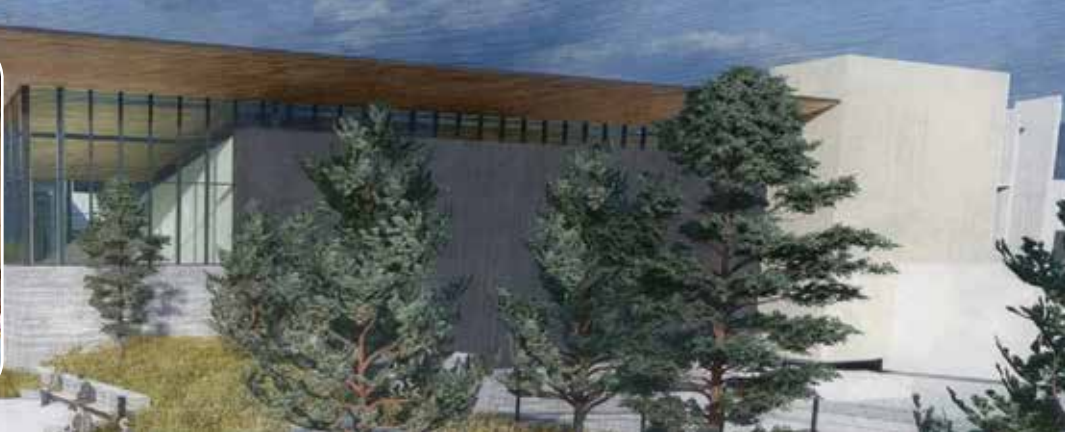


Building Montana

Official publication of the
Montana Contractors Association



2020-2



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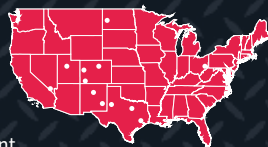
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Building Montana



is published by
DEL Communications Ltd.
www.delcommunications.com

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Production services provided by
S.G. Bennett Marketing Services
www.sgbennett.com

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Subscription, advertising and circulation information can be obtained from the publisher.

PRINTED IN CANADA
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MESSAGE FROM THE MCA PRESIDENT **Bob Warren**

During one of our In Your Town events, a legislator was overheard saying, “I had COVID three weeks ago but I kicked its butt, and now it’s in quarantine until 2021.”

Funny, sort of. Contractors have so many variables to deal with in a ‘normal’ year – weather, labor, permitting, materials... adding COVID-19 to the mix was surreal. But we got through the busy summer season relatively unscathed. Construction was declared an essential industry, the Paycheck Protection Program came along at the perfect time, and safety continued to be our first and last objective every day.

In spite of the chaotic year known as 2020, the MCA board’s strategic plan had some great success.

Membership health was strong and we are on pace for a three percent increase. We also analyzed the Specialty

Contractor category and approved a plan to adjust those dues. In training, we increased the non-member cost for most classes, which provides more value for our members.

Leadership Development struggled with CLC not meeting and the Summer Outing not being held. We will continue to develop the ‘farm system’ for more members to get involved and work toward leadership positions.

When we drafted a goal for workforce development, we vaguely stated we wanted to raise awareness and create excitement about career opportunities and advancement in the construction industry. Without a doubt, we have already exceeded expectations. What started as bird-shot in the woods quickly turned into a solid rifle shot from 300 yards. We couldn’t have hired a better coordinator than Sarah Swanson, whom

we affectionately call the Energizer Bunny for her incredible drive and enthusiasm. And for a change, we have the education community calling us to find out how they can partner and support our plan.

And finally, advocacy continued to be our strength. Through our PAC we supported lawmakers and issues that share our common goals. We had several legislators at our fall In Your Town programs, and we will stand strong in our convictions, no matter the political affiliation.

It’s been a true honor to be the 2020 president of the MCA. As the third member of the Schellinger Construction team to hold this seat, I understand the heavy lifting that so many before me have done. Thank you for the support and encouragement, especially in this crazy year. ♦



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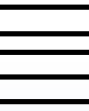
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MESSAGE FROM THE MCA EXECUTIVE DIRECTOR **David Smith**

By the time you read this, the election will be over and we'll be figuring out what it all means.

I am very proud of the aggressive effort the MCA took on elections this season. The board of directors strongly opposed Initiative I-190 to legalize recreational marijuana, putting more than \$35,000 into the campaign. Safety in the workplace has always been paramount for contractors, and we put our money where our mouths were. The board was leaning toward not making an endorsement in the governor's race – but it felt so strongly about I-190 that when it found out that Lt. Gov. Cooney supported I-190, the board immediately voted to endorse Congressman Gianforte.

As the Colorado AGC chapter execu-

tive told us “We wish we would have fought it harder.” We didn't want the MCA to make that same statement. Thanks to those of you who stepped up with checks and workplace educational materials.

For the primary election we had 30 people that raised \$21,000. We made donations to 31 different candidates, with 21 of those earning a victory. We were involved in both Democratic and Republican races. We chose to participate in the primaries for two reasons: there may not have been a general election opponent; or we felt there was one primary candidate who was more supportive of construction than the other.

In the general election, almost 50 people stepped up and contributed

more than \$35,000 to the Contractors PAC. In turn, we supported 12 moderate legislative candidates with direct contributions. We also worked together with other business organizations with \$20,000 in independent expenditure advertising campaigns.

The PAC also contributed to the campaigns of Congressman Gianforte, Senator Daines, OPI Superintendent Arntzen and Auditor Rosendale.

Heading into the legislative session everyone will have to deal with a new administration, as well as expected shrinking budgets. We are fortunate that the last session saw bonding, the Historical Society museum and other infrastructure projects get funded. We will probably not be as lucky this go-round.

Our legislative priorities will be:

1. Enhancing programs and funding for Career Technical Education programs;
2. Providing liability protection for employers from COVID workplace claims;
3. Defending HB 473 and the gas tax;
4. Work with the Department of Labor to clean up the Independent Contractor loopholes and enforcements;
5. Continue to support the collaborative efforts of the Montana Infrastructure Coalition.

