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The Building Industry Association of Hawaii is affiliated with the National Association of Home Builders (NAHB) and was chartered in 1955. Our members are comprised of builders, contractors, developers, designers, and other professionals with shared interests in the construction industry. Our members build the community that we call home. BIA-Hawaii provides members with the political advocacy, marketing support, and networking opportunities that allow their businesses to thrive in Hawaii. Members will also enjoy access to a state-of-the-art training facility and the best professional designation and continuing education courses in the State. Since BIA-Hawaii is affiliated with the NAHB, our members also receive those member benefits and discounts. So, what are you waiting for? Discover the value of a BIA-Hawaii Membership today.



For more information about membership, programs or events, please call 629-7507 or visit us at BIAHAWAII.ORG



BIG T GOLF TOURNAMENT

Help raise money for BIA-Hawaii education programs and network on the green. Register to play or sponsor for the BIG T Golf Tournament on May 9.



PHOTO: Archipelago
Luxury Homes

BUILDING INDUSTRY DESIGN & CONSTRUCTION AWARDS

Submit your residential and commercial construction or development projects for the 2019 Annual Building Industry Design & Construction Awards. Presented in partnership with the NKBA Aloha Chapter. Applications available online.



CONSTRUCTION QUALITY MANAGEMENT

Register for the June 4 series, Construction Quality Management. The course offers prospective QC Managers/ Administrators the opportunity to satisfy the CQM-C training requirements specified in most USACE and NAVFAC construction contracts. This course must be taken and the final test must be passed by any person aspiring to be the QC Manager/ Administrator or alternate.

COFFEE BREAK

A looming question for Hawaii contractors is how many MILCON projects will escape cuts in construction following President Trump's order to redirect funds to build a wall along the U.S.-Mexico border.

According to the Department of Defense, jobs awarded by Sept. 30 are secure. But sources tell *Building Industry Hawaii* that other military projects, on sites ranging from Pearl Harbor to Marine Corps Base Hawaii, might be on shaky ground.

Hurricane season is approaching and experts caution builders to document everything on the jobsite, both before and after the storm, with pictures and an inventory of equipment and materials.

Companies who do a major portion of the Islands' site improvement work report a busy workload so far this year with commercial and government projects.

Health and safety is a focal point for OSHA in May with its "National Safety Stand-Down to Prevent Falls in Construction." In this issue, safety managers in Hawaii discuss ways to train workers on the importance of avoiding accidents. Says Sheraden Eber, director of safety and health at Dorvin D. Leis Co. Inc.: "Safety always comes first."

And be sure to check out Contributing Editor Don Chapman's column on Wayne Parsons, the co-owner of a company that provides termite-resistant mesh socks for utility poles. 🏠

A hui hou,

david@tradepublishing.com



Rendering of a SEABridge home
IMAGE COURTESY GENTRY HOMES

BUILDING INDUSTRY HAWAII

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COMING IN JUNE

Building Industry Hawaii presents its annual **Hawaii's Top Roofers**, with profiles on the leading companies in the Islands along with a report on the latest **Roofing Trends**. And we take a look at the state's **Trucking & Hauling** industry, and find out what dealerships are saying about the most popular pickup trucks among Hawaii's contractors.

On the cover

In this issue: An update on military construction in Hawaii

Photo courtesy of Staff Sgt. James Ro

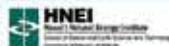
Design by Ursula A. Silva





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FOR THEIR GENEROUS CONTRIBUTIONS TO THE
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▶ If you'd like your organization's event to be considered for Datebook, contact brett@tradepublishing.com a minimum of two months prior to your event.

MAY 1

Electrician Continued Competency: License Renewals Course

This Associated Builders and Contractors Association Inc. Hawaii Chapter (ABC Hawaii) course is open to ABC members and any licensed electrician in the state. Course satisfies the state's continuing education requirements for Electrical Journey Workers IAW HRS section 448E-8.5.

Contact ABC Hawaii at 845-4887 for additional information and/or to sign up for the next available class.

MAY 1, 22

ARE Review: Project Management

The American Institute of Architects Honolulu Chapter (AIA Honolulu) presents two sessions covering the project management section of the ARE 5.0 exam. Sessions are presented by AIA Honolulu architects. Various credits available.

5-7 p.m. (daily). AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. For more information, including fee amount, go to aiahonolulu.org, email contact@aiahonolulu.org or call 628-7243.

MAY 2

Build-PAC Hawaii Party & Member Meeting

Hawaii's building industry and government relations are on the agenda at this Building Industry Association of Hawaii (BIA-Hawaii) semi-annual event for association members and other industry professionals, and features pupus and drinks (complimentary) and showroom cooking demonstrations.

4-6 p.m. Ferguson Bath, Kitchen, and Lighting Gallery, 925 Kokea St. To register, email Gladys Marrone at gqm@biahawaii.org.

MAY 2

Respirable Crystalline Silica - Competent Person

Lawson & Associates' four-hour course complies with with OSHA's Final Rule for Respirable Crystalline Silica (29 CFR 1926.1153), and is designed for construction industry

MAY 3

2019 Kukulu Hale Awards

NAIOP Hawaii celebrates the Isles' top new commercial projects and renovations, the 2019 Developer of the Year and other commercial real estate industry leaders at the 22nd annual Kukulu Hale Awards.

5 p.m. Royal Hawaiian Hotel, Monarch Room, 2259 Kalakaua Ave. For reservations and more information, email Barbie@naiophawaii.org. Fee: \$375 per person.



David Carey (center), former CEO of Outrigger Hotels & Resorts and chair of Chamber of Commerce Hawaii's Military Affairs Council, celebrates his Lifetime Achievement Award at the 2018 Kukulu Hale Awards ceremony. Joining him are Mel Kaneshige, Kahauiki Village project team member and former Outrigger Enterprises Group executive vice president of real estate and development, and Kathy Carey.

PHOTO COURTESY NAIOP HAWAII

employers, managers, supervisors, safety professionals and designated competent persons.

7-11 a.m. BIA-Hawaii/CTC-Pacific, 94-487 Akoki St., Waipahu. Register online at lawsonsafety.com/training.html. Fee: \$99, plus tax, ticketing charge and \$25 late fee if registering after April 25.

MAY 2

Introduction to Respiratory Protection

Lawson & Associates' four-hour course covers OSHA's 1910.134 Respiratory Protection Standard for Construction and General Industry, and complements Lawson's same-day Respirable Crystalline Silica training.

12-4 p.m. BIA-Hawaii/CTC-Pacific, 94-487 Akoki St., Waipahu. Register online at lawsonsafety.com/training.html. Fee: \$99, plus tax, ticketing charge and \$25 late fee if registering after April 25.

MAY 3

ABC Orientations for 2019-2020 School Year

Mandatory orientation for new

ABC Hawaii apprentices are held every Friday and run through mid-June. Apprentices must complete orientation before attending ABC Hawaii classes.

Call the ABC Hawaii office 845-4887 to RSVP or sign up at abchawaii.org.

MAY 4, 11

"Leadership and Motivation" (STP Unit 1)

The General Contractors Association (GCA) of Hawaii presents the Associated General Contractors (AGC) Supervisory Training Program (STP), designed and field-tested for contractors. Unit 1 presenter Kristi Koga covers motivation, feedback, teamwork and more. Certificate available.

8 a.m.-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. Register with payment by April 24 at gchawaii.org or contact Judee Calaro at 833-1681 ext. 14 or judee@gchawaii.org. Fee: GCA of Hawaii members \$295; nonmembers \$395. Substitutions available.

MAY 8

Confined Space for Construction - Competent Person (8 Hour)

Lawson & Associates' one-day, competent person-level course covers the OSHA 1926 Subpart AA Confined Spaces in Construction Standard, and the standard's wide range of applications.

7 a.m.-3:30 p.m. BIA-Hawaii/CTC-Pacific, 94-487 Akoki St., Waipahu. Register online at lawson-safety.com/training.html. Fee: \$199, plus tax, ticketing charge and \$25 late fee if registering after May 1.

MAY 9

2019 BIG T Golf Tournament

BIA-Hawaii has expanded the field for its annual Building Industry Golf Tournament (BIG T). Proceeds help fund the Pre-Apprenticeship Construction Training Program (PACT). Includes luncheon.

9:30 a.m. (registration); 11:30 a.m. (shotgun start)-5:30 p.m. Hawaii Prince Golf Course, 91-1200 Fort Weaver Rd., Ewa Beach. Register at biahawaii.org. For more information, email Benedict Juliano at baj@biahawaii.org. Fee: \$175 (single golfer) to \$5,000 (six golfers/ tournament sponsors).

MAY 9, 10, 16, 17

OSHA 30-Hour Construction Safety Outreach Course

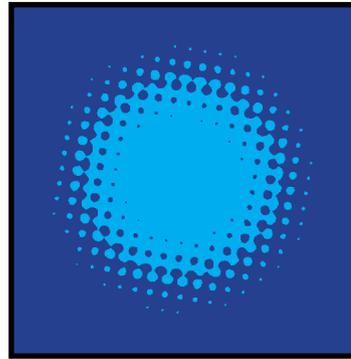
Lawson & Associates' four-day class reviews workplace hazards and workforce rights and is presented by a local OSHA-authorized trainer. Class is designed for all workers and is strongly recommended for supervisors. Certification provided after successful course completion.

7 a.m.-3:30 p.m. (daily). BIA-Hawaii/CTC-Pacific, 94-487 Akoki St., Waipahu. Register online at lawson-safety.com/training.html. Fee: \$450, plus tax, ticketing charge and \$25 late fee if registering after May 2.

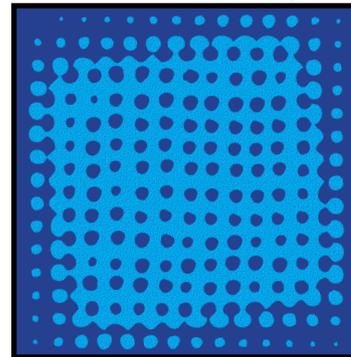
MAY 10

Identifying Trouble Areas in Residential Buildings & Permitting

A BIA-Hawaii workshop for seasoned and novice realtors. Two licensed GCs cover basic building



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construction, ADUs, permitting basics and more. Counts for four DCCA 2019-2020 biennium continuing education requirements.

8 a.m.-1 p.m. CTC-Pacific, 94-487 Akoki St., Waipahu. Register with payment at biahawaii.org. For more information, contact Barbara Nishikawa at 629-7505 or BLN@biahawaii.org. Fee: BIA-Hawaii members \$100; nonmembers \$150; reduced fee available through ETF funding.

MAY 11, 23; JUNE 8

AIA Architectural Walking Tour of Honolulu

On every second and fourth Saturday of the month, the American Institute of Architects Honolulu Chapter (AIA Honolulu) hosts walking tours of Honolulu's architectural landmarks. Tour groups must be 4-12 people.

9-11:30 a.m. AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Go to aiahonolulu.org or call 628-7243 to RSVP with payment in advance and for more information. Fee: \$15 per person.

MAY 16

NAWIC Membership Night

Meet the 2019 board and committee chairs of the National Association of Women in Construction-Honolulu Chapter at this dinner and networking event.

5 p.m. (networking); 5:30 (dinner); 6 (membership drive activities). Honolulu Country Club, 1690 Ala Puumalu St. To register and for more information, go to nawic114@yahoo.com or nawic-honolulu.org. Fee: \$40 for members and guests.

MAY 21

Hazard Communications

Lawson & Associates present BIA-Hawaii's class on the GHS/HazCom 2012 standard changes, new labels and safety data sheet formats. Topics include overview of the Hazard Communication Standard, labels and pictograms, and safety data sheets.

7:30-11:30 a.m. CTC-Pacific, 94-487 Akoki St., Waipahu. Register with payment at biahawaii.org. For

more information, contact Barbara Nishikawa at 629-7505 or BLN@biahawaii.org. Fee: BIA-Hawaii members \$275; nonmembers \$350.

MAY 21

EPA Initial Lead Renovator

BIA-Hawaii's one-day class trains builders and renovators in procedures and practices mandated by the EPA's Lead Renovation, Repair and Painting Rule (RRP Rule).

8 a.m.-5 p.m. CTC-Pacific, 94-487 Akoki St., Waipahu. Register with payment at biahawaii.org. For more information, contact Barbara Nishikawa at 629-7505 or BLN@biahawaii.org. Fee: BIA-Hawaii members \$300; nonmembers \$350.

MAY 25

Activity Hazard Analysis Development and Management (8 Hour)

Lawson & Associates' one-day course shows how to use the U.S. Army Corps of Engineers' EM 385-1-1 requirements for Activity Hazard Analysis (AHA) as part of a contractor's risk management process.

7 a.m.-3:30 p.m. BIA-Hawaii/CTC-Pacific, 94-487 Akoki St., Waipahu. Register online at lawsonssafety.com/training.html. Fee: \$199, plus tax, ticketing charge and \$25 late fee if registering after May 18.

MAY 29

First Aid/CPR/AED Recertification Class

ABC Hawaii presents first aid, CPR and AED (automated external defibrillator) recertification training.

8-11:30 a.m. ABC Hawaii, Training Room 201A, 1375 Dillingham Blvd. Download registration form at abchawaii.org and email to renee@abchawaii.org or fax to 847-7876. Send with payment by May 22. Fee: ABC members \$90; nonmembers \$125. Substitutions available.

MAY 31

ABC Hawaii 2019 Apprenticeship Graduation

Apprentices graduating from the ABC Hawaii Chapter's construction programs will receive their

certifications and celebrate their achievements in ABC Hawaii's 2019 Apprentice Graduation Ceremony. No fee for graduating and current apprentices and apprentice instructors.

5:30-9 p.m. Pomaikai Ballrooms, Dole Cannery, 735 Iwilei Road. Registration and payment required by May 24. Call 845-4887 or go to abchawaii.org for information and registration form.

JUNE 1

2019 Building Industry Design and Construction Awards Entry Deadline

Deadline to enter the 2019 BIA-Hawaii and National Kitchen & Bath Association Aloha Chapter design competition is June 1. Award categories include projects in commercial and residential remodeling, new construction, outdoor living, ADUs, kitchen and bath, multi-family and single-family development and more. Awards will be presented at an October gala.

