessary attendees

For many leaders, meeting invitations follow a "more the merrier" philosophy, involving anyone and everyone who's even tangentially associated with the issue. While inclusivity is generally welcome, bloated attendee lists are at odds with how stretched most people find themselves. So, when issuing invitations, remember that less just might be more. Consider who has the information, a stake or role in the outcome, and narrow your list accordingly.

Starting late

The old adage "time is money" is only partially correct. How a leader treats other people's time send a powerful signal of respect and value. Team members may be juggling a lot, and going to extraordinary measure to log on and attend a meeting.

Beginning on time honors the efforts of those who made it and sets an expectation with others for a timely start. (Same goes for ending on time.)

Minimal participation

Video conferencing only exacerbates a challenge that many leaders have faced for some time: finding meaningful ways to engage meeting attendees. In many cases, the reason is structural. In other cases, it boils down to facilitation skills.

Our research found that the two most frequent meeting topics are "status updates" and "information sharing."

When something needs to be communicated, the knee-

jerk reaction is often to call a meeting. But dissemination vehicles like email, texting, video, Slack and other channels gives thoughtful leaders a variety of alternatives to yet another one-way meeting.

So, ask yourself, "Do I need to deliver a message,

or do I need to encourage the exchange of ideas among participants?" Only the latter demands a meeting.

But even when a meeting's purpose aligns with the need for high levels of engagement, participation won't occur by itself. It's the result of a leader's deliberate creation of an agenda, along with a series of open-ended questions and a strategy to ensure that everyone's ideas and experiences are brought forward.

This means shifting the balance of power (and the balance of conversation) away from the leader and toward participants. In fact, most meetings will benefit from an 80/20 split, with attendees doing the bulk (80%) of the talking while the leader uses his/her 20% for structuring, questions and recaps.

A balance must also be struck among participants, and that's the leader's role, too. We've all been in meetings and on calls where a few people monopolize the discussion. Or where the dialogue goes down holes that don't lead back to the meeting's purpose. Or where tangential topics take center stage. Or where sidebars among a few defocus the group.

Leaders must exercise conversational control in a facili-

tative way. They must liken their role to that of a conductor, intentionally bringing the contributions of each individual together into a cohesive melody.

Ineffective or nonexistent follow-up

And finally, given the investment made in planning, preparing and participating in meetings, everyone has a stake in making them pay off. Too frequently, however, we stop just short of the finishing line without bothering to recap meeting highlights, summarize action items or commit to next steps.

Then we wonder why people scatter back to their previously scheduled work and why little happens until the next meeting. People crave a sense of progress and momentum. And leaders can help to facilitate this with clear follow-up actions and inter-meeting accountability and support.

Meetings -- both virtual and in person -- hold great potential for connection, energy, ideas and solutions. Leaders who appreciate this, plan thoughtfully and facilitate skillfully will unlock this potential as they facilitate and deliver powerful results. •

Want to enhance the effectiveness of the meetings you lead? Download our complimentary e-toolkit, "[Facilitating from Afar: Making the Most of Virtual Meetings](#)." In it, you'll find 10 tools, a self-assessment to calibrate your current approach, multiple templates, and countless strategies for taking your skills and your meetings to the next level.

Julie Winkle Giulioni works with organizations worldwide to improve performance through leadership and learning. Named one of Inc. Magazine's top 100 leadership speakers, Giulioni is the co-author of the Amazon and Washington Post bestseller "[Help Them Grow or Watch Them Go: Career Conversations Organizations Need and Employees Want](#)," You can learn more about her speaking, training and blog at JulieWinkleGiulioni.com.

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SMART HARD HAT DESIGNED TO KEEP WORKERS AWAKE CAN ALSO TRACE COVID-19

The simplest machine can often be the most useful—and if that machine arrives at the right moment, it might also become an unlikely hero.

*by Zach Mortice
Redshift by Autodesk*

WakeCap smart hard-hat technology, designed to safeguard fatigued workers, can also trace potential COVID-19 exposure on jobsites. Courtesy of WakeCap. The simplest machine can often be the most useful—and if that machine arrives at the right moment, it might also become an unlikely hero.