As a mentor told me many years ago, “either you're at the table or you're on the menu.” The MCA continues to be a strong force for contractors and our vendors. ♦





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MESSAGE FROM THE MCA ASSOCIATES DIVISION PRESIDENT **Brett Bermingham**

“Are we there yet?” Just like the pleas you hear from the back seat of the car on a long road trip, I find myself asking that same question when looking back on the past year. I think we can all agree that 2020 was a most unusual year, and we look forward to putting it behind us and moving on to 2021.

Like so many others, the Associates Division fell victim to COVID-19 and was forced to cancel our Summer Outing. We missed seeing familiar faces and swapping stories with our peers. We look forward to coming back next year stronger than ever. We are already making plans for the 2021 MCA Summer Outing, which is tentatively scheduled for August 18-20, 2021 in Missoula. Look for more details in this issue and your weekly eBriefs.

The cancelation of the Summer Outing not only means the loss of a networking opportunity, it also represents a loss of revenue which is used to fund the Associates Presidential Scholarships. Fortunately, your Associates Division is financially strong enough to weather the event cancelation and we were able to award 13 scholarships. Despite the uncertainty of COVID and college re-openings, we received a record amount of applications. Presidential Scholarship winners are announced later in this issue.

As MCA staff look ahead to next year and make plans for the winter convention, the Associates Board anticipates that restrictions on the event may require us to make some changes to the role we play. We still plan on running the Associates gun raffle and the legend-

ary Dessert Dash, of which the proceeds go to support the Education Foundation and the Build Montana initiative. Depending on what the convention looks like in terms of attendance guidelines, we may be personally reaching out to members and asking for your financial support. The MCA convention also provides the Associates Division with the chance to hold our annual meeting and vote in new board members. We will be exploring the best options to involve our Associates members into this important process.

Finally, while our Associates membership numbers remain strong, there is always room for growth. I respectfully ask for the help of our contractor members to urge those companies that you know and do business with to explore membership in the MCA. Each of us that serve on the Associates Board are more than willing to make contact and speak with those companies to discuss the benefits of membership. Please reach out to MCA staff with your suggestions of prospective members and they will forward that information on to board members. We are always stronger together.

Thank you for the opportunity to serve as your Associates Board president over the course of the last year. It's been an interesting year to say the least, but I am confident that the construction industry and those who serve it will continue to grow as we continue to adapt to challenges presented to us. My best wishes to all of you in 2021!

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COVID-19 and Workers Compensation



Vicki Evans.

In Montana, occupational disease is specifically defined by statute (MCA 39-71-116(23)) and with most occupational disease claims, it is clear the exposure occurred in the workplace. For infectious diseases like COVID-19 (SARS-CoV-2), that is not always true. According to the Montana Department of Labor & Industry, the worker has the burden of proof to demonstrate that the workplace was the most probable cause of the disease. Unlike some other states, Montana has not established a presumptive standard.

Items that are considered in performing the causation analysis include:

- Was there an increased risk or greater likelihood of contracting the condition due to the worker's occupation?
- If not for the job, would the worker have been exposed to the virus or contracted the condition?
- Can the worker identify a specific source or event during the performance of his or her employment that resulted in exposure to COVID-19?

When all this information is taken together, is it more likely than not, to a reasonable degree of medical certainty, that this described exposure or series of exposures was the cause of the need for treatment, disablement or death?

Proactive safety efforts are the employer's best tool to attempt to control this situation and limit potential risk.

Implement and consistently enforce compliance with policies designed to prevent and reduce transmission of the disease. You probably can't control employee exposure outside of the workplace, but you may within the workplace. As each workplace or job site is unique, there is no "one size fits all" answer, you need a custom plan for your situation. Consult your HR specialist in this plan as the crossover with ADA and other employment laws are ever present. There is a plethora of resources to help you. Here are a few if you have not already found them:

- CDC: www.cdc.gov/
- OSHA: www.osha.gov/SLTC/covid-19/
- EEOC: www.eeoc.gov/
- ACOEM (Occ Docs) on use of face masks: acoem.org/acoem/media/PDF-Library/COVID-19-ACOEM-Recommendations-Regarding-Use-of-Face-Coverings-in-the-Workplace-4-10-2020.pdf
- State and County Health Department websites.

COVID-19 (SARS-CoV-2) is a new foe and our knowledge is still limited; science takes time. In a world used to immediate answers, we don't like waiting. While we wait for the knowledge to develop, all we can do is the best we can do to keep our workplace safe; ourselves, our employees and community healthy; and our businesses in business. When we reasonably control risk, we increase the probability of successful outcomes. That is an old constant.

The MCCF (Montana Contractor Compensation Fund) is a state-approved Plan 1 (self-insured) group providing workers compensation coverage to qualified members of the MCA. Currently in our 27th year of operation, our goal is to provide a stable, long-term, cost-effective option to our member companies.

To learn more about the program, please visit our website at www.mccfmt.org, or contact Vicki Evans, executive director, at 406-453-8522, or via email at vevans@mccfmt.org. ♦



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MCA receives record amount of scholarship applications during COVID uncertainty

When the Coronavirus pandemic arose in March and businesses were forced into shutdown, schools and colleges were among the many institutions forced to close their doors and send students home. As the summer progressed and cases rose, many wondered what education would look like once classes were set to resume in the fall. The Associates Division had already opened the application period for the MCA Presidential Scholarships despite the uncertainty of what schools would look like.

After the application deadline arrived in April, the MCA received a record number of submissions. It was clear that this group of young people were not going to let COVID-19 stand in the way of pursuing their collegiate dreams. The MCA awarded 13 Presidential Scholarships and one Concrete Division Scholarship to incoming college freshmen and current undergrad students. The total amount of scholarship money awarded to students for the 2020/21 school year was \$20,500.

Recipients of the MCA Associates Presidential Scholarships include: Bradley Irwin, Billings; Morgan Baker, Kalispell; Latasha Fitzgerald, Browning; William Lane, Townsend; Norris Blossom, Helena; Anna Seymanski, Huntley; Madyson

Skawinski, Great Falls; Hunter Eichert, St. Ignatius; Kassady Hinman, Butte; Garren Todoroff, Miles City; Sarah Ashley, Helena; Christine Fisher, Missoula; and Cole Arthur, Great Falls. Receiving the Concrete Division scholarship was Mandi Tvedt of Evansville, WY.

