Construction Labor Shortage
Who will train the new work force?

Alaska’s Natural Gas Pipeline
When will construction start?

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**On The Cover:** Site of the Alaska Native Tribal Health Consortium Office Building. Photo by RANDY YOST
**WINNING BIDS**

### SOUTHCENTRAL

- **ANCH ASD Dimond HS Phs II Demolition**
  - Neeser Construction
  - $6,315,451
  - Anchorage, AK

- **Chugiak ASD Performing Arts Renovations**
  - Consolidated Ent.
  - $2,719,000
  - Chugiak, AK

- **Kodiak Pacific Terrace Complex Renovations**
  - McGraw Custom Construction
  - $6,111,000
  - Kodiak, AK

- **Soldotna WWTP Improvements**
  - Hankal Construction
  - $3,261,000
  - Soldotna, AK

### SOUTHEAST

- **Juneau M/V Columbia Refurbishment**
  - Cascade General
  - $7,083,043
  - Juneau, AK

- **Sitka Harbor Drive/Bridge Improvements**
  - Swalling Construction
  - $5,583,420
  - Sitka, AK

### ARCTIC & WESTERN

- **Kotzebue School Improvements**
  - UIC Construction
  - $19,777,000
  - Kotzebue, AK

### INTERIOR

- **FBKS ARRC Intermodal Facility**
  - Alaska Mechanical, Inc.
  - $10,097,000
  - Fairbanks, AK
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Recently we have read about layoffs and high unemployment rates. As a matter of fact, creating more jobs has become the political platform for the presidency. Well, just hang on for a few years; we might get a little more than we wished for.

In the last decade or so the construction industry has experienced an ever-increasing shortage of skilled labor. With the average construction worker age of 42 years, the situation is about to become critical. Baby boomers who constitute the largest portion of the workforce are closer and closer to retirement. According to the Bureau of Labor Statistics, by 2010 the number of available jobs will increase by 22 million, with the labor force increasing by only 17 million. This projection is bad enough, but consider this; the projection is taking into account all jobs, and the construction labor force is already experiencing a shortage. With the demand for construction work increasing and the number of men and women decreasing—retaining, recruiting and training should be a prime concern for all contractors.

Retaining current skilled workers will definitely be a competitive advantage during the next 10 years. Companies who offer incentives such as bonuses, overtime, training, promotions or benefit packages will attract the most highly trained and sought after employees.

Recruitment is going to continue to be a challenge until we change our image. The image of a construction worker as being dirty, sweaty, cursing, lazy and having alcohol and drug problems needs to change. This image is steering our youth away from construction careers. We need to get more positive information out to the secondary schools concerning our industry and opportunities, with a more realistic image of the healthy, clean-cut, hard working and successful people most construction workers are. Consider this, last year the average construction worker in Alaska earned $52,000; second only to oil industry workers. This information should be shared with career counselors. Employers who show respect and give recognition to highly skilled workers can also make a difference in employees’ self esteem and will have a trickle down effect on others.

Finally, we need to train and educate future construction workers. Ask your legislators to fund vocational education in high schools. We are seeing 40 percent of high school students going on to college, and of those only 20 percent graduate. However, the entire K-12 focus is geared toward preparing each and every student for college. We are failing a large portion of young people by not offering a choice. Union Apprenticeship programs also need to do a better job of getting information out to students before graduation. Plus, individual companies can do a better job of investing in training new skills within their existing workforce.

Labor shortage is a reality—and it is a problem. However, one thing learned in construction is there is no problem without a solution or an opportunity. With this I see boundless opportunities!
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On January 30th, AGC, the Alaska Department of Labor, the Alaska Workforce Investment Board, and Alaska Works hosted a summit on the construction labor workforce of 2010. The purpose of the meeting was to determine the projected need for construction workers, identify the sources of workers to meet that demand, and initiate discussions on strategies that might help diminish the potential shortfall.

During the daylong meeting, a great deal of information was shared with the audience. For example, it was learned that:

- Construction spending in 2004 is estimated at approximately $5.3 billion.
- The private sector accounts for 60 percent of Alaska’s construction spending.
- The construction industry represents 5.7 percent of the labor market.
- Wages to construction workers represent more than eight percent of the Alaskan payroll.
- More than 80 percent of construction workers learned their trade through on-the-job training.
- Non-residents account for 20 percent of Alaska’s construction workforce.
- Anchorage and Mat-Su are home to 43 percent of the construction workers, while 12 percent claim Fairbanks as their home. Rural Alaska currently supplies 15 percent of the statewide construction workforce.
- Construction employment has grown 50 percent over the past decade.
- After growing by more than four percent per year for the past four years, construction employment is slated to grow by one percent per year for the remainder of the decade.
- The average age of a construction worker in Alaska is 43 and most will leave the industry before their 55th birthday. For the operating engineers, the average age is 47.

Future Demand

The Alaska Department of Labor forecasts an average construction employment of 17,200 in 2010. If employment follows the typical seasonal pattern, August employment would peak at approximately 21,200 while January employment would represent the low of approximately 13,300. To meet this projected growth and replace retiring workers, 1,000 new workers will have to enter the industry each year. To meet this challenge, the industry must add an additional 300 new Alaskan workers just to replace the decline in non-resident hires. Consequently, the industry must add an estimated 1,300 new workers each year. This figures ignores the potential impact of a gas pipeline or the development of a major oil field.