WakeCap is a smart hard-hat monitoring device that tracks the proximity of construction workers to each other with the goal of improving efficiency and safety. The company got its start solving a specific safety concern: detecting nodding behavior for drivers who are falling asleep—hence its name—but soon pivoted to technology for construction sites and similar applications.

When the COVID-19 pandemic presented a global public-health crisis and brought the economy to a halt, these simple data points turned out to be heroes for contact tracing on construction sites, adding a layer of safety for workers as the virus lingers.

WakeCap customer Besix traced virus exposure on a 2,200-person jobsite. Courtesy of WakeCap. WakeCap, launched in 2017, is a resident of the Autodesk Technology Center in San Francisco; from



its home base in the city, the company works with multinational construction conglomerates such as AECOM, EMAAR, and Besix. WakeCap has active projects in the United States and the Middle East, where founder Hassan Albalawi hails from, and upcoming work in Japan and India.

This spring, WakeCap customer Besix discovered there'd been a construction worker on a 2,200-person site who had contracted COVID-19. With its monitoring capabilities, the company asked WakeCap: Can you tell us where this worker was on the site and with whom he or she came into contact? The answer was an easy yes, according to Daniel Pifko, WakeCap's vice president for North America.

Because WakeCap had already begun to develop these capabilities, within a few hours, it was able to give Besix

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a list of everyone who had been in close contact with this worker over an extended time, as well as a map of that person's movements across the site. To sort for possible COVID-19 contamination, WakeCap only had to run a new report.

"We can enter, in the case of COVID, a particular badge number, and it will give you a list of who's been in contact with that person," Pifko says. Next, team members looked at second- and third-order contacts (people who had contact with those the infected worker had contact with), which helped them accurately predict which other workers may have contracted COVID-19.

A WakeCap monitoring unit, weighing less than an ounce, attaches to a hard hat's ratchet knob. Courtesy of WakeCap.

WakeCap also lets builders see if advised social-distancing precautions are being heeded and are working. "If I said to one of these companies beforehand, 'Well, is that working?' they would just get this blank stare—they don't know," Pifko says. "We can give them the answer to that. Are you actually limiting it to 15 people in this room? We can answer that."

WakeCap's hardware prizes low barriers to entry (requiring no training) and ease of use over complex functionality, monitoring only where people are and with whom they come into contact. The system uses no more than four components. Each worker has a small monitoring unit, weighing less than an ounce, that attaches to a hard hat's ratchet knob. The unit contains an accelerometer that can detect falls and impacts—a key safety measure.

But in general, WakeCap is hands-off when it comes to intrusive safety warnings such as beeps (which the units can emit) because they can overwhelm an already noisy construction site. Using a button, users can report an

emergency incident and/or signal that emergency messages were received. An optional card-shaped badge (which is not attached to the hard hats) also has this functionality.

A network of anchor devices on the jobsite creates a mesh network that situates workers as units in space. Courtesy of WakeCap.

A set of larger anchor devices are attached to building-



materials across the site, creating a mesh network that situates workers as units in space. These anchors also measure temperature, humidity, and air pressure, which offers builders more safety precautions for dangerous

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heat levels—and greater flexibility.

“If part of the jobsite gets too hot but part of it is still acceptable, you can send out safety officers to determine whether to close down just part of the site,” Pifko says. Without this kind of temperature monitoring, “either they won’t know how hot it is in that enclosed space, so they’re in extra danger, or the opposite will happen, where they’ll have just a couple of thermometers around the jobsite, and they’ll close the entire thing.” Finally, one gateway unit (es-

entially a small computer) on each site links all of the field units together and connects to the Internet.

To address privacy and security concerns, the gateway unit is the only element connected to the Internet (or to a power outlet—all other components are engineered for extreme battery life). WakeCap’s virtual site map is largely self-contained and is not connected to any other geolocation data—online or otherwise—using signal strength as a proxy for distance. There are no cameras or GPS receivers in the

hard-hat units. “We measure the signal strength to the anchors that are placed around us using Received Signal Strength Indicator [RSSI] readings and then multilaterate the location of the hard hat,” Pifko says. “It is important to note that no tracking takes place once a worker leaves the project site.”