“The challenges in finding a strong workforce in construction are the same challenges facing every industry in Montana. While the MCA is addressing workforce development with our Build Montana initiative, we also strongly believe in supporting Montana students to achieve their goals regardless of what path they choose to follow,” said David Smith, MCA executive director.

Brett Bermingham, MCA Associates president, added, “We were pleasantly surprised with the record number of applications we received this year. The quality of the applicants is also a strong indicator that our workforce is in good hands with this generation of students.”

Keep an eye open for scholarship applications to re-open in January for the 2021/22 academic year. Application details will be found by visiting the MCA at www.mtagc.org. ♦

Recipients of the MCA Associates Presidential Scholarships



Bradley Irwin
Billings



Morgan Baker
Kalispell



Latasha Fitzgerald
Browning



William Lane
Townsend



Norris Blossom
Helena



Anna Seymanski
Huntley



Madyson Skawinski
Great Falls



Hunter Eichert
St. Ignatius



Kassady Hinman
Butte



Garren Todoroff
Miles City



Sarah Ashley
Helena



Christine Fisher
Missoula



Cole Arthur
Great Falls



Mandi Tvedt
Evansville
Recipient of the Concrete Division scholarship

Local school CTE programs receive boost from MCA Grants



Twin Bridges Construction Week project.

“CTE teachers are really the front-line advocates for the trades, and anything we can do to help make their job a little easier will benefit all of us.”

Schools with construction trade programs across Montana received economic help in the form of grants recently from the MCA. Eight schools applied for and were awarded \$1,000 MCA Construction Trade Awareness Grants. The awards are given through the MCA’s Education Foundation. Money used to fund the grants comes from your support through donations and event activities such as the Dessert Dash, which is held every year at the MCA annual convention in January.

In order to be eligible for the grants, a school must be able to provide details on how the money will be used, and that they are willing to work with MCA members to promote careers in construction. Past examples of how schools have utilized the grant funds include field trips to MCA member worksites, purchasing new equipment for shops, reinforcing safety programs with signage and PPE, and building projects such as

sheds and playgrounds for local communities. Schools also agree to take part in Construction Week, which normally takes place in early October.

The eight schools that received MCA Construction Trade Awareness Grants are: Belt High School, Belt; East Middle School, Great Falls; Fairfield High School, Fairfield; Helena High School, Helena; Hellgate High School, Missoula; Highwood High School, Highwood; North Middle School, Great Falls; and Twin Bridges Schools, Twin Bridges.

“We are honored to be able to help these schools reinforce what they are teaching in their trades classes,” said Tyler Smith from Lakeside Excavation, and as MCA Education Foundation president. “Quite frankly, we wish more schools across the state would apply for these grants so that we could make even more of a difference. The unique aspect of the grant versus a scholarship is that

we feel we can make a bigger impact across a larger audience.”

David Smith, MCA executive director, adds that the Build Montana initiative has really taken off this year and that this is just one more tool the MCA has to create excitement about careers in construction.

“CTE teachers are really the front-line advocates for the trades, and anything we can do to help make their job a little easier will benefit all of us,” said Smith.

Applications for Construction Trades Awareness Grants come out in January, during the same time frame that we begin taking applications for scholarships. Application forms will be made available on the MCA’s website at www.mtagc.org. If you know of a local school in need of financial help or have a relationship with your community’s CTE teachers, please encourage them to apply. ♦

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We're back!? MCA Summer Outing scheduled for 2021



Mark your calendars for August 18-20, 2021 and join us in Missoula for the 2021 MCA Summer Outing.

Like so many other events across the country, the MCA fell victim to COVID-19 as we were forced to cancel our Summer Outing in August. The outing was originally scheduled for Polson and then moved to Butte, however, restrictions, active cases, and concerns for

member safety made it impossible to host such an event.

Our Associates Board is hopeful that we are in better shape for next summer and have started planning the 2021 event! Please mark your calendars for August 18-20, 2021 and join us in

Missoula for the 2021 MCA Summer Outing. The Hilton Garden Inn will be our host as we enjoy golf at Canyon River and shooting at Missoula Trap & Skeet.

Stay tuned for more information and registration as the event gets closer! ♦



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MARK YOUR CALENDARS!

The MCA Winter Convention will be happening on Thursday, January 28, 2021 at the Best Western Great Northern Hotel in Helena, MT.

The MCA is making plans for the 2021 Winter Convention!

The event will be a one-day convention and meeting, pending approval from the Lewis & Clark County Health Department.

Please stay tuned for more details in your weekly eBriefs!

Due to increased COVID-19 cases in Montana and a decrease in the number of allowed participants per event, the MCA may be required to move the convention online. More information to follow soon.

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In Your Town events spark local conversation

In October, the MCA began a series of member visits called MCA In Your Town. The visits were a result of the cancelation of the Summer Outing event and the need for member networking opportunities. As a result, MCA board members and staff were able to travel to eight communities across Montana to chat with members and share the MCA's activities and strategic plan.

Local legislators and candidates were in attendance to talk about the issues which directly impact the construction industry.

Please look for more of these types of networking events from the MCA in the future! ♦

Bozeman In Your Town event



Helena In Your Town event






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Why the MCA?




There are so many benefits to being an MCA member!

Maybe the better question is, “Why not MCA?” After all, our members enjoy the benefits of belonging to the MCA every day. Those include:


- **MCA Trusts Health Care and Retirement Plans** – This self-insured health plan is designed specifically for construction workers and their families, featuring affordable rates with no increase for hourly employees since 2012. Criteria – must be an MCA member in good standing; must have been in business at least one year; and must employ seven (7) or more employees. Both the health and retirement trusts are fully Davis-Bacon compliant, and the retirement trust has earned an average of 8.6 percent annual return since its inception.
- **Montana Contractor Compensation Fund** – This is a self-insured workers’ compensation fund built by Montana contractors, for Montana contractors. The fund provides sound investment of funds and superior claim and risk management, combined with proactive programs including early-return-to-work and safety. This has resulted in \$30 million being refunded to participating members since the fund was established.
- **Training Opportunities** – The MCA offers our members up-to-date, technical training programs like ACI Field Testing Technician, SWPPP Administrator Certification, ACI Flatwork Finisher Technician, LEAN construction, and more. All sessions are coordinated by MCA’s master trainer, so quality is assured.