Future Supply

Employment growth normally results from the natural growth in population, utilization of unemployed residents or a migration of workers to the state. If the industry were committed to a reduction of non-resident hires, then migration of workers to the state would not seem to offer a solution to the problem. Normal perceptions would suggest that unemployed workers could be used to address the shortage, but Anchorage has been at or below the national unemployment rate for the past four years while Fairbanks has been close to the national average for the past two years. While some of the demand can be met by utilizing unemployed workers, their desire for particular jobs, lack of training, lack of interest, geographical location and other similar factors limit this category from contributing significantly to resolving the problem.

Given the factors identified above, it would seem that the primary increase in construction workers would be home grown, products of the state’s school system. However, less than 7,000 students graduate annually from Alaskan high schools. Of those, less than 40 percent go to college, and of those less than 50 percent graduate. Since most of the 1,300 construction jobs do not require a college education, it would seem that most of...
the future construction workers would come from the approximately 5,500 graduates that do not complete college.

If the factors described above do not change significantly, it would seem that for the remainder of the decade construction must recruit almost 25 percent of the high school graduates that do not attend college. Currently, however, construction represents only 5.7 percent of the workforce and if construction is to meet its needs as described above, other industries will experience severe labor shortages.

Strategies to Address the Labor Shortage

The labor summit did not have the opportunity to develop strategies to address the shortage. Summit participants agreed that to develop appropriate strategies, it is necessary to expand the number of participants and broaden the dialog to look at more options. A second meeting is being planned to explore the issues raised by the first and hopefully develop some meaningful strategies to deal with the problem. If you would like to be involved in developing these strategies, please contact AGC.
Positives On The Rise

Drug testing trends from 2002 to 2003 have shown a dramatic increase in positive results. In 2002, non-Department of Transportation (non-DOT) testing had an average positive of 5.2 percent; in 2003, this increased to 6.4 percent. The majority of this 22 percent increase was found in non-DOT random testing; this rate more than doubled, from 2.5 percent in 2002 to 5.7 percent in 2003. The increase was most pronounced in the construction and food service industries.

*Are more people using drugs?*

Not necessarily. DOT mandated testing in 2003 produced an average positive rate of just 1.8 percent, as opposed to the non-DOT testing average positive rate of 6.4 percent. That’s a huge difference — and supports the theory that people who use drugs are more apt to migrate to companies that don’t test, or do not test consistently enough to provide an effective deterrent.

DOT testing, on the other hand, has many facets that make it effective. These include the consistency of testing, training of supervisors and employees, posting of policies and posters, and most importantly 13 years of experience, study and refinement to make mandated testing the most effective tool available to preventing drug use.

*Are the drugs changing?*

Although drugs of choice have not changed much through the years, we have seen a shift in 2003 to a more diverse selection. In prior years THC (active ingredient in marijuana) represented approximately 80 percent of all positive drug tests. This past year, THC positives dropped to 72.6 percent. However, that caused an increase in the percentage of positive tests for cocaine (19.8 percent), amphetamines (4.1 percent) and opiates (3.5 percent). The amphetamine positive rate is more than
double than in 2002 and opiates increased by a 50 percent margin.

Which industries have been impacted most?
This past year we have seen many companies in the construction, manufacturing and automotive industries produce positive rates in random testing as high as 20 percent to 25 percent. These rates are some of the highest we have seen in years.

Will the trend continue?
For companies that have not yet implemented a drug-free workplace policy, the trend will most likely continue. Why? Because workers who are not eligible to work elsewhere will migrate to companies that don’t have a consistent drug testing program.

In fact, for companies that have — and enforce — a drug-free workplace policy based on the DOT model, the trend is actually the opposite; these companies are creating a safer workplace with a lower positive rate.

At WorkSafe, all testing is conducted following the rules and high standards set forth by the DOT to include the collection process, laboratory, and medical review officer requirements. We’re proud to have trained over 1,000 Alaska employees on their company’s drug testing policy in 2003. This training has proven effective in employees utilizing their Employee Assistance Program (EAP), communicating with management, and when promoted to a supervisory position, a better understanding of how to administer the company policy. At WorkSafe, we have always believed that training and education is the key to an effective drug-testing program.

Statistics and other data are obtained from testing conducted through WorkSafe, Inc. All information contained in this document is for the exclusive use by WorkSafe.

CHART ABBREVIATIONS
THC: The active ingredient in marijuana.
COC: Cocaine
AMP: Amphetamines
OPI: Opiates
NON–DOT: Non-Department of Transportation Random Drug Testing
DOT MANDATED DRUG TESTING:
FMSCA: Federal Motor Carrier Safety Administration
RSPA: Research and Special Programs Administration
USCG: United States Coast Guard
FAA: Federal Aviation Administration

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As Alaska's leader in employee drug and alcohol testing, WorkSafe is committed to helping Alaska companies stay safe and substance-free. That's why we offer the WorkSafe Toolbox. From policies, printable regulations, to the forms you'll need for background checks, referrals and more, the WorkSafe Toolbox is your drug-free workplace kit.

