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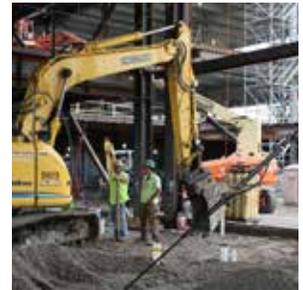


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## Skilled Construction Pros in Extremely High Demand; Trades Heavily Recruiting Apprentices

The region's construction trades are aggressively recruiting apprentices into their training programs, some at record levels. In addition to the well documented manpower needs for construction of the Shell Ethane Cracker Plant in Beaver County over the next several years, demand continues to grow for highly trained and skilled construction tradesmen for a vast array of projects.



Power plants, road and bridge rehabilitation, the Mon-Valley and Southern expressways, manufacturing and industrial facilities, the Marcellus Shale fields and health care, tech, residential and mixed-use projects present remarkable opportunities for career minded individuals in the commercial construction industry.



"It's been the greatest demand on our training center that anyone can recall, certainly in the last 50 plus years," said Steve Columbus, JATC Training Director, Operating Engineers Local 66. "Typically, we would have an apprentice class of 50 to 60 operating engineers and three or four heavy equipment mechanics. This year, we have 113 operators and six mechanics, and our expectations are for an even larger class next year."

Columbus said the Marcellus Field gas industry and affiliated projects, like the Shell Ethane Cracker in Beaver County and the Mariner 2 East pipeline, have spurred much of the demand on the Operating Engineers to this point, but now the growth in highway and infrastructure construction and general commercial construction, which has been strong, is continuing to expand.

Some trades have added additional apprenticeship training classes and are actively taking applications for these no-cost programs where you earn as you learn, and receive health care and pension benefits.

For information on a rewarding and well-paying career in the construction trades visit [www.buildersguild.org](http://www.buildersguild.org) and click "Apprenticeships" for information and direct links to all the JATC programs.

## Shell Ethane Cracker Update

Trades on the ground at the Shell Ethane Cracker in Potter Township, Beaver County, continue to increase. As of the end of October, it's estimated that 900 tradesmen are on-site. That number is expected to increase to approximately 1,000 by year end and then steadily increase until the plant hits "full" construction in mid-2019. At that point, expectations are for as many as 6,000 construction trade professionals to be on-site.

*The Construction Leader* is a publication of the Builders Guild of Western Pennsylvania, Inc., a unique, non-profit labor/management initiative of construction trade unions, contractor associations and industry professionals working together as the premier provider of construction services in the region. Visit: [www.buildersguild.org](http://www.buildersguild.org)

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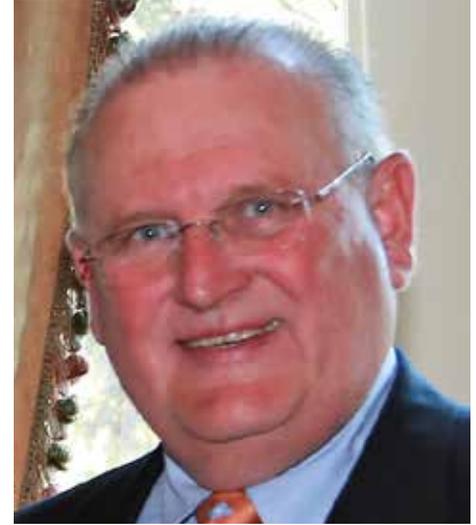
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## Bill Ligetti: A Lifelong Passion for an Industry and Its People

Ask just about anyone associated with the construction industry who knows Bill Ligetti, the long-time executive director of the Iron Worker Employers Association (IWEA) of Western Pennsylvania who recently retired after 24 years of service, and you will hear an assortment of complimentary adjectives. Some will say "dedicated, committed or invested". Others may say "involved, honest or trustworthy." And while they are all appropriate, perhaps no adjective is more often heard than "personable".



