



NEWSLINE

Associated Builders & Contractors' Monthly Bulletin

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Breaking News

ABC of Western Washington Awarded Diversity Grant



ABC of Western Washington was recently awarded a \$10,000 Chapter Diversity Initiative Grant from ABC National to assist in its efforts to develop a long-term diversity program. The money will be used to support the Higher Education Mentor/Protégé Program. Participants in the program can receive training in financial management, business development and construction process management. They can also receive scholarships for programs that specialize in the development of

executives of minority-owned businesses.

"It is critical that we reach out across our communities to get people involved in the commercial and industrial construction industry," said **Bill Fairchild**,
(Cont'd. on pg. 4)

Save the Date

North End Networking

ABC is working on growing its membership in the north end and the free networking events in Mt. Vernon are always a hit! Come join other contractors at the Skagit River Brewery on October 8th for appetizers, drinks and conversation.

This is a very casual and fun environment where we discuss industry issues and learn more about how to take advantage of member benefits. ABC encourages all members to bring a non-member to the event to teach them about ABC. If that company joins ABC, the member will receive \$100 cash and the new member will receive 15% off their membership dues.

For more information about this event or to register, please contact **Amy Gegoux** at (800) 640-7789 or amy@abcwestwa.org.

News You Can Use

ABC Helps Rehab Camp Long



ABC members and staff worked alongside members of National Association of Industrial and Office Properties (NAIOP) to provide significant improvements to
(Cont'd. on pg. 3)

Glow Ball Fundraiser Brightens PAC Fund



ABC members met at Foster Golf Links in Tukwila on the evening of Friday, September 5th for the second annual Glow Ball tournament that raised over \$2,300 for ABC's State Political Action Committee fund.

Golfers first had a buffet dinner sponsored by **Bell-Anderson Agency, Inc.** at Gordon's on the Green, the restaurant associated with Foster Golf Links. ABC had its own room within the restaurant complete with a private bar.

After dinner, members headed out to their holes to tee off a round of night golf! Clear golf balls were provided to all players, along with a "glow stick" that illuminated the ball. Pins were lit and glowing orbs lit the tee boxes, but other than that it was up to the skill of the golfer and good golf instincts to avoid the scattered trees and bunkers.

The team of **Dustin Long** (Big Sky Northwest Construction), **Jeremy Stendera** (APEX), **Matt Meyers** (Bellevue Financial) and **Tim Nierman** (Parker|Smith|Feek) shot the lowest score of the day. Each received a gift certificate to Puetz Golf Centers for their outstanding play (group pictured above). Matt Meyers had the shot of the night, putting a 40-foot chip in the bottom of the cup!

In addition to the buffet dinner, each golfer received drink tickets and a gift bag. ABC thanks **CHG Building Systems, Inc.** for sponsoring this event, along with **Enterprise Fleet Management, Griffin Maclean Insurance** and **RESTORx of Washington** for sponsoring the giveaway items.

ABC's next PAC fundraiser is Tuesday, October 28th at the Everett Events Center for an Everett SilverTips hockey game! ABC has a private suite for this event. For more information on ABC PAC fundraisers or to register for an event, contact **Aran Buchan** at aran@abcwestwa.org.

Public Policy

Election's Impact on Union Organizing

The most important labor issue the next President will face will be "Employee Free Choice Act", also known as the Card Check policy. The EFCA would force employers to recognize unions as their employees bargaining agent based upon a showing of signed authorization cards, with no right to demand a secret ballot election. Senator Obama has endorsed the Employee Free Choice Act, Senator McCain has said he would veto the bill.

The bill would also create a new system of binding arbitration that would force a new contract on employers if they fail to reach agreement with the union after bargaining. The EFCA would dramatically increase employer penalties, including large fines and windfall back pay awards to union supporters who are able to prove discrimination at the NLRB.

While the EFCA has received the most attention, the candidates have also diverged on a series of other union-sponsored bills that could become law in the next administration. The RESEPCT Act would change the definition of "supervisors" under the National Labor Relations Act, with the goal of narrowing the number of managers who could be excluded from unionization. Senator Obama has also personally sponsored the Independent Contractor Proper Classification Act of 2007, which would make it more difficult for employers to enter into contractor relationships with workers. The impact of this bill would be to increase the number of potential employees who have the right, under federal law, to join a labor union, or to engage otherwise in certain concerted activity, with the workplace-related protections afforded by the National Labor Relations Act. The law, if passed, would impose drastic penalties on employers for misclassifying workers.