Go to biahawaii.org/Building-Design-Awards-copy for more information, contest application form and next steps.

JUNE 1, 8

"Oral and Written Communication" (STP Unit 2)

GCA of Hawaii presents the AGC's Supervisory Training Program (STP), designed and field-tested for contractors. Unit 2 covers effective communication, meetings, persuasion and written records and more. Certificate available after completing course.

8 a.m.-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. Register with payment by May 24 at gchawaii.org or contact Judgee Calaro at 833-1681 ext. 14 or judee@gchawaii.org. Fee: GCA of Hawaii members \$295; nonmembers \$395. Substitutions available.

JUNE 3-5

OSHA 503-Update for General Industry Outreach Trainers

Offered by BIA-Hawaii and UC-San Diego's OSHA Training Institute. Three-day OS&H course provides mandated four-year training

updates. Record of completed OSHA 501 or 503 courses within the last four years must be included on Verification of Prerequisite Form. Laptop recommended. Various credits available.

8 a.m.-4 p.m. (daily). CTC Pacific, 94-487 Akoki St., Waipahu. No online class enrollment. To register, call (800) 358-9206 or email oshatraining@ucsd.edu. For more information and Verification form, go to biahawaii.org and osha.ucsd.edu. Fee: \$525. No refund after May 20.

JUNE 4-6

Construction Quality Management (CQM)

Offered through BIA-Hawaii. This U.S. Army Corps of Engineers (USACE) three-day class for credentialed CQ managers is limited to four attendees per company per course. Certificate issued after completing course; valid for five years.

Noon-4 p.m. (daily). CTC-Pacific, 94-487 Akoki St., Waipahu. Register with payment at biahawaii.org. For more information, contact Barbara Nishikawa at 629-7505 or BLN@biahawaii.org. Fee: BIA-Hawaii members \$95; nonmembers \$125.

JUNE 10, 13, 15, 18, 20

40-Hour Safety Hazard Awareness Training for Contractors (5-Day)

BIA-Hawaii's five-day training provides a Site Safety & Health Officer (SSHO) with the additional certification required by the NAVFAC UFGS 1.6.1.1.1. Also covers the EM-385. Industry/academic credentials and laptop required. Certification provided after successful testing.

7:30 a.m.-4 p.m. (daily). CTC Pacific, 94-487 Akoki St., Waipahu. Register at biahawaii.org. For more information, contact Barbara Nishikawa at 629-7505 or via BLN@biahawaii.org. Fee: BIA-Hawaii members \$450; nonmembers \$575; \$287.50 with available ETF funding.



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Wayne Parsons began his professional life by taking aim at the heavens, creating a ruby laser for NASA that he helped fire from the top of Haleakala toward the moon, where 50 years ago this summer it would be reflected back to Earth by a mirror placed there by lunar-walking astronauts Neil Armstrong and Buzz Aldrin.



Wayne Parsons

But for the past 30 years or so, Parsons has been looking in the other direction, down into the Earth.

“Like everybody else in life, I had something happen,” says

Parsons, who in his post-cosmological career became a trial attorney and eventually president of the Hawaii

State Bar Association. “I came across termites, and here I am in the termite business.”

It started in 1990 when he bought a house on 16th Ave. in Kaimuki. Unbeknownst to him, it had a subterranean termite infestation—despite a pre-purchase check by a pest control company that documented it found none.

“It’s important to differentiate between subterranean termites that live in big nests underground, and dry-wood termites that live in tiny little colonies,” Parsons says. “The house was five years old, and within about six months of buying it I was told by numerous pest control guys, including entomologists from UH, there was probably no way to stop the termites.

and this is true of all concrete, it shrinks away from the interior of the CMU block. And it shrinks away from the rebar,” creating perfect termite crawl spaces.

It’s similar for plumbing. “Every place a pipe comes through the foundation, there’s termite-sized gaps.”

Though Parsons considered tearing down the house, the UH entomologists he’d been talking with provided an introduction to an Australian inventor who had a new product to protect buildings from subterranean termites, called Termimesh.

“Name’s Vic Toutountzis, a Greek, had just a ninth-grade education, and he’d created a marine-grade stainless steel mesh to block subterranean

In Hawaii, the company has put Polesocks on 44,000 wooden poles in the ground. Big customers are local utility companies, as well as zip lines, a Maui windfarm and multiple military installations.



They said it’s a tear-down. I’d just written a big check and moved in. At that point I knew nothing about termites.”

That quickly changed.

“The problem is, subterranean termites are very hard to stop if they have access to openings in the foundation,” he says. “The only treatment at that time was spraying the soil with a chemical, and it inherently did not work with multi-level homes built into a hillside like mine. And the chemicals would only last three to five years.

“My house has a lot of CMU block, concrete block, hollow tile, with rebar. The termites were getting through that wall. These blocks, during construction, they pile them up and fill them with concrete and rebar to make them very strong. When concrete hardens,

termites from getting into buildings. It was a physical barrier, did not depend on chemicals. It lasted forever. So I called him up in Australia, he said send me your house plans. ... He called me back, said I can do it, but it’s going to be a bloody mess. I need access to all the surface of your house that connects to the ground, and you might have to excavate around the lower portion. But I can stop the termites. If you’ll pay for my transportation and materials, and supply me with some laborers, I’ll do it. I want to prove to America I have the best termite protection in the world.

“I did the deal. He came up, we excavated, he put in massive amounts of this product. We had to completely sheet the CMU blocks downstairs, excavate the entire wall, all the way



A utility pole is being prepared to go into the ground wearing a Polesock.

below the footing, completely sheeted it so the termites couldn't get to anything on that wall."

Parsons, a Ypsilanti native who earned undergrad degrees from the University of Michigan in engineering, math and physics, and a Ph.D. in physics, saw a business opportunity, and today holds the Hawaii franchise for Termimesh, specializing in protecting new buildings from subterranean termites.

"Our best customers are people who own the building and will be responsible for the upkeep," he says.

They found another practical use for the steel mesh fabric—protecting wooden utility poles. Parsons' crew, or one of the eight companies he and co-owner **Sandra Sardinha** train and certify to do the work, cut a custom sock that covers the six feet or so that will be underground, plus another foot and half above ground.

Why not take it higher?

"Subterranean termites forage the first couple of feet of the Earth's surface," Parsons says. "They don't go up to the surface because they're blind and don't like wind, don't like light and don't like things disturbing them. Is it possible they could climb higher than two feet to get to the pole? It's possible, but they don't."

In Hawaii, the company has put Polesocks on 44,000 wooden poles in the ground. Big customers are local utility companies, as well as zip lines, a Maui windfarm and multiple military installations.

"The utility companies have found that subterranean termites can take

out a pole in seven years, and they'll likely get at most 20 years for a pole," Parsons says. "Replacing a pole is very expensive, involving multiple trades. The minimum is \$7,500 and it can go to \$45,000 per pole. So if they can get another 10 years out of a pole, that will save millions of dollars over time. We believe our mesh should last 50 years, maybe 100 years."

Despite all the damage termites can do, Parsons has a kind of admiration for the munchy little critters.

"If not for the work of termites, you'd have a thousand feet of cellulose on the surface of the Earth," he says. "They're the billy goats of the entomological world. Before we got here, there were forests, and the termites were in the ground, and the forests grew and the trees fell over, and termites had a nice balance. They're not going to kill the forest, they'll just use it to sustain their colony."

"But then we humans came along and chopped down the trees, cleared land, dug a foundation pad, created an area to pour the concrete, built the house. And the termites get up in the morning, and they've been eating the trees, and they say what's this? For them it's not a problem, let's find out what's in there. So they forage the underside of that foundation to find entry points, and they're easy to find, and they go up there and find wood, and say hey, we found wood! We found paper!"

"They're very organized. It's not just a bunch of termites. From the main nest they build tunnels out, where infantry regiments of termites

go out, they'll go outside that tunnel to forage. And they have a foraging pattern that might look random, but they cover every cubic centimeter. They're very efficient. The termites in my house had scoured off all the paper backing on the chip board.

"But we need 'em. You don't want to get rid of stuff. The balance that happens through long-term processes is important. You can't just say let's get rid of this and this and this. You'll screw everything up. We need termites, but let's stop them from eating our wooden structures. Let's keep them out of our buildings, which is entirely possible.

"They're still outside my house. I'm convinced they're pissed off. When they have their breeding season, there are tons of termites on my hillside. But they're stopped forever. That house will be torn down before the Termimesh steel deteriorates."

For more information: termimesh-hawaii.com and polesocks.com. 🏠

.....
Have a good story about a good person in Hawaii's building industry? Please shoot me an e-mail at don@tradepublishing.com.



Polesocks co-owner Sandra Sardinha inspects an installation.

First-quarter Contract Awards Top \$446M

Government agencies awarded contracts in March valued at \$57,580,170, the second-highest amount for that month in the past four years. At the end of the first quarter, agency contracts stand at \$446,073,417.

Last March, agency awards hit a record \$143.9 million after slow showings during that month during both 2016 and 2017, which brought awards of \$37.8

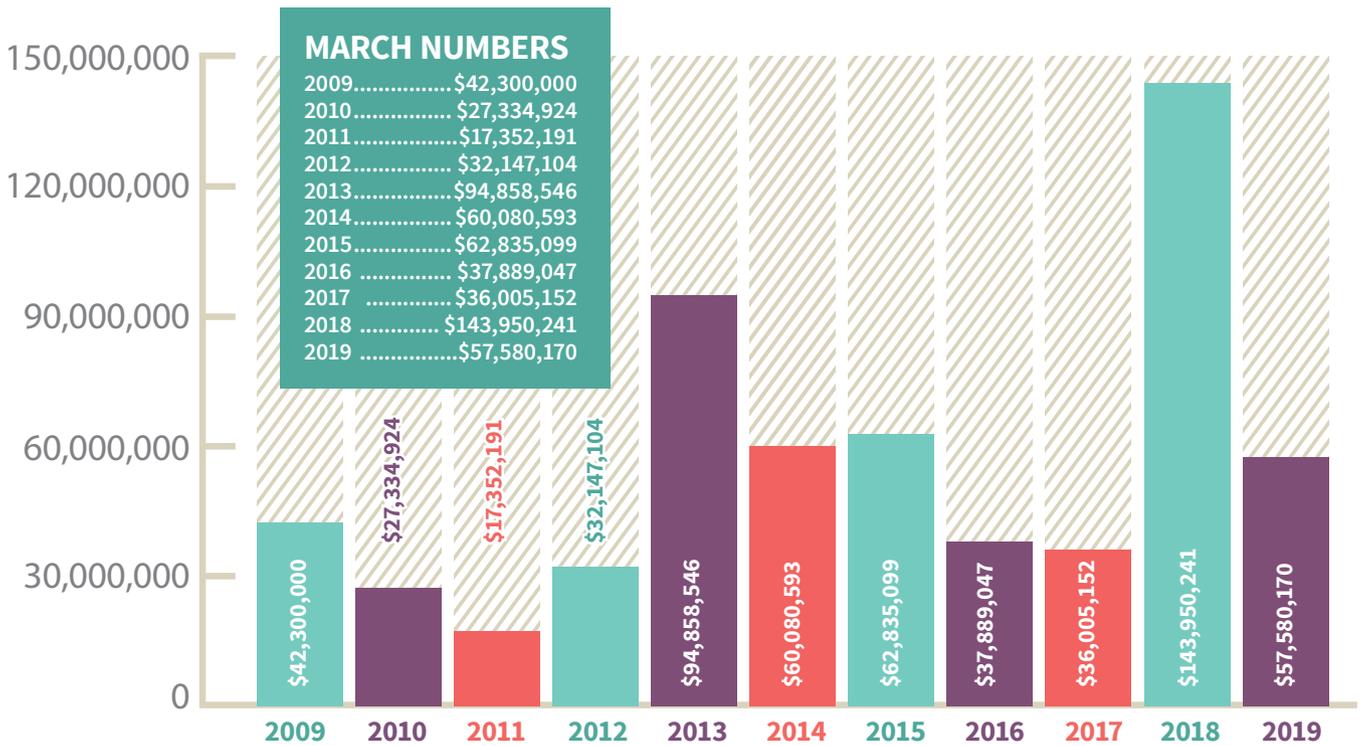
million and \$36 million, respectively.

The bulk of March's contracts went for projects on the Neighbor Islands, led by Maui with jobs valued at \$23,813,097 and by Hawaii Island at \$20,335,825.

The largest contract of \$21,303,303 was landed by Road & Highways Builders LLC to reconstruct Runway 3-21 at Lanai Airport. Kiewit Infrastructure West Co. won

a \$19,662,145 award for work at the South Hilo sanitary landfill. The third-biggest award, of \$5,833,173, went to Mira Image Construction for guardrail and shoulder improvements on the H-1.

Among the seven agencies awarding contracts, the Department of Transportation led the way with jobs valued at \$27,136,476 followed by the Department of Public Works at \$19,734,525.



Oahu

Mira Image Construction \$5,833,173
Interstate Route H-1, Guardrail and Shoulder Improvements, Kapiolani Interchange to Ainakoa Avenue, Vicinity of Honolulu

Elite Pacific Construction Inc.2,644,000
Waialae Iki 180-foot Reservoir Repairs

StarCom Builders Inc......2,468,850
Waimanalo 230-foot Reservoir Repairs

All Maintenance & Repair..... 1,296,000
Spalding Hall, University of Hawaii at Manoa, Second Floor Renovation

Rons Construction Corp. 565,825
Access Road Repair and Drainage Improvements for Niu Valley Highlands 298-foot Reservoir

International Roofing & Building Construction 398,500
Mokulele Elementary School, Miscellaneous R&M FY16

EBJ Construction Inc...... 173,900
Hale Wainani Boiler Replacement, UH-Manoa

3-Fold Craftsman Construction 51,000
King Intermediate School and Kalihii Kai Elementary School, Mold Remediation

MARCH'S TOP 10 CONTRACTORS

1. Road & Highways Builders LLC (1) \$21,303,303
2. Kiewit Infrastructure West Co. (2) 20,593,015
3. Mira Image Construction (1) 5,833,173
4. Elite Pacific Construction Inc. (1) 2,644,000
5. StarCom Builders Inc. (1) 2,468,850
6. Central Construction Inc. (2) 1,578,924
7. All Maintenance & Repair (1) 1,296,000
8. Isemoto Contracting Co. Ltd. (1) 601,300
9. Rons Construction Corp. (1) 565,825
10. International Roofing & Building Construction (1) 398,500

Information is summarized from the Contractors Awarded section of *BIDService Weekly*, compiled by Research Editor Alfonso R. Rivera.