Bill Ligetti

"Bill is one of the nicest and most sincere individuals that I have ever had the pleasure to work with," said Greg Christy, business manager of Iron Workers Local Union 3. "Even though we may have approached issues from different perspectives, (Bill from the contractor's and mine from the worker's), we were always able to work together for the benefit of each of our members and for the good of the industry. Bill was both an ally and an advocate for Local 3, and I will always respect him for it."

As with any successful business leader, respect does not come easy. It has to be earned, and Bill Ligetti earned his respect in part because of his lifelong compassion and enthusiasm for his trade and profession.

Growing up in the City of Pittsburgh, Bill seemed to have been born with a passion to build something. Whether using Lincoln Logs, an Erector Set or simple building blocks, Bill liked to work with his hands and get involved in the construction of something big. As a result, when he graduated from St. Wendelin High School in Carrick in 1966, Bill pursued a career as a mechanical engineer, earning his degree from Point Park College in 1976. For the next eight years, Bill worked at American Bridge in Ambridge (and later in its Pittsburgh office) engaged in engineering design work and detailing. While the work was fulfilling, something was missing.

**"I wanted to be more involved in the actual construction," Bill recently recalled. "I wanted to actually see it, feel it and be with the workers."**

The latter desire would shape the next 40 plus years of his career. After eight years at American Bridge, Bill entered a management training program at H. H. Robertson in Ambridge, where he would become involved in project estimating, contract administration, project management and construction. When H.H. Robertson formed a subsidiary company (R. P. M. Erectors), Bill would go on to serve as manager of construction and president, where he would become intimately involved in metal decking, roofing, siding and window wall systems.

While at H. H. Robertson, Bill worked closely with many individuals, but one in particular, the late Bob Augustine, impressed upon him the importance of getting to know people. **(Continued on page 4)**

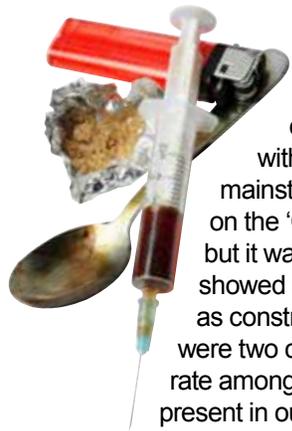
**NOTICE**  
THIS IS A  
DRUG-FREE  
WORKPLACE

## Western Pennsylvania Construction Industry Drug Free Partnership; A Critical Component to Job Site Safety, Performance and Productivity

Safety is a priority in our industry, and the local building trade unions and their signatory contractors and contractor associations take a proactive approach to safety. One key tool has been through substance abuse testing programs. The potential risks in the construction industry are obvious and when coupled with drugs or alcohol use before or during work hours, those risks are magnified by that impairment. Safety is a practice that all industry levels, Facility Owner, Contractor, Union Representation and Employee/Member, can support and one that has cascading benefits. To start and end your day in the same condition is everyone's goal and a substance abuse testing program is an effective tool to help ensure that others working on a project don't take that ability away from you because of their addiction or substance abuse choices.

As a credit to the outstanding collaborative relationship between labor and management in the Western Pennsylvania region, and in spite of the variations within each specific program (drug panel levels, disciplinary actions, rehabilitation requirements, etc.), there was a strong push to unify the programs on their common ground. In 2013, a continued commitment to the customers and all industry stakeholders saw an updated and more inclusive program that was launched under the umbrella of the Builders Guild of Western Pennsylvania.

The Western Pennsylvania Construction Industry Drug Free Partnership (Partnership) exists so that workforce and stakeholders of the construction industry in our region can receive all the benefits of a drug-free project. Under the direction of a joint labor-management committee, the Partnership strives to meet its goal by establishing a ready-to-work pool of drug-free tradespeople, the Partnership helps reduce accidents, improve craft worker health, increase quality and productivity, and enhance the quality of life for craft workers and their families in our region.



In 2013, the program also made substantial improvements to the drug testing panel that included expanded opiates and amphetamines, along with metabolite markers for heroin. The mainstream media did not have daily coverage on the 'Opioid Epidemic in America' at this time but it was present and growing. Industry data showed that a physically demanding industry such as construction and an aging workforce population were two characteristics of an increased positivity rate among the workforce. These two factors are present in our industry and create an easy entry point for increased cases of addiction to prescription pain medication which fuels the opioid epidemic in this region.