Smart hard hat doubles as coronavirus tracer

A smart hard hat that tracks con

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struction workers on job sites has found a second use as a contact tracer among workers who might be spreading the coronavirus. The WakeCap also lets users monitor and maintain social distancing.

Although WakeCap comes with its own proprietary software that collects and displays location and proximity data, it's designed to work with project-management software, emergency-notification platforms, and check-in and attendance applications. For the latter, registering when workers get to the site is a big leap toward the touchless communication that's become necessary in the COVID-19 era. "There are no more punch cards, no more using a communal pen to sign in, or signing

on a communal iPad," Pifko says. "They just walk on the jobsite."

WakeCap lets users import maps and models of the site and overlay and designate zones by location and function. These kinds of divisions can help builders minimize choke points, ensuring there aren't too many people in a given area when social distancing is a key tenet of workplace safety.

Beyond COVID-19 concerns, much of WakeCap's value lies in giving builders a better picture of how people are traveling across their jobsites so they can further refine processes for greater efficiency. Integration with project-management software means "we can slice and dice it by subcontractor or vendor,"

Pifko says. "The general contractor can manage the work time and productivity for its vendors and subcontractors on a jobsite."

These types of efficiency gains are relatively low-hanging fruit for the construction industry, which is both severely underdigitalized and dependent on labor costs (which can make up half of a typical construction budget). As such, WakeCap's project-manager dashboard allows builders to examine what portion of time is spent in productive zones on the site, calculated per individual worker or team, and identify underperforming subcontractors instantaneously, all to avoid a negative impact on budget and timeline.

AUTODESK
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New ROCKWOOL Safe'n'Sound® Offering Provides Excellent Sound Dampening While Simplifying Install Between Floors

ROCKWOOL Safe'n'Sound®, ROCKWOOL's popular stone wool fire and acoustic batt insulation, is now offered in a new 6" thickness. Designed specifically for sound dampening and for faster and easier install between floors, the new 6" thick Safe'n'Sound® is



available exclusively at The Home Depot Canada for the retail box channel.

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ROCKWOOL
Safe'n'Sound®,
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stone wool fire and acoustic batt insulation, is now offered in a new 6" thickness. Designed specifically for sound dampening and for faster and easier install between floors, the new 6" thick Safe'n'Sound® is available exclusively at The Home Depot Canada for the retail box channel.

Previously, to achieve a 6" thickness, customers had to install two, 3" layers of ROCKWOOL Safe'n'Sound® insulation. The new 6" ROCKWOOL Safe'n'Sound® batt product will allow contractors and DIYers to get the maximum sound and fire protection benefits while being friction fit between floors in a single layer, simplifying the process for greater efficiency – reducing installation time.

"We listened to market needs and feedback to develop a new offering in our ROCKWOOL Safe'n'Sound® line," says Kim Friedrich, Marketing Manager – Canada, ROCKWOOL (North America). "This newly introduced

6" Safe'n'Sound® product improves the customer install experience, while providing the same multitude of benefits inherent to all ROCKWOOL stone wool products—sound absorbency, fire protection, moisture & mold resistance and the quality our customers have come to expect from ROCKWOOL stone wool insulation."

New, 6" thick ROCKWOOL Safe'n'Sound® is available in wood stud sizes of 15.25" (16"OC), 23" (24"OC) and 19.2" (19.2"OC I-Joists), while the the full line of Safe'n'Sound® batt insulation products continues to be available in a variety of dimensions for use in residential applications such as between floors, in ceilings, and interior partition walls. Its density and non-directional fibre structure helps it to absorb sound, creating a quieter indoor living space. Withstanding temperatures up to 1,177°C, Safe'n'Sound® is noncombustible and will not produce toxic smoke or promote flames spreading, even when directly exposed to fire. Made primarily of stone, Safe'n'Sound® is also GREENGUARD® Gold Certified and contributes to a healthier indoor environment.