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THE ALASKA CONTRACTOR / Spring 2004 11
of both an oil line and a gas line, they managed to thrive with one while waiting for the other.

Today, after waiting through 35 years of debate of Lower 48 vs. export gas markets and more than a couple hundred million dollars of private spending on studies, construction and permit planning, financing efforts, cost and market analysis — and a 16-year stretch of low prices that ended in 2000 — many Alaskans are starting to believe the multi-billion-dollar natural gas line will be built.

The state has two private and two public entities that want to build a pipeline to carry the gas to market. The impetus is good old supply and demand: U.S. consumers are paying more than twice as much for natural gas as they did in 1999, and mature fields in Canada and the United States can’t keep up with demand.

That elusive window of opportunity that Alaska has been looking for since the Prudhoe Bay discovery of 1968 may be opening wide enough. So wide, in fact, that project proponents believe they can fit a steel pipe more than four feet in diameter through the opening and all the way to market, employing several thousand workers during three years of heavy construction activity.

Although the work force for actual operation of a gas line would number only in the low hundreds, it’s the construction boom and long-term tax and royalty revenue that make Alaskans smile. The Department of Revenue late last year estimated production tax and royalty revenue to the state could average as much as $600 million a year from a large gas line project.

But before people start lining up for work, there are still multiple unresolved issues: Which parties will take the risk of possible construction cost overruns and the profit-wrecking potential of low market prices for the gas? Which parties will build, own and operate the line? Which markets will it serve? And, when will construction start?

Add to that list the questions: Will Congress pass the federal energy bill this year with its tax and loan incentives to promote construction of the Alaska project? Will potential developers be able to reach a fiscal contract with the state, setting up the sought after “fiscal certainty” of a schedule of payments over the life of the project in lieu of possibly changing state and municipal taxes? Will all that gas force a significant drop in North American natural gas prices when the line opens up?

Many industry observers believe the questions will be answered and the project will be built, with gas flowing sometime during the

“A new gas pipeline will eventually bring large amounts of new supply from Alaska’s North Slope,” said Yergin, who serves as chairman of Cambridge Energy Research Associates, a Cambridge, Mass.-based international oil and gas consulting company.

And when Alaska natural gas reaches the market, there is that fear of what it might do to prices for the commodity nationwide.

An 18-member national commission, funded by a collection of nonprofit foundations, says the large volume of new supply from an Alaska pipeline could knock down U.S. gas prices by an average of almost 60 cents per thousand cubic feet during its first 10 years of operation. If true, that would be an almost 15 percent drop in prices to consumers.

The National Commission on Energy Policy report last year said U.S. consumers would save, on average, $18.9 billion a year from 2016 through 2025, assuming the Alaska line started phasing in production in late 2013 and reached its full flow of more than 4 billion cubic feet per day in 2015.

But it seems that for everything good, there is another side of the story. Lower prices would mean existing U.S. and Canadian production also would drop in value to its owners, which explains why some Lower 48 producers fought against the Alaska gas line incentives in the energy bill.

Still, the gain to consumers and the reduced need for more foreign liquefied natural gas in the years ahead would produce a positive
number for the nation, the report said. “The net gain to society from access to Alaska natural gas is estimated at $4.4 billion per year.”

And that is only the average. If Alaska gas coming into the market holds down future prices even more, while eliminating price spikes such as the market experienced this past winter, the gain to consumers would be greater.

While Alaska can’t do much about Lower 48 market prices or the federal energy bill, it can play an important role under the Stranded Gas Act, which allows for potential gas line developers to negotiate a long-term fiscal contract with the state for payments in lieu of state corporate income taxes, production taxes and property taxes and municipal sales and property taxes.

The state in January received two applications under the Stranded Gas Act and immediately started talks with the applicants. A consortium of the three major North Slope producers—ConocoPhillips, BP Exploration (Alaska) and ExxonMobil—was the first to apply, though the original application did not include ExxonMobil, which decided to join in a few days later.

Then, MidAmerican Energy Holdings Co., of Des Moines, Iowa, added its application to the process. MEHC, a pipeline owner and operator and gas and electric service company, also brought with it two Alaska partners: Cook Inlet Region Inc. and Pacific Star Energy LLC. MEHC will hold at least 80.1 percent of the new limited liability company formed for the Alaska project, with its Alaska partners holding options to share up to 19.9 percent.

Former ARCO Alaska Inc. President Ken Thompson founded Pacific Star Energy, which includes, in addition to his own company Pacific Rim Leadership Development LLC, 12 of Alaska’s 13 regional for-profit Native corporations. The only one not in the deal as of early March was Ahtna Inc., the Glennallen-based corporation for the Copper River Basin.

The 12 corporations signed on for $83,400 each, or $1 million total, to start up Pacific Star Energy last year and carry the business through the end of this year, Thompson said.

Thompson said Pacific Star Energy expects it could use its cash flow from the pipeline to build natural gas and gas liquids distribution centers in Alaska and perhaps spur pipelines to carry gas to Fairbanks and Anchorage. He said Pacific Star would look at such ventures on its own, separate from the MidAmerican partnership.