Maui

Road & Highways Builders LLC 21,303,303
Reconstruct Runway 3-21 at Lanai Airport

Kiewit Infrastructure West Co. 930,870
Hauoli Street Drainage Basin and Outlet Repair, Maalaea

Central Construction Inc. **799,667**
 South Maui Playground Shade Structures (Rebid)

Central Construction Inc. **779,257**
 King Kekaulike High School, Bldg. B (Library), Shelter Hardening

Hawaii

Kiewit Infrastructure West Co. **19,662,145**
 South Hilo Sanitary Landfill Final Closure, Hilo

Isemoto Contracting Co. Ltd. **601,300**
 Flooring Replacement, Hale Ikena Student Housing, UH at Hilo

Loeffler Construction Inc. **72,380**
 South Hilo Sanitary Landfill Abandoned Vehicle Striping and Site Improvements

AWARDS BY AREA

Maui	\$23,813,097
Hawaii	20,335,825
Oahu	13,431,248
Total.....	\$57,580,170

AWARDS BY AGENCY

DOT	\$27,136,476
DPWHI	19,734,525
BWS	5,678,675
UH	2,071,200
DOFMA	1,730,537
DAGS	779,257
DOE	449,500
Total.....	\$57,580,170

LOW BIDS

The companies below submitted the low bids in March for the work detailed. Submitting the lowest bid is not a guarantee of being awarded the job. However, it is a strong indication of future work, and subcontractors can plan accordingly.

Oahu

Ralph S. Inouye Co. Ltd. **\$73,100,000**
 Hawaii State Veterans Home

Certified Construction Inc. **9,956,283**
 HNL Ewa Concourse Reroofing at Daniel K. Inouye International Airport

Road & Highways Builders LLC **7,606,606**
 Rehabilitation of Streets, Unit 78

United General Contracting Inc. **2,328,241**
 Honolulu Zoo, New Spider Monkey Exhibit and Bird Holding Facility

Mega Construction Inc. **1,549,153**
 Pauoa Sewer Reconstruction, Sewer I/Ala Moana Basin

Eckard Brandes Inc. **1,542,937**
 Inspection, Maintenance and Pollution Prevention of MS4 and Drainage Systems, Statewide Airports

The Phoenician LLC **618,500**
 Removal of Vessels for Harbors Division on the Island of Oahu

Yamaki Constuction **539,193**
 Waahila Faculty Housing, Exterior Repainting Work

Oahu Plumbing & Sheetmetal Ltd. **489,995**
 Kapolei Hale, Air Conditioning System Improvements, Phase 2

Artech Construction Group Inc. **420,000**
 Kapolei Hale, Miscellaneous Roof Improvements

Sterling Pacific Construction **392,233**
 Mokulele Elementary School, Miscellaneous R&M for FY16

Pacific Power Electrical Contracting LLC **159,288**
 Kalihi Palama Bus Facility, Installation of Electric Bus Charging System in Building C, Dynamometer Room

Commercial Roofing & Waterproofing Hawaii Inc. **133,147**
 Various Building Reroof, Wist Hall, UH-Manoa

Commercial Shelving Inc. **71,885**
 Farrington High School, Replace Gym Bleachers Motors and Wiring

Paul's Electrical Contracting LLC **19,077**
 Waianae High School, Stadium Lamp and Ballast Replacement

Elite Electrical Services LLC **17,800**
 Kapolei High School Stadium, Replace Lamps and Ballasts

Maui

Global Specialty Contractors Inc. **321,454**
 Kepaniwai Heritage Gardens Improvements, Phase 2

Hawaii

Kiewit Infrastructure West Co. **19,662,145**
 South Hilo Sanitary Landfill Final Closure, Hilo

Nakasato Contracting **6,800,000**
 Restroom Improvements at Hilo International Airpor

Isemoto Contracting Co. Ltd. **601,300**
 Flooring Replacement, Hale Ikena Student Housing, UH-Hilo

Sanborn General Contracting Inc. **403,900**
 Repair Carport, Hilo Harbor

Kauai

Pave-Tech **741,200**
 Installation of Enhanced Pavement Marking and New Milled Rumble Strip at Various Locations, Island of Kauai

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SPOTLIGHT ON SUCCESS

Rendering of a home at Coral Ridge
IMAGE COURTESY GENTRY HOMES



Laying the Groundwork for Ewa Homes

Paradigm Construction completes site improvements on two subdivisions for Gentry Homes

BY DAVID PUTNAM

Home sales are in full swing at two of Gentry Homes' most recent subdivisions: SEABridge and Coral Ridge. Only three years ago, however, the site of the housing developments was vacant farmland overgrown with weeds and brush.

Paradigm Construction was selected as general contractor for site improvements on the \$18.7 million project at Area 52 and Area 51 for Gentry Homes. And, in April 2016, the Waipahu-based company and its army of subcontractors moved in to prepare the Ewa Beach site.

The work on Area 52 (SEABridge) and Area 51 (Coral Ridge) required detailed planning and teamwork, says Taylor Sakamoto, Paradigm Construction's senior project engineer.

"The most standout feature of the sitework construction on a typical large subdivision project is to completely install all functioning underground utilities and construct ready-to-drive-on roadways in 6-8 months from ground breaking," he says.

"It takes meticulous planning by our project team and near-perfect execution of all trade workers to achieve this challenging project goal."

Gentry Homes' sales team is currently showing models of the homes at the two subdivisions. SEABridge has 170 affordable three- and four-bedroom homes. Coral Ridge, a single-family community located by the Coral Creek Golf Course, has 150 homes.

Sitework was completed last June. Gentry says completion of the subdivisions is expected by first-quarter 2020.

The scope of the sitework at

Area 52, described by Sakamoto as a 287-detached condominium lot subdivision "consisted of mass and pad grading; retaining walls; installation of drain, water, sewer and electrical systems; and construction of more than 7,000 linear feet of new roadway."

At Area 51, a 132-lot single-family subdivision, he adds, the work was



Paradigm Construction prepared Area 51, Coral Ridge, for Gentry Homes.
PHOTOS COURTESY PARADIGM CONSTRUCTION



Paradigm Construction prepared Area 52, SEABridge, for Gentry Homes.
PHOTOS COURTESY PARADIGM CONSTRUCTION

similar but with landscaping and construction of more than 4,500 linear feet of roads.

Paradigm also handled the excavation and embankment work on the 38.8-acre development.

Sakamoto says Paradigm had to overcome a unique geographic challenge at the construction sites.

“Both sites were landlocked by golf courses and existing homes,” he says. “The only access to the project was through a concurrent project of Paradigm Construction: Kamakana Street. Kamakana Street was being constructed simultaneously with Area 52 and Area 51, so access and phasing had to be carefully planned and coordinated to achieve Paradigm Construction’s schedule.”

He credits strong teamwork for the success of the project.

“Paradigm Construction and Gentry Homes met weekly and collaborated daily to ensure house construction of each phase was not delayed,” Sakamoto says.

“Construction access and thoughtful phasing of the work were vital to the project’s success.”

Other key members of the project team were Herman Garcia, job superintendent for Paradigm and Gentry Homes’ site engineer Art Pelkaus and Brian Maja, vice president of engineering.

“We have a history with Paradigm. They have been doing work with us for quite some time now,” Maja says.

Sakamoto also lauded the efforts of the entire team for their contributions to the success at Area 52 and Area 51.



“All of our subcontractors and vendors on the project have contributed greatly in completing our projects,” he says. “A special thanks to Ramtek Fabrication Co., our supplier of precast structures and pipes; Paul’s Electrical Contracting and Jack Endo Electric, Road Builders and Teck Inc., who performed the electrical, AC pavement and concrete masonry work, respectively. Their commitment to completing the job and providing a quality finished product was paramount to the success of the project.”

Other companies involved in the

sitework included Choice Fence, GP Roadway Solutions, Hawaiian Water & Chlorination, Honolulu Industrial Coating Co., Paradise Reinforcing Inc. and Road and Highway Builders.

“As with any project, there are always challenges and unforeseen conditions that arise,” Sakamoto says. “In order to achieve Gentry Homes’ goal, teamwork, commitment and the ability to quickly respond to issues were essential to ensure home construction was not delayed.”

He notes that in February Paradigm Construction and Gentry Homes were the “first-ever contractor and developer” to receive Environmental Hero and Good Neighbor awards by the Department of Facility Maintenance Storm Water Quality Branch “as a result of the project.”

Adds Sakamoto: “We would like to express our sincere appreciation to our hard-working men and women who have dedicated their professional workmanship with the essence of quality and safety on the projects.” 🏠



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Record the Jobsite Before, After the Storm

Hawaii experts offer contractors advice on prepping
a jobsite for the upcoming hurricane season

BY DAVID PUTNAM

With the official start of hurricane season just days away, Hawaii construction safety and insurance experts caution contractors to take steps early to protect their employees and jobsites.

A good place to start? Document everything on the jobsite, both before and after the storm.

“It’s very important to document jobsite conditions throughout the entire project, but even more so prior to a storm event,” says Daniel Gick, assistant vice president for construction sales at Atlas Insurance Agency. “For the most part, normal project management and job costing systems can be used to accomplish this.”

Gick points to a few helpful systems, including project schedules, Bought-And-Stored-To-Date or Work-In-Place (WIP) reports, payroll records, material and vendor invoices and subcontractor monthly pay applications.

Builders can also take advantage of popular electronic devices to prepare for the hurricane season. According to the National Weather Service, in the Central Pacific Ocean an average of three tropical storms, two of which become hurricanes, form or move over the area during the hurricane season, which runs from June 1 to Nov. 30 each year.



Daniel Gick

“With the increasing use of portable electronic devices in construction management, such as cell phones and tablets, it’s easy to take pictures to further document the project’s progress and conditions prior to a storm,” he says.

“Following a storm,” Gick adds, “it is critical to document any damage that has occurred to work or materials because this is what a claims adjuster will rely upon to cover a claim.”

“Contractors should take pictures not only of the damaged portions of work and materials, but also of the project site as a whole. For instance, most builder’s risk policies cover debris removal. In a post-hurricane situation, there is often a rush to get the project back on track. It’s unlikely a contractor will have time to wait for the adjuster before beginning cleanup.”

“Document with pictures, catalogue costs in repairing or re-doing any work, obtain estimates or invoices for materials that need to be reordered, and make copies of all to be given to the claims adjuster. And don’t forget to include an allowance for overhead and profit on top of the direct cost of work performed.”

Have a Plan, Be Prepared

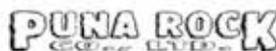
A construction severe weather management plan is a crucial “must-have” for builders in tropical areas, experts say.

“Hurricane season happens every year. It’s something that can be prepared for and managed with some certainty,” says

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Joey Garza, a health, safety and environmental (HSE) supervisor at Nordic PCL Construction Inc. “Of course, there are still unknowns and the question of how bad it’s going to be, though we have an opportunity to start early to prepare ourselves and have a plan.”



Joey Garza

In May, Garza was installed as the new president of the Hawaii chapter of the American Society of Safety Professionals (ASSP), previously known as the American Society of Safety Engineers.

She stresses the importance of having a construction severe weather management plan.

“A severe weather plan sets our projects up for success when handling adverse weather,” Garza says. “When your teams have the knowledge, tools and equipment that they need, your projects are set up to weather the storm better and, more importantly, recovery time is so much easier, quicker and pain-free.”

“Yes, it may cause some initial costs to prep, and yet your return on investment when your project is able to quickly get back to its money-making productivity effortlessly is priceless.”

Gick also emphasizes having a safety plan in place.

“Contractors should have a good hurricane or windstorm action plan or checklist in place for their company. This is a generic plan or checklist of actions to take to prepare a project site for a storm event, and can be used by the project’s management team to tailor a specific plan for each project,” he says.

“Most insurers who provide builder’s risk insurance

have sample plans or checklists available for their insured. Contractors should talk to their broker or agent for copies of these to use as a basis for their own plan or checklist.”

The Federal Emergency Management Agency (FEMA) urges contractors to keep its crew informed of the hurricane plan and, according to its website, encourages builders to “practice with tabletop exercises to ensure all elements are covered for your jobsite and current conditions.”

Garza says “being proactive and getting everything in place for something that we know has high impact and high risk can be the difference between a profitable and a not-as-profitable project.”

Builder’s Risk Policy

Contractors should review their existing insurance insurance before the season blows in, Gick says.

“The primary means to insure the project itself against losses due to hurricanes during the course of construction is a builder’s risk insurance policy,” he says. “Most builder’s risk policies are put in place for an individual project. The coverage these policies provide should be tailored to the project, with special attention paid to things like coverage of hurricanes or named windstorms, and the deductibles required under the policy for this catastrophic (CAT) peril.

“Some general contractors or trade contractors have annual master builder’s risk policies, where they can incorporate or endorse each project onto the policy as the need arises.”

Gick says contractors “should review these policies

Construction Severe Weather Management Checklist

The National Weather Service (NWS) and the Federal Emergency Management Agency (FEMA) recommend the following steps to create a severe weather plan for construction sites:

1. Prepare Before Severe Weather Strikes

Before a storm comes your way, have the right materials and equipment on the project to avoid rushing and competing with others for limited resources. Train your staff on where your materials and equipment are stored. This will set you up for success when you need to use them and ensure they are not disposed of unintentionally. Hurricane preparation materials and equipment:

- Concrete Anchors
- Duct Tape
- Garbage Bags
- Generators
- Ground Anchors
- Fuel
- Miscellaneous Hardware and Fasteners

- Netting
- Plastic Sheeting
- Plywood
- Pumps
- Rope
- Sand Bags
- Shoring and Bracing
- Water
- Wire
- Keep hard copies of contact lists, plans and other important documents in a safe place.