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Together, we are stronger.

- **Workforce Development** – Finding reliable skilled workers to fill Montana construction jobs is a constant concern for MCA members. Through the MCA's Education Foundation and the Build Montana initiative, we are taking an active role in providing accessible pathways for students and young people to enter the construction workforce
- **Government Relations/Advocacy** – Along with the Associated General Contractors of America, the MCA represents the interests of our members at the federal, state and local levels. Our contacts with regulatory agencies and our lobbying efforts assure the construction industry gets a fair shake and better markets. The MCA demands a seat at the table, representing the needs of the construction industry all day, every day.
- **Networking** – From our annual convention to our Summer Outing to MCA's "In Your Town" and other events, the MCA brings our members together to learn, recharge, and make vital industry connections. The MCA's Construction Leadership Council (CLC) cultivates the next generation of leaders in the construction industry.
- **Member Savings** – Thanks to MCA's affiliations with the AGC of America, we are able to offer our members a wide range of membership discount programs. From vehicle purchases, to cell phones, to office supplies, our members have the opportunity to save money and improve their bottom line.
- **MCA Excellence Awards** – Member projects are eligible for recognition through the Excellence Awards, handed out every year during the Winter

Convention. These awards highlight quality, safety and construction integrity.

If you're reading this, you already realize the value of MCA membership. But maybe you know of another com-

pany, or perhaps you do work with a firm that could benefit from membership. If so, please contact Nicole Hanni, membership service director, at (406) 442-4162 or nicole@mtagc.org.

Together, we are stronger. ♦



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Build Montana takes shape

Workforce development continues to be one of the biggest challenges for the construction industry. For years, the MCA has talked about the need to address this issue more directly. Earlier this spring, the association laid our cards on the table and went all-in with the introduction of our Build Montana initiative.

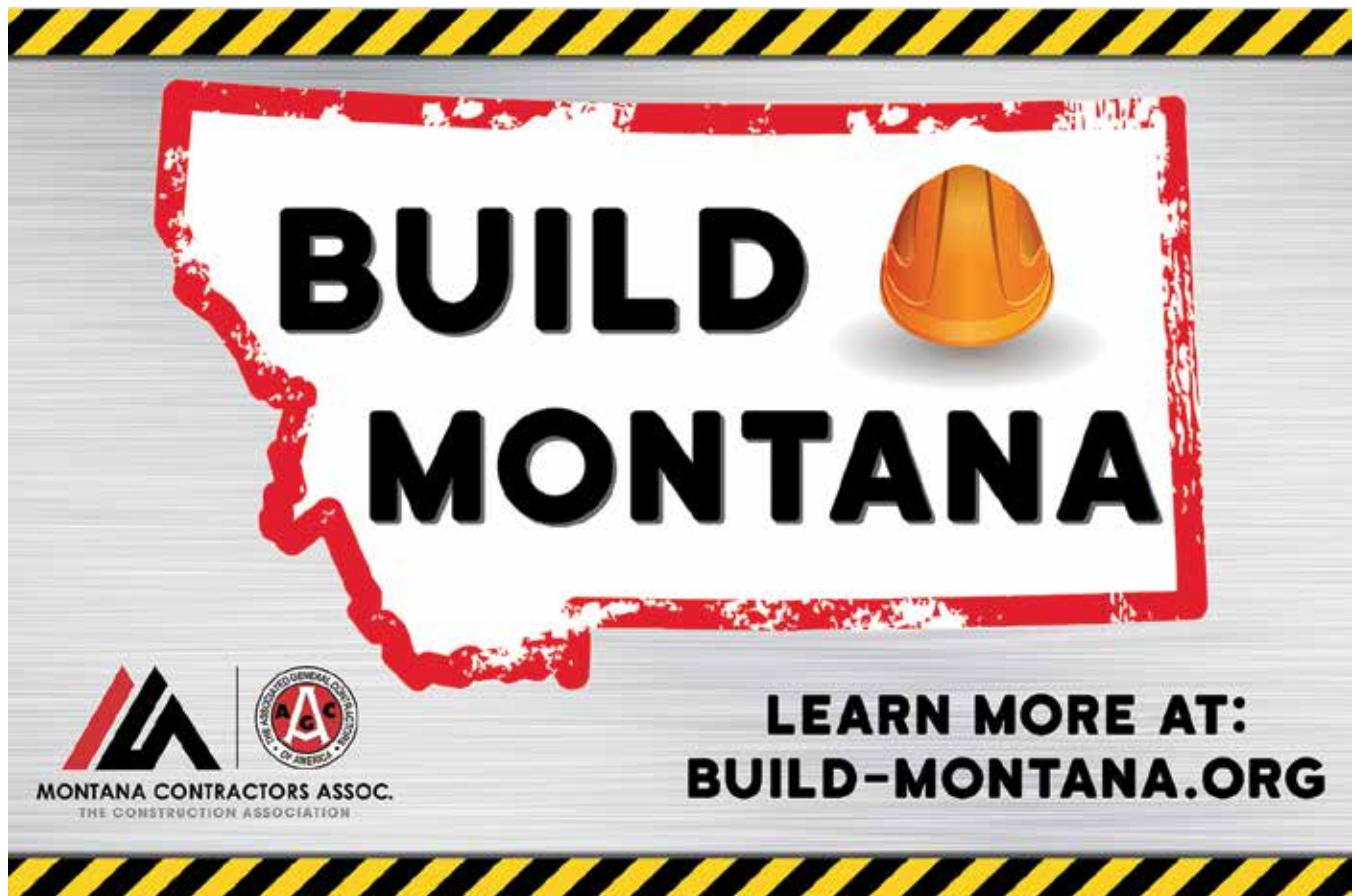
The primary goal of Build Montana is to educate students, parents and teachers about the great opportunities for careers in construction. Additionally, the initiative is designed to help create pathways for students and young people into the industry.

Many programs that can be beneficial in directing students into construction

currently exist, but are either not being promoted, or are just not reaching their intended audience. Build Montana is set up to create a relationship between those programs and students. The MCA has contracted with Build Montana coordinator Sarah Swanson who comes to us from Glasgow where she owned and operated several John Deere dealerships in north-eastern Montana. Her background in workforce development includes building programs for the Montana Equipment Dealers, Montana Retail Association and the Montana Restaurant Association. In four short months, she has already traveled all corners of the state, visiting with schools, two-year colleges, chambers of commerce and MCA members. Her mes-

sage is simple – construction provides great jobs with great benefits and is a tremendous alternative to the traditional four-year college pathway.


In Billings, a partnership with Build Montana, RDO Equipment, Knife River, and Billings schools is resulting in a trades curriculum that will focus on juniors and seniors in the area's high schools. The two-year program will see students participate in an eight-week equipment curriculum, with another eight weeks working on site using the skills they learned in the classroom. The program is set to launch early next year. The anticipation is to build success with the program in Billings and then launch it in several more communities across



The anticipation is to build success with the program in Billings and then launch it in several more communities across the state.

the state. Furthermore, it's designed to be customizable to accommodate a curriculum in welding, plumbing, electrical or any other aspect of construction. Swanson is also working with Reach Higher Montana to get the program accredited as a pre-internship or pre-apprentice program.

Let us know how Build Montana can fit with your workforce needs. Contact Sarah Swanson at (406) 263-3677, or at sarah@mtagc.org. Build Montana is funded through the MCA's Education Foundation. Your contributions to the Education Foundation will help grow the initiative and are fully deductible. Contact the MCA at (406) 442-4162 about investing in Build Montana today! ♦



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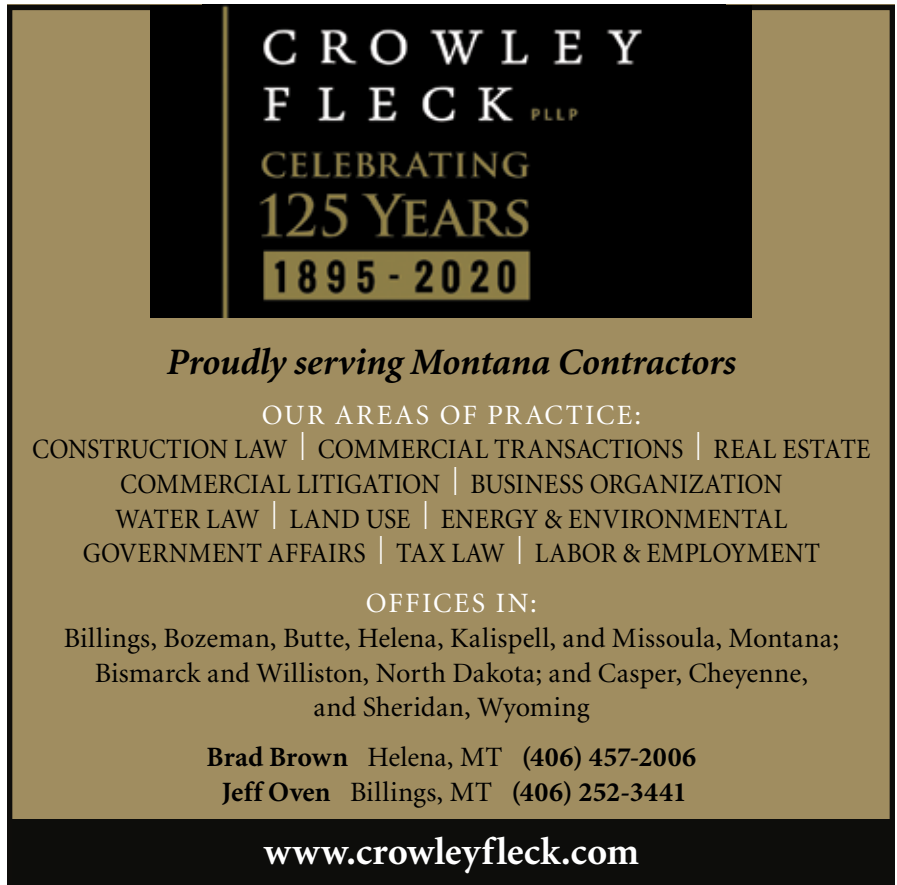
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Coping with Coronavirus

A member perspective




Crews from Century Companies working on a project inside Yellowstone National Park.

The MCA had wrapped up the 2020 Winter Convention and was in the midst of conducting numerous spring training sessions for our members when COVID-19 struck and dramatically changed the business climate. Like several of our members, MCA staff responded by spending a few weeks working from home offices and adjusting to the new virus guidelines and restrictions. But what did adapting to Coronavirus look like through the perspective of our members?


Kevin Myhre, director of business development for Century Companies (Lewistown), stated that the initial response was to ensure the safety of their employees.

"We started off scrambling to find an appropriate amount and type of masks, hand sanitizer, and disinfectants," Myhre said. "Then we had to cancel our annual training meetings due to constraints on large group meeting sizes."



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With construction being deemed an “essential” industry, the AGC of America led several safety stand-downs in an effort to show what construction companies were doing to ensure work continued while jobsites followed new safety protocols.

The initial surge of companies looking for adequate PPE equipment placed many items on backorder. In addition, RDO Equipment led an effort to acquire excess supplies of N95 masks from contractors to supply front-line workers in hospitals and clinics.

“As we went through summer and moved into fall, we have worked in several areas of the state that had a very high number of per capita COVID cases. Luckily, we have only had a handful of active COVID cases among our staff,” stated Myhre.

With construction being deemed an “essential” industry, the AGC of America led several safety stand-downs in an effort to show what construction companies were doing to ensure work continued while jobsites followed new safety protocols. Myhre pointed out, “We have tried to be very proactive in having workers who were ill stay home. We have worked to reduce contacts in our communities and on our jobsites. We continue to evaluate the risks to our crews and jobs as many of our projects approach completion and/or winter shutdown.”

Many of the MCA’s members have reported having banner years while the virus has negatively impacted many other industries. Montana Department of Transportation was able to maintain a full slate of projects across the state, which kept many members scrambling for those job bids. In other instances, many privately-funded projects pushed forward projects while taking advantage of lower interest rates and federal assistance funds. While that proved to

be helpful for construction business this year, many companies are not as optimistic for what the near future holds.

“It is likely that 2021 will present us

with some lingering issues with COVID, and we will have to continue adapting to changing circumstances,” Myhre said. ♦





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Construction projects shift focus to air travel



The \$26.5-million Yellowstone International Airport project in Bozeman encompassed a 75,000-square-foot expansion. Included in the project was the addition of four new terminal gates which opened to passengers on Nov. 5. Martel Construction is the general contractor on the project.



The four-year, \$55-million project brings upgrades to the Logan International Airport in Billings, which hasn't seen a remodel since 2001. Sletten Construction is the general contractor on the project.

If 2019 was the year of school and college projects, then the theme of construction in 2020 was airports. Across the state, we saw several projects take shape totaling nearly \$300 million in new construction, expansions and remodels.

Most of the funding for these projects comes through various FAA grants, passenger fees, concessions and rentals.

The following are some of the highlights of airport projects across Montana:

YELLOWSTONE INTERNATIONAL AIRPORT, BOZEMAN

General Contractor – Martel Construction

Bozeman's Yellowstone International Airport continues to be Montana's busiest. The airport reported over 1.5 million passengers traveled through the facility in 2019. In October of this year, airport management showed off the completed expansion and remodel project. The \$26.5 million project encompassed a 75,000-square-foot expansion. Included in the project was the addition of four new terminal gates which opened to

passengers on Nov. 5. The expansion also included new food and beverage vendors, additional retail space and more plane parking. During the construction, Tony Martel, president of Martel Construction, estimated that the project created over 500 direct and indirect jobs in the Gallatin Valley.

LOGAN INTERNATIONAL AIRPORT, BILLINGS

General Contractor – Sletten Construction

In 2018, airport management announced Sletten Construction as the general contractor for their expansion and work began late last year. The four-year, \$55 million project brings upgrades to the airport which hasn't seen a remodel since 2001. Phase 1 of construction includes the expansion of two concourses, the addition of three more gates, and a new café with gift shop and bar. Also slated for the remodel is the addition of a new screening room, more restrooms, more passenger seating in the terminals, and a great room that will feature works from local artists. After construction is slated to be finalized in 2023, the airport will be able to expand the number of airlines and flights to serve Montana's largest community.

HELENA REGIONAL AIRPORT, HELENA

General Contractor – Dick Anderson Construction

A 10,000-square-foot terminal addition was the highlight of expansion to the Helena Regional Airport. Coming in at \$12.1 million, the project also features an expanded TSA screening area, upgraded jet bridges, increased terminal seating, a new HVAC system, larger bathrooms, and a new entry door to the facility. When the Coronavirus first forced a shutdown to many businesses, the project was accelerated, allowing the project to be finished long before its original completion date. Helena Regional Airport grew by 30,000 seats in 2019, and the current expansion will

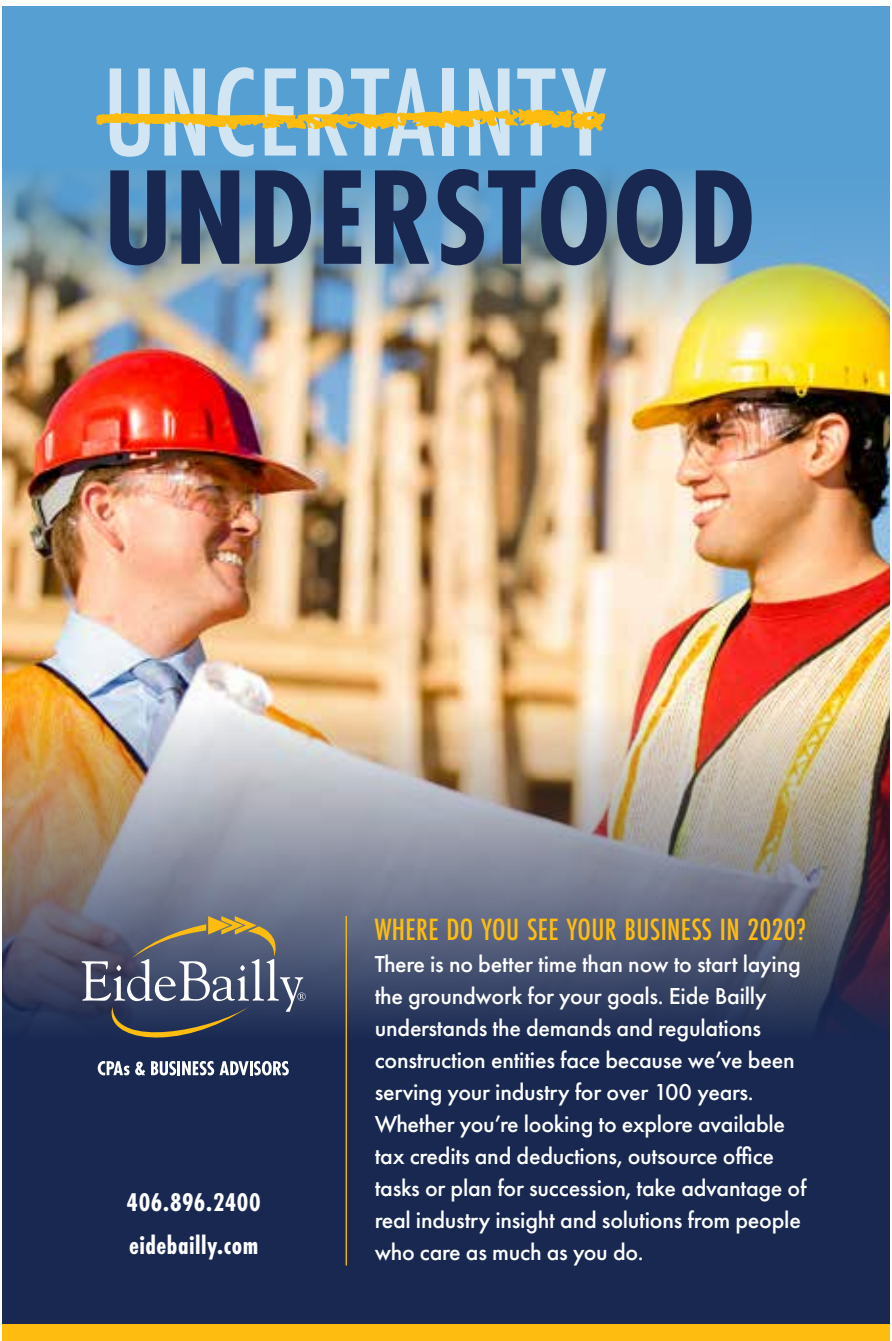
allow accommodation for current traffic and future growth.

GLACIER PARK INTERNATIONAL AIRPORT, KALISPELL

General Contractor – Swank Enterprises

One of the largest airport expansions planned for 2020 was put on hold as a result of the Coronavirus' impact on air travel. The \$100 million remodel of Glacier Park International Airport was

slated to begin in spring of 2020, but a significant decrease in the number of passengers forced airport management and Swank Enterprises to delay the start. However, planning and design continue on the project which encompasses a 40,000-square-foot expansion. The airport, Montana's fourth busiest in the state, will grow from five gates to seven, add the number of jet bridges to six, increase concessions and TSA



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The Helena Regional Airport project features an expanded TSA screening area, upgraded jet bridges, increased terminal seating, a new HVAC system, larger bathrooms, and a new entry door to the facility. Dick Anderson Construction is the general contractor on the project.

Martel Construction was awarded a \$37-million bid for the Missoula International Airport, which includes a vertical construction of the steel framework for the south concourse, as well as an additional \$3.6-million contract for a new baggage handling system inside the new concourse.



screening areas, and make improvements to baggage management and back-room spaces.

MISSOULA INTERNATIONAL AIRPORT, MISSOULA

General Contractor – Martel Construction

Airport management in Missoula announced a \$68 million expansion, with construction starting in January 2020. The expansion creates the new “South Paw” south concourse with five gates, increased security, an observation point, and several concession options.

Martel Construction was awarded a \$37 million bid for vertical construction of the steel framework for the south concourse, as well as an additional \$3.6 million contract for a new baggage handling system inside the new concourse. The system will streamline checked baggage through each ticketing counter as it heads to security, then the aircraft.

BERT MOONEY AIRPORT, BUTTE

While not a new project started or finished in 2020, we would be remiss in not mentioning the expansion of the

Bert Mooney Airport in Butte. A new \$10.5 million terminal was opened in 2018. Among the upgrades are new ticketing and boarding areas, as well as a new restaurant.

With the passage of HB 661 by Rep. Geraldine Custer in the 2019 Legislature, an additional aviation fuel tax will begin to funnel more funds to smaller general aviation airports for runway paving, fencing, lighting and operations improvements. The MCA strongly supported this bill to benefit our members. ♦

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Want to get your brand in front of the right people? The Montana Contractors Association (MCA) is here to help you do just that using an integrated marketing approach through our MCA Premier and Advantage Sponsorship packages. We have only two sponsorship slots available at the Premier level of investment and four slots available at the Advantage level. These sponsorships will be awarded on a first-to-commit basis.

Benefits of being an MCA sponsor includes:

- **MCA Membership Dues Credit** (available only at the Premier level)
- **MCA Convention Admission, Vendor Booth and Excellence Award Celebration Recognition:** Each January, the MCA welcomes its members to learn, network, and honor the high standards of workmanship by our members at our annual convention and Excellence Awards ceremony. Be a part of the celebration!
- **MCA Summer Outing Hole Host Sponsorship, Trap Sponsorship, and Reception Sponsorship:** The MCA

Summer Outing is the premier golf and shooting event of the summer for Montana contractors. Be there and be noticed!

- **MTAGC.org Website:** This website reaches around 25,000 targeted, construction industry representatives every year. The website is used by our members to sign up for events, register for training, learn about association benefits, and more. Get recognition through logo placement and ad banners.
- **Weekly eBrief:** This weekly communication delivers to more than 1,000 decision-makers in the construction industry. Our open rate ranges from 35 to 40 percent, with click-thru rates hovering at about 20 percent. (Both of these stats are well above the industry average.) Receive logo recognition and/or monthly feature articles.
- **Social Media:** The MCA's social media accounts (Facebook, Twitter, LinkedIn, Instagram) reach a specialized audience of construction industry owners, managers and employees. Associate your brand with the influence of the MCA. You will get boosted topic posts across our social media platforms.
- **Building Montana Magazine:** This glossy association magazine delivers relevant construction industry information twice annually to more than 1,000 individuals, including business owners, their employees and more. Share information about your business or products in both editions of the magazine through an article and photo.

For more information about the exact benefit details of each level of sponsorship, as well as the associated investment required, please reach out to Barry Houser, MCA marketing & communications director, at (406) 442-4162 or barry@mtagc.org. ♦



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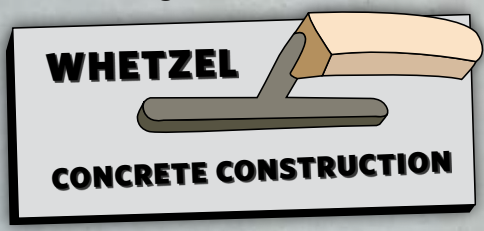
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By Anthony Huey, President, Reputation Management, LLC



The crisis you never expected suddenly strikes. Three TV news crews are on your jobsite, demanding answers from your site superintendent. Another dozen reporters have phoned your office in the past 15 minutes wanting to know what happened and why. Your subcontractors are posting pictures of the scene on Facebook. And the project's owner just reamed your PM for not calling him first. That is the reality facing many construction companies every day.

You need only do a quick Google search to turn up hundreds of examples of contractors in crisis. Bridge building and crane collapses (think Miami, New Orleans, Seattle), trench cave-ins, transportation accidents, falls, sexu-

al harassment and discrimination lawsuits, fraud, embezzlement and cover-ups, quality issues and data breaches are just a few of the construction industry headlines last year. The one thing most of these companies had in common: They never thought it would happen to them.