CIRI, the regional corporation for Cook Inlet, will hold its own stake in the Alaska project, in addition to its share through Pacific Star Energy. CIRI already holds natural resource investments through its partnership with Nabors Industries in Peak Oilfield Service Co. and Alaska Interstate Construction LLC, which provide oil field, mining and construction services.

“This is an outstanding pipeline deal for all of Alaska,” said CIRI President and CEO Carl Marrs. “Alaskans don’t have any ownership interest in the trans-Alaska (oil) pipeline … but Alaska companies will be directly involved in this gas pipeline, helping to keep profits and jobs in the state.”

MidAmerican, though not well known to Alaskans until it filed its project application Jan. 22, is known to its 5 million gas and electric customers in the United States and England. It has more than 11,000 employees, owns and operates more than 18,000 miles of natural gas pipe, and has assets worth $19 billion.

It owns the Kern River Gas Transmission Co., which it bought for almost $1 billion from Williams Cos. in 2002. The line runs almost 1,700 miles from the gas fields of Wyoming to Bakersfield, Calif., carrying 1.7 bcf per day. And it also owns the Northern
Natural Gas pipeline, which it bought from Dynegy Inc. the same year for just under $2 billion. Northern Natural Gas transports 4.3 bcf per day from the Permian Basin in Texas to the upper Midwest.

And, in perhaps its biggest attention getter, MidAmerican is controlled by Warren Buffet’s Berkshire Hathaway Inc. That connection alone makes many in the Legislature believe this could be the real thing.

MidAmerican is proposing to build a $6.3 billion (2002 dollars), 48-inch-diameter pipe 745 miles from the North Slope to the Alaska/Yukon territory border. From there, it believes Calgary-based TransCanada is the most likely candidate to build the more than 1,100 miles of pipe into the North American distribution grid at central Alberta.

The line would carry 4.5 bcf per day, with six gas-turbine compressor stations in Alaska to maintain pressure at 2,500 pounds per square inch.

MidAmerican—just as the producers—says in its application it anticipates there would be demand for in-state distribution of gas, through spur lines or other additions, but neither MidAmerican nor the producers says it wants to get into the local distribution business. Both applicants say it will be up to someone else to make those investment decisions for in-state gas uses.

The decision not to take ownership of the Canadian portion of the line is a big part of the difference between MEHC’s cost estimate and the producers’ price tag of $20 billion for the entire project. Also, MidAmerican is not proposing to build the gas treatment plant that would be required on the North Slope, leaving that assignment to the producers. The plant, required to take out carbon dioxide from the gas stream for reinjection to maintain reservoir pressure and to remove corrosive hydrogen sulfide and other impurities, is estimated at about $3 billion.

MidAmerican CEO David Sokol told the Alaska Legislature in February his company believes it could start delivering gas by 2010, assuming it can sign its Stranded Gas Act contract with the state this spring, and assuming TransCanada and the North Slope producers sign on for their roles in the project.

MEHC said it prefers not to be in the commodity business and is looking for the producers or buyers to sign what are called “ship-or-pay” contracts, meaning they commit to paying the pipeline charge regardless whether they actually use the contracted pipeline capacity and regardless of market prices for the gas.

That risk-taking is a central issue in getting the project built. The producers say the risk of construction cost overruns and market prices makes them cautious. Like MidAmerican, the producers’ Stranded Gas Act application isn’t a commitment to build the line, but rather a financial contract with the state should they build it.

The Murkowski administration wants to bring the contracts to the Legislature this session, but says it will not rush the process as it negotiates for the state’s best interests.

The producers propose a 52-inch line—with walls about twice the thickness of the Alaska oil pipeline—more than 2,100 miles from Prudhoe Bay to Alberta. ExxonMobil and BP are working separately on different steel pipe technology advancements, looking for ways to hold down costs by developing new, stronger alloys and automated welding techniques.

The pipe line, gas treatment plant and compressor stations are estimated at $20 billion for 4.5 bcf per day of gas to market. Once Alaska gas enters the distribution network in Alberta, it could be shipped out to the Midwest, Eastern states, the Pacific Northwest and even northern California.

In addition to proposing the entire project, the producers’ application also is significantly different from MidAmerican in its projected

continued on page 25
Alaska’s construction labor force could need as many as 7,800 new workers by the end of the decade. Between industry growth and retirement a huge amount of opportunity may materialize throughout the construction industry. The challenge lies in recruiting, training and retaining new workers in Alaska to meet construction needs on the horizon.

Construction growth in Alaska is stable and predictable according to Alaska Department of Labor and Workforce Development, Research and Analysis Section Economist Neal Fried. So stable and predictable, that department economists were able to quantify the need for 1,000 new construction workers per year through 2010, to meet the labor shortage that will be created by growth and retirement. In addition, 300 new workers are needed annually to reduce non-resident hire to 10 percent.

The number of retiring workers is tricky to calculate because of the fluctuating number of construction workers at any given time during the year. In January 2003, there were 12,528 construction jobs, representing a potential of 3,633 openings due to retirement though 2010. As projects came on line and work started up, employment in construction expanded until August 2003, when it peaked with 21,014 jobs. Based on the peak numbers, as many as 6,094 workers could retire by 2010, and retirement alone could represent the need for 1,000 new workers each year, beginning this year, during the peak construction season.