2. Monitor the Weather Closely

While the superintendent typically follows the impending severe weather, designate a backup team member to watch the weather once a Tropical Storm Watch is issued.

- Check local news stations, social media, NWS Honolulu office or sites like The Weather Channel or Accuweather for updates.
- Invest in a weather radio powered by batteries, solar or a hand crank to receive weather information during power outages.

3. Secure Structures and Equipment

When the Hurricane Watch is issued from the NWS, start preparing your jobsite for the storm.

- Weigh down materials that could easily fly away with rope, sand bags, ground anchors and other appropriate items.
- Stack loose materials together and secure them with rope or duct tape to keep them from dispersing.
- Cover materials with plastic sheeting, netting or garbage bags to prevent water damage.
- Complete work on partially completed structures to minimize damage, if time allows.

4. Remove Materials and Equipment When Possible

Remove loose materials or expensive equipment immediately after a Hurricane Warning is announced.

- Have your roll off dumpsters picked up or secure the cover of the container.

annually, and for each project to be covered, with their broker or agent to understand what coverage is provided, particularly for perils such as hurricanes.”

For project-specific builder’s risk insurance policies, he points out that “most contractors are forced to rely upon the coverage procured for the entire project by the owner or general contractor.

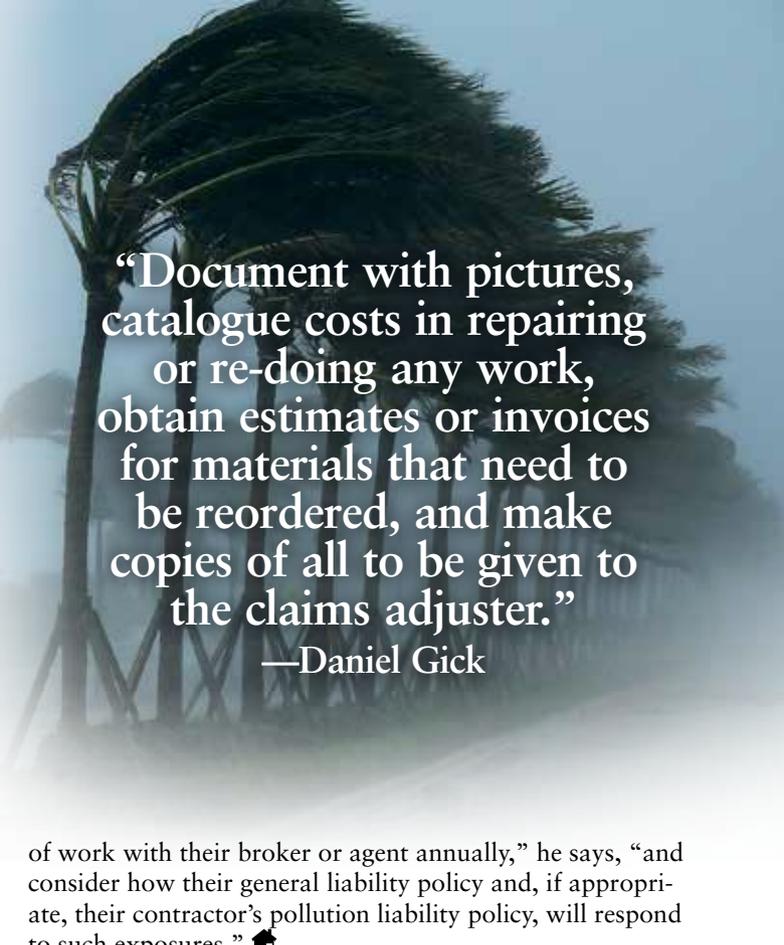
“While they may not have much say over the coverage provided, contractors should review these policies to understand what coverage is provided, and, just as importantly, what their responsibility is for deductibles under the policy for each type of peril. Builder’s risk policies often have a standard deductible for All Other Perils (AOP), but a much higher deductible for CAT perils such as named windstorm, flood and earthquake, if these perils are covered at all.”

Third-party Liability

While builder’s risk policies are the primary ways of covering damage to the project itself, Gick says that “hurricanes and large windstorms can also create liability to third parties for the project owner, general contractor or an individual subcontractor.

“Heavy winds can blow project materials or equipment off the project and injure members of the public or damage adjacent property. Heavy rains can create a mass effluent of dirt and other materials that can become a pollution condition in surrounding areas in the wrong circumstances.

“Contractors should review their operations and scopes



“Document with pictures, catalogue costs in repairing or re-doing any work, obtain estimates or invoices for materials that need to be reordered, and make copies of all to be given to the claims adjuster.”

—Daniel Gick

of work with their broker or agent annually,” he says, “and consider how their general liability policy and, if appropriate, their contractor’s pollution liability policy, will respond to such exposures.” 🏠

- Remove or tie down portable bathrooms.
- Remove hazardous chemicals or store them in a secured safe place to prevent them from being released into the environment.
- Remove materials, tools or equipment that can be damaged by rising water.
- Move heavy equipment and machinery to a garage or other covered structure.
- Pull down and store light-weight fence screens and job site signage.
- Move any portable electronics, job site plans and other important documents from the construction trailer to a safe location offsite.
- Turn off power to the site and make sure fuel is available for power generators.

5. Safeguard the Building Structure

Defending the building is the next step after managing the materials. Water damage is a big deal for every project in a hurricane, regardless of new or renovation construction.

- Board up door and window openings.

- Tarp or board up any other large openings.
- Place sandbags around the perimeter of the structure as reinforcement.

6. Evacuate the Work Site

Have an evacuation plan in place for your construction site. Be familiar with the warning terms used for hurricanes to determine when to send staff home.

- **Hurricane/Tropical Storm Watches** mean that a hurricane or tropical storm is possible in the specified area.
- **Hurricane/Tropical Storm Warnings** mean that a hurricane or tropical storm is expected to reach the area, typically within 24 hours.

Stay tuned to weather alerts via radio, TV or social media and evacuate as soon as local authorities give the word. Learn your community’s emergency plans and incorporate them into your plan and know the location of nearby shelters so your employees have a safe place to go if they can’t make it home.

Returning to Your Construction Site After the Storm

7. Carefully Assess Damage

When the storm has passed and it’s time to return to the site, assessing damage and clean up can begin.

- Be careful when walking in standing water, which may contain sharp or jagged objects.
- Use caution when entering the building because structural elements may be weakened.
- Rent a dumpster to safely dispose of materials that were damaged by the storm.

8. Plan to Remove Water

During a hurricane, water may flood your work site. Removing it is important for the safety of your property and neighboring structures as standing water can affect the ground stability beneath structures.

- Place pumps in excavations or basements before the storm hits.
- Have dehumidifiers and fans available to dry out the space.
- A good practice is to have contact information on-hand for a tanker truck to haul away excess water.

Construction of U.S. Army Pacific's Mission Command Facility's Phase 3 began in late 2018 and will continue until 2022. Phase 2 is finalizing construction and is scheduled to be complete in late 2019. The completed Phase 1 arrival building (center) is now being utilized by USARPAC. PHOTO BY DINO W. BUCHANAN, USACE-HONOLULU DISTRICT PUBLIC AFFAIRS



MILCON Stands its Ground—for Now

Come October, funding for some Isle military projects is up in the air

BY BRETT ALEXANDER-ESTES

Funding for U.S. military construction (MILCON) projects awarded by Sept. 30 is secure, according to a Department of Defense (DOD) statement in March and, as of press time, these projects will proceed as scheduled.

Other projects are on hiatus following President Trump's order redirecting some MILCON funds toward construction of a border wall.

Hawaii projects valued at more than \$50 million and slated for award before Sept. 30 include:

- Corrosion Control Hangar, Marine Corps Base Hawaii (MCBH)
- Communications / Crypto Facility, NCTAMS, Joint Base Pearl Harbor-Hickam (JBPHH)

But funding for the following pending Hawaii military projects is uncertain:

- Wheeler Rotary Wing Parking Apron (\$50 million)
- Pearl Harbor Drydock Waterfront Facility (\$45 million)
- Security Improvements, Mokapu Gate, MCBH (\$26.5 million)

As of press time, the Pearl Harbor Drydock Waterfront Facility has been canceled.

"Some of these ... projects ... such as the Pearl Harbor Drydock Waterfront Facility, are sequential parts of larger projects," says Hawaii U.S. Rep. Ed Case. "DOD has not indicated which, if any, it may target for attempted diversion ... (which

addresses only unobligated appropriated military construction projects."

And while the president's fiscal year 2020 budget requests that diverted project funding be restored, Case says Congress will not approve this request since to do so will violate constitutional appropriation requirements.



U.S. Rep. Ed Case

Topping \$1B

MILCON's funding snafu comes as leading Hawaii contractors are breaking ground or in the thick of projects with a combined value of more than \$1 billion.

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Current contract value for the Bachelor Enlisted Quarters at MCBH is \$59.2 million.
PHOTO COURTESY NAVFAC HAWAII

Hawaiian Dredging Construction Co. Inc. is currently general contractor on two Isle military projects: a \$48 million water transmission main at JBPHH and a \$61 million communications and electrical facility at MCBH.

While the MCBH project is not LEED-certified, says Joel Vallesteros, project manager of the Regimental Consolidated Communications/Electrical Facility, “we are following Green Building Institutes which (provides) Guiding Principle Compliance. There will also be a certificate similar to LEED.”



Joel Vallesteros

The new facility is designed to “consolidate the 3rd Marine Regiment, 1st Battalion, 12th Marines communications, electrical and mechanical shops,” he says, and will contain “shops, equipment laydown areas, vehicle maintenance bays, storage, offices, an Electronic Key Management System (EKMS) secured room/vault and telecommunications infrastructure.”



Hawaiian Dredging is currently installing CMU block, CIP walls and utilities at the MCBH communications/electronics facility.
PHOTO COURTESY NAVFAC HAWAII

This includes “maintenance vaults with lockable covers, Open Storage Secret (OSS) spaces, conference rooms, multi-purpose rooms, locker and shower rooms, a break room, restrooms, two-stop passenger/freight combination elevators and other supporting spaces.”

Superstructure for the two-story building is structural steel “with open-web steel joists supporting a composite steel deck with concrete topping” for the roof, floor system and built-up roof.

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A rigger apprentice secures lines during a submarine docking. Rigging is one of more than 110 different occupational fields at the shipyard. PHOTO COURTESY PHNSY/IMF

PHNS: Apply Now

The Pearl Harbor Naval Shipyard (PHNS) and Intermediate Maintenance Facility (IMF) are encouraging job seekers to stop by their WorkForce Career Fair booth at the Blaisdell Exhibition Hall on May 15 from 10 a.m. to 3 p.m.

Currently, the shipyard needs workers in the standard skilled trades such as painters, machinists, electricians, mechanics, welders and insulators, as well as workers with specific nautical skills, including shipwrights and riggers.

Also needed are specialists in engineering, contracts, finance, IT and cyber security, quality assurance, occupational health and safety, process improvement, administration and radiological controls.

PHNS direct hire authority "allows us to offer on-the-spot, contingent job offers to qualified applicants," says Cameron Salony, the shipyard's director of congressional and public affairs. "Typically, we hire around 500 employees each year."

Connie Lau, chair of the Hawaii Military Affairs Council at Chamber of Commerce Hawaii, says planned PHNS facility upgrades also mean increasing workloads, as well as continued hiring of trades and engineers.

The shipyard's four-year apprenticeship program can prepare students "for careers in various industrial trades at PHNS and IMF through on-the-job training and formal academic classes," Salony says. Apprentices earn a tuition-paid, applied science associate degree from Honolulu Community College and receive a U.S. Department of Labor certificate.

"Apprentices earn an average starting pay of \$20 an hour," Salony says, "along with full federal government benefits."

PHNS hiring partners include local colleges as well as state (the Division of Vocational Rehabilitation) and veteran hiring organizations. For more information, go to www.workforcehonolulu.com/job-seekers and www.navsea.navy.mil/Home/Shipyards/PHNS-IMF/Careers/.



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2019 Projects/Procurement Forecast

PROJECT	LOCATION	ESTIMATED COST	ESTIMATED ADVERTISE
FY18 MCA Operational Readiness Training Complex (Blocks A & B)	PTA, Island of Hawaii	\$25M	Late August 2019
Repair Bucholz Army Airfield (Runway) 1st increment \$67M 2nd increment \$52.4M 3rd increment \$51.6M	Kwajalein	\$174M	Sept. 2019
AFH Replace Family Housing, 26 Units	Kwajalein	\$31M	Dec. 2019
DLA Pier Repair Facility #965	Kwajalein	\$1M-\$5M	FY19 Q2
Repair POL Pipelines/Above Ground Storage Tanks	Kwajalein	\$1M-\$5M	FY19 Q2
Hahaione Construction Repair of Flood Control Project	Oahu	\$100M-\$250M	FY19 Q3
Repair Bldg. 3004, Schofield Barracks	Oahu	\$1M-\$5M	FY19 Q3
Aviation Parts Storage, Wheeler Army Airfield	Oahu	\$1M-\$5M	FY19 Q3
Repair Site Water Distribution System, Mt. Kaala	Oahu	\$1M-\$5M	FY19 Q3
Honolulu Harbor, Phase II, Maintenance Dredging of West Basin	Oahu	\$1M-\$5M	FY19 Q3
Operational Readiness Training Complex (Barracks), Phase 1	PTA, Island of Hawaii	\$1M-\$5M	FY19 Q3
Company Headquarters Bldg. 1407, Schofield Barracks	Oahu	\$500K-\$1M	FY19 Q3
Company Operations Mezzanine Bldg. 1404, Schofield Barracks	Oahu	\$500K-\$1M	FY19 Q3
Repair by Replacement, Various Buildings Blocks A & B	PTA, Island of Hawaii	\$10M-\$25M	FY19 Q4
Repair Waste Water Treatment Plant	Kwajalein	\$10M-\$25M	FY19 Q4
NSA/CSS Well #2 Repair, Kunia	Oahu	\$5M-\$10M	FY19 Q4
Repair Golf Course Portico, Bldg. 5879	Kwajalein	\$5M-\$10M	FY19 Q4
Kahauiki Stream Maintenance Dredging, Fort Shafter Flats	Oahu	\$1M-\$5M	FY19 Q4
AEOS Roof Repair, Maui Space Surveillance Complex	Maui	\$500K-\$1M	FY19 Q4
Repair Water Catchment	Kwajalein	\$500K-\$1M	FY19 Q4
NAICS 562910-REMEDIATION SERVICES			
SATOC Munitions, Explosives & Chemicals	Hawaii	\$50M-\$100M	FY19 Q2
FUDS Sites Ordnance Removal (various projects/locations)	Hawaii Island	\$5M-\$10M	FY19 Q3
(This is based on best information available at this time. Projects will not proceed until authorized and appropriated. Acquisition strategies for all projects is not yet determined. Some projects may be set aside for Small Business or maybe utilize existing Multiple Award Task Order Contracts.)			

