



**W. DUFFIE POWERS
Appointed ASAC South
Carolina General Counsel**

The ASAC Board of Directors elected W. Duffie Powers, Gallivan White & Boyd, to the position of ASAC South Carolina General at their June 15th ASAC Board of Directors meeting.

Duffie centers his legal practice on the areas of Design and Construction, and Creditors' Rights. Having previously worked in the construction industry, he has a unique insight into the challenges faced by those in our industry.

He received his J.D. from the University of South Carolina School of Law and B.A., *cum laude*, Clemson University, Calhoun Honors College.

Duffie will also serve as Chapter Attorney for the ASAC Midlands Chapter and we are pleased to welcome him to the ASAC.

A special note of thanks to Chuck McDonald (formerly with Robinson McFadden & Moore) for his many years of service and dedication to the ASAC and the ASAC Midlands Chapter.

We wish Chuck the very best in his new position with the Belser Firm in Columbia.

Welcome ASAC Executive Officers

The following ASAC Executive Officers were elected during the May 18th ASAC Board of Directors Meeting.

Please offer them your full support as they move ASAC forward during the July 1, 2017—June 30th, 2018 ASAC fiscal year.

President

**Rob Jenkins,
Sanders Brothers Construction
N. Charleston SC**

1st Vice President

**Tiffany Gidley, David Allen Company
Raleigh NC**

2nd Vice President

**Trey Simmons, O.L. Thompson Constr. Co., Inc.
Charleston SC**

Treasurer

**Rick Paden, Dixon Hughes Goodman LLP
Raleigh NC**

Secretary

**Mike Young, Concrete Pipe & Precast LLC
Summerville SC**

Honorary Chairman of the Board

**Chuck Pinnix, Buckner Companies
Graham NC**

**The U.S. Customs
and Immigration service**

has released a new version of the I-9 form. Employers should only be using I-9 forms with form revision dates no older than 11/14/16 for new hires. If you are using an older form for your hiring, please go to the USCIS I-9 resource site - www.uscis.gov/i-9-central - to get the most recent version of the I-9 form.



**ALICIA W. LEWIS
Honored by the
North Carolina
Bar Association with the
2017 Distinguished Paralegal
Award**

Alicia Lewis, a paralegal with Anderson Jones, PLLC, Raleigh received the 2017 Distinguished Paralegal Award at the 2017 Paralegal Division Annual Meeting at Pinehurst Resort in Pinehurst, North Carolina on May 5, 2017.

(Continued on page 3)

WELCOME New Members

MIDLANDS CHAPTER

CONSTRUCTION LABOR CONTRACTORS

West Columbia SC
Scott Malkus, Regional Manager
Mike Sharpe, Field Sales Rep.
Construction Staffing
Sponsored by: Dee Dillon,
Dillon Construction Services, Irmo SC

CHARLESTON CHAPTER

JH HIERS CONSTRUCTION LLC

Walterboro SC
Jeff Hiers, President
William Rhodes, Project Manager
Commercial Sitework Contractor
Sponsored by: Rob Jenkins,
Sanders Brothers Construction Company

2017—2018 ASAC Event Calendar

- 07.24.17 ASAC Charleston Chapter Meeting
Jordan Marsh, SC Fix Roads
- 07.25.17 ASAC Midlands Chapter Meeting
Kathy Hauer, Solving Your Problems—
Financial Advice for Blue Collar America
- 08.08.17 Triangle Chapter Meeting
Site Specific Safety Plans
- 08.22.17 ASAC Midlands Chapter Meeting
Jordan Marsh, SC Fix Roads
- 08.28.17 ASAC Charleston Chapter Meeting
- 09.25.17 ASAC Charleston Chapter Meeting
- 09.29.17 ASAC Midlands Chapter 11th Annual
Golf Tournament—The Windermere Club
- 10.19.17 ASAC Charleston Chapter Skeet Shoot
- 02.28.18 ASA National SUBExcel, Tempe, Arizona
- 06.21.18 ASAC Annual Convention

For additional meeting details visit www.asacarolinas.com or call
ASAC at (803 or 877) 285-3356



Please help ASAC Member Todd Phillips with your thoughts, prayers and medical expenses
to help fund a second liver transplant.

<https://www.gofundme.com/todd-phillips-medical-fund>

HELP GROW ASA OF THE CAROLINAS

by recruiting a new member!

Invite a peer, friend or business associate to your
next chapter meeting to learn more about the value
of ASAC and ASA membership.

GOT A HOT PROSPECT?

Call the ASAC office, provide their contact
information and ASAC staff will reach out to them.

For membership information and application, visit
www.asacarolinas.com and/or www.asaonline.com

Or call ASAC at (803 or 877) -285-3356.

Email ASAC at asac@asacarolinas.com



**MAKES YOUR
ASAC CHAPTER
STRONGER
AND
MORE POWERFUL**

(Continued from page 1) **Alicia Lewis**
She was presented the award by her attorney and nominator, Todd Jones. Below is Mr. Jones' nomination for Alicia.

It is with great pleasure that I nominate Alicia W. Lewis for the North Carolina Bar Association's Paralegal Division 2017 Distinguished Paralegal Award.

