



Black Construction Corporation Excellence Newsletter

November 15, 2013

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Safety Mission Statement

"To establish, through open communication and a spirit of cooperation from all Black Construction Corporation employees, an environment that promotes and practices safety awareness and achieves a company-wide accident and injury free working environment."

Message from the General Manager

Ladies and Gentlemen,

Have you ever heard that statement, "Hey, my idea worked!"? Sure, we all have, but there is more to business and construction than just ideas. Vision is only half of the equation but *Professional Execution*

is the other half! The Black groups of companies, with its professional employees, bring not only ideas but vision. Moreover, we execute and follow through on these visions for future business construction projects and expansions.

In every project we build there is a story to tell. A personality ingrained by those who design and build it. No matter what our clients' project challenge, we here at Black Construction will provide the people, the smarts, the dedication and the passion to get the job done safely, on time, and with a high degree of quality workmanship. We don't just build public and private infrastructure, we make a commitment to understand our clients' needs and offer an end-to-end solution to every project, big or small, no matter what it is or where it's located. Our creative approach is what makes us stand out from the rest of the competition, and that's why our projects are consistently recognized by various high profile industry awards and why we generate repeat business. Anyone can build it, but I believe we build it better.



As we celebrate 55 years of construction service throughout this community and in the region, I am delighted and extremely proud of our Black group of companies and the professional employees who make us who we are today. Black Construction is proud to have continually delivered the right construction solutions for our public and private sector clients since its inception in 1958. We have the best and brightest people who have a strong belief and passion in what we do in order to deliver on our clients' needs. It is something I am extremely proud and honored to be a part of.

We are now entering a new and exciting year. The old year is behind us and we are not looking back. Instead, we look to the future with these combinations of vision, execution, longevity, and global experience and remain focused on the continued success of our business together as a team.

This VISION is the construction solution many companies promise but only Black Construction can DELIVER!

PROJECT AWARDS

Three significant new projects with a combined value totaling approximately \$77 million.

\$40.9 Million Ordot Dump Closure Construction & Dero Road Sewer Improvements Project

The Guam Solid Waste Authority's court-appointed federal receiver, Gershman, Brickner & Bratton, Inc., has awarded Black Construction Corporation (BCC), as the low responsible bidder for the Ordot Dump Closure Construction and Dero Road Sewer Improvements project with a bid of approximately \$40.9 million. The project includes construction of all temporary and permanent facilities, erosion controls, excavation, grading, drainage, fill, cap system including geosynthetics, leachate and sewage collection/conveyance systems, backup emergency power generator, electrical, and fencing. Construction is expected to begin in the first quarter of 2014 and be completed by July 2015.



\$23.8 Million U.S. Navy Lockwood Terrace Home Revitalization Project

Under a previously awarded multiple award construction contract, the U.S. Naval Facilities Engineering Command awarded Tutor Perini a \$23.8-million task order for whole house revitalization work at Lockwood Terrace on Naval Base Guam. The work to be performed provides for the upgrade of 60 existing housing units in order to bring them to current Navy standards, which include reconfiguration of interior living spaces and expanding existing living areas. The work is expected to begin in April 2014 and be completed by September 2015.

\$12.7 Million Lotte Duty Free Shoppers Interior Finishing Project

Lotte Duty Free Retail, a large Korean conglomerate specializing in duty-free shopping at major airports throughout the Asia-Pacific region, awarded BCC a \$12.7-million project for interior architectural finishing work at the Guam International Airport. The scope of work consists of architectural, mechanical, electrical, fire protection, renovations and finishes to various public retail and boutique areas. Work is expected to begin in October 2013 and substantial completion is expected in March 2014.



When something bad happens you have three choices. You can either let it define you, let it destroy you, or you can let it strengthen you.

VPP UPDATE

When OSHA conducts the VPP onsite review, the team is verifying *Five Star Points* and two *Adequacies*.

Five Star Points

- ◆ Site Injury and Illness Rates. The three year Total Case Incidence Rate (TCIR) and Days Away, Restricted or Transferred (DART) Case Rate, as determined from the OSHA 300 logs and total hours worked over three years, must be below the Bureau of Labor Statistics published national rates (BLS) for the site's industry.
- ◆ Compliance with all OSHA standards, plus hierarchy of hazard control.
- ◆ VPP Support and Knowledge by management, employees and contractors at the site.
- ◆ Safety and Health Annual Self-assessments with yearly recommendations done in accordance with the OSHA VPP Policy and Procedures Manual CSP 03-01-002, Appendix D.
- ◆ Sufficiency of Worksite Hazard Analysis-in particular good JSAs or JHAs are done.

and Two Adequacies...