The Partnership meets regularly to review industry changes and identify aspects of the substance abuse testing program that should be adjusted to meet and exceed the safety, quality, and productivity goals of our customers and industry stakeholders. In 2017, the Partnership revised the program documents to stay current with substance abuse testing industry language and procedural changes, as well as updating the list of all building trade labor unions and contractor associations that participate in the program.

The Partnership remains a collective effort and requires active participation by all parties to maintain its success. Active participation is critical. Contractors actively participating in the jobsite random testing program, as well as training field supervisors to use Reasonable Suspicion testing protocol, are critical to the success of this program. Additionally, union members have the responsibility to keep a current drug free status by testing at least annually. Members who are between projects and those members who work steady with one contractor for ten years are equally responsible for testing annually and maintaining an eligible status in the database. This eligibility status enables Contractors to efficiently review their rosters and enforce a Drug-Free Workplace.

As the workplace substance abuse testing landscape in America constantly changes relative to marijuana, prescription medications, and alternative testing methods, the joint labor-management committee will continue to work together to support a program that increases the safety of projects by providing a skilled drug-free workforce.



Addiction and substance abuse issues do not discriminate by gender, nationality or religion. Statistical tracking shows that addiction and substance abuse issues can differ across generations, geographic location and even occupation/industry type. If you or someone you know is challenged with addiction or substance abuse issues, please encourage them to seek help, or seek help for them, through their Member Assistance Program (MAP) or their Employee Assistance Program (EAP) which are often available at low or no cost depending on the health care coverage.

*(Bill Ligetti - Continued from page 2)*

“He taught me about the importance of networking, about how to meet people and how to get information,” Bill said. “He also taught me how to pay attention.”

All of those qualities would eventually lead Bill Ligetti to his post as executive director of IWEA of Western Pennsylvania in 1993, where he had previously served as a board member and later president of the organization while at H. H. Robertson. As the head of a trade association, success hinges on the ability to interact and work with all kinds of people--a talent that Bill had long mastered.

“I have to be involved in anything I commit to,” Bill said. “I never considered my job as being a spectator. I always want to participate and be involved.”

When Bill became IWEA executive director, the organization had 14 contractor members and no associate members. Today, IWEA has 34 contractor members as well as 11 associate and affiliate members. It is an active chapter thanks to Bill’s leadership and involvement, and is well respected by other local contractor associations.

“He’s just a real people person and he gets involved in anything you ask him to get involved in,” said Jack Ramage, executive director of the Master Builder’s Association of Western Pennsylvania, which represents many of the region’s largest and most respected general contractors. “He is always right there to volunteer and no challenge is too big for him to take on.”

Darlaine Taylor, vice president of Century Steel Erectors, praised Bill Ligetti for elevating the status of the iron workers and their signatory contractors through his untiring commitment to the industry.

“The iron working industry is such a small sector of the construction industry and it was not always recognized as a

significant player,” she said. “Bill changed all of that when he assumed leadership of the IWEA. His involvement in industrywide issues, particularly when it came to worker safety, was always front and center, and he deserves every contractors’ respect and appreciation.”

Throughout his career, Bill has seen many changes in the construction industry, none larger than the improved relationship between labor and management. What was once considered a contentious relationship is now one based on collaboration and cooperation.

“Local 3 and the IWEA are now partners who work together for a common cause,” Bill said. “Some of that was the result of natural evolution and the need to compete with non-union contractors, but much of it is the result of the leadership of Local 3. Leaders like Greg Christy, who is almost like a brother to me. In fact, there are times when I probably talk to him more than my wife. Greg, like recent business managers before him, understands that the success of the contractor and the worker depends on how well they work together. We’re seeing it more and more today, and its importance will continue as projects like the Shell Cracker advance in Beaver County.”

In that regard, Bill sees a bright future, at least in the near term, for the industry and for the iron worker in particular.

“The natural gas industry and the related businesses that accompany and result from it are changing the face of Pittsburgh,” he said. “We’ve gone from steel to medicine to education to technology and now to oil and gas. The future is bright.”

In recognition of Bill Ligetti’s career, the Association of Union Contractors recently awarded him with its Spirit of Union Construction Award. Created in 2007, the award is given to those individuals who have made a significant impact on the union construction industry.

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## Iron Workers Local #3 Embarks on Training Center Expansion

The Ironworkers Joint Apprenticeship and Journeyman Training Fund has broken ground on a multimillion dollar renovation and addition to its existing training center on Liberty Avenue in Pittsburgh’s Strip District.

Spurred by increased demand for the profession in the region, the \$3.5 million project is expected to take 15 months and will include a new second floor, a two-story addition and renovation to the exterior.

Training Director Jim Gallik said the addition will add more than 6,000 square feet to the existing 8,000 square foot facility and be able to accommodate between 350 and 400 trainees, double the current capacity. The expansion of the training center is directly linked to help meet the regional demands for skilled iron workers. Industry and analysts all predict a growing, long term need for skilled tradesmen across all construction trades.

“Part of the reason we’re doing this is the ethane cracker plant Shell is building in Beaver County, and the other is just an increase in construction across the area,” Gallik said. “This will definitely help in meeting those needs.”

## Intro to the Construction Trades: Energy Innovation Center Institute



In mid-2016, the Energy Innovation Center Institute (EIC) launched a program, known as Introduction to the Construction Trades, focused on helping those who had a desire to enter the regional construction trade union Joint Apprenticeship Training Programs (JATC) to learn or refresh the personal and hard skills necessary to successfully enter and complete these programs.

To date, 104 people have graduated from the program and more than 62% are now in JATC programs. Graduates must still be assessed and go through the same application, testing, interviewing and drug testing as any other applicant.

Supported financially by Career Link/Partner4Work, private funders and the construction trades, the program is geared to increasing minority and female representation in the construction trades. Current graduates are 78% African-American and 13% female.

Program Coordinator Ron Sapp, a retired journeyman and Vice President of the Operating Engineers Local 66, leads the program which includes instruction in basic trade skills, safety, math and reading comprehension tutoring, resume preparation and interview skills. Students also visit a variety of JATCs and gain hands-on knowledge about the specific trade and how the training program works.

Mr. Sapp also instills career soft skills, impressing upon the students the importance of accountability, time management, productivity and dedication that are important to building a successful career, whether in the construction trades or any field.

“It’s definitely tough love in many respects. Most, if not all of our students, have never pursued a career,” said Mr. Sapp. “And the construction trades are truly a career, not just a job. There is a significant difference between the commitment you need to be successful in a career versus just having a job.”

The six-week program has been recognized by the regional JATC Training Directors and their staffs as providing highly motivated and prepared individuals to enter their training programs.

“The people who enter our apprentice program from EIC are extremely well prepared to take maximum benefit from our training,” said Bill Birmingham, Training Director, Insulators Local # 2. “You clearly see that they have been well mentored about the advantages of our training and being a union member, even though they have no background in the construction trades.”

Introduction to the Construction Trades is an endorsed pre-apprenticeship program by the Builders Guild of Western Pennsylvania.

For more information on this, or other programs offered by EIC, please contact:

**Chaquita H. Barnett, MS**  
**Program Director / Recruiting**  
**Energy Innovation Center Institute**  
**cbarnett@eicpittsburgh.org**  
**412.482.3361**



“Intro to the Trades” cohorts learn the basics of construction trade apprenticeship programs during their six week training. A highlight of the classes is visiting several of the regional trades Joint Apprenticeship Training Centers. These visits give the students a first hand look at what’s involved in each trade and helps them decide the path they want to pursue.





THE CONSTRUCTION LEADER

## New Headquarters Positions Industrial Scientific for Continued Growth and Employee Retention

The phased project provides a 5-level, 204,000-square-foot consolidated global headquarters and manufacturing facility for Industrial Scientific on a 25-acre building site in Robinson Township.

The new facility incorporates all of the company's local Pittsburgh functions, including: corporate offices, light electronics manufacturing, electronics servicing, instrument research, development and testing, gas sensor laboratory functions, customer service, software development, warehouse, delivery and shipping.

Initially designed to house 500 employees, important considerations include wellness/fitness; sustainability; employee amenities, including an on-site restaurant/cafe; collaborative/interactive spaces; and flexibility for future expansion and growth.

**The Project:** Industrial Scientific Corporation Headquarters

**Owner:** Industrial Scientific Corporation

**Architect:** IDC Architects

**Contractor:** Mascaro Construction Company, L.P., Pittsburgh, PA



## Playing Games with Safety

Maybe you've heard that playing games on a job site could put safety at risk. Now with video games like Harness Hero, construction workers are using smartphone apps to reinforce the most important safety elements on construction sites.

Harness Hero engages players in the key decisions of using a fall arrest system. At each step in the game, the player chooses where to anchor, what anchorage device to use, how to set up the harness, what connection device to use, and so on. The player inspects the equipment along the way for burns, rips, rust and other malfunctions. At the end of each play, the player encounters a fall and will either witness a rescue or a severe injury, even a fatality. Most importantly, the player then learns about why the decisions they made were right or wrong.

But aren't games just for fun? "Designing a good game that targets well-defined learning objectives can create a fun experience that is also effective for learning," said Eben Myers, vice president of design at Simcoach Games. "Learning works best when it's participatory, goal-directed, and just-in-time, giving learners a chance to apply knowledge as soon as it's presented. Good games offer all these things, and they provide ample opportunities for focused practice and targeted feedback."



*We've got the talent and training that work for you.*

Improving safety is just one way that games are impacting the construction industry in Western PA. Pittsburgh-based Simcoach Games has been partnering with local construction organizations including Master Builders' Association of Western PA, Constructors Association of Western PA, Operating Engineers, Carpenters, Laborers and local contractors, to build construction-related video games for workforce training and workforce development.

The games introduce players to the construction industry, reinforce certain safety skills, assess aptitudes for particular roles, and can even be used to connect players to apprenticeship or job opportunities.

Sample games include: Hooked: A Tower Crane Game, Excavator, Reinforcers: A Rebar Tying Game, ICRA, Traffic Control and Future Road Builders. Games aren't just for professionals, either; Road Builder Blitz was developed to introduce kids to the road building trades.

All of the games are free on the major app stores and have been downloaded and played more than 60,000 times.

To learn more or to begin using these games in your own safety training programs or workforce development efforts, search by title wherever you download apps, or visit [www.simcoachgames.com/our-games](http://www.simcoachgames.com/our-games).

## The One on Centre to Offer a Multitude of Amenities in Oakland

The Pittsburgh region has been, and continues to be, a hot market for apartment construction. Among the many projects underway is the One on Centre located on Centre Avenue in the Oakland section of Pittsburgh.

The target occupants for the 17-story, mixed-use apartment project are students at the many universities located in the Oakland area. It's scheduled for completion in July, 2018. Residents will find One on Centre to be a convenient and exciting place to live.

Among the many amenities are a Gym, Yoga Room, Golf Simulator, Coffee Bar, Study Rooms and Lounge Space on Level 7. Additional Lounge Space and a Viewing Deck are featured on Level 17. Level 7 also includes a Pool Deck with Swimming Pool, Hot Tub, Fire Pits and a Grilling/Food area.

In total, the building encompasses nearly 587,000 square feet. Parking is located on the first six floors, with 329 apartments located on floors four through 17. Additionally, there are three retail spaces located along Centre Avenue.