I have known Alicia for almost 15 years and have seen her successfully evolve from a young professional eager to make a mark on the practice of law as well as her community, into exactly what she set out to be, a reckoning force in her business and the community she serves.

Alicia has been practicing as a paralegal for over 14 years at two different law firms in Raleigh and is an N.C. Certified Paralegal. She has been directly employed at our firm since 2003.

Alicia started working for Anderson Jones in 2003 when the firm was founded and was the sole paralegal for all three attorneys, as well as managing the office daily. She took a leap of faith and jumped into the fire with us to start a new office and practice. Over time, as the office grew and the firm hired more staff, Alicia continued to practice as a paralegal but also took on the role of supervising the other paralegals, office staff, and to a certain extent young newly licensed attorneys in the firm. Alicia manages our office. Alicia encourages everyone in the office to stay on top of current trends and changes to the laws as well as pushes everyone to maintaining their learned skills whether through formal paralegal training or on the job training by attending CLE courses throughout the year (not just the amount required to maintain their N.C. State Bar certification). She has been the huge impetus in our office behind technological advancement and staying on top of future developments.

She pushes everyone in the office to get involved in outside organizations: North Carolina Bar Association, trade associations, non-profit community organizations and other paralegal associations. Alicia designs processes to make the office run smoother, as well as suggesting ways for the attorneys and paralegals to work more closely as a team. She consistently encourages all staff members to make the most of every opportunity, client interaction, and to make their professions more than just a job. This kind of thing speaks volumes.

Alicia is very involved in the community. She has served as the North Carolina Bar Association Paralegal Division Construction Law liaison for over 9 years. She makes them aware of the many activities of the Paralegal

Division and reports back to the Paralegal Division. She actively looks for ways that paralegals can work alongside their attorneys to advance the Bar Association and Section's goals. She has traveled to meetings all over the state, participated in the Section's service projects, promoted Wills for Heroes, participated in 4ALL and asked other paralegals to do the same. She is speaking to local colleges with paralegal programs to bring on paralegal interns in our office to assist with their education goals. She is also a member of the Law Practice Management section.

Alicia is the secretary for the Triangle Chapter of the American Subcontractors Association of the Carolinas, Inc. She has held this position for almost 10 years. ASAC meets every month and Alicia is an integral part of this organization. She prepares meeting notices, schedules the caterer for every meeting, coordinates with the monthly speakers, communicates with members and guests regularly, takes registrations, and is the face of the organization on the day of the event. As a board member she helps direct the goals of the chapter and executes the same. Alicia promotes the legal profession every opportunity she gets within this organization, and encourages the paralegals she knows within the construction law section to get involved with this group.

Alicia is a member of the Junior League of Raleigh where she has been involved with several different volunteer activities over the years. She has been a team leader for new members, on a team that provides training for all League members, on a team that cared for members who were either celebrating positive events in life as well as supporting members during the very difficult times. Alicia has worked closely with several local attorneys and paralegals on the Backpack Buddies program. They collect and pack food for underprivileged children at a local elementary school to have during the weekend when they would otherwise not have anything to eat.

Recently, Alicia was asked to join the Greater Raleigh Chamber of Commerce Professional Women's Task Force Committee. *(Continued on page 4)*

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(Continued from page 3) **Alicia Lewis**

Alicia is involved with her neighborhood activities, church community and generally volunteers to help others wherever needed.

After reading the qualifications for this award, Alicia was the first person that came to mind. She is always looking to better herself, this firm, and the practice of law as a whole. She leads by example in every area of her life. Sometimes, Alicia has a soft touch in dealing with customers and clients and sometimes she has to be iron-fisted as any legal professional does when dealing with a demanding managing partner. Alicia is young and certainly not in the twilight of her career, however, she deserves recognition for the last 15 years of service and this award is perfect for her.

She understands the importance of the paralegal in the legal community from education, to the activities in the daily office, to the community and also family commitments. She cares about the practice, the legal profession, her coworkers, and clients. She is a definite asset, and deserves to be recognized.

CONGRATULATIONS ALICIA!

THANK YOU CONVENTION SPONSORS:

Big Bucks Plus: Big Fish Results, East Greenwich, RI

Big Bucks: David Allen Company, Raleigh NC

Buckner Companies, Graham NC

ASAC Charleston/Midlands/Triangle Chapters

Platinum Plus: Schulz Iron Works, Raleigh NC

Platinum: AOS Specialty Contra. Inc., Lexington, SC

Blankenship Associates Inc., Raleigh NC

Gulf Stream Construction, Charleston SC

Shellste Metals, Apex NC

Truluck Industries, Charleston SC

Silver: Dillon Construction Services, Irmo SC

Safety Services of America, Charlotte NC

Sanders Brothers Construction Co., N. Charleston SC

Soil Consultants Inc., Charleston SC

Copper Plus: Banks Construction Co., N. Charleston SC

Copper: L-J Inc., Cayce SC

Pinnacle Constr. & Directional Boring, Summerville SC

W. Frazier Construction, Ravenel SC

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Elliott Davis Decosimo, Charleston SC