ROCKWOOL

rockool.com

FibaFuse MAX Reinforced



ADFORS has launched its new FibaFuse® MAX Reinforced Paperless Drywall Tape, an innovative, reinforced paperless drywall tape designed for professional renovators and remodelers. The porous design allows compound to flow through the tape for a stronger bond, eliminating bubbles and blisters. The blue reinforcement layer features a patented tri-directional construction that provides crack resistance in multiple directions.

Adfors

us.adfors.com

Titan™ Introduces the 240V Electric Impact® 1640 Airless Sprayer™

Titan has announced the Titan Impact® 1640 electric airless sprayer. Delivering the power of a gas sprayer with the convenience of an electric outlet, this new



sprayer is capable of spraying heavy-bodied abrasive coatings and smooth texture applications, such as level 5 finishes, knockdown, texture and high build coatings.

Driven by a powerful electric motor, the Impact 1640 features a typical L6-30 electric plug and requires a 240-volt outlet, commonly found in spider boxes at commercial job sites, temporary power poles at residential construction sites, generators and welder outlets.

The Impact 1640 will support up to four guns, making quick work of big jobs. It will spray up to 1.5 gallons per minute – nearly 25 percent more output than Titan's Impact 1140 electric sprayer powered by 120-volt outlet.

The Impact 1640's fluid section features the most efficient siphoning system on the market today with a

submerged foot valve for handling heavy bodied coatings with ease. Ceramic balls and carbide seats are resistant to abrasive coatings and the PermaLife™ Cylinder never wears and never needs replacing. It also has Titan's self-adjusting and self-compensating Quad+ Packings™, proven to extend the life of the fluid section and deliver the best performance on every job.

The Impact 1640 features electronic pressure control that provides consistent pressure and eliminates issues with deadband. The unit is also easily field serviceable and the fluid section can be changed out in minutes.

The convenient EZ-Tilt Cart allows for quick and easy pail changes and cleaning. It has a telescoping handle and the unit will tilt back and move easily using just one hand. It's outfitted with a hose-wrap that holds up to 150 feet of airless hose, and two extra-large 12-inch pneumatic tires that increase portability and make travel over rough surfaces easier.

"The Titan Impact 1640 provides the power of a gas sprayer, but with the convenience of electric," said Chuck Flower, product manager for Titan. "Building on our successful line of Impact sprayers, it provides maximum production and ROI for contractors who require a powerful multi-gun sprayer for applying heavy coatings in indoor environments not suitable for gas engine sprayers."

The Impact 1640 comes standard with a Titan RX-APEX™ gun, TR1 517 tip, and 50-foot hose. It is backed by the best and longest warranty in the industry – Titan's WearGuard four-year manufacturer's warranty. In addition, the brushless high efficiency motor is also covered by Titan's Lifetime DuraLife™ warranty.

The Titan Impact 1640 is available in the U.S. and Canada at professional paint and equipment retailers. MSRP is \$7,000. Visit www.titantool.com for more information.

TITAN TOOL
titantool.com

Simpson Strong-Tie Adds Longer Lengths to RCA Family of Rigid Connector Angle Utility Clips

Simpson Strong-Tie, has introduced two new, longer lengths to its successful line of L-shaped RCA rigid connector angle utility clips for cold-formed steel construction.



The product line extension introduces 9-inch and 11-inch clips to the existing lineup of 3-inch, 5-inch, and 7-inch clips. RCA utility clips from Simpson Strong-Tie are available in 12-gauge, 14-gauge, and 16-gauge and feature a G90 galvanized coating for enhanced protection against corrosion.

“The addition of these new lengths to the RCA family provides contractors with a robust range of versatile utility clips to cover a wide range of jobsite applications,” said Simpson Strong-Tie product manager Clif Melcher. “Now contractors have a wide assortment of convenient, quality utility clips at their disposal without having to cut angles in the field.”