**The Project:** One on Centre, Centre Avenue between N. Dithridge and N. Craig, Oakland

**Developer:** Park 7 Group, New York City, NY

**Equity Partner (Building Manager):** EdR Trust, Memphis, TN

**Architect:** Humphreys & Partners Urban Architecture, L.P., Dallas, TX

**General Contractor:** Massaro Construction Company, Pittsburgh, PA



## The ERECT Funds; Critical Financing Moves Successful SPEC Projects Forward

In 2006, Al. Neyer, LCC, a Cincinnati based developer and contractor, entered the Pittsburgh industrial market by developing the Turnpike Distribution Center, a 410,000 square foot warehouse in Big Beaver, Pennsylvania. After an introduction to The Employee Real Estate Construction Trust Funds (“The ERECT Funds”) through their partner Castlebrook Development, The ERECT Funds and the partners agreed to terms on an equity investment to help get the project off the ground, an agreement that mandates the use of 100% union labor. More recently, Al. Neyer decided it was time to again test the market, and The ERECT Funds paved the way for another two buildings constructed utilizing 100% union labor.

With financing assistance from The ERECT Funds, Al. Neyer decided conditions were right to put theory into practice and develop Clinton Commerce Center, a 297,200 square foot building constructed on land leased from the Allegheny County Airport Authority near Pittsburgh International Airport. Originally planned as a 252,000 square foot project, construction commenced in the fall of 2015, aided by a \$10.1 million loan from the ERECT Funds.

In June of 2016, with construction ongoing, the risk was rewarded when Al. Neyer signed a lease with Berlin Packaging for 297,200 square feet. In order to accommodate the additional 45,000 square feet required by Berlin, Al. Neyer again needed financing assistance, and The ERECT Funds stepped up with an additional loan of \$3.1 million to complete the project. With a final budget of \$17.6 million, including hard costs of \$15.4 million constructed with 100% union labor, the project was finished on time and on budget for Berlin Packaging to take occupancy in August of 2016.

With a fully occupied building in hand, Al. Neyer decided in July of 2016 to continue the momentum generated by developing Clinton Commerce Center Building Two, a 265,000 square foot industrial building located adjacent to the first building. The project was again developed speculatively with a loan from the ERECT Funds. Total costs of almost \$15.9 million included hard costs of \$13.4 million. The project is nearing completion, on budget and on schedule, and market activity continues to be strong. In total, between the two buildings, the construction work so far has generated an estimated 204,000 work hours and \$12,700,000 in wages and benefits to the union building trades.

Two months ago, Al. Neyer sold Building One to Stag Industrial Holdings, a publicly traded real estate investment trust in Boston, for \$23.6 million. This sale validated the local market and product to national institutional buyers. Local broker Lou Oliva of Newmark Knight Grubb Frank was quoted in the *Pittsburgh Business Times* saying that the sale “lends



**Clinton Commerce Center Building One**  
Photo Credit: Roy Engelbrecht

credibility to both local and national developers that if they want to come and take the risk to develop a project here, that there’s an exit strategy.”

In an area like western Pennsylvania, where lending is scarce for speculative development, the building trades, via The ERECT Funds, took the necessary risk in order for the proposed development to become a reality. Mark Vella of Al. Neyer remarks, “Al. Neyer has enjoyed a successful relationship with PenTrust and The ERECT Funds on many past projects. Speculative development is not without risk and Al. Neyer appreciates The ERECT Funds decision to participate in this project. Al. Neyer looks forward to continuing our relationship with PenTrust and the ERECT Funds on future projects in the region.”

In addition to Clinton Commerce Park, The ERECT Funds continue to be busy with the development of Three Crossings, a mixed-use development in the Strip in which The ERECT Funds have partnered with Oxford Development. To date, The ERECT Funds have provided equity of \$11,750,000 for two office buildings and a 300-unit apartment complex.

The ERECT Funds are providing equity for the last building of Phase One of Three Crossings, which will be a 130,000 square foot office building. Next up, Phase Two of Three Crossings will kick off shortly with an ERECT Fund loan of \$12 million to acquire and prepare the adjacent 7.5 acres for development.

Over the last three years, The ERECT Funds have approved and closed approximately \$79 million in loans and investments in 13 projects in the tri-state area, with an additional \$17 million recently approved but not yet closed. This represents the highest total of investment over a three year period for The ERECT Funds, a reason to celebrate as the Funds turn 30 years old in 2017.