Finally, the new President will control appointments to the federal agencies that would enforce each of the laws referenced above, including the U.S. Department of Labor, the NLRB, EEOC and OSHA. The President will also appoint new federal judges, likely including to the Supreme Court, to hear appeals from these agencies and interpret the new laws. For all these reasons, the stakes for the merit shop construction industry in November will be very high.

Aran's Political Corner:

'08 Election Closer Than 2000?



Current polling suggests that the 2008 election may be an even closer presidential race than the Bush-Gore campaign of eight years ago.

In four national tracking surveys (Research 2000, Diageo/Hotline, Rasmussen Reports, and Gallup) taken between September 12-14, Barack Obama leads in two polls as does John McCain. Obama's cumulative advantage in the two polls shows a lead of four points, while McCain's cumulative advantage in the two surveys show him with an identical four-point lead. Ten states are within the margin of error, meaning the two candidates are separated by less than five percentage points.

Based upon the latest available state-by-state polling, only two places would vote differently today than they did in 2004 - Iowa and Colorado, both going from Republican to Democrat. This would still allow McCain to win, however, as the Arizona senator would claim 270 Electoral Votes to his opponent's 268.

The thin margins found in so many states seem to be becoming more common. Obama received some welcome good news in Virginia on Sept. 15th, as *Survey USA* poll now showed the Illinois senator ahead of McCain 50-46%. Conversely in New York, a normally rock-solid Democrat state, the new Siena College poll has McCain pulling to within five points of Obama, 46-41%.

The race for governor in Washington shows a similar trend. Republican challenger Dino Rossi has pulled ahead of Christine Gregoire for the first time since February. The Rasmussen Reports telephone survey finds Rossi leading the incumbent 52-46%. The same race in 2004 ended in a controversial win for Gregoire that had to be decided by two recounts and state courts.

Spotlight on Safety

L&I Is Calculating Rates for 2009

The Department of Labor & Industries (L&I) is in the process of calculating the industrial insurance rates for 2009. The preliminary numbers indicate an average 3 percent increase.

On September 17, 2008, L&I filed the proposed rating rules notice (CR-102). On October 7 they will be mailing their "Employer News" to all employers in the state giving the proposed rates.

Employers will have the ability to comment on the proposed rates across the state. The hearings are currently scheduled from October 21 through 24, 2008. Locations will be Spokane, Vancouver, Mount Vernon, Tukwila, Tumwater and Yakima. The dates will be announced later.

Once the hearings are complete, the rates will be adopted on November 26, 2008. The annual rate notices will be in the mail to all employers beginning December 17, 2008.

ABC will let you know as soon as the rates are posted. These rates become effective January 1, 2009. For more information contact Vice President of Safety and Education **Ann Jarvis** at (800) 640-7789 or ann@abcwestwa.org.

Crane Rule Phase 1 Complete

The first phase of the crane rules for operator certification, crane certification and crane certifier requirements has gone through the public hearing stage. The current adoption date is November 4, 2008 with the effective date being January 1, 2009.

The crane legislation states that "No person may operate a crane unless he or she is a qualified crane operator. Qualified crane operator requirements must include that the crane operator have a valid crane operator certificate for the type of crane to be operated and issued by a nationally recognized accrediting agency." At the present time there is only one nationally recognized accrediting agency and that is the National Commission for the Certification of Crane Operators (NCCCO).

If you have crane operators, they must be certified and keeping track of their hours of operation by the type(s) of crane operated. On January 1, 2010 they will have to be certified by the state to operate any and all types of construction cranes. The hours of operation required differs by type of crane. There will be no grandfathering of operators; in other words, if they do not have their NCCCO certification and hours of experience, they will no longer be able to operate a crane until they meet the training requirements.