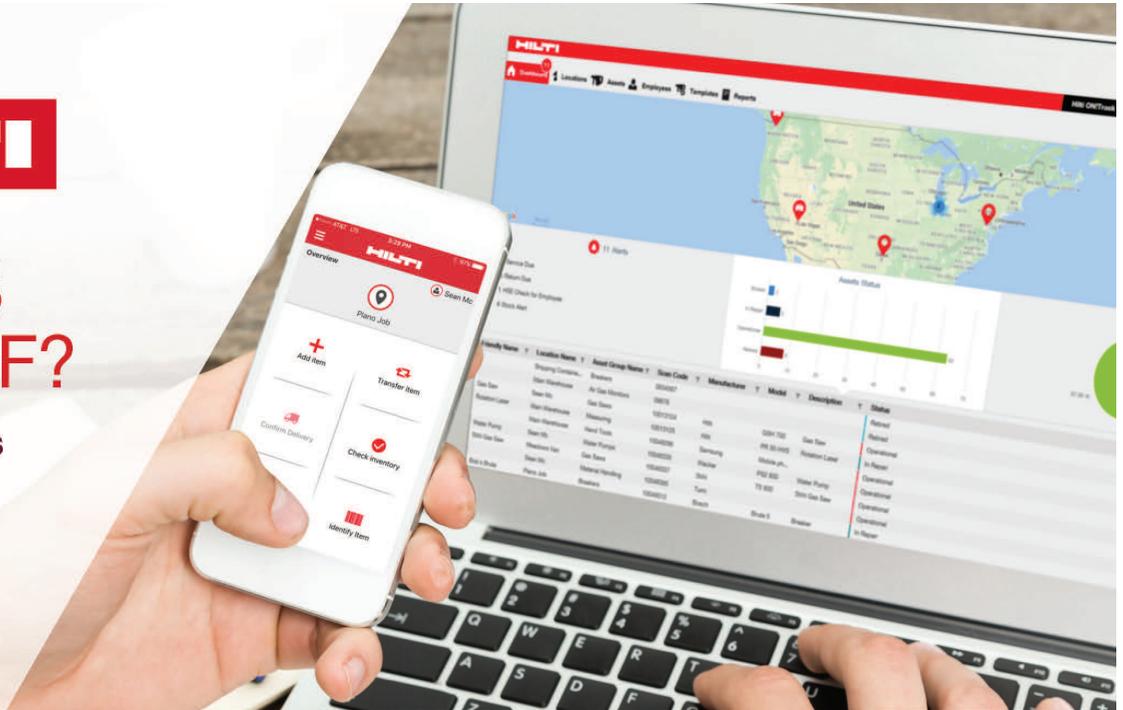
Simpson Strong-Tie® RCA utility clips are easy to install, with prepunched holes for quick and accurate fastener attachment, and can be used for a wide variety of cold-formed steel applications, including miscellaneous header/sill connections to jamb studs, jamb stud reinforcement at track, u-channel bridging, stud-blocking, bypass curtain-wall framing, and joist connections.

Simpson Strong-Tie
strongtie.com/rca



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Product News

Gypsum Association Releases EPD for Typical 5/8" Type X North American Wallboard

The Gypsum Association (GA) has released a revised and updated environmental product declaration (EPD) for 5/8" type X North American gypsum boards. Following the standards set in the Association's recently revised product category rules (PCR) for North American gypsum panel products, the EPD provides vital environmental performance information addressing energy consumption, water consumption, global warming, waste, air emissions and other metrics related to production.

Type X gypsum board is most frequently installed in commercial, institutional and multifamily/mixed-use facilities. Where fire resistance ratings are required, type X gypsum board is typically specified. The GA has also produced an EPD for glass mat gypsum panel products

that will be updated next year, under the new PCR.