- ◆ Is the safety and health program adequate for the size of the site?
- ◆ Is the safety and health program adequate to control the type of hazards inherent and anticipated in the site's industry?



We continue to move forward with efforts to achieve the goals outlined above. Although we remain highly optimistic, we recognize the unique challenges with our current business model and as a result decided to shift our emphasis to "company readiness" as opposed to an "application submission" deadline. Why? Because achieving VPP is not just about an application. It is about a performance-based attitude to a safety culture that includes the VPP criteria and elements above as a foundation. These criteria give us opportunities to address our safety and health concerns in ways that are both effective and appropriate to our specific needs, culture, and industry.



Safety is a full time job; don't make it a part time practice.

PLAN - PROVIDE - TRAIN

FALLS ARE THE LEADING CAUSE OF DEATH IN CONSTRUCTION. In 2012, there were 264 fall fatalities (255 falls to lower level) out of 774 total fatalities in construction. These deaths are preventable.

Falls can be prevented and lives can be saved through three simple steps:

- Plan
- Provide
- Train



Photo by Koralie Hill

OSHA has partnered with the National Institute for Occupational Safety and Health and National Occupational Research Agenda (NORA) - Construction Sector on this nationwide outreach campaign to raise awareness among workers and employers about common fall hazards in construction, and how falls from ladders, scaffolds and roofs can be prevented and lives can be saved. Here's how:

PLAN ahead to get the job done safely.

When working from heights, such as ladders, scaffolds, and roofs, employers must plan projects to ensure that the job is done safely. Begin by deciding how the job will be done, what tasks will be involved, and what safety equipment may be needed to complete each task.

When estimating the cost of a job, employers should include safety equipment, and plan to have all the necessary equipment and tools available at the construction site. For example, in a roofing job, think about all of the different fall hazards, such as holes or skylights and leading edges, then plan and select fall protection suitable to that work, such as personal fall arrest systems (PFAS).

PROVIDE the right equipment.

Workers who are six feet or more above lower levels are at risk for serious injury or death if they should fall. To protect these workers, employers must provide fall protection and the right equipment for the job, including the right kinds of ladders, scaffolds, and safety gear.

Different ladders and scaffolds are appropriate for different jobs. Always provide workers with the kind they need to get the job done safely. For roof work, there are many ways to prevent falls. If workers use personal fall arrest systems (PFAS),

provide a harness for each worker who needs to tie off to the anchor. Make sure the PFAS fits, and regularly inspect all fall protection equipment to ensure it's still in good condition and safe to use.

TRAIN everyone to use the equipment safely.

Falls can be prevented when workers understand proper set-up and safe use of equipment, so they need training on the specific equipment they will use to complete the job. Employers must train workers in hazard recognition and in the care and safe use ladders, scaffolds, fall protection systems, and other equipment they'll be using on the job.

OSHA has provided numerous materials and resources that employers can use during toolbox talks to train workers on safe practices to avoid falls in construction. Falls from ladders, scaffolds and roofs can be prevented and lives can be saved through three simple steps: Plan, Provide and Train.

EXCELLENCE IN ACHIEVEMENT



Passing the test: The Guam Board of Registration for Professional Engineers, Architects & Land Surveyors (PEALS) **congratulates Ronald Madrigal, P.E.**, who successfully passed the NCEES Principals & Practice of Engineering (PPE-Civil) Exam. Board members from left: H. Mark Ruth, R.A., F.A.I.A.; DPW Director Carl Dominguez; Paul Santos, P.L.S.; Ronald Madrigal, P.E.; Gabriel Jugo, P.E.; and Sonny Perez, P.E., chairman.

CONGRATULATIONS RONALD!

At Black Construction we believe that accidents are unacceptable and, more importantly, are *predictable and preventable*. We strive each and every day to ensure that our offices, shops and projects are incident free.