ABC/WW will be offering its first NCCCO Mobile Crane training in October 2008. Overton Safety Training, Inc., an authorized NCCCO trainer, will be our provider. The class is offered October 14 - 18. There will be classroom study for the first three days and then the written test will be on the 17th with the practical exam on the 18th. Both the written and practical exams must be passed in order to receive operator certification. To register for this class contact Safety Coordinator **Stacie Elledge** at (800) 640-7789 or stacie@abcwestwa.org.

ABC/WW and Overton Safety Training, Inc. will be offering more NCCCO crane certification classes in 2009. Check out the ABC Website and your monthly training flyers for the dates. If you have any questions contact **Ann Jarvis**, vice president of safety and education, ann@abcwestwa.org or (800) 640-7789.

ABC Helps Rehab Camp Long *(Cont'd. from pg. 1)*

Camp Long Environmental Center in West Seattle during the annual Community Enhancement Day on September 20.

Over 390 volunteers rehabilitated trails in the 55-acre park, built benches, cleared overgrown plants, installed new landscaping, repaired cabins, and restored fire pits on one of the more rainy September days in recent memory. The ABC staff was in charge of "volunteer services" for the day, including registration, first aid and lunch. The staff at Camp Long, as well as the many citizens and groups who use the park's facilities, were very appreciative of all that was done to enhance this "best kept secret in Seattle."

Congratulations to our 2008 ABC Safety Alliance Members!



Adept Mechanical Services, Inc.
Advanced Construction, Inc.
Bird Construction, Inc.
CHG Building Systems, Inc.
Graham Contracting, Ltd.
Haggard Electrical Contractors
High Country Contractors, Inc.
Ketchikan Drywall Services
Krekow Jennings, Inc.
Marpac Construction, LLC
McMullen Electric, Inc.
North Star Electric, Inc.
Pattison Construction Co.
Remco - Deacon, Inc.
Rushforth Construction Co., Inc.
Saybr Contractors, Inc.
SD Deacon Corp. of WA
S.M.E., Inc. of Seattle
VanWell Masonry

There are advantages to becoming a Safety Alliance member - such as a possible "pass" on inspections from the Dept. of L&I! Contact Vice President of Safety & Education **Ann Jarvis** at ann@abcwestwa.org, 800.640.7789 or 425.646.8000 to find out more.

Congratulations to our ABC Accredited Quality Contractors!

Air Systems Engineering, Inc.
CHG Building Systems, Inc.
Hamer Electric, Inc.
John Michael Hall Corp.
Merit Mechanical, Inc.
SME, Inc. of Seattle
Synergy Construction, Inc.
TEAM Construction, Inc.



Associated Builders and Contractors, Inc.

For more information on the AQC program, please contact Kim Trautman at 800.640.7789.

ABC's YPG Off to a Fast Start

ABC's Young Professionals Group (YPG) had a very successful networking event on September 3rd at the Spot Off Main in Bellevue. There were over 30 members who attended to network and discuss important issues.

The YPG steering committee meets once a month to decide on how to get more young professionals involved in the construction industry. It is made up of young people from all different professions: Chair **Ryan Haggard (Haggard Electrical Contractors)**, **Dustin Long (Big Sky Northwest Construction)**, **Jeremy Stendera (APEX)**, **Tim Nierman (Parker|Smith|Feek)**, **Anthony Christoffersen (Tradesmen International)**, and **Matt Bryant (Baldwin Resource Group, Inc.)**.

One of the major goals of the YPG (besides networking) is to get involved in community service projects. The YPG steering committee is kicking things off with a Toys for Tots Drive at the December 3rd open house at ABC. You can drop off any new toy at the ABC office in Bellevue from now through December 3rd.

The next YPG event will be a tailgate party before the Huskies vs. Notre Dame game on October 25th. If you are interested in RSVP'ing for this event or want to find out more information, please contact **Amy Gegoux** at (800) 640-7789 or amy@abcwestwa.org.

ABC of Western Washington Awarded Diversity Grant

(Cont'd. from pg. 1)

2008 ABC national chairman and president of R.W Murray Co., Manassas, Va. "This grant program serves as a catalyst to strengthening diversity in the construction workforce."

To be eligible for the diversity grant, ABC of Western Washington satisfied six critical elements in the application process: partnering with local organizations representing minorities or women, maintaining a commitment from leadership, using effective practices, securing additional resources from strategic partners, developing models on effective approaches and measuring results.