The Association's Life Cycle Assessment tools are available at gypsum.org to aid design and construction teams as they strive to meet the sustainability standards set by the United States Green Building Council's Leadership in Energy and Environmental Design (LEED). Project teams pursuing certification under LEED v4 or LEED v4.1 can use the EPD to achieve points under the Materials and Resources Credit: Building Product Disclosure and Optimization Environmental Product Declarations. In addition, the Whole-Building Life-Cycle Assessment credit awards up to four points for demonstrating a minimized embodied environmental footprint in new construction. The newly released Life-Cycle Assessment (LCA) Report Gypsum Wallboards provides the data necessary for those credit calculations.

Gypsum Association

gypsum.org

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Bosch's Versatile New GFA18-H SDS-Plus Rotary Hammer Attachment takes the 18V Flexiclick System to the next level.



Completing the 18V Flexiclick system, the new robust SDS-plus® Rotary Hammer Attachment empowers users to drill into concrete and masonry.

Experience cutting-edge versatility and feel empowered to tackle even the toughest jobs with the new Bosch Power Tools GFA18-H Rotary Hammer Attachment for Flexiclick®.

Compatible with the GSR18V-535FC 18V Flexiclick Chameleon drill/driver, the Bosch GFA18-H Rotary Hammer Attachment seamlessly transforms the already multifaceted tool into an SDS-plus® rotary hammer. The Chameleon all-in-one drill/driver system comprises four pro-grade attachments including the GFA18-H and is high torque and connected ready. The fifth component of the 5-in-1 system is its built-in 1/4-inch hex bit holder.

“Our new SDS-plus Rotary Hammer Attachment expands the capabilities of the 18V Chameleon, pushing the envelope on the versatility Bosch can pack into a single tool,” said Bosch Power Tools product manager Will Shiel. “This attachment delivers the performance we set out to create, and then some, to help our users drill into tough materials with unparalleled power and accuracy.”

With the GFA18-H attached, the 18V Flexiclick® delivers a robust 0.74 Ft.-Lbs. of impact energy (EPTA) and a 3/8 In. maximum drilling capacity into concrete. It features a no-load bpm of 0 to 5,400, providing professional performance in masonry-drilling applications, and comes with a removable side handle and depth gauge to increase tool control.

The 18V Flexiclick® is connected ready for greater feature customization. Bluetooth® connectivity can be activated using the optional GCY42 Connectivity Tool Module (sold separately). The system is also equipped with an efficient EC Brushless motor that produces up to 535 In.-Lbs. of torque; KickBack Control; and a 20+1 precision clutch. The GFA18-H attachment joins the system's existing pro-grade attachments that include a right-angle chuck, offset hex bit holder and 1/2-inch keyless metal chuck.

The Bosch GFA18-H, Rotary Hammer Attachment and the GSR18V-535FC Flexiclick® are now available for purchase.

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Makita Raises The Bar With Impact XPS, The Industry's New Leading Line Of Bits And Fastening Accessories

Impact XPS Bits last up to 90-times longer than standard bits

Makita U.S.A., Inc., the innovation leader in power tools, outdoor power equipment and accessories, has released Impact XPS™, the industry's new leading line of bits and fastening accessories.

Impact XPS will shake up the fastening accessory category with insert bits and power bits engineered to last up to 90-times longer than standard bits. The entire Impact XPS line offers 117 different skus that include insert bits, power bits, insert bit holders, magnetic nutsetters, sockets, and socket adapters.