However, a fuzzy factor exists with those numbers. “The thing that none of this takes into account is turnover,” Fried said. The department’s numbers reflect every worker each job had during each quarter, not how many workers there were. He said that growth is the biggest factor in the department’s estimate of the number of new workers needed, and he doesn’t think 29 percent of those employed in construction will actually retire by 2010.

In order to get a more accurate count on the number of actual workers, Economist Dean Rasmussen, also with the Research and Analysis Section of the Alaska Department of Labor and Workforce Development provided a num-
employer partnerships with the JATCs. A very
apprentices this year illustrates the shortage of
can't wait; in 2004 over $5 billion will be spent on
indenturing new apprentices to meet the need
come from? Because too few construction
careers. So why is there any question about
lists – the programs are competitive and pop-
are already on JATC apprenticeship waiting
for an apprenticeship.
years old this year–the age required to apply
young men and women who are turning 18
be finished with high school this year. Also of
percent Alaska hire. Recruitment from high
that does take turnover into account.
 According to the 2003 OES estimates, the
broad construction sector (NAICS 23) totals
16,486 workers. The total employment for all
industries is estimated at 332,156.”
Maybe that is a more accurate number to use, and to determine the number of retirees it
may be more advisable to look at workers who are 50 years of age or older now–20 percent of
the construction labor pool, instead of the 29 percent who are 45 and over. Twenty percent of
16,486 construction workers equals 3,297
who are possibly likely to retire from con-
struction by 2010, and that calculates out to
just over 600 per year needed to maintain the
2003 estimated annualized average number of
construction workers.
It has been pointed out that the most likely
construction workers to retire before they reach
55 years of age are those with fat pensions, bad
backs or blown-out knees. And that some people
who retire from construction don't retire from
working, just from doing construction work.
Also, that most early retirees are from the
trade side and not the office side.
If all that information is reasonable, then
it would seem that the majority of new con-
struction workers needed will be in the crafts
and trades. Also, 90 percent of the new
workers should be residents–in order to stay
true to Governor Murkowski’s goal of 90
percent Alaska hire. Recruitment from high
schools and colleges is important, and voca-
tional education for high school students has
proven woefully inadequate to meet the ris-
ing need for trained workers, so training is as
important a factor as finding the people to go
into construction.
Alaska has about 7,000 students who will
be finished with high school this year. Also of
note is that Alaska’s population has
11,000
young men and women who are turning 18
years old this year–the age required to apply
for an apprenticeship.
Alaska has many federally registered Joint
Apprenticeship and Training Committee
(JATC) programs and journeymen to train
the craft and trade workers needed for the
construction industry. Hundreds of Alaskans
are already on JATC apprenticeship waiting
lists – the programs are competitive and pop-
ular among people interested in construction
 careers. So why is there any question about
wondering where the workers are going to
come from? Because too few construction
projects use enough apprentices to justify
indenturing new apprentices to meet the need
for the growing number of new workers.
Alaska has no shortage of construction
work; in 2004 over $5 billion will be spent on
construction. The addition of only 300 new
apprentices this year illustrates the shortage of
employer partnerships with the JATCs. A very
low training tax is being paid.
Tom Brice, who heads Alaska Works
Partnership’s Apprenticeship Outreach pro-
gram, said that when “addressing manpower,
project owners have to demand apprentices
and contractors have to request a four to one
ratio and embrace apprenticeships.” He sees
the federally registered JATC apprenticeships
as the only programs in Alaska that are
“aggressive enough or qualified enough to
ensure apprentices get the hours and training
to reach journeymen status.”
Brice said that state, federal and private
developers need to put apprenticeships up
front in bid documents. Some federal high-
way projects and housing authorities already
require the use of a certain number of appren-
tice hours and he wants to see more of that in
all areas of construction. “It is a function, if
used appropriately and aggressively, that
would begin to meet needs,” Brice said.
Brice is realistic in understanding why
more apprentices aren't used now. “It comes
down to contractors, and apprenticeships are
not viewed as a training opportunity because
contractors look at level of production versus
cost–and something very near and dear to
contractors is the profit margin.”
He has an idea for overcoming the reluc-
tance to use apprentices. “The most impor-
tant thing–contractors need to demand
apprentices,” Brice said. “If they feel threat-
ened by deadlines and productivity then the
owners have to recognize that as well and help
mitigate the liability of contractors.”
Brice is sold on the JATCs and said they
are the most successful means of starting an
education because they are privately financed,
offer a long-term commitment to employ-
ment, and ensure industry-appropriate train-
ing consisting of on-the-job training and
classroom work. He is recruiting rural
Alaskans for the construction industry so that
they are ready in their communities for when
there is work and when there isn’t–then they
go where the work is.
Another option includes the post-second-
ary vocational educational opportunities in
Alaska. The Industrial Technology program
offered through Prince William Sound
Community College in Valdez prepares stu-
CONSTRUCTION WORKERS BY PLACE OF RESIDENCE

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section.

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Students directly for the workforce. The program has proven successful—Department of Labor statistics show good results with 99 percent of exiters employed in Alaska at higher than average wages, said Training Director Lynda Hyce.