Each grant application is reviewed by an independent panel. The funding is intended to cover a 12-month period with quarterly reporting.

Meet the New Members

ECO 3

Stormwater Consulting and CESCL Training / Phil Fortunato / 253.931.8100 / www.eco-3.com

Eco 3 is a stormwater consulting and certification erosion and sediment control lead training company that has been in business for six years. They specialize in DOE-approved erosion training and stormwater permit compliance. They offer training classes throughout Western Washington, online courses and in-house training. Eco 3 joined ABC to take advantage of the various training classes offered through ABC and to get involved in the Green Council.

Members on the Move

Ewing & Clark Construction Services has moved to 4742 42nd Ave. SW #3, Seattle 98116. Phone and fax numbers remain the same.

Market Contractors, Ltd. has a new address: 10250 NE Marx St., Portland, OR 97220. The phone number is now (503) 255-0977; fax (503) 255-4979.

Rodgers Electric has changed its name to **IES Commercial**.

Tennison Construction has moved to 420 Valley Ave., Sumner 98390.

Volunteer of the Month

Karen Primeau of **Platinum Group, LLC** has been chosen as October's Volunteer of the Month for her dedication and passion for the protégé/mentor program offered through the ABC Diversity Committee.

Karen has been a mentor on our ABC Diversity Committee for many years. She takes time to mentor minority emerging contractors and helps recognize protégés who would benefit from our services. She was instrumental in helping ABC obtain a \$10,000 diversity grant from ABC National to help improve the mentor/protégé program. Karen also supports ABC by volunteering her time to instruct at our School of Construction Management that is offered twice a year.

Before becoming involved in ABC's diversity efforts, Karen spent more than 20 years working on the Minority Women Business program for the Port of Seattle, three years as contractor development division manager in Portland's office of management and finance, and then she moved back to Seattle to become executive director of the Contractor Development and Competitiveness Center, a program within the Urban League to assist women and minority contractors.

We are so pleased that Karen has found another outlet for her knowledge and zeal for helping all contractors reach their full potential.

Website of the Month

ABC of Western Washington has redesigned its Website - check it out and let us know what you think!

www.abcwestwa.org



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Network News

Rafn's Lessons Learned from LEED™ by Pam Worner, ABC Green Council Chair



Rafn Company's *Broadway Crossing* project won the 2008 ABC Excellence in Construction Award for Mixed Use Construction.

were very successful, Debbie and Justin identified several ways meeting LEED™ requirements impacted project costs and schedules.

Product Sourcing

Finding products that meet LEED™ requirements for VOC content, formaldehyde content, or Forest Stewardship Council (FSC) certification can still be challenging, especially when it comes to balancing those requirements with specific performance needs.

Product Delivery

As demand grows for these products, demand may outpace supply, resulting in back orders and long lead times. Shipping can also become more complicated if, for example, the only product that meets your specifications comes from overseas.

Data Collection

As Debbie and Justin demonstrated, every LEED™ project culminates in a huge binder of receipts, photos, MSDS sheets, and other detailed documentation. They learned quickly that collecting that data was a major undertaking in itself. They developed new subcontractor forms and encouraged the foreman, carpenters and other Rafn personnel to take a digital camera with them each time they walked the job to get the pictures they needed.

Rafn's solution to all these issues is to plan ahead and not panic. Debbie and Justin both concur that, while your first LEED™ project can feel overwhelming, by your second one, you'll feel like a pro!

In addition to chairing the ABC Green Council, Pam is 'Top Dog' of Green Dog Enterprises, a green building consulting firm specializing in third-party verification and marketing of residential projects.

Negotiations: Getting results by John P. Kreiss, Morgan Sullivan

Negotiation is a big part of doing business in construction and real estate. Overall performance can often be attributed to outcomes resulting from these types of agreements. Negotiation becomes even more important in down economies when margins become tighter and everyone wants a deal. For me personally, collaboration has worked much better than confrontation. Here are few tips for successful negotiations:

Do your homework. Knowledge instills confidence. Lack of knowledge instills fright. The Internet makes it pretty easy these days to conduct research on just about anything. Take the time to research the products or services you'll be discussing and improve your chances of getting the results you want.