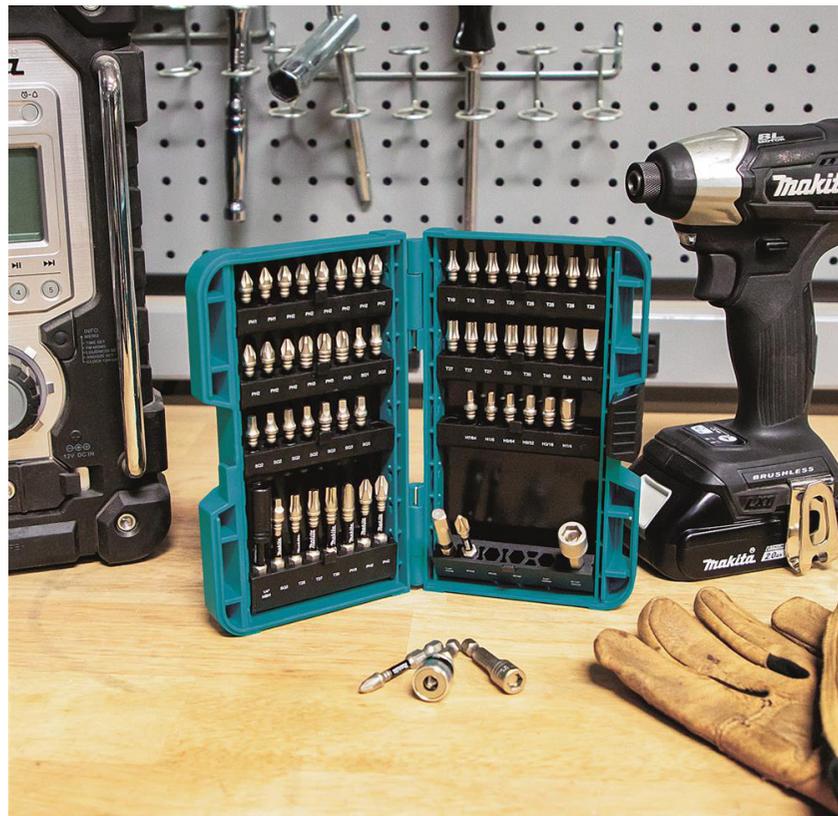
“Standard bits are not keeping up with today's higher torque fastening tools,” said Steve Relaz, product manager, accessories, Makita U.S.A., Inc. “Makita is the leading innovator of torsion zone technology in insert bits, and Impact XPS is the next generation of premium accessories engineered to withstand use with the hardest-hitting high-torque impact drivers. The Impact XPS line offers the highest quality for exceptional product life, meaning less wasted time for contractors due to broken bits.”

Impact XPS Bits are expertly engineered to withstand the hardest hitting impact drivers, drills and screwdrivers. Three unique features help eliminate common pain points of bits:

Exact Fitment – Precision machined bit tips fit screws with minimal variance, thereby minimizing wear on the bit and screw. This helps prevent screw head stripping (cam-out).

Pulse Torsion Rings and Zone – Makita is the leading innovator of torsion zone technology in insert bits. The specially engineered pulse torsion rings and torsion zone help prevent the screwdriver bit from snapping.

Pulse torsion rings disperse impact energy through the torsion zone and off the bit tip. The torsion zone has been optimized to flex under load to transfer impact energy for improved bit life. The length combined with diameter is a



special formula to create an optimized torsion zone. This engineering works together for longer performance life.

Unique Steel Blend – The unique steel composition is engineered for increased durability to minimize stripping of screwdriver tips. The Impact XPS bits also feature a matte nickel surface for corrosion resistance.

These three unique features combined deliver a performance life of up to 90-times longer than standard bits. To demonstrate this advanced engineering, Makita created a hard-stop performance test that subjected a range of power bits to the full fastening force of a high-torque impact driver. Watch a video of this performance test at makitatools.com/impactxps

Impact XPS Insert Bits and Power Bits feature exact fitment,

Product News

pulse torsion rings and zone, and a unique steel blend for up to 90-times longer performance life than standard bits. Impact XPS Insert Bits and Power Bits are available in Phillips #1, #2 and #3, Square #1, #2 and #3, and Torx T10, T15, T20, T25, T27 and T30. Impact XPS Power Bits are available in 2", 3" and 6" lengths.

Impact XPS Magnetic Insert Bit Holders are ideal for use with Impact XPS Insert Bits. The bit holder is engineered to allow the torsion section of the bit holder to flex under load, taking pressure off the bit tip for increased durability in high torque applications. Impact XPS Insert Bit Holders are available in 2-3/8", 3", 6" and 12" lengths.