The program includes four areas of emphasis with two of those areas construction industry related: safety management and millwright. Hyce credits the program’s success with the cooperative effort among the high school vocational education curriculum, the college and Alaska employers. A dual credit component with the high school in Valdez consists of students taking two years of shop training followed by two years additional training at the college. With four years of training behind them and an associate degree in industrial technology, workers enter into internships with Alaska employers such as Alyeska Pipeline Services Company where they use the education and skills they have already learned and gain on-the-job training.

The Denali Commission is another key player in helping build the construction labor force. They are creating partnerships among the AGC of Alaska, Alaska Works Partnership, Inc., ANCET and the Alaska Department of Labor and Workforce Development for actual jobs for rural Alaskans. In 2003 the Denali Training Fund helped train 1,123 workers on other infrastructure projects and 605 on Denali Commission projects. They are committed to training rural Alaskans for operations and maintenance, as well as the construction of infrastructure in rural Alaska communities.

During the January Labor Summit, Executive Director of the Alaska Workforce Investment Board and Director of the Division of Business Partnerships within the Department of Labor Katherine Farnham, outlined results of a construction industry survey regarding the top four challenges to employers and employees.

**Employer Challenges**

- Vocational Education doesn’t meet needs
- Providing continuing employment for workers
- Older workers retire before they can be replaced
- Work readiness

**Employee Challenges**

- Takes continuing a long time to learn new skills
- Seasonal work
- New workers need more technical training
- Vocational Education

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THE ALASKA CONTRACTOR / Spring 2004 19
Farnham also gave rest to two “myths” about why people don’t choose construction as a career. “It’s not because of travel time away from home and it’s not because of conflicts with subsistence activities,” she said. Respondents ranked those two reasons last in her survey. She has ideas for what’s next and introduced strategies to meet the challenges facing the construction industry.

Construction Employment Solutions

- Multi-employers to combat seasonal employment
- Preparing young Alaskans for careers in construction
- Working with high school students interested in construction
- Creating more registered apprentice programs

The U.S. Department of Labor has standards for setting up registered apprenticeship programs, which must include an on-the-job training outline, related classroom instruction curriculum and the apprenticeship operating procedures. In addition to unions, employers or employer associations can “design, organize, manage and finance” new apprenticeship programs, then register them with the Bureau of Apprenticeship and Training or a recognized State Apprenticeship Council or agency.

Another strategy suggested at the Labor Summit came from University of Alaska President Mark Hamilton. He explained his ‘one jet port’ idea and said that if there aren’t direct flights from Bethel to Fairbanks, then forget the Bush and forget the business. He sees bypassing the Anchorage airport as essential in shuttling workers from the Bethel Bush hub to construction job sites throughout Alaska, many of which are in the Interior and accessible from Fairbanks.

Before too many construction workers hang up their hard hats, these strategies and more need to be further developed and implemented so that Alaska’s construction workforce is large enough and capable enough to continue to build Alaska.

Lieutenant Governor Loren Leman said at the Labor Summit, “building Alaska is the greatest theme and that means building people.” He advocated more funding for vocational education and spoke of the need for educating children to move into the workforce. Leman said Alaska needs to develop ways to “grow your own construction workers, nurses, teachers and engineers – workers who will get up and show up every day.”
For a company that showed $18.5 million in gross contract revenues last year, Dick and Jennie Weldin can claim a humble beginning for their business, Weldin Construction. “We started this business out of our laundry room,” Jennie says. “I’d have to turn the washing machine off when the phone rang so I could carry on a conversation.”

Dick was born and raised in Anchorage and graduated from Dimond High School in 1972. He is a “motorhead” at heart with a full auto shop at home, and works with snowmobile and motocross racers to improve performance of their motors. Jennie was raised in Kenai and graduated from Kenai Central High School in 1975. She enjoys gourmet cooking, and says, “I would like to teach cooking classes in my ‘next life.’”

AGCA members for the last seven years, Dick and Jennie find membership in the organization to be important for their business. Dick currently serves on the board of directors, and says, “We enjoy the networking and camaraderie that go with membership.”

Dick has more than 30 years of construction experience in Alaska, Hawaii, Arizona and Guam. He began his Alaska construction career working on the trans-Alaska oil pipeline as a cat skinner. He started his own business, Weldin Grading, in 1982 and for the next nine years he performed finish grading for virtually every major contractor in Alaska.

In 1991, Weldin Grading became Weldin Construction, operating from that makeshift office in the laundry room. Dick not only ran the projects, he also operated equipment, was his own mechanic and prepared bids and estimates. Jennie maintained a full-time job as a legal secretary and worked on Weldin Construction business in the evenings and weekends until 1996, when she began working full time for the construction business. Jennie never regretted working so hard in the early days. “You still have to be able to make your house payments and put food on the table,” she says.

Weldin Construction initially performed civil and underground utility work as a subcontractor, primarily on Alaska Department of Transportation and Public Facilities projects. In 1991, the company showed $30,000 in gross contract revenues. In 2003, they hit $18.5 million with 75 employees. The company has garnered a performance record that is unequaled by any other government contracting firm in Alaska. They boast an impressive Construction Contractor Appraisal Support System (CCASS) sheet, full of “outstanding” and “above average” evaluations from their government contracts.