(Cont'd. on pg. 6)

ECC Touring Lighting Design Lab

ABC's Electrical Contractor's Council (ECC) is touring Seattle's Lighting Design Lab on Wednesday, October 1st from 1:00 to 3:00 pm.

Since opening their doors in 1989, the Lighting Design Lab's mission is to transform the Northwest lighting market by promoting quality design and energy efficient technologies.

One of the Lighting Design Labs major draws is its advanced mock-up facility. It's a full scale installation of a proposed lighting system. Actual light fixtures, fixture placement, ceiling height, room dimensions, surface finishes and furniture layout can all be evaluated in a mock-up, allowing the design team to view and make necessary changes before actual construction begins.

Staff members of the lab will be happy to answer any questions you may have along the way. This event is free of charge for ABC members, but registration is preferred. If you would like to register for this event, or to join the Electrical Contractors Council, contact **Amy Gegoux** at amy@abcwestwa.org or (800) 640-7789.

Donate to ABC's Luau Auction!

Donations are now being accepted for ABC's 25th Annual Dinner Auction "Luau" being held at the Doubletree Hotel Seattle Airport on Saturday, November 15th. ABC members always donate the most creative items, and you have until October 27th to come up with you're own unique donation. By donating, you are helping to raise money for ABC's many activities in supporting the construction industry, as well as supporting ABC's community partner the **Make-A-Wish Foundation**.

This will be the event of the year with live entertainment, three silent auctions and a highly amusing live auction, complimentary Mai-tai's, and the very popular Dessert Dash. We have special seating in the front rows, so hurry and get your reservations in!

Besides donating a great item, there are also sponsorships available; this is a great way to advertise your company within the construction industry. To learn more about this fun-filled evening or if you have any questions, please contact **Amy Gegoux** at (800) 640-7789.

ABC Green Council Roundtable – Navigating the Green Materials Maze

What makes one product “greener” than another? What’s it made of and does it emit any toxic chemicals? Does it cost more and can it be recycled? There are so many questions when it comes to the changing world of green materials. To find answers to these questions, or answers to your own questions, attend the October 2nd Green Council Roundtable by ecohaus. Contact **Kim Trautman** at (800) 640-7789 or kim@abcwestwa.org to register or to request to be added to the email notification list.

Can’t make this meeting? The next Green Council Roundtable topic will be Green Fleet on November 6th. Along with learning more about the emerging field of green building and sustainability, the roundtable provides a great forum for networking.

ABC’s Green Council Roundtable meets the first Thursday of the month from 11:30 am – 1:00 pm at CITC in Bellevue.

Green Building Resources

ABC National has developed a handy, four-page, “Green Building Resource Guide” to assist members in understanding green building as well as the benefits of green building. The guide provides a list of resources available through the Green Building Library including:

- ABC’s Green Building “Resume”
- U.S. Environmental Protection Agency’s (EPA) “Energy Star” program
- U.S. Green Building Council’s (USGBC) Leadership in Energy and Environmental Design (LEED)
- U.S. Green Building Council’s (USGBC) Reference Guides

The resource guide also includes the different Green Building education and training resources that are available, such as online courses through the USGBC, and the Green Advantage Environmental Certification Program. For a copy of ABC’s Green Building Resource Guide contact **Kim Trautman** at ABC, (425) 646-8000, (800) 640-7789 or kim@abcwestwa.org.

ABC Working For You

ABC Offers New Management Series



ABC kicked off its new management series “Transforming your Business in Six Easy Steps” on September 10 to great success. This management series is aimed at helping business owners and top managers achieve their fullest potential. It is being presented by ABC member Manifest Management, an award-winning consulting and educational firm out of Utah that recently opened an office in Kirkland.

The first seminar, “Managing by the Numbers” taught the attendees how to develop a revenue and cost model and, most importantly, how to determine the break-even point in your business. If you could not make the first session, be sure to enroll in the remaining five. Each session is a stand-alone topic. Future topics include: helping new business owners develop a simple business plan (10/01/08), how to avoid the six most common and costly marketing mistakes and using the Internet to convert potential clients into customers (10/08/08), hiring the right employees and how to increase employee morale and performance (10/29/08), how to double your sales closing rate (11/19/08), and the five universal laws of business success (12/10/08).