Nutsetters

Impact XPS Magnetic Nutsetters are designed to drive hex head nuts and self-tapping screws in a variety of applications. The hex shank allows for convenient use with high-torque impact drivers and driver-drills. Flat edges at the hex open-

ing provide full contact with flanged hex head screws, and the lobular design is engineered to reduce stripping damage by driving fasteners on the sides, not the corners. The fixed magnet insert allows for easy one-handed operation. Impact XPS Nutsetters are available in 2-9/16" and 6" lengths in 1/4", 5/16", and 3/8" sizes.

Sockets and Socket Adaptors

Impact XPS Sockets and Socket Adaptors are designed to handle the fastening of automotive bolts and fasteners, lag bolts, threaded rod nuts, and more. The 6-point sockets feature a lobular design engineered to reduce stripping damage by driving fasteners on the sides, not the corners. Both metric and SAE socket sets are available, with 2" socket adaptors for use with 1/4", 3/8" and 1/2" sockets.

MAKITA TOOLS

makitatools.com/impactxps



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Clark Dietrich Expands Family of Pony Wall Products With New Lighter Gauge Option

Pony Wall Lite solves a variety of familiar challenges for dealers and contractors with lighter plate

ClarkDietrich is giving contractors and dealers more options for partial wall framing, expanding its line of popular Pony Wall products to include a new, lighter gauge option. ClarkDietrich's newest addition to the Clip Express lineup, Pony Wall Lite rounds out the portfolio with an installer-friendly, cost-effective option, while offering accredited lab-tested data that eliminates load-size guesswork

Intended to support out-of-plane loading of cantilevered partial wall systems that are unsupported at the top track, all of ClarkDietrich's Pony Wall products help eliminate on-site fabrication. Out-of-plane loads are transferred to the floor system through the base-plate, which is welded to the Pony Wall Lite stud member.

Specially designed for interior applications, the 16-gauge Pony Wall Lite features a thinner plate that is compatible with the 2.5-inch stud wall. In addition, Pony Wall Lite is available in 24", 36", 48" and 60" sizes to accommodate various project dimensions. As an added benefit, the smaller steel plate makes Pony Wall Lite a more cost-effective offering for jobs large and small.

"At ClarkDietrich, our goal is to exceed expectations for every application--whether that be the 12-gauge Pony Wall



for high load rated walls, ribbon windows and parapets, or the new 16-gauge Pony Wall Lite for simpler applications. We are proud to provide a full spectrum of clips and connectors," said Brett Hironimus, sales director, Clip Express.

ClarkDietrich Pony Wall Lite has been extensively tested and meets all applicable ASTM standards for cold-formed steel framing members, providing quality assurances that are unavailable with locally-welded clips and connectors. In addition, both products in the Pony Wall family were tested by an accredited lab.

With a reputation of quality manufacturing for more than 40 years, ClarkDietrich offers the world's largest selection of steel framing and finishing products. The company offers a full line of drywall studs and accessories, structural studs and joists, metal lath and accessories, shaft wall studs and track, interior and exterior finishing products, and connectors and accessories for commercial and residential construction. ClarkDietrich cold-formed steel products are available nationwide and are precision manufactured from steel coils with a variety of corrosion-resistant options.

CLARK DIETRICH
clarkdietrich.com

Work Safe...Stay Safe

U.S. Department of Labor Issues Revised Rule Concerning OSHA Access to Employee Medical Records

The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) has revised the Rules of Agency Practice and Procedure Concerning Occupational Safety and Health Administration Access to Employee Medical Records. The rule describes internal procedures that OSHA personnel must follow when obtaining and using personally-identifiable employee medical information.

OSHA has identified and amended several provisions of the regulation in order to improve efficiency in implementing these internal procedures. The final rule:

Transfers the approval of written medical access orders (MAOs) from the Assistant Secretary of Occupational Safety and Health to the OSHA Medical Records Officer (MRO). The MRO is responsible for determining the transfer and public disclosure of personally-identifiable employee medical information in OSHA's possession;

Clarifies that a written MAO does not constitute an administrative subpoena; and

Establishes new procedures for the access and safeguarding of personally-identifiable employee medical information maintained in electronic form.



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