Plans also call for a six-story, multi-level, concrete-framed parking garage with pile foundations and two passenger elevators to service nearly 430 stalls.

Hawaiian Dredging is also digging in on Guam. As a member of Core Tech-HDCC-Kajima LLC, the firm is scheduled to break ground in August on three Andersen Air Force Base training areas, valued at \$149 million.

According to NAVFAC Pacific, the first area is a combat vehicle operators course, the second supports live-fire training with new ranges and buildings and the third turns an existing residential tract into a Military Operations in Urban Terrain training facility.

“DOD has not indicated which, if any, it may target for attempted diversion.”

—U.S. Rep. Ed Case

“Unexploded ordnance clearance is one of the biggest challenges” of the site, says Senior Project Manager Brad



Brad Hinson

Hinson, adding that as part of the LLC, Hawaiian Dredging is also part of a “multiple award construction contract (MACC) for U.S. military construction projects in Guam and

other areas under the cognizance of NAVFAC Pacific.”

Hensel Phelps is GC on two U.S. Army Corps of Engineers (USACE) projects this year with a combined value of approximately \$359 million: Phase 3 of Fort Shafter’s U.S. Army Command and Control Facility and Schofield’s Behavioral Health/Dental Clinic.

“Construction has begun on the \$74,987,000 design-build project,” says Mariano Ponsiano, the Clinic project manager. “The excavation of the building footprint is completed, and the foundations as well as the precast walls are currently being installed.” Installation of the sanitary sewer infrastructure scope is also underway, with



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Mariano Ponsiano

the project slated to wrap in May 2020.

DOD's small business requirements enrich others besides the GC, Ponsiano notes. Requirements allow

"many small business companies in Hawaii to perform the jobs associated with construction which are typically awarded to larger competitors," he says. This "allows small businesses to gain the necessary experience to succeed and establish themselves among their larger-sized competition."

Nordic PCL Construction Inc. in January mobilized at JBPHH for construction of a \$42 million F-22 Fighter Alert Facility.

“Small business participation ... allows small businesses to gain the necessary experience to succeed.”

—Mariano Ponsiano

“The commencement of Phase 1, Sentry Aloha Building and Hush House Pad, are ongoing,” says Elton Au, construction manager at Nordic PCL. “The construction of Phase 2, Crew Quarter Building and Fighter Alert Facility, will start in July.”



Elton Au

The centerpiece of the USACE design-bid-build project is a “fully designed aircraft shelter including a parking apron, taxiway for 13 F-22 aircrafts, striping, asphalt paving, aircraft Hush House foundation, Portland Cement Concrete pavement structure, new crew quarter building, Sentry Aloha Building and an entry control point building,” Au says.

Besides phased construction, Au says, project challenges include working next to an active airfield and 24/7 security clearance of contractor's personnel.

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To keep the cogs running smoothly, Au says, “team collaboration is crucial.” To get it, Nordic “retained a third-party professional trainer to provide DiSC personnel profile and training to the NPCL team members and stakeholders ... (that) set clear lines of communication, an understanding of the project goals and aligned project expectations.”

“Construction for the military has consistently provided market growth in the industry.”

—Elton Au

Also, the project is “virtually paperless,” Au says. “iPads and web-based programs are documenting all construction as-built details including the daily reports, quality control, inspection, deficiencies and corrections.” All



During ceremonies for commemoration of the 75th Anniversary of the Battle of Tarawa held at the National Cemetery of the Pacific at Punchbowl in November 2018, American Battle Monuments Commission Secretary William M. Matz, VA Undersecretary for Memorial Affairs Randy Reeves, and Defense POW/MIA Accounting Agency Director Kelly K. McKeague participated in the re-dedication and ceremonial mail lei untying for USACE’s Courts of the Missing project at the Honolulu Memorial. Also participating were Honolulu District Courts of the Missing Project Manager Tammy Luke (center), Honolulu District Deputy District Engineer for Programs and Project Management Steve Cayetano (center left) and Hawaii Sen. Brian Schatz (fourth from left). The Honolulu Memorial’s limestone panels, which list the names of nearly 29,000 missing service members from World War II in the Pacific, the Korean War and Vietnam, recently underwent a \$10 million renovation. Because the limestone was staining without a way to improve it and also was chipping, the decision was made to replace it with a different type. PHOTO COURTESY OF THE OFFICE OF SEN. BRIAN SCHATZ

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documents, he says, “are being filed in the company’s server and redundantly stored in cloud servers.”

G70, a leading Hawaii design firm with long-standing expertise in “green” construction, is contracted for design-bid-build projects at three DOD high schools in Japan.

One of these, Kinnick High School near Yokohama, is the “largest school redevelopment in the DOD Education Activity capital improvement program for Japan,” says Charles Kaneshiro,



Charles Kaneshiro

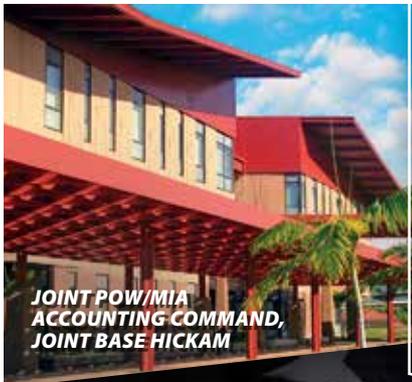
the firm’s president and COO.

A four-story, 160,300-square-foot school building “will contain an auditorium, music, choral, art, commons, food service, culinary arts, information center, gymnasium, PE and athletic facilities, science laboratories, CTE classrooms, general classrooms, JROTC, LIMS and administrative offices” and will be surrounded by a full complement of athletic fields and facilities, Kaneshiro says.

\$1B and Counting

The total value of current DOD awards to eight Isle contractors tops \$1B

Contractor	Projects/Value (Awards rounded to the nearest \$100k)
Hawaiian Dredging Construction Co. Inc. (On Guam, as part of Core Tech-HDCC-Kajima LLC)	\$48.3M: 42-inch Potable Water Transmission Main Replacement (JBPHH) \$61.2M: Regimental Consolidated Communications/Electrical Facility (MCBH) \$149.5M: Three Training Areas (Andersen Air Force Base, Guam)
Nan Inc.	\$81.1M: Medical/Dental Clinic Replacement (MCBH) \$43.7M: P861-Facility Modifications for Vehicle Maintenance Units (MCBH) \$56.7M: Apra Medical/Dental Clinic (Naval Base Guam)
Hensel Phelps	\$284M: U.S. Army Pacific Command and Control Facility, Phase 3 (Fort Shafter) \$75M: Behavioral Health/Dental Clinic (Schofield Barracks)
Kiewit Infrastructure West	\$64.9M: Sewer Lift Station and Relief Sewer Line (JBPHH)
Nordic PLC Construction Inc.	\$41.5M: F-22 Fighter Alert Facility (JBPHH)
Watts Constructors	\$44.2M: P-863, Aircraft Maintenance Hangar Upgrades (MCBH) \$41.2M: P-535 Sanitary Sewer System Recapitalization (Naval Base Guam and Joint Region Marianas, Guam) \$18M: Waterfront Headquarters Building, Apra Harbor (Naval Base Guam)
Burns & McDonnell	\$20M: Fire Protection Design/Engineering Services (Hawaii, Diego Garcia, Australia, Guam, Tinian)
Pagoda-Broadway JV	\$20M: Repair of North Drainage, Secondary Electrical lines and Telecommunications (Pohakuloa Training Area)



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F-22 WEAPONS LOAD TRAINING FACILITY, JOINT BASE HICKAM



COMMUNICATIONS FACILITY, JOINT BASE HICKAM

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Upcoming NAVFAC Projects

NAVFAC Pacific, NAVFAC Hawaii, NAVFAC Marianas

PROJECT	Estimated Award Date	Estimated Award Amount	Probability Factor
NAVFAC Pacific Projects (in Hawaii)			
Corrosion Control Hangar, Marine Corps Base Hawaii (MCBH)	April-June 2019	> \$50M	Probable
Communications / Crypto Facility, NCTAMS, Joint Base Pearl Harbor-Hickam (JBPHH)	July-Sept. 2019	> \$50M	Probable
NAVFAC Pacific Projects (in Guam)			
Replace Andersen Housing Phase I, Andersen Air Force Base (AAFB), Guam	July-Sept. 2019	> \$50M	Probable
Replace Andersen Housing Phase II, AAFB, Guam	July-Sept. 2019	> \$50M	Probable
Replace Andersen Housing Phase III, AAFB, Guam	July-Sept. 2019	> \$50M	Probable
Air Pacific Resiliency-Cargo Pad with Taxiway Extension, Naval Base Guam	July-Sept. 2019	\$20M-\$50M	Probable
Defense Policy Review Initiative-ACE Gym and Dining, AAFB, Guam	July-Sept. 2019	\$20M-\$50M	Probable
Defense Policy Review Initiative-Ordnance OPS, AAFB, Guam	July-Sept. 2019	\$20M-\$50M	Probable
Unaccompanied Enlisted Housing, Naval Base Guam	July-Sept. 2019	\$20M-\$50M	Probable
Air Pacific Resiliency-Maintenance Support Facility, Naval Base Guam	July-Sept. 2019	\$5M-\$10M	Probable
Air Pacific Resiliency-3 Hayman Munitions Storage Igloos, Naval Base Guam	July-Sept. 2019	\$5M-\$10M	Probable
Air Pacific Resiliency-Bulk Fuel Storage Tanks, Naval Base Guam	Oct.-Dec. 2019	> \$50M	Probable
Munitions Storage Igloos, Phase 2, AAFB, Guam	April-June 2020	\$20M-\$50M	Probable
Air Pacific Resiliency-SATCOM C41 Facility, AAFB, Guam	Jan.-March 2020	> \$10M	Probable
Tacmor Utilities and Infrastructure Support, Naval Base Guam	Jan.-March 2021	> \$10M	Probable
NAVFAC Hawaii Projects			
Interconnect Station C to Hickam, JBPHH	July-Sept. 2019	\$5M-\$10M	Probable
Repair 1461 Bulkhead/Quay Wall w/Relieving Platform, JBPHH	Jan.-March 2020	\$10M-\$25M	Probable
Overhaul Drydock 2, Caisson 21, JBPHH	April-June 2019	\$10M-\$25M	Probable
Replace 12-inch Waterline Along Lake Erie Street, JBPHH	July-Sept. 2019	\$5M-\$10M	Probable
NAVFAC Marianas Projects (Guam)			
Renovate Typhoon Damaged Bachelor Enlisted Quarters	July-Sept. 2019	\$10M-\$25M	Probable
Upgrade Tank Farm, Naval Base Guam	July-Sept. 2019	\$5M-\$10M	Probable
Replace Waterline Mains in Lockwood Housing, Naval Base Guam	April-June 2019	\$5M-\$10M	Probable
Replace 12-inch Water Line Around Flight Line, AAFB, Guam	April-June 2020	\$5M-\$10M	Probable
Repair Aviation Fire Fighting Foam and Sprinkler System B2641, AAFB, Guam	July-Sept. 2019	\$5M-\$10M	Probable
Repairs to BSVE Fuel Station Building 374, Naval Base Guam	April-June 2019	\$5M-\$10M	Probable
1.6 MW Solar Array ISO WWTP, Naval Base Guam	July-Sept. 2019	\$5M-\$10M	Probable
Building Integrated Photovoltaics for 6 Buildings	July-Sept. 2019	\$5M-\$10M	Probable
Renovation of Main NEX, Naval Base Guam	Jan.-March 2020	\$10M-\$25M	Probable
*** DISCLAIMER *** Naval Facilities Engineering Command (NAVFAC) is pleased to announce the forecast of expected contract opportunities for October 2018 to December 2018 and January 2019 to December 2019. This forecast strives to make the best contractual solutions available to meet the full range of the Capital Improvement Business Line and clients needs. This document is for planning and informational purposes only and may not be all inclusive. See FEDBIZOPPS for actual solicitations.			

G70 provided architecture, interior design, planning, sustainability and facilitation services for the 2020 project, which aims to meet LEED Silver certification.

DOD Hawaii and Pacific Rim construction provides opportunities “to gain experience on these unique and specialized projects,” Kaneshiro says. “These experiences have allowed Hawaii firms to compete and win on a national level in the DOD sector.”

“Hawaii’s defense sector remains the state’s second-largest economic driver.”

—Connie Lau

Moreover, notes Au, “in Hawaii, construction for the military has consistently provided market growth in the industry, regardless of commercial market surges such as high-rise residential, retail and hotel development.”



Caddell-Nan JV is GC on the Medical/Dental Clinic Replacement at MCBH
PHOTO COURTESY NAVFAC HAWAII

That growth amounted to construction-related contracts worth \$390 million in 2017, says Connie Lau, chair of the Hawaii Military Affairs Council at Chamber of Commerce Hawaii. Direct defense spending in Hawaii that year was approximately \$6.5 billion, she says, “demonstrating that Hawaii’s defense sector remains the state’s second-largest economic driver.”

Lau says DOD initiatives planned for Hawaii include a proposed \$1 billion upgrade of Army infrastructure over the next 10 years, a new Pacific Defender exercise valued at approximately \$150 million that will also spur

substantial consumer spending, and a new Homeland Radar valued at an estimated \$1.2 billion in construction jobs and advanced technological capability.