The company is somewhat unique in that it self-performs many divisions of construction, including earthwork, excavation, underground utility installation, process piping and fuel systems, electrical, mechanical, HVAC and vertical construction. Their resume of customers includes: the U.S. Air Force, at Galena Air Station, the Air Force Center for Environmental Excellence (AFCEE), and Elmendorf and Eielson Air Force bases; the U.S. Army Corps of Engineers at Forts Richardson and Wainwright; the U.S. Navy at Pearl Harbor and Johnston Atoll, Guam; Kulis Air National Guard; the U.S. Coast Guard; the National Park Service; the U.S. Fish & Wildlife Service; the Alaska...
Department of Transportation & Public Facilities; the Municipality of Anchorage; the Matanuska-Susitna Borough; and the City of Palmer. They have also developed prime contractor/subcontractor relationships with several large businesses.

Weldin Construction has earned a tremendous reputation in processed piping and aircraft fueling projects. Weldin crews are currently performing a fuel project in Guam that is ahead of schedule and performing well, and have completed two fuel projects on Johnston Island for which they received two outstanding performance awards from the Navy. Jim Pereira, fuels division manager, is well known in the fuel systems circles throughout Alaska and the Pacific Rim.

Weldin Construction is the current Simplified Acquisition of Base Engineering Requirements (SABER) contractor on Elmendorf Air Force Base in Anchorage. They won this contract in an 8(a) competitive bid in April 2002, for a base year and four one-year option years. The first option year was exercised in April 2003, and the company fully expects the second option year to be exercised as well. Dick and Jennie just received notification that Weldin Construction was also the successful bidder for a second SABER contract on Elmendorf.

During the 2002 season, Weldin undertook one of its most challenging projects, phase III of road construction, in Fox, near Fairbanks. Kickoff for the project was held on April 29, 2002, with a scheduled completion date of September 15, 2002. Schedule slippage was not an option for this project due to national security interests. Design conflicts, expedited manufacturing of design components, a West Coast longshoremen's strike and delivery of the wrong materials to the jobsite were just a few of the obstacles—not to mention the short Fairbanks construction season—that were successfully overcome by the team approach to the project.

The project involved design and construction of a road to the site, which required a steep grade and accessibility around sharp turns for trailers loaded with antenna sections. Work had already begun on a base for a 21-meter antenna—the design for which hadn’t been completed—when a second design was received for a different base. The change was completed with minimal impact to the budget and none to the schedule.

Like every project Weldin Construction undertakes, innovative solutions were applied during the course of this project, and it was completed faster than any NOAA project of this size. “Teamwork was an absolutely critical factor,” said Terry Edwards, Weldin’s project manager. “We had a group of first-class subcontractors and a top-notch crew.”
ENTRY: Please complete the form below and mail or fax to the AGC of Alaska. All entries must have your USGA handicap or your average score. The $125.00 entry fee must accompany your entry form and includes golf cart, greens fees, prizes and refreshments. All entries are on a first come basis.

DEADLINE FOR ENTRY IS FRIDAY, JUNE 18, 2004

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THURSDAY TOURNAMENT: The tournament is a scramble format with a 7 a.m. shotgun start. Team selection will be blind draw based on handicaps. Players may choose their team; however, these teams will not be eligible for the scramble team prizes. There will be a separate prize for the winning made-up team. Rules sheets will be provided to all golfers.

AWARDS: All awards will be announced and presented at the barbecue after the tournament (BBQ will be held at Moose Run). In case of ties, golf cards will be matched by starting at a hole selected by the committee.

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timeline. After settling on a fiscal contract with the state, the producers believe it would be nine years before the first gas would flow, with much of the work going on concurrently: project planning (one year), engineering (four years), permitting (three years), getting steel mills to make the unique pipe and manufacturers to build the massive compressors (four years), and putting it all together (three years for construction). If the state and federal pieces come together this year, that would mean the first gas flowing in 2014.

MidAmerican officials told legislators in February their December 2010 start date would fall back a year if the company cannot reach a negotiated contract with the state this spring. They want to start field work in Alaska this summer, they said. The company’s timetable shows detailed engineering work starting in the spring of 2005, assuming it can put together firm shipping contracts by then and reach a deal with TransCanada.

The other project hopefuls include two public entities: The Alaska Gasline Port Authority, a 4-year-old consortium comprised of the city of Valdez, Fairbanks North Star Borough and North Slope Borough; and the Alaska Natural Gas Development Authority, a 17-month-old, voter-initiative effort for the state to build, own and operate a gas project. The two authorities share more in common than just their public underpinnings. Both want to build a pipeline to Valdez to supply a liquefaction plant and marine terminal, sending Alaska gas to West Coast and Far East markets aboard LNG tankers.

The state gas authority, however, has moved away a bit from building its own stand-alone project, with a line all the way from Prudhoe Bay to Valdez. Instead, it sees either the producers’ or MidAmerican’s line as a money-saver for the authority, which could build a smaller, shorter pipe from the main line as it passes near Delta Junction, southeast of Fairbanks.

