

Admin Quarterly Meeting

Q2 2024



ATTENDEES

Claudia Carreras, All County Paving
Jody Padilla, DRYCO
Josefina Maldonado, GPM
Dusty Parker, Morgan Pavement
Adrian Merry, Rainier Asphalt

Alexis Robertson, Rainier Asphalt
Jeff Gau, St. Louis Paving
Katie Ross, T&K Asphalt
Marcus Mallory, Wright Construction

TOPICS OF CONVERSATION

- More solidified agendas with “Toolbox Talks” will be distributed throughout the year
- Furloughing employees over winter break: by seniority or performance? The group spoke about their winter timelines and when the work slows down.
- Despite the winter break, retention seems good at the start of the season for most members - most members are turning away applicants
 - Shared work incentives through the state are something to look into to offset unemployment costs
- Most members have hired key management roles recently and are working on training
 - GPM & All County have implemented “job ladders” to help internal promotions
- Challenging weather conditions affected several members in Q1 2024 (rain and snow)
- Morgan Pavement experienced management changes when Dean stepped down with people leaving and new employees in management
- Paying for current employees to obtain licenses seems to promote loyalty
 - Utah has an unemployment benefit where they pay for training programs which resulted in 5 maintenance employees with CDL licenses
 - All County is paying for OSHA certifications
- Struggling to keep employees busy and working during slow periods in peak season
- DRYCO is using YouTube as a recruitment tool with their “Day in the Life” series for Laborers and Estimators
- Pushback from crews when forecasted weather isn’t accurate and how to avoid that
- Trying to foster more collaborative company cultures since the DR
 - St. Louis hosts collaborative meetings for what was better last year & improvements
 - GPM hosts a monthly coffee day to support drivers/workers in the morning
 - All County provides breakfasts quarterly
 - Morgan has management cook breakfast for the employees in appreciation
- PPE and Safety: what each company supplies and what reimbursement tiers there are
 - Who is responsible for ordering uniforms or branded gear in each company?
 - All County provides customized uniforms, laundry services, and replacements at no additional cost to employees outside of \$6 biweekly
 - Rainier offers nicer, name brand uniforms (Carhart, etc.) through Unifirst
 - CNBA members have access to Boot Barn vouchers for employee boot reimbursements
- Several companies keep sales & estimators together “cradle to grave”
 - Safety issues with drivers and how to be more on top of that - Morgan uses Typhoon
- Government work requires Certified Payroll; Federal Affirmative Action paperwork
 - One of the reasons Morgan started using BambooHR - to help with the paperwork
- Onboarding videos have been instrumental in new hires’ experiences & accountability
- How to handle management or employees who have not been specifically trained on something that are breaking rules; “they should have known” and how to handle that disconnect
- Uncivil Behavior in the workplace
- Rainier suggests joining and taking advantage of the mental health resources provided by AGC