“As we understand it, our nation’s existing defense systems are adequate to protect us from any provocative missile launches from North Korea,” Lau says. “The new Homeland Radar is for our state’s protection in the years ahead as technology evolves, and bad actors improve their abilities to invoke harm.”

Clearly, says Case, upcoming DOD projects “are all essential to maintaining full military readiness throughout Hawaii.” 🏠

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ON FIRM FOUNDATIONS

Hawaii's site prep industry remains 'solid and steady'

BY BRANDON BOSWORTH

The Hawaii site prep industry is thriving, thanks in large part to a number of major public sector projects.

"The foundation market has seen a significant increase in opportunities over the past year," says Rick Heltzel, president of Healy Tibbitts Builders Inc. "This has been driven by both the commercial market as well as City and County of Honolulu and Navy projects.



Rick Heltzel

"The city awarded several significant projects related to the wastewater treatment systems across the island which encompass both foundation and deep shoring requirements. The Navy recently awarded a major sewer lift station and a

42-inch water main replacement project which will also require deep shoring and foundation work."

Ed Brown, Hawaii division president at Goodfellow Bros., says it's been "a great year" so far and calls the market "solid and steady. We have many exciting projects statewide."



Ed Brown

Goodfellow Bros. is working on the H-1 Kapolei Interchange Phase 2 with the state Department of Transportation "to build a new bridge to help alleviate traffic for current and future residents of Kapolei," Brown says.

The project's bridge portion consists of 22 60-inch diameter and six 72-inch diameter shafts, 1,135 cubic yards of

shaft caps, 1,121 cubic yards of curtain walls, 24 precast girders, 737 cubic yards of the deck portion and 1,236 cubic yards of retaining walls.

The "rest of the project," he adds, consists of 6,176 cubic yards of 650 Flex concrete for the PCCP paving; 4,895 square feet of soil/shotcrete nail wall; the relocation of 280 linear feet of 30-inch and 612 linear feet of 36-inch waterlines; the installation of new 60-, 48-, 30- and 24-inch drain lines totaling over 10,500 linear feet; 37 drain inlets; 558 linear feet of curb; 280 square yards of sidewalks; overhead destination signs; asphalt paving; guardrails; street lighting; new electrical; communication and traffic signal lines; pavement markings and striping; and landscaping.

"At the existing Farrington overpass, Goodfellow Bros. is also

Healy Tibbitts is currently completing construction of a temporary access trestle across Moanalua Stream adjacent to Nimitz Highway for STG JV's Airport Guideway project.
PHOTO COURTESY HEALY TIBBITTS BUILDERS INC.



Goodfellow Bros. is making improvements to the Puukapu Irrigation Reservoir on the Island of Hawaii.
PHOTO COURTESY GOODFELLOW BROS.



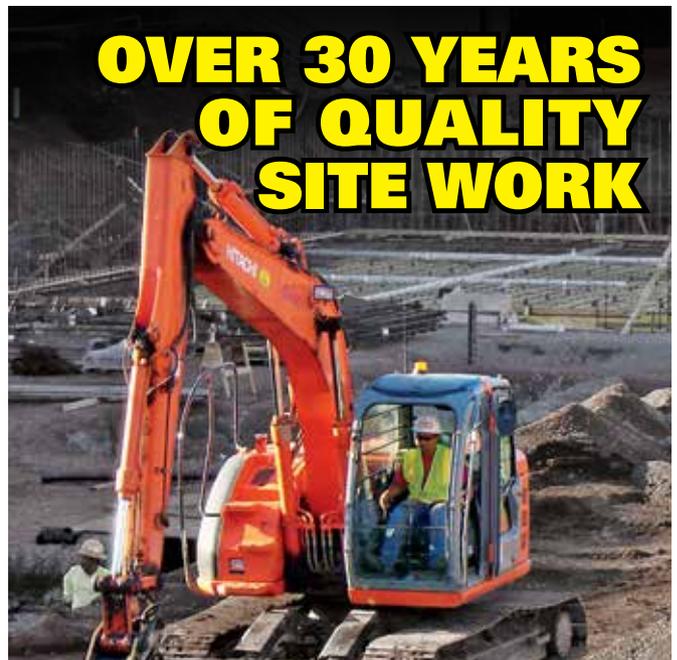
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removing the existing sidewalk and railing, and replacing it with new concrete barrier railings with aluminum railings,” Brown says.

He puts the approximate contract value of the project at almost \$60 million.

On the Island of Hawaii, Goodfellow has been working with the U.S. Army on infrastructure site improvements at the Pohakuloa Training Area.

“The base was originally constructed in the 1940s and many of its systems need upgrades,” Brown says. “Goodfellow has been on base-performed upgrades since 2014.

“Most recently, we constructed the Infantry Platoon Battle Course—a major range expansion for training platoon-sized teams of soldiers and upgraded the base sanitary sewer system” of about 10,000 linear feet of piping, 90 manholes and six large absorption bed/tank sets.

He says Goodfellow will be starting major upgrades to base electrical/communication systems—about 70,000 linear feet of conduit and 91 underground box structures—and to the base storm drainage system—box culverts,



Goodfellow has been working with the U.S. Army on infrastructure improvements at the Pohakuloa Training Area on the Island of Hawaii.

PHOTO COURTESY GOODFELLOW BROS.

gabion-wrapped riprap lining, piping and seepage wells. The company also “has been crushing various aggregate products for range-wide use at the military’s hard-rock quarry located on the range,” he says.

He says the approximate contract value of this project is just under \$80 million.

Another Big Island project for Goodfellow is the approximately \$4.8 million Puukapu Irrigation Reservoir Reconstruction for the state Department of Agriculture.

“The project intends to upgrade and repair two Irrigation storage reservoirs,” Brown says. “The work includes 280,000 square feet of HDPE liner, 5,000 cubic yards of grading work, temporary reservoir construction, fencing, monitoring wells, new SCADA control system and other minor improvements.”

Heltzel says Healy Tibbitts is “currently completing the temporary access trestle construction across Moanalua Stream adjacent to Nimitz Highway for STG JV’s Airport Guideway project and the Navy’s \$16 million, 24-inch



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Crews from Healy Tibbitts at work on the City & County of Honolulu's Kamehameha Highway 36-inch Force Main Replacement project.
PHOTO COURTESY HEALY TIBBITTS BUILDERS INC.

Equipment to Build A Better Hawaii



underwater Waterline Crossing, Ford Island to Pearl Harbor Shipyard project.”

In addition, Healy Tibbitts “recently started the City and County of Honolulu’s \$19 million Kamehameha Highway 36-inch Force Main Replacement project adjacent to Nimitz Highway in the Keehi Lagoon area.

“In the second and third quarters of 2019, we will begin work on the state Department of Land and Natural Resources \$19 million Ala Wai Canal dredging project with joint venture partner Hawaiian Dredging, along with the cofferdam construction for Kiewit Infrastructure West’s Sewer Lift Station project at Joint Base Pearl Harbor-Hickam.”

Overcoming Obstacles

Heltzel says some projects have proven especially challenging. “Building the temporary access trestle across Moanalua Stream was an extreme site prep project,” he says.

“The project required precision pile-driving of 36-inch and 42-inch diameter steel pipe piles up to 180 feet in length. The piles had to be



Goodfellow Bros. is working with the Hawaii Department of Transportation on the H-1 Kapolei Interchange.
PHOTO COURTESY GOODFELLOW BROS.

positioned to avoid an existing gas line and sewer force main. The trestle location was immediately adjacent to Nimitz Highway, which required precision handling of the long piles.

“All work was completed within a very confined and congested work area,” Heltzel adds. “A 200-ton capacity crane and other heavy equipment were positioned on the completed portion of the trestle in order to access the next section of the trestle.”

Goodfellow has tackled some

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difficult projects as well. “We were asked to assist the Hawaii Department of Transportation to rebuild and reinforce the bridge foundation for the Kapue Stream Highway Bridge Structure on Hawaii Island,” Brown says.

“Goodfellow was given a very tight schedule during the rainy season. We constructed an efficient work zone despite the wet environment, completed the improvement and finished the project ahead of schedule and well below the expected budget.”

Technology Boost

New technology is making overcoming site prep challenges easier, Brown says.

“The combined use of GPS, drones, high-resolution digital photography and LiDar is revolutionizing the way we explore new sites, lay out construction activities, measure construction progress and document our work,” Brown says.

“Our site prep work usually consists of deep foundation and shoring systems,” Heltzel says. “We incorporate

...continued on page 50

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Block the ‘Fatal Four’

2019 safety programs target familiar construction hazards—and emerging threats

BY BRETT ALEXANDER-ESTES

For Hawaii’s construction and industrial workers, May 2 is a grim anniversary.

As recorded by the state’s Department of Labor and Industrial Relations, it marks the start of nine jobsite accidents in May 2018 that included:

- A utility pole collapsed, striking and killing a worker on the ground (May 2, Hawaii Island).
- A worker suffered brain and other injuries after receiving an electrical shock and falling from a scaffold (May 4, Oahu).
- A worker lost a leg when he was run over by a track-type excavator (May 21, Hawaii Island).

All of these incidents were caused by construction’s “Fatal Four”—falls, electrical, “struck-by” and “caught-in or caught-between”—identified by the Occupational Safety and Health Administration (OSHA).

2019 Safety Challenges

May also ushers in OSHA’s “National Safety Stand-Down to Prevent Falls in Construction,” May 6-10, which addresses the leading cause of death on Hawaii job sites.

Of the five work-related fatalities in Hawaii in 2017 (the latest year for which statistics are available), four were due to “Fall, Slip and Trip, and three of these were due to a fall to a lower level,” says Scott Murakami, director of the Hawaii Department of Labor and Industrial Relations.

OSHA has many programs for blocking falls and other hazards besides the Stand-Down, says Joaquin Diaz, risk control manager and safety instructor for Lawson & Associates, an Isle safety training company. “These include enforcement programs, outreach with employers, outreach training programs and partnerships with companies.”

Other agencies, such as the American Society of Safety Professionals (ASSP), “support these initiatives through training and development of safety professionals” and company personnel, says Mary Sullivan, ASSP past president and regional safety manager for Concrete Coring Co.

All are critical to an in-house safety program. “The person responsible for overseeing a (safety) department or program development must stand ahead of the industry trends,” says Diaz.

Programs today are dealing with more industry hazards,



Scott Murakami



Joaquin Diaz



2019 HIOSH Penalties

HIOSH applies the new penalty system to inspections opened on and after January 24, 2019.

Type of Violation	New Maximum
Serious Other-Than-Serious Posting Requirements	\$13,260 per violation
Willful or Repeated	\$132,598 per violation
Failure to Abate	\$13,260 per day beyond the abatement date

See the Federal Register for more information: <https://www.federalregister.gov/documents/2019/01/23/2019-00089/department-of-labor-federal-civil-penalties-inflation-adjustment-act-annual-adjustments-for-2019>

Diaz says. One recent concern is silica. Another is the “co-morbidities” of an aging or unhealthy Isle workforce, made worse by the gap between experienced, capable workers and entry-level apprentices.

“We are asking the same workers to do more without offering more breaks, or dealing with fatigue,” Diaz says. “Drugs for pain management, like opioids and marijuana, will remain a challenge ... Our profession opposes the legalization of recreational marijuana, or allowing medical use while employed on construction projects.”

On another front, notes Sullivan, “a recent trend of drivers unintentionally entering construction zones ... can be catastrophic.”

In response to these and other challenges, Isle contractors are introducing new safety strategies in 2019.

Job Site ‘ALOHA’

Nordic PCL Construction Inc. “is committed to providing and maintaining a safe work environment,” says Mary

Browne, the firm’s district health, safety and environmental (HSE) manager.

“For fiscal year 2019, our district HSE Plan is ‘ALOHA,’” Browne says.

- ‘A’ stands for Authorized Operators, she explains. Nordic tracks “training and certifications to ensure we have qualified operators.”

- ‘L’ stands for Leadership & Engagement: Nordic holds “workshops at our jobs with representation from each sub trade to engage and get feedback from hourly workers.”

- ‘O’ stands for Ownership: Nordic “senior management and select owners and principals from sub trades meet at the start of new projects and commit to working together to support safety throughout the life of the project.”

- ‘H’ stands for Hand-Placement Awareness: Nordic conducts “hands-on training demonstrations at project sites to raise awareness to prevent hand and finger injuries.”

- ‘A’ stands for Accountability: Nordic determines “all worker and staff environmental operating practices through job hazard analysis review with work crews before work begins.”

Also, Browne emphasizes, “it is every employee’s and subcontractor’s responsibility to ... eliminate known hazards that can result in personal injury or illness, equipment and property damage, or any other form of controllable loss.”



Mary Browne



Tracy Lawson conducts a construction safety class. PHOTO COURTESY LAWSON & ASSOCIATES

Stronger Programs = Lower Premiums

“Workers’ compensation insurers regularly credit clients who have a formal safety program in place, translating to a direct percentage discount of total policy premium,” says Dylan Nakano, account executive at Atlas Insurance.

“The credits vary according to the depth of the program and proof the client can provide regarding their safety program,” Nakano says, adding that it is not uncommon to see safety program credits in excess of 8 percent.

“Most construction companies have a formal written safety program, but we’ve found that having a third party to provide feedback and emphasize loss control shows employees that safety is a top priority that management is vested in,” Nakano says, noting that a contractor’s safety culture can be strengthened by partnering with an experienced insurance agency.