EXCELLENCE IN ACHIEVEMENT

BCSP | Board of Certified
Safety Professionals

Congratulations to Mr. Joaquin "Kin" Salas for successfully passing his Certified Safety Professional (CSP) exam. The CSP credential is the mark of the safety professional. Like the Professional Engineer designation for engineers or the Certified Public Accountant designation for accountants, the CSP certification marks individuals who have met educational and experience standards and passed rigorous examinations validated against the practice of hundreds of safety professionals.



The CSP is nationally accredited by the National Commission for Certifying Agencies (NCCA) and internationally accredited by the American National Standards Institute under the ANSI/ISO/IEC 17024 standards for personnel certification programs.

CONGRATULATIONS KIN!

INSTRUCTOR CERTIFICATION TRAINING PROGRAM (ICTP)



Roger Dulay

The National Center for Construction Education and Research (NCCER) has developed the Instructor Certification Training Program (ICTP) as part of the accreditation process. This program ensures the uniform and consistent delivery of training. Through this program, NCCER certifies the Master Trainer, who in turn certifies the local Craft Instructor. This network of certified instructors assures that NCCER training programs meet the standards of instruction set by the industry.



**NATIONAL CENTER FOR
CONSTRUCTION EDUCATION
AND RESEARCH**

BCC is proud to recognize four of its employees who have successfully completed training as a Craft Instructor. A Craft Instructor is an individual who has successfully completed the Instructor Certification Training Program (ICTP) conducted by an NCCER Master Trainer with current credentials and is authorized to teach the NCCER curriculum.



Aelread Pulwog



Leo Unas



Dan Mendoza

CONGRATULATIONS ROGER, AELREAD, LEO, & DAN.....WELL DONE!

HEALTH & SAFETY NEWS

Why Do Employees Choose To Get Hurt?

Article by Howard A. Mavity
Fisher & Phillips LLP

"Nonchalance" is a greater hazard than a lack of training or experience. Seventy percent of the workplace fatalities I have handled were due to errors by well-trained employees. Some were driven by the desire to take care of the job as swiftly as possible. Others figured that they had successfully "done it before." Others apparently just didn't think.

Every workplace has a "safety culture," which either encourages or discourages safe behavior. The problem is that we may not know if our culture is good or bad. As a first step, we should survey employees about their attitudes. We may not like what we learn. One survey of thousands of skilled craft workers found that 90 percent felt that the company was at risk of a death or serious injury because of: "un-discussable incompetence" of a co-worker or attitudes of "just get it done," "just this once," "this safety stuff is overboard," or "be a team player." Are you surprised to learn that two out of three of the surveyed employees then confessed that they would not address a co-worker's unsafe actions, such as a failure to tie off?



You already know that management establishes the safety culture through its actions. Yet how many of you are daily engaged in your safety processes and set the same sort of specific mile markers that you establish for production, cost control, or opening new markets? I have almost never met a CEO who did not sincerely believe that "safety is our number one goal," but this belief may show an ignorance of what's actually happening on the job site.

Employees also act unsafely because they are "involved," not "engaged." "Involvement" is taking part in safety activities. "Engagement" is taking ownership and doing things because the employee sees value; not because he or she has to do so. Employees act unsafely when safety planning is not integrated into work planning on a daily and even a task-by-task basis.

This post appeared on August 1, 2013 on *Occupational Health & Safety Blog*



PROJECTS – GLASS BREAKWATER

This Design Build Multiple Award Construction Contract (DB MACC) project was to repair a heavily damaged section of the north shore of existing Glass Breakwater at Naval Base Guam Apra Harbor (NBGAH), Guam.

The project restored approximately 100+/- linear feet (LF) of the breakwater outside slope by temporarily removing slope protection, strengthening the tow foundation, adding heavy concrete wave dissipation elements, rebuilding the damaged core, and adding rip rap bedding.

This project also replaced heavy armor rock on the repaired slope by reusing suitable existing materials as bedding for precast armor units. The repaired slope protection can withstand the dynamic force of wave heights of 25-30 feet and sustained winds intensity of 170 miles per hour (MPH).

The primary function of the Glass Breakwater, built in 1946, was to create a safe harbor for the Navy and commercial ships. It also serves to protect the northern part of NBGAH from excessive wave action from the Philippine Sea.