Ferira Ainsworth & Co. LLC, Charleston SC

Knight's Companies, Summerville SC (continued next column)

ASAC CONVENTION



"Number One" ASAC Chapter
Charleston Chapter ASAC
Rob Jenkins, Chapter President

Eight-Eighty Club
"24 Members" - Green Blazer

Hugh Wilson,
L-J Inc., Cayce SC

ASAC President 2016 -17
Chuck Pinnix,
Buckner Companies, Graham NC

Service Award—Treasurer
Sarah Windham,
Dixon Hughes Goodman LLP, Summerville SC

Safety Award
Soil Consultants Inc., Charleston SC
Shellste Metals Inc., Apex NC

ASAC SC General Counsel
Charles "Chuck" McDonald
Belser Law Firm, Columbia SC

50/50 CASH Raffle
Charles Truluck
Truluck Construction, Charleston SC

See page 6 for list of
Carolina Panther Raffle Ticket Winners

McCartha Cobb & Associates, Columbia SC)

Palmetto Gunitite Construction, Ravenel SC

PalmettoINSITU LLC, Charleston SC

Smith Kesler & Company PA, Mt. Pleasant SC

Smith Kesler & Company PA, Charlotte NC

Sweeping South, Moncks Corner SC

Trash Gurl, Goose Creek SC



The Importance of Bringing Safety Programs and Temp Workers Together

With the booming construction sector forcing many to look at every option to find labor, temp workers are an option many are using more than in years past. While temps may be seen as “come and go” workers who are not assigned key roles or given much thought in operations or safety planning, they aren’t off OSHA’s radar screen as the agency has been ramping up its focus on safety program expectations for temp workers.

While human resources people are often responsible for securing temp workers to fill staffing needs, this role may fall to the on-site foreman or the business owner in smaller companies. In either instance, temp workers may be given little or no safety training, often far less than regular employees. The increased OSHA focus means that whoever is responsible for calling in extra help should be aware of their company’s safety obligations.

Much attention was placed upon this issue following a 2013 fatality incident where a temp worker was killed on the first day on the job in Jacksonville, Florida. Afterwards, an OSHA memorandum directed its field inspectors to make a “concerted effort using enforcement, outreach and training to assure that temporary workers are protected from workplace hazards.” In the memo, the director of OSHA’s Directorate of Enforcement

Programs, told inspectors to identify if temps are working at a jobsite and make sure they are receiving safety training “in a language and vocabulary” they understand, warning that:

- *Recent inspections have indicated problems where temporary workers have not been trained and were not protected from serious workplace hazards due to lack of personal protective equipment when working with hazardous chemicals and lack of lockout/tagout protections, among others.*

As with direct employees, OSHA expects employers to ensure that temps are provided with equivalent safety training and PPE, even when a staffing agency had assured this will be taken care of – but didn’t follow through. This means when the temp workers show up and they aren’t really prepared and equipped for the job, you will be responsible for making sure those needs are addressed.

In addition to including temps in your company’s on-site safety training, it’s a good idea take the time to find out what the staffing agency is doing at their end, ideally before doing business with them. Better staffing agencies will often do their own safety orientations, screen applicants and may even have their own safety officers who will check up on their workers once they’re on site. One agency I worked with even offered to have their safety manager to do site safety audits to help ensure my safety program was on track and offered complimentary OSHA 10 Hour training for their customers’ supervisors. It’s hard to pass up valuable opportunities like that!

Keep in mind that safety issues caused by a temp can cause injury to others, as well as property damage and work delays, which can directly affect your business interests. It’s also important to consider that in today’s current highly-competitive job market, a fully-inclusive and quality safety program can serve as a retention and recruiting tool, helping you attract better temp workers who you might later consider hiring.

If managed properly, temp workers can help keep work on track and their agencies can become valuable partners. While temp workers may not be a permanent part of your organization, the consequences of poor safety training can have lasting effects upon your business. Even though many of us are rushed to meet schedules and keep up with production demands, taking the time to do some homework and ask a few questions in advance could help ensure a safe and successful project for everyone involved.

By: Earl Capps. Earl is a human resources and safety manager with a long history of involvement in ASAC. He is presently the human resources and safety manager for Web-Don, Inc., a construction supply company in Charlotte. He can be reached at 843.532.8439 or via email at ecapps@web-don.com.



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THANK YOU - ASAC Members for supporting the ASAC Carolina Panther Ticket Raffle.

Carolina Panther ticket drawings were held June 17th at the ASAC Convention.

CONGRATULATIONS to the lucky winners listed below:

8/9/17	Texans	Dee Dillon
8/31/17	Steelers	C. Miller
9/17/17	Bills	Blankenship Associates
9/24/17	Saints	Joe Eigner
10/12/17	Eagles	Hugh Wilson
11/5/17	Falcons	DJ Conlin
11/13/17	Dolphins	Anson Construction
12/10/17	Vikings	Carolina Fire Protection
12/17/17	Packers	Charles Truluck
12/24/17	Buccaneers	Anson Construction

*A special "Thank You" to all who supported this annual fund
raiser by purchasing raffle tickets.*