The authority, run by CEO Harold Heinze, who served as president of ARCO Alaska Inc. from 1983 to 1987, is working on studies into the economic feasibility and benefits to the state of building pipeline spurs to Valdez or into the Southcentral distribution grid north of Anchorage. It is taking on that work, in addition to pursuing its eventual goal of sending out Alaska LNG to any of the several new receiving terminals proposed for the California market and possibly Far Eastern ports, too.

Money, however, could be an issue for the state authority. The November 2002 voter-approved initiative carried no funding, and while the Legislature has given it money for
Parker, Smith & Feek is no newcomer to Alaska. Established in Seattle in 1937, the firm grew steadily and during the 1950’s began traveling to Alaska to work with clients in the construction industry. Soon Alaska businesses were counting on the professional insurance and bonding services of this privately held broker. In 1986, a time when many national insurance firms were leaving the state, Parker, Smith & Feek opened an office in Anchorage. Today the brokerage firm is one of the nation’s 100 largest brokers, and is licensed in all 50 states.

Opening the Alaska office eighteen years ago was Chuck Szopa, now a Senior Vice President and one of the owners of the company. Szopa knew of the firm from his career as an underwriter and broker. He saw the opportunity that the Parker, Smith & Feek approach to insurance and bonding offered, and founded the office with just one additional employee. They began building their business by focusing on the needs of clients in the construction industry.

Now there are 12 people in the Anchorage office, and 148 people in the Seattle office. Over 50 percent of their clients are contractors, with the rest comprised of Native organizations, electrical utilities, timber and logging, wood products and building material suppliers like the Lanoga Corporation, the parent company of Spenard Builders Supply.

“We cover all the insurance needs of builders and contractors,” Szopa said. “We have the pleasure of representing several major contractors, and assist them with their bonding program and in the purchase of all the insurance coverage needed to keep them in compliance with the contract requirements, and protect them from financial losses resulting from uncovered claims. For projects under construction and the completed structures – we can cover all the assets and exposures.”

He and his staff are very proud of the services they provide their clients. They offer claims expertise, loss control and safety support, state-of-the-art insurance products and surety bonds. They have technical specialists in coverage areas like workers’ compensation and environmental liability insurance. “Finding the best coverage available is our number one responsibility,” Szopa said.

Surety bonds are an important part of the construction process and Parker, Smith & Feek is one of the most knowledgeable brokers in the state in this area. Their skill in presenting contractor financial data to surety underwriters has helped many contractors maximize their bonding capacity. Recently they have arranged bonding for the new Eagle River High School, the new South Anchorage High School, the new South Anchorage Lowe’s, and the new Alaska Railroad Station at Ted Stevens Anchorage International Airport. Szopa observed that with all the federal money going into projects, he sees construction activity in Alaska at a stable level for the coming two years. “This government funding has a significant impact on the economy in Anchorage, Fairbanks, Delta Junction, and many of the surrounding areas.”

The biggest issue he sees facing the construction industry is a shortage in the qualified labor force for specific trades – journeymen mechanics, plumbers, electricians and other specialty workers. “It’s
been that way for the past few years,” Szopa said. In years to come, he sees the need for even more workers. “As long as the population continues to grow and the economy holds, construction will be a very important part of the Alaskan economy.”

Over the past few years, Szopa and his associate Dave Eckroth have both been judges for Build Up! an AGC program aimed at elementary school students. “It is not going to happen overnight, you have to start with kids and develop interest over the years,” he said. AGC is doing this through the elementary schools and is making inroads to the junior and senior high schools to promote construction as an important profession.

If Alaska can’t meet the needs of the construction labor force, Szopa sees an influx of workers from the Pacific Northwest or other areas where construction is slow. “Our clients are already seeing more competition from firms as far away as Florida, Tennessee and Kentucky.”

Professionally, he and his staff are involved in trade associations like the AGC of Alaska, the Chamber of Commerce, the National Association of Insurance Women, Women in Construction, and the Alaska Forest Association. He participates on committees, presents seminars, and helps with training in areas like surety or workers’ compensation – for new contractors.

Personally, he is involved with the Seawolves, Rotary and the Brother Francis Shelter. “Too many people have gotten away from helping. It’s all of our responsibility to give back to the community,” he said. “I’ve been in Rotary for twenty years, and on the Brother Francis Shelter board for ten years and have helped with many different projects, from serving meals, to planning for the new shelter which will be coming out to bid this spring.” He encourages his staff to get involved too, and many are active with community organizations and activities as diverse as the Coast Guard Auxiliary, the Alaska Dog Mushers, and as a director for a local bell choir.

Vice President Dave Eckroth, the other principal in the Anchorage office, joined the company in 1992. Like Szopa, he is an account executive with clients in construction and other industries. Eckroth has a strong workers’ compensation background, having been an underwriter for one of Alaska’s leading carriers prior to joining Parker, Smith & Feek. He attributes much of the increased claims activity in workers’ compensation to the aging workforce. This is readily apparent in construction, where an injury due to worn out shoulders, knees, or backs, often leads to a worker’s exit from the industry, and a large workers’ compensation claim.

Many of these types of injuries involve permanent impairment to the worker, making them eligible for vocational retraining under the Alaska Workers’ Compensation Act. “It’s important for the contractor to work with their adjuster to minimize these types of claims,” Eckroth said. “Once the vocational rehabilitation counselor develops a plