



Subcontractors Association of the Metroplex

PUNCH LIST

The voice of the Subcontractor's Industry



Subbie Sam Says.

Workers Comp is the best way to protect your employees and get them back to work.

Your membership in SAM earns you large discounts on Texas Mutual Insurance.

Inside this issue:

- Hot air blog. New ACA reporting kicks in 1
In Memoriam, Steve Welch 1
Texas High Schools are preparing Tradesmen 2
SAM sponsors OSHA 10 training 2
Faces in the crowd 2-3
Top 10 Morale crushers 3
Our Officers 4

NEW ACA REPORTING KICKS IN

The IRS (you know, that "health care" agency...) has two new new forms, Form 1094-C and Form 1095-C that many employers will have to complete and file this year.

Form 1094-C is required to be filed by companies to indicate to the IRS how they've complied with the new Affordable Care Act ("ACA") rules, and Form 1095-C reports whether employees and their dependents have received employment-based health coverage.

For 2015, only employers with 100 or more full-time equivalents were required to offer health care coverage, or pay a penalty if they did not offer health care coverage. In 2016, the health-care mandate applies to all firms with 50 or more full-time workers.

One source of confusion: even though they were not obligated to provide health care coverage in 2015, all firms with 50 or

more full-time workers must file the 1094-C forms for 2015 with the IRS - or they'll be in violation of the law!

Employers which are required to file these forms have until March 31, 2016 to distribute the 1095-C forms to workers, and until May 31, 2016 to mail in their 1094-C forms to the IRS, or until June 30, 2016 if filed electronically.

Businesses which fail to file the forms can be fined \$260 per worker whose data was supposed to be transmitted, with a maximum penalty of \$6 million if a company is found to have blatantly disregarded rules requiring the new forms.

Spike Cutler is SAM's general Counsel, and represents SAM on the NSA Attorney's Council



Jennifer Junker of John F. Clark Co. & Edd Fritz of Richardson Mechanical will join with Clem Lesch and Paul Holden on the TCA Legislative Council

IN MEMORIAM



SAM mourns the passing of one of its charter members, Steve Welch, founder and president of Woodwright Hardwood Floors.

Steve was a staunch supporter of SAM and will be dearly missed. There is a visitation Thursday evening from 6 PM to 8 PM, with services on Friday at 10 AM, at Sparkman-Hillcrest, 7405 West Northwest Highway, Dallas.

STATEMENT OF WOODWRIGHT HARDWOOD FLOOR CO., INC. FOLLOWING THE DEATH OF PRESIDENT AND FOUNDER, STEVE WELCH Dallas, Texas - January 29, 2016

Steve succumbed to complications related to cancer. Woodwright will continue its world-class operations under the ongoing leadership of Chief Operating Officer James Colten, its established management and a team of skilled craftsmen in the shop and in the field.

Continued on page 3

TEXAS HIGH SCHOOLS ARE PREPARING TRADESMEN



Selena Zarate, of Groves Electric and SAM Program Chair. Selena set up our OSHA 10 training course.

Our January program brought us two of our high school districts that are preparing a group of their students for a career as skilled tradesmen. Ron Bragg of Irving ISD and James McKee of Garland ISD outlined the programs that they are teaching to prepare

those students that would be better suited to begin their working career after high school as skilled tradesmen. It has been clear to us for years that everyone that graduates high school is not a candidate for a college edu-

cation, but many are candidates to begin a career in the trades that can provide them with a rewarding life and a good living.

SAM will work with local schools to help them develop construction related programs

SAM SPONSORS OSHA 10 TRAINING CLASS

The first of four training sessions in 2016 coordinated by SAM was held on January 22nd and 23rd at Groves Electric, a 10hr OSHA Construction Course. Nineteen employees from Groves Electric, Sustainable Glazing, Storage Equipment, and Bright Electric attended the class taught by Orlando Piña. The course covered Introduction to OSHA, Caught-In or-Between Hazards, Electrocutation Hazards, Struck-By Hazards, Fall Hazards, Personal Protection Equipment, and Confined Space. While there is too much information to go over in a short article, there are a few important pieces of information that you should know or be reminded of:

-In August 2016, OSHA fines are going UP by 82%! This means a \$7k fine is now \$12k.

-If you have 3 or more employees, OSHA has jurisdiction.

-You can be cited for more stringent company safety policies and procedures if it is in writing.

-You can be cited for more stringent company safety policies and procedures if it is in writing Even if you do not break a specific regulation, Section 5(a)(1) of the OSH Act of 1970, the General Duty Clause, is a catch all and if they feel you are in the wrong you can be cited with that.

-You can find a list of the most frequently cited infractions at www.osha.gov

SAM is committed provide informative and factual business practice information to you the subcontractor. Stay tuned for more details on the next SAM training session provided to you and your employees.

Selena Zarate is a SAM board member and is SAM's program chair . Please contact Selena if you have any program that you feel would be beneficial to SAM members, or if you have a need for any particular type of program.



Smarter and Safer student receives his OSHA 10 certification,



Rocky Epps of Complete Landsculpture



Ron Bragg, Arlishia Cornish, and Kelton Lemons (shown L to R) along with Ray Hernandez from Irving ISD joined James McKee of the Garland ISD to bring us our program



SAM Board member, Tim McSorley

Top 10 MORALE CRUSHERS THAT AFFECT PRODUCTIVITY!



1: Managers that treat employees poorly.

Poor management is often cited as a cause of morale issues, and it can take many forms.

2: Moving the goalpost.

Employees will be understandably frustrated if their goals are continually changing—especially if this happens before the first goal can be accomplished or if the new goals contradict the old ones, making the previous work obsolete.

3: Unclear expectations.

If the goals are not clear and employees don't know what role they're meant to play, they will get frustrated. This is especially true if they're being judged by a set of criteria, yet don't know what those criteria are.



Josh Naylor of Naylor Commercial

4: Lack of communication.

When employees feel like they're kept in the dark, it creates resentment and presents opportunities for rumors to run wild. Communication is important all the time, and is critical at times of extreme change.

5: Not feeling recognized for hard work.

While not every employee will respond to the same types of recognition, most do desire to have their efforts recognized in some capacity.

6: No clear employee development plan.

When an employee is hired, often he or she has a long-term vision for what roles they will take on next. But when there is no development plan, there's a high risk that employees will feel dissatisfied and unable to work to their full potential in the role they're in.

7: Lack of trust to complete the work.

This often manifests as micromanagement or an environment in which an employee does not feel he or she has any flexibility. Employees also need to feel free to ask questions without having negative repercussions. They should be able to ask for help and receive it without being perceived as unable to complete the work.

8: An unreasonable workload.

While most employees understand that workloads can fluctuate, requiring an employee to keep up with an unreasonable workload for too long is a recipe for burnout and resentment.



SAM charter member Billy Neu of Neuco. Billy lost his Rowlett house in the December tornadoes.

9: Inappropriate compensation levels.

Surprisingly, compensation does not factor as high as some may guess when it comes to morale levels, but it needs to be reasonable and it needs to reflect the quality of work and responsibility

10: High turnover rates.

When an employer has high turnover, it puts undue stress on the entire organization—remaining employees have to pick up the slack. Additionally, if the turnover comes from employees being let go frequently, remaining employees can lose confidence in their job security.

Credit: Di Ann Sanchez of DAS HR Consulting

(www.dashrconsulting.com). Di Ann can be reached at : diann@dashrconsulting.com

Steve Welch, continued from Page 1

Woodwright Hardwood Floor Co., Inc. is a contractor and manufacturer of premium-quality hardwood flooring and speciality wood products and finishes, serving contractors and customers around the world from its headquarters in Dallas, Texas.

For further information, please contact:

Sewall C. Cutler, Jr.
Cutler-Smith, PC
214-219-0800
scutler@cutler-smith.com



Past President James Mayhew of Apex Services with Board member Carrie Edomm of Astro Sheet metal. Life is good



Subcontractors Association of the Metroplex



Pete Snider, Executive Director
18 Falcons View Pass
Heath, Texas 75032

Phone: (972) 771-0188
Cell: (214) 908-9248
E-mail: execdir@sam-dfw.org



The Subcontractors Association of the Metroplex was founded with the purpose of creating an affordable forum for Subcontractors to exchange information and learn from each other how to be better business men or women.

Sam is a member of the National Subcontractors Alliance, the largest Subcontractors association in the USA, and also a member of the Association of Specialty Contractors where we have a voice in National Legislation. SAM is also a member of the Texas Construction Association, the unifying voice of the trades in the Texas Legislature and as such all SAM members have access to all the benefits of the TCA.

Sam is also allied with the National Federation of Independent Business who has a voice in the Texas Legislature on small business issues.

Your Source for Subcontractor's information.



Visit us at:
<http://www.sam-dfw.org>



Our Association Officers

Paul Holden, Facility Construction Services
President and TCA representative

paulh@fcsdallas.com

James Mayhew, Apex Services, Inc. Immediate past President, B.P.I. Chair:

jmayhew@apexservicesinc.net

Gary Ardis, Anderson Asphalt and Concrete Paving, Vice President

gardis@andersonpaving.com

Member: Tim McSorley
Storage Equipment

tmcsorley@secdfw.com

Secretary/Treasurer: Carrie Edomm
Astro Sheet Metal

carrie.edomm@astrosheetmetal.com

Member: Selena Zarate
Groves Electric

selena@groveselectric.com

Member: Don Weempe
Master Construction and Engineering

dweempe@masterconstruction.com

Associate Representative:

Clem Lesch

PCL Contract Bonds

clesch@pclbonds.com

MaryEllen Evens, Trade Management

Associate Representative: Program and Membership Chair

mevans@trade-mgmt.com

Legal Counsel: Spike Cutler

Cutler-Smith, PC

scutler@cutler-smith.com

If you're not a member of SAM, you should be.

Call Pete Snider for a membership application.

(972) 771-0188

Cell (214) 908-9248 or email to:

execdir@sam-dfw.org



**SUBCONTRACTORS—
THE ONES WHO RE-
ALLY BUILD THE
BUILDING**