For more information, visit our Website at www.abcwestwa.org, or to register in any upcoming seminar, please contact **Stacie Elledge** at stacie@abcwestwa.org or (425) 646-8000 or (800) 640-7789.

Negotiations: Getting results (Cont’d. from pg. 5)

Seek alternatives. Having choices to fall back on is critical and avoids dumb decisions made out of desperation. The alternatives may not be the preferred choice, but having the option provides leverage and improves your negotiating position.

Empathy. Negotiating is a process of communication. Good communicators are often good negotiators. Listening and understanding the goals and objectives of the other party improves your chances of coming to an agreement that will work for you and the other party. You don’t have to agree with the other parties’ agenda, but understanding it might help identify areas of collaboration.

Establish boundaries. The only thing worse than not having enough work is having work that loses money. This may sound like common sense, but there are plenty of documented cases where companies will lose money simply to win new business. Do this enough times and see your business go away. Know your profit points and don’t accept deals that lose money.

Don’t be afraid to walk away. Bad deals often result out of desperation and emotion. It’s important to understand that coming to agreement in all cases is not usually a good thing. There are almost always viable alternatives that can be found and good negotiators understand that part of the process includes exercising restraint even if it means walking away.

Keep your emotions under control. Sometimes people will make requests that are perceived as unreasonable. When this happens, it’s important to keep emotions under control and not take the process personally. People who can control their emotions in the process understand that they have the power to say “no” when unreasonable requests are made, but keeping calm also allows good negotiators to listen and understand the other parties’ objectives and perhaps identify options that will work for both sides.

Two books that I highly recommend for construction and real estate executives seeking more information on the art of negotiation are, *The Secrets of Power Negotiating* by Roger Dawson, and, *Getting to Yes*, by Roger Fisher, William Ury, and Bruce Patton.

ABC Working For You

ABC and UW Working Together



One of ABC's goals for the coming year is to strengthen its ties with the construction management program at the University of Washington. There are five ways in which members can become more involved with the program, its students and graduates:

1) ABC is hosting a **pizza get-together** on campus on Monday, October 20 to introduce ABC to the students at the beginning of their school year and to get members and students together to talk about internship opportunities. It is recommended that contractors send younger employees who can tell students what to expect when they graduate. The students are looking for paid internships, and vacation and summer employment. Contractors should be willing to invest in a student by providing pre-graduation employment. More details on this meeting will soon be available.

Members can participate in the **Capstone Program** for seniors. This is a culminating course designed for students to demonstrate proficiency in all the courses they have taken. Students select a real project and prepare a competitive proposal.

2) Volunteers from the industry are needed to **mentor the students** as they prepare their project. This mentoring opportunity is available in April and May in pre-selected consulting times on campus.

3) Volunteers from industry are also needed to **participate as panelists** to hear and critique the Capstone presentations. The three-hour sessions are held in early June in late afternoon and evening time slots on campus.

4) Members can make a **contribution in cash or in-kind** to help complete the Pacific NW Center for Construction Research at Sandpoint. While the center will be in use this September, there is more to be done.

5) UW students participate in the **ABC National Student Chapter competition** during the ABC convention in late February. The four-student team must prepare a bid, schedule, safety plan, etc. for a pre-selected project. The students then go to the convention to complete their work and the finalists make a formal presentation to a panel of judges. **The students would greatly benefit from having some mentors to help them prior to going to the convention.**

ABC is creating a separate listing of members interested in becoming more involved with the UW program. If you are interested in being contacted about these activities and opportunities in the future, please contact Stacie Elledge at stacie@abcwestwa.org, (425) 646-8000 or (800) 640-7789.

(P.S. We know there are CM programs at other universities, but because of geography, we can really only make a difference in the central Puget Sound area.)

ABC Institute Offers Session on LEED™ Certification

The upcoming 2008 ABC Institute, to be held Nov. 12-13 at the Westin Hotel in Long Beach, Calif., will feature a special on the U.S. Green Building Council's (USGBC) Leadership in Energy and Environmental Design (LEED™) green building rating system.