Dylan Nakano

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Pono at the Top

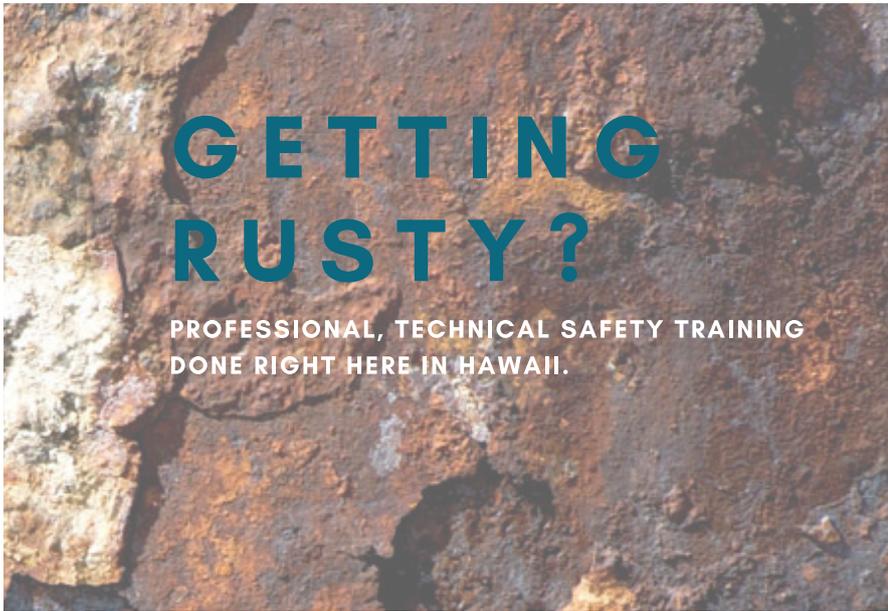
Dorvin D. Leis Co. Inc., a leading Isle mechanical contractor, is “committed to a top-tier safety program,” says Sheraden Eber, director of safety and health at DDL.

Even though DDL completed more than 1 million man-hours of work last year—a 34 percent increase, Eber says—the firm reduced its incident rate by 19 percent and EMR (‘experience modification rate,’ an insurance metric) by 13 percent.

DDL’s corporate philosophy is summed up in the Hawaiian word, *pono*—“righteousness”—preached by top management on a daily basis, Eber says. “The key to a successful safety program starts from the top.”

The firm conducts regular safety training, she says, “from classroom-style to hands-on, from general concepts to task-specific,” and last year added another full-time staff safety specialist.

“Employees are instructed not to



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Tracy Lawson
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Joaquin Diaz
MM, CSP, CHST, OHST

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2019 Hawaii Safety Events & Programs (May-July)

Program & Provider	Date
Respirable Crystalline Silica Competent Person Level-Construction (Lawson & Associates)	May 2
Introduction to Respiratory Protection (Lawson & Associates)	May 2
National Safety Stand-Down to Prevent Falls in Construction (OSHA)	May 6-10
Confined Space for Construction - Competent Person Level (Lawson & Associates)	May 8
OSHA 30-hour Construction Safety Outreach Course (30 Hour) (OSHA/Lawson & Associates)	May 9, 10, 16, 17
First Aid/CPR Class (GCA of Hawaii)	May 10
SPAN Safety CHST Exam Prep Workshop (ASSP)	May 15-17
Hazard Communications (BIA-Hawaii/Lawson & Associates)	May 21
EPA Initial Lead Renovator (RRP) (BIA-Hawaii/GlobeTeck Group)	May 21
Activity Hazard Analysis Development and Management (Lawson & Associates)	May 25
First-Aid/CPR/AED Recertification (ABC Hawaii)	May 29
OSHA 503 - Update for General Industry Outreach Trainers (BIA-Hawaii/OSHA)	June 3-5
40-Hour Safety Hazard Awareness Training for Contractors (BIA-Hawaii)	June 10-20 (5 Days)
First Aid/CPR/AED (BIA-Hawaii)	June 25
OSHA 2264 - Permit Required Confined Space Entry (BIA-Hawaii/OSHA)	July 15-17

NATIONAL SAFETY STAND-DOWN

TO PREVENT FALLS IN CONSTRUCTION

MAY 6-10, 2019



Photo: U.S. Department of Labor



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- Plan a toolbox talk or other safety activity
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OSHA Occupational Safety and Health Administration



CDC Workplace Safety and Health

NIOSH National Institute for Occupational Safety and Health

NORA



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Dorvin D. Leis workers attend a construction safety class at Maui Community College.
PHOTO COURTESY DORVIN D. LEIS CO. INC.

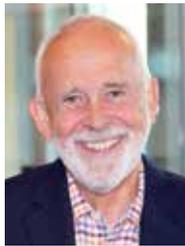
undertake a job they have not performed before, or are unfamiliar with, until they have been instructed by their supervisor in the safe methods of performing the work, along with health and safety hazards that may be present.

“Safety always comes first,” Eber says. “No compromises.”

Personal Safety Zones

“Layton Construction firmly believes that every accident is preventable, and none are acceptable,” says Hendrik van Brenk, vice president of safety at Layton Construction.

A Layton safety plan identifies key



Hendrik van Brenk

project elements and requirements that are, “in many cases consistent with OSHA standards,” van Brenk says, and that lay the foundation for all subcontracted work. Also, he says, “Layton does have several requirements not explicitly required by OSHA.” These include:

- Minimum PPE at all times (high-visibility attire, hard hat, safety glasses, sturdy work boots)
- Attendance at stretch-and-flex and morning huddle
- Pre-task planning to include hazard identification and mitigation

Layton also uses advanced analytics to monitor all relevant safety metrics, says van Brenk. Data is captured, analyzed and sent via state-of-the-art software to stakeholders, who adjust

safety plans accordingly.

At the personal level, Layton uses a LaPSZ (Layton Personal Safety Zone) “to empower every worker with the ability and obligation to address unsafe behavior,” says van Brenk. “Each person is given accountability for a 30-foot zone of influence.”

Coupled with inspired leadership, he says, the zone “has the potential to affect every worker at every Layton project.”

“It is every employee’s and subcontractor’s responsibility to ... eliminate known hazards.”

—Mary Browne

New Fall Protection

“FallTech has a new self-rescue and descent device called UniDrive,” says Bradley Tom, marketing coordinator at GP Roadway Solutions.

“This unique device is designed for overhead anchoring and personal sternal attachment for self- and assisted-rescue operations,” Tom says, and can be part of a required OSHA fall protection plan that equips workers to make a controlled descent by self-activation or by rescue.

The UniDrive system “allows for three modes of lift control—hand-wheel, power drill and ratchet handle for a diversity of rescue options,” Tom says, and is the “first to come with a telescoping ratchet for rescue lifting leverage. The lightweight forged aluminum connector makes the system as light as possible.”

For more information, go to www.gproadwaysolutions.com



UniDrive self-rescue and descent device
PHOTO COURTESY G P ROADWAY SOLUTIONS

Seize the Moment

While OSHA and other safety programs are boosting jobsite safety, Diaz says the amount of fatalities is still unacceptable.

“At my previous employer, we saw a nearly 99 percent reduction in our injury rates. The significant reductions resulted from a strong health, safety and environmental program, effective investigations of onsite conditions and actions, and training programs.”

But “being safe is a mindset. Even with strong safety cultures and effective management accountability, we are still dependent on the employee to make the right choice at the moment of decision.

“Changing the employee’s decision is key.” 🏠

USS Arizona Memorial Dock Repair Contract Awarded

The National Park Service (NPS) has awarded a \$2.1 million contract to repair the anchoring system on the USS *Arizona* Memorial dock. Repairs are projected to be complete this fall in time for the next Dec. 7, 1941 remembrance.

The project team consists of Silver Mountain Construction, Kennedy/Jenks Consultants and GHD Ltd.

Access to the memorial was suspended in May 2018 when the NPS discovered minor damage to the exterior concrete on the USS *Arizona* Memorial. After initial repairs were made, the damage reappeared. A closer inspection showed that the

damage stemmed from a failure of the dock's anchoring system which allowed too much lateral movement by the 105-floating concrete structure where passengers disembarked from Navy boats.

"We are excited to see this critical project enter its final phase," says Jacqueline Ashwell, superintendent of WWII Valor in the Pacific National Monument.



Jacqueline Ashwell

"A project of this scope and complexity would



USS *Arizona* Memorial

normally take three to four years to plan and complete, but we've been able to get to this point in the project in less than a year," she says, pointing to the efforts of the contractors and the NPS, U.S. Navy and U.S. Air Force.

NAWIC Raises \$10K for Scholarships

The NAWIC Honolulu Chapter 114 broke its scholarship fundraising record, raising over \$10,000 at its "Cheers to Construction" dinner and raffle on March 21.

"Thanks to the hard work of Scholarship Event Chair Tricia Miyashiro and her team," says Kehau Amarin of Hardware Hawaii and president of the local chapter of the National Association for Women in Construction.



Among those attending NAWIC's fundraising event were Malia Peters of the UH Foundation and Edean Kitamura Rivera of Hawaiian Dredging Construction Co. Inc.

PHOTO COURTESY NAWIC HAWAII

"We are so proud of our membership and all of this year's sponsors who believe whole-heartedly in the future of construction, through the gift of scholarship."

More than 65 members and guests gathered at 3660 On the Rise to raise money for a scholarship that goes to a student enrolled in the University of Hawaii System majoring in a construction-related field.

"We met a young man that night who received two NAWIC scholarships in another state," Amarin says, "who now works for a Hawaii contractor. Talk about 'pay it forward.'"

1132 Bishop Project Starts in Summer

Pending expected approvals, construction will begin this summer to convert 1132 Bishop in downtown Honolulu into a residential property.

Approximately 500 rental apartments are planned for the 25-story, 490,000-square-foot office tower, which is owned by Douglas Emmett. Construction will be phased over a number of years.

A general contractor has not yet been chosen for the project, which has an estimated construction value of approximately \$80 million to \$100 million and is being designed by Solomon Cordwell Buenz and Ben Woo Architects.



1132 Bishop, Douglas Emmett's downtown office tower

PHOTO COURTESY DOUGLAS EMMETT



Developer Douglas Emmett donated \$20,000 to Red Hill Elementary School at the Moanalua Hillside Apartments grand opening in March. PHOTO COURTESY DOUGLAS EMMETT

Unlimited Wraps on Moanalua Hillside

Unlimited Construction Services Inc. completed a \$120 million, 491-unit addition to developer Douglas Emmett's Moanalua Hillside Apartments.

Four new towers house 379 workforce studios and 108 one-bedroom units, with four two-bedroom units constructed from the existing leasing office and fitness center. All units are designed to serve individuals and families in the 80 percent to 120 percent Average Median Income (AMI) range.

"The expansion of Moanalua Hillside Apartments provides critically needed workforce rentals for local families, individuals and military personnel," says Jordan Kaplan, president and CEO of Douglas Emmett.

Unlimited's scope also included a new pool, fitness center, leasing office and maintenance shop. The project, which broke ground in 2016, is the first in Hawaii to use the Deltabeam and Comslab structural systems together.

Burns & McDonnell Lands \$20M NAVFAC Contract

NAVFAC Pacific in March awarded Burns & McDonnell a \$20 million Indefinite Delivery-Indefinite Quantity (IDIQ) contract to provide a range of fire protection design and engineering services for a period up to five years.

Under the contract, task orders will define specific projects in the NAVFAC Pacific area of responsibility, which include Hawaii, Diego Garcia, Australia, Guam and Tinian.

Contract services include fire protection system evaluation, building and fire code analysis, design, post-construction award services and testing. The firm's fire protection teams will conduct analyses, tests and reviews of life safety and fire protection systems on designated military bases and provide specific recommendations on improvements.

"The integration of fire protection systems into the design of all types of buildings is critical for



John Bothof

occupant safety, asset protection and code compliance," says John Bothof, who leads operations in Hawaii for Burns & McDonnell.

"Nothing is more important than protecting lives and the safety of our military personnel as they fulfill their duties on bases in the U.S. and overseas."

Burns & McDonnell, a worldwide group of companies made up of 7,000 engineers, architects, construction professionals, scientists, consultants and entrepreneurs, has been involved in military projects since 1941.

Swinerton Launches Mass Timber Unit

Swinerton, a leading U.S. builder, in March launched Swinerton Mass Timber, a new business unit dedicated to projects using mass timber technology.

The unit's team will pursue new mass timber projects under development, and will evaluate other projects offering mass timber solutions.

"Swinerton Mass Timber represents our commitment to shaping the future of building," says Swinerton CEO Jeff Hoopes. "Utilizing this technology, we know mass timber will help us build more quickly, more safely, and deliver the most cost-efficient structures in markets nationwide."

For Hawaii, says John Heideman, 2019 president of the Hawaii Lumber Products Association and

general manager of MFP-Hawaii Distribution, "mass timber is a game-changer. We are not surprised to see Swinerton

embrace the development of this new method of construction throughout the U.S. as they've always been a trailblazer, but we are particularly excited to see them step into an education and partnership role, which will surely translate to the development of new wood-based mass timber projects in Hawaii."

As part of the launch, swinerton-masstimber.com, a new Swinerton website, details the builder's experience with mass timber and possible new product developments.



John Heideman



New Hawaii Steel Alliance officers and directors include, from left, Alan Labbe, Bruce Place, Kelly Miller, Pat Gill, Scott Coulter, Immediate Past President Deborah Kim-Ito, Charles Rania, Colleen Mizuno, Akira Usami, Tim Waite and Ralph Valentino.

PHOTO COURTESY HSA/HAWKINS BIGGINS

Labbe Named Hawaii Steel Alliance President

Alan Labbe took the reins as 2019-2020 Hawaii Steel Alliance president at the HSA's 22nd annual installation banquet on April 5 at Natsunoya Tea House.

Joining Labbe, of DR Horton Hawaii, as officers are Vince Nihipali Jr. of V&C Drywall Constructors as vice president, Kelly Miller of Honsador Building Materials as secretary and Tim Waite of Simpson

Strong-Tie Co. as treasurer. Past president is Deborah Kim-Ito of J&B Building Materials.

The HSA, founded in 1997, also announced its directors at-large. They are Andrea Benitez of Group Builders, Colleen Mizuno of Unlimited Construction, Pat Gill of Gill Construction, Bobby Flores of Sunrise Construction, Nathan Kabei of GW Killebrew/Allied, Akira Usami of

CEMCO, Bruce Place of Commercial Building Systems, Scott Coulter of Coulter Construction, Charles Rania of Stanley Black & Decker and Ralph Valentino.

Lari-Zelinsky Bloom of the Zelinsky Company was the guest speaker at the event. The trade organization promotes the use of steel and other metal products for residential and commercial construction in the Pacific Rim.

Healy Tibbitts Awarded for Guam Harbor Project

Healy Tibbitts Builders Inc. received the Associated General Contractors of America's Construction Risk Partners Build America Award for best new federal and heavy project for its work on Guam's Apra Harbor Naval Base Wharf Improvements in 2018.

Healy Tibbitts expanded and strengthened the 742-foot berthing complex that services the Navy's modern cargo ship fleet. The project included a new sheet pile bulkhead with tie-back system, dredging, pile-supported trestle and mooring dolphin, and new concrete and AC paving to strengthen the relieving platform area, as well as a new bilge and oily waste system and generator building.



Healy Tibbitts completed work on Guam's Apra Harbor in 2018.

"In a year brimming with exceptional construction projects, this one stood out among the best," says AGC President Eddie Stewart.

The Construction Risk Partners

Build America Awards highlight the nation's most significant construction projects and were announced during the association's annual convention in Denver.

MARYLAND

Rail Costs Near \$6B

A private consortium building the \$5.6 billion, 16-mile Purple Line light-rail system in Maryland told the Montgomery County Transportation & Environment Committee that the project is facing a near \$300 million cost overrun, according to a report by the *Washington Post*.

The report noted that the rail could open in March 2023, several months past the state deadline. The \$300 million overrun is largely due to delays related to a federal lawsuit that stalled the project for a year.

Fred Craig, CEO of Purple Line Transit Partners, told the committee that design work for the light-rail system is 85 percent complete and that progress on both construction and vehicle production is at about 10 percent done.

Despite delays, Craig said PLTP is still trying to find areas in the schedule that can be tightened to meet the state's anticipated opening in late 2022.

CALIFORNIA

Contractor Faces Prison for Forced Labor

A California construction company owner was convicted in March on charges of forced labor and harboring illegal aliens for commercial advantage or private financial gain, according to the U.S. Attorney's Office of the Northern District of California.

Prosecutors charged Job Torres Hernandez of Hayward, Calif., with using his construction businesses to recruit undocumented workers from Mexico and then refusing to pay them. According to reports, Torres faces up to 20 years in prison and fines of \$500,000, in addition to possible forfeitures and restitution. He is scheduled for a sentencing hearing in June.

According to reports, if the workers complained, they and their families were threatened with violence or with deportation. The trial also indicated that Torres required them to work as long as 24 hours at a time.



The cost of Maryland's 16-mile Purple Line rail has jumped \$300 million above initial estimates.

ILLINOIS

Apartment Tower Tallest in River West

An apartment high-rise near the Kennedy Expressway in Chicago's River West area recently reached its final 23-story height to become the neighborhood's tallest building.



A rendering of the 23-story apartment tower in Chicago.

The project by Tandem Partners and Rambaud Holdings and designed by Antunovich Associates broke ground at 730 N. Milwaukee Ave. less than a year ago and topped off in mid-February. The mixed-used tower features retail space on the ground level, parking on three levels and 196 residential units.

BASE (Baldridge & Associates Structural Engineering), which also has offices in Honolulu, was the structural engineer on the project. The

transit-oriented development (TOD) features a brick base that incorporates an existing three-story building.

MEXICO

Bids Invited on \$8B Oil Refinery

Pemex, Mexico's state-owned oil company, has invited bids for the construction of its \$8 billion refinery near the port of Dos Bocas, according to khl.com.

The country has invited bids from international companies including U.S. firms Bechtel, Jacobs and KBR. According to reports, Bechtel will bid as part of a consortium with Italian company Techint; Jacobs Engineering will bid in conjunction with Australia-based WorleyParsons; and U.S.-based engineering firm KBR will also bid.



Pemex's Francisco Madero refinery

The project will include 17 processing plants, 93 storage tanks and other infrastructure. Officials said design and construction is expected to take about three years.

The facility will remain the property of Mexico's national oil company Pemex, becoming its seventh domestic refinery.



Safety Cabinet

The Knaack Safety Kage 139-SK-01 expands the product line, combining the organization of the original model with added mobility and protection. It features a four-point crane lift capability allowing it to be efficiently hoisted across a job site and from deck to deck. The fully-enclosed, solid-body panel construction enables the end-user to keep crucial fall protection and safety gear equipment protected from harsh conditions. The neon green color stands out as a high-visibility identifier for workers to locate in an emergency. Inside are shelves for items such as hard hats and vests, and hooks to hang fall protection harnesses.

www.knaack.com

Mixer/Drill

DeWalt's 60V MAX Mixer/Drill with E-Clutch System is designed for mixing a variety of materials, from thin-set to fiber-reinforced concrete. The mixer/drill can also be used for high torque drilling. Using the DCB606 battery, the tool offers more than twice the power of DeWalt's corded mixing drill DW130V and can mix up to 19 buckets of pre-mixed drywall buckets, 17 buckets of tile mortar and nine buckets of concrete. The E-Clutch System senses tool motion and eliminates the torque when binding is detected by stopping the motor. Additional features are the half-inch keyed chuck that accepts hex or rounded mixing paddles, a three-position side handle, a variable speed trigger, a Bluetooth Tag mount and chuck key holder.

www.dewalt.com



Utility Knife

The MXP Series line of die-cast aluminum utility knives by OLFA features an anti-slip grip that wraps around the back of the tool and a tethering hole for easy securing. The autolock blade slider allows for quick and easy one-touch blade extension into multiple cutting depths. Tactile and audible clicks at each stop assure correct blade placement. The blade locks into preset detents for a secure hold during pushing and pulling movements for dependable cutting.

www.olfa.com

General Purpose Engine

The Honda GX50 general-purpose engine expands the company's Mini-Four Stroke lineup. With a maximum output of 1.97 horsepower and weighing just over 10 pounds, the power-to-weight ratio of the engine is equal to a comparable two-stroke engine while producing lower emissions and being more fuel-efficient. An automatic decompression mechanism reduces the recoil pull load, thereby reducing the start-up load. The Honda GX50 features a condensed, compact design with long, vertical lines, and its attachments and connectors share an integrated, slanted shape.

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Kelly Leads Campbell's Kapolei Division

Steve Kelly became president for the Kapolei Properties Division of the James Campbell Company LLC in April following Brad J. Myers' retirement.

Kelly, formerly vice president of development for the Kapolei Properties Division, now heads the company's Aina Nui Corporation and oversees the man-



Brad Myers

agement, investment and development of the division's real estate portfolio.

"We are very pleased to have Steve take on his new role as leader of the Kapolei Properties Division," says Tim Brauer, James Campbell Company chairman, president and CEO. "His expertise in real estate development, combined with his commitment and knowledge of the region, will help guide the city of Kapolei into the future."

Kelly is expected to continue Myers' efforts in developing the firm's West Oahu assets, which began in 1989 when Myers joined the Estate of James Campbell and helped to establish the city of Kapolei the following year. Appointed president of Aina Nui Corporation in 2007, Myers also developed Kapolei Shopping Center and Campbell Square projects, and is credited with bringing Costco, Home Depot, Wal-Mart and other national retailers to the area.

Kelly joined the company in 2006 as manager of development, overseeing major initiatives for industrial, retail, office, residential, hospitality and undeveloped properties.

He holds a master's from the University of California at Irvine, and is a graduate of the University of Chicago Booth School of Business Advanced Management Program and the Urban Land Institute's Real Estate Development Program. He currently serves on advisory committees or the board of directors for the Kapolei Chamber of Commerce, Move Oahu Forward, the Land Use Research Foundation of Hawaii and the Trust for Public Land Hawaii Advisory Board.



Steve Kelly

Van Meenen Joins WhiteSpace

Tina Van Meenen has joined



Tina Van Meenen

WhiteSpace Architects as project manager, bringing 15 years of international design experience to the firm.

Van Meenen is helping with the redesign of Punahou School's Cooke Library into a 21st century learning commons. She will also assist in the design of the firm's local commercial, residential and institutional projects, including private and public educational facilities. Most recently, she served as a senior architect/project manager at Urban Platform in Brussels, specializing in architectural design and construction supervision of mixed residential and educational projects.

Van Meenen holds a master's in architecture from Sint-Lucas campus, Ghent, part of KU Leuven Catholic University.

Bowers + Kubota Adds Two



Nick Orense

Bowers + Kubota (B+K), a Hawaii architectural, construction management and engineering firm, has added two new staff members.

Nick Orense joins as senior project manager on the firm's civil design team.

Deborah Jelvani joins as project administrator on the firm's Maui team.



Deborah Jelvani

...On Firm Foundations, continued from page 39...

the latest pile-driving and drilling equipment to accomplish this work. Also, the latest Pile Dynamic Analysis equipment is used to monitor the test piles to determine pile stresses and capacities to ensure the piles are safely driven to the required depths."

Working near the water raises issues that require more than new technology.

"Given that many of our projects are waterfront-related, the environmental

permit process continues to introduce complexities to how work is conducted," Heltzel says. "In recent years, regulatory efforts to protect sensitive corals and endangered species such as green sea turtles and marine mammals have required additional Best Management Practices to be used. This is ever-changing, and we are continually tasked to develop new means and methods to protect these species and

mitigate the construction impacts."

Brown adds that there also is "a maze of regulatory approvals" needed for site prep projects.

"Design-engineering, agency coordination, adequate administrative resourcing and solid project planning all need to be seamlessly orchestrated to ensure a sustainable and steady pipeline of capital improvement projects for this industry," he says. 🏠

HSA Installs New Officers

The Hawaii Steel Alliance installed its new officers during a banquet at Natsunoya Tea House on April 5. Guest speaker was Lari Zelinsky-Bloom, president of Zelinsky Company. Story, page 47.



John Bloom, Michael Areona, Chad Bloom, Lari Zelinsky-Bloom, Heath Farleigh, Andrea Farleigh, Swallow Kim, Christy Kim



Tim Waite, Alan Labbe, Ralph Valentino



Amado Sanchez, Ken Mizuno, Colleen Mizuno, Akira Usami, Kelly Miller



Mark Kennedy, Jeanette Mori, David Kanyuck



Adam Lay, Tom Low, Alan Labbe, Dennis Nishiguchi, Lorenzo Saoit, Shane Teves



Pat Gill, Tim Waite, Charles Rania, Scott Coulter



Lito Alcantra, Nora Alcantra, Lucy Llana, Amado Sanchez

Dinner and a Panel

The Building Industry Association of Hawaii hosted members and guests at The Pacific Club on April 10 for a dinner that included a panel presentation by representatives of such leading Island developers as Castle & Cooke Hawaii, D.R. Horton, Kamehameha Schools and The Howard Hughes Corporation. BIA-Hawaii also provided a legislative update at the meeting.



Joy Uchida, Dean Uchida, Tamara Clifton Schneider, David Blacklock



Mark Hertel, Brian Gold, Tom Schmidt



BJ Nagata, Grant Chang, Mary Flood, Dylan Nakano



Scott Underwood, Craig Washofsky, Sylvio Boucher, Clifton Crawford



Shirley Cheung, Stella Cabana, Phyllis Okada Kacher



Tom Powers, Sharon Shigemoto, Ben Mendoza, Brian Yee



Thomas Chock, Jodi Uehara, Sean McGowan, Megan Yokoi, Joey Barroso



John Pasternak, Marian Gushiken, Warren Ho, Kevin Carney



Sean Spencer, Samantha Haas



Shari Robinson, Stephanie Silverstein, Eric Wong, Melissa Strohl



Gladys Marrone, Ryan Gross



Amanda Canada, Fred White, Kristina DiFazio, Neil Ross, Bridgette Devore



Lance Tataki, Carolyn Hyman, Lana Pascoe

Does Your Company Need a Talent Recruitment Tune-up?



A Mainland friend conveyed the story of a company seeking to attract a 30-year-old project manager to their construction organization. The PM was moderately interested given that he was comfortable with his present position. Yet, he felt employment with a more progressive company would be appealing, especially if it were in his hometown.

His current employer conducted business in a formal way, which he described as “old school.” The recruiter enticed him when she said: “I have a firm which can only be described as ‘ripe and ready for millennials,’ ” and it was in his hometown. He felt there was nothing to lose in checking them out.

The first surprise came the day before his trip with a text stating that the president of the company would be greeting him at the airport and bringing him to the office. This was the first of many subtle ways this company demonstrated it was far from “old school.”

During the ride, the president impressed him with a deep understanding of his background, given the company revenues were in excess of \$250 million per year. Upon arrival to the office, he was introduced to the senior management team before the formal interview. Heading to the interview, he was amazed at the number of wall plaques where the company was voted “best place to work” by a local business magazine.

The interview was a three-part process. The first consisted of discussing current duties and responsibilities, which transitioned to a long discussion of the firm’s core values. In many ways, he found it odd to devote so much time to the company’s core

values rather than his work experience. The competencies for the position were reviewed with keen attention to his responses. The focus was more on his thoughts and opinions regarding their core values to confirm a company “fit.”

The second portion of the interview made him decide that he would

When he commented to the DM, he responded that the key to the company’s consistent success was a constant focus on core values and production measurement.

On the ride back to the airport, the operations manager passed by an upcoming community project where the employees would be donating time to renovate the local Helmets to Hardhats office. He explained it was based on a close relationship with the program over the past several years, which aligned with the company’s core values.

The PM could not help but notice that at every point during the interview senior management also included a much younger employee in all conversations serving as a positive “pied piper” in their conversations. It did not seem contrived.

On the flight back, the PM could not contain his excitement with the hope that an offer would be forthcoming as he planned how to give notice. The offer arrived the next day and, after a short telephone conversation, he was on his way to start his new job.

The war for construction talent has never been more competitive, with no end in sight. As you ponder how this contractor thought about, developed and implemented an innovative way to attract Gen Xers and Ys, isn’t it time for you to tune up your method of attracting new talent? 🏠

Garrett Sullivan is president of Sullivan & Associates Inc., a company that helps contractors clarify, simplify and achieve their goals and vision. Contact him at GSullivan@SullivanHi.com or 478-2564.



take the job, if offered, even before the offer or salary discussion. The elaborate career path they designed was quite compelling to him. Several employees provided feedback, describing great flexibility, emphasizing employee independence, adaptability, creativeness and, most importantly, a culture of challenging the status quo.

The third component was a three-hour jobsite visit lead by the division manager (DM). At the jobsite he was struck by the amount of technology utilized both in the job trailer as well on the site. He noticed several employees with iPads instead of project plans. During brief conversations there seemed to be a real cohesiveness among employees and subcontractors.

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