The driving force to learn about surviving a crisis can be summed up in this simple phrase: Perception is truth. Facts are secondary to perception in a crisis. And perceptions are formed by the people communicating in a crisis. That's your employees, the news media, owners, witnesses, neighbors and most importantly, you. The vast amount of misinformation spread in a crisis comes from others. Unfortunately

for the unprepared, if your company is not talking in a crisis, others will talk for you, and it won't be pretty. If, how, what and when you communicate affects how you are perceived. It's not fair. It's reality.

So what's a contractor to do? Prepare for a crisis and have all the tools in place when disaster strikes. But in today's era of instant communications driven by social media and the 24-hour news cycle, many construction companies still use antiquated methods (think of a dusty two-inch binder on a shelf) to respond to an incident. There is a need for a 21st century solution to 21st century realities: AGC's newest member discount, CrisisDriver.

The CrisisDriver software platform

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combines a mobile application (Apple and Android) with a web-based incident command center to instantly notify team members and securely contain communications throughout an incident. This first-of-its-kind offering will provide a customized suite of pre-loaded crisis communication tools tailored specifically for AGC members, including a customizable crisis communications action plan, pre-loaded industry resources, media monitoring, risk management best practices, construction industry messaging and templates, and much more. It's a one-stop-shop of crisis communications best practices, and it's an incredible value, especially now for AGC members.

To learn how CrisisDriver can help protect your hard-earned reputation, visit the website, AGC.CrisisDriver.com, or ask your AGC chapter for more information. Remember, by the time you hear the thunder, it's too late to build the ark!

Anthony Huey is president of Reputation Management, LLC, one of the industry's leading crisis communications and incident response firms. ♦

So what's a contractor to do? Prepare for a crisis and have all the tools in place when disaster strikes. But in today's era of instant communications driven by social media and the 24-hour news cycle, many construction companies still use antiquated methods (think of a dusty two-inch binder on a shelf) to respond to an incident.



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Three myths about renting equipment and the truth about why to rent



Long before it's time to buy, contractors should think about the likelihood of purchasing a machine and then build the rent-to-purchase option into the rental agreement.

It wasn't long ago that renting equipment wasn't viewed positively by most companies. But that's no longer the case. Especially within the past 10 to 15 years, rental has steadily grown in popularity and become an accepted piece of the fleet management puzzle.

Uncertain times have boosted rental in the past and likewise is the reason rental is especially hot this year. Yet there are still hesitations for many companies to rent equipment. Why? Myths still exist about renting equipment. MCA member, RDO Equipment

Co. sheds some truth on the topic of rental.

TRUTH #1 – RENTING EQUIPMENT IS NOT THROWING AWAY MONEY

Eventually buying the machine is a common goal when renting. However, many companies falsely believe that the money they spent renting is wasted, with none of that equity going into the machine.

Just about every rental house is willing to sell a rental machine to the customer, yet not all rental agreements put the customer in the best position to come out positive. Long before it's time to buy, contractors should think about the likelihood of purchasing a machine and then build the rent-to-purchase option into the rental agreement.

Going this route means price and purchase option terms can be set from the beginning, ensuring the customer doesn't lose out on valuable equity.

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Renting equipment remains one of the best ways to stay flexible, productive, and profitable amidst uncertainty.



TRUTH #2 – RENTAL MACHINES ARE QUALITY AND RELIABLE

A commonly-held rental myth is customers don't have the option to get quality, dependable machines. However, there are plenty of later-model, low-hour, reliable machines available to rent.

Furthermore, rental machines don't have to be held back or reserved only for easy tasks; many machines are capable of putting in the same long hours and hard work as their new counterparts.

Some companies even offer specialty equipment to rent, beyond the standard backhoe and excavator, further expanding options and giving customers the choice to find exactly what they need.

TRUTH #3 – RENTAL EQUIPMENT CAN HAVE THE LATEST TECHNOLOGY

Similar to the belief that only throw-away machines are offered to rent, many contractors believe they can't get the latest technology on rental equipment. But there are options to find a machine with the technology solution desired.

One avenue is renting machines with technology already integrated into the machine, like a John Deere Smartgrade

dozer or motor grader, which comes with Topcon technology fully integrated into the machine.

The second option is renting the technology and adding it to an existing rental machine. Depending on factors such as the age and model of the machine, some equipment dealerships and other rental outlets are able to integrate new technology onto rental machines.

While we don't know what the future holds and what factors will still

be affecting the construction industry into next year, one thing is for sure: renting equipment remains one of the best ways to stay flexible, productive, and profitable amidst uncertainty.

RDO Equipment Co. has five locations in Montana: Billings, Bozeman, Great Falls, Kalispell and Missoula. Find out how to become rent ready with RDO, search all used construction equipment, or view new equipment from John Deere and other manufacturers at www.RDOequipment.com. ♦



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What do those colored lines and flags mean?



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Montana 811 reminds you of the colored flags used for marking the location of underground facilities. The colors indicate the type of facility it is marking and you may also see the company name

or the width of the utility. Those colors are a standard guideline designed by the American Public Works Administration (APWA®), a non-profit organization of companies and public works agencies.

The APWA® Uniform Color Code is a marking guideline that is universal and should be used by all professional underground utility locating companies. It provides universal understanding of the marking of underground utilities for both construction and engineering projects. It helps to prevent accidents and damage to subsurface utilities by contractors, excavators and anyone else digging around underground utilities.

Having a uniform color code, companies and individuals always know what to expect when working around a colored line, because the color has meaning:

- Red is used to denote high- and low-voltage electric.
- Yellow is used to designate natural gas, steam, propane, and other fuel or heating products such as fuel oil.
- Orange is used to illustrate telephone, fiber optics, cable tv, satellite, and other types of communications lines.
- Blue is used to mark out potable (drinkable) water sources such as city, municipal and domestic water.
- Green is used to designate storm and sanitary sewer pipes, both gravity and forced.
- Purple is used to signify non-potable (non-drinkable) water sources such as grey water, pond water, irrigation and slurry lines.
- Pink is generally used by surveyors for temporary survey markings. Utility Locator, LLC uses pink to designate unknown utilities.
- White should be used by the excavation company performing work to mark out the area that needs to be surveyed. ♦

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