The half-day "LEED™ Workshop: Project Costs and Returns" session will be held on Nov. 13 from 1:15 p.m. - 5:00 p.m. and will provide participants with tools to calculate costs, evaluate benefits and determine strategies to maximize resource selections when working on an environmentally-friendly project. There is an additional fee to register for the LEED™ workshop session of \$175 for USGBC members and \$225 for non-members.

In all, the 2008 ABC Institute will feature more than 70 sessions in 10 specialty tracks that include topics such as leadership development, financial operations, team building, communication skill development and best management practices. A special construction executive track includes some of the 30 sessions that have been developed specifically for contractors.

Participants at the two-day ABC Institute will learn how to become more effective in their leadership and management practices and grow their skill set within their specialty. Top construction industry consultants from FMI will lead management development sessions focused on a wide range of topics, including megatrends in construction, how to differentiate one's company and how to more effectively communicate with customers. In addition, executive trainers from Human Dynamics will present sessions on boosting critical and creative thinking, and ways to assess different leadership styles.

Companies interested in participating as an event sponsor are invited to contact ABC National's **Tim Welsh** at (703) 812-2017 or welsh@abc.org.

For more information, visit the 2008 ABC Institute website, www.abc.org/institute, or contact the ABC National meetings department, meetings@abc.org.

ABC Goes North!

ABC Free North End Networking Event

October 8, 5:00 – 7:00pm, Skagit River Brewery, Mt. Vernon

Join members and staff for a casual networking event. There will be a dues incentive offered at this event. If a non-member company joins during the event, they will receive 15% off their dues for 2008, and their member sponsor will receive \$100 cash.

ABC North End Dinner Meeting

"Training Doesn't Cost – It Pays!"

October 30th, 5:00 – 7:30pm, CottonTree Inn, Mt. Vernon

Join us for dinner, networking and a presentation from the Construction Industry Training Council (CITC) regarding the return on investment that training provides. The session will conclude with a discussion on how CITC implements training and the steps to move forward with apprenticeship and craft training in your area.

To register for either event, please contact **Amy Gegoux** at (800) 640-7789 or amy@abcwestwa.org. If you know a non-member contractor that would be interested in attending, feel free to invite them!

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Nuprecon, LP

Redhawk Group, LLC

Silver Partners

Davis-Bacon Pension Administrators, Inc.

Moss Adams, LLP

Skyline Business Systems

Fast Fax Form for Resource Materials

The ABC Resource Center has many items to aid you in running a profitable business. Here are a few we've highlighted this month. All items are available to ABC members as a benefit of membership. Just check the items you'd like to receive and fax this page to ABC at (425) 455-5701, or call Member Services Coordinator Kim Trautman at (800) 640-7789, and let her know what you need!

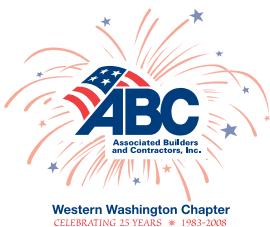
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Please send me # ___ copies of the 2008-09 ABC Directory.
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 I am in ABC Retro (\$110/per kit including tax + shipping if not picking up at ABC).
 I am an ABC member but non-ABC Retro (\$190/per kit including tax + shipping if not picking up at ABC).
 I am not an ABC member (\$250 per kit including tax + shipping if not picking up at ABC).
- Legislative Action Team**
I'd like to be updated on ABC's progress with issues effecting my business. Please sign me up for the Legislative Action Team email list.
- ABC has both English and Spanish voter registration forms available.**
You can also register to vote online in Washington State; visit www.secstate.wa.gov.
 Yes! I would like ___ English voter registration forms mailed to my office.
 Yes! I would like ___ Spanish voter registration forms mailed to my office.
- Green Building Resources**
Please send me a copy of the four-page "Green Building Resource Guide" from ABC National.
- ABC Labor Emergency Kit**
 Please send me an ABC Labor Emergency Kit and invoice me for \$100 (including tax) + \$14 shipping & handling.
 Please save an ABC Labor Emergency Kit for me - I will bring a check or credit card for \$100 (including tax) to the ABC office in Bellevue.

Name: _____

Company: _____

Address: _____

Phone: _____



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Bellevue, WA 98004

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