**CONGRATULATIONS TO THE GLASS BREAKWATER CREW ON YOUR 1ST PLACE CATEGORY
AWARD IN “OTHER SPECIALTY CONSTRUCTION-LESS THAN \$10MILLION”
JOB WELL DONE!**

PROJECTS – TAFUNSAK ELEMENTARY SCHOOL

This project was to construct a classroom building at Tafunsak Elementary School Complex on Kosrae. The work includes but not necessarily limited to the construction of new free-standing two story building and all related work such as site demolition, site and site utility work, coordination of all construction activities and all related incidental work.



CONGRATULATIONS TO THE TAFUNSAK CREW ON A JOB WELL DONE!



HR CORNER

Ten Tips for Creating Respect and Civility in Your Workplace

Author: Barbara Richman



The workplace is a reflection of society at large. Today, we see a gamut of behaviors that demonstrate a lack of respect and civility, both inside and outside the workplace. Studies and polls indicate that Americans view incivility as a serious problem that is getting worse. One study found that 60% of employees believe that co-workers' annoying behaviors negatively impact the workplace and, as a result, 40% reported that they are looking for new employment. These and other findings illustrate that disrespectful and uncivil behaviors drain productivity and negatively influence both an organization's bottom line and the overall economy.

If each employee develops an awareness of respectful behaviors and necessary skills, it is anticipated that employees will serve as role models and that these behaviors will spread in the workplace and beyond. The following are ten tips to assist you in accomplishing this objective:

1. Before acting, consider the impact of your words and actions on others.
2. Create an inclusive work environment. Only by recognizing and respecting individual differences and qualities can your organization fully realize its potential.
3. Self-monitor the respect that you display in all areas of your communications, including verbal, body language, and listening.
4. Understand your triggers or "hot buttons." Knowing what makes you angry and frustrated enables you to manage your reactions and respond in a more appropriate manner.
5. Take responsibility for your actions and practice self-restraint and anger management skills in responding to potential conflicts.
6. Adopt a positive and solution-driven approach in resolving conflicts.
7. Rely on facts rather than assumptions. Gather relevant facts, especially before acting on assumptions that can damage relationships.
8. Include others in your focus by considering their needs and avoiding the perception that you view yourself as the "center of the universe."
9. View today's difficult situations from a broader (big picture) and more realistic perspective by considering what they mean in the overall scheme of things.
10. "Each one influence one" by becoming a bridge builder and role model for civility and respect. Act in a manner whereby you respect yourself, demonstrate respect for others, and take advantage of every opportunity to be proactive in promoting civility and respect in your workplace.

Barbara Richman, SPHR, is a Senior Consultant with HR Mpack, a human resource consulting firm providing services that include training, HR administration, policies and procedures, HR audits, employee/labor relations, and communications.



"The person who says something is impossible should not interrupt the person who is doing it."

EXCELLENCE IN CONSTRUCTION AWARD

Black Construction took home both top awards (1st & 2nd place OVERALL) as well as 7 category awards at the 2013 Excellence in Construction Awards Ceremony held on November 1, 2013. Details follow:

1st Place OVERALL Excellence in Construction Winner: Kosrae State Correctional Facility (Kosrae, FSM)



2nd Place OVERALL Excellence in Construction Winner: Phase 1 Camacho Landmark Center- Personal Finance Center Building (Tamuning, Guam)



Individual Category 1st Place Winners:

- Best Design/Build Project: USN AAFB Red Horse Headquarters/Engineering Facility (AAFB, Guam)
- Infrastructure-Heavy: Kosrae Runway Overlay and Airfield Improvements (Kosrae, FSM)
- Federal Government/Military-Less than \$10Million: USN AAFB Red Horse Headquarters/Engineering Facility (AAFB, Guam)
- Healthcare-Less than \$10Million: Asian Hospital and Medical Center-Upper Ground Floor, 9th & 10th Floor Fit-Out (Alabang, Muntinlupa City, Philippines)
- Commercial-\$5 to \$10Million: Phase 1 Camacho Landmark Center- Personal Finance Center Building (Tamuning, Guam)
- Other Specialty Construction-Less than \$10Million: Repair Glass Breakwater-North Shore (Apra Harbor, Naval Base, Guam)
- Other Construction Less than \$2Million: Kosrae State Correctional Facility (Kosrae, FSM)





IN MEMORIAM

IN MEMORIAM



Grace G. Taimanglo
1957 - 2013



Pablo E. Tinio
1936 - 2013

Forever in our hearts.

Symbol of Excellence



EVERYONE DESERVES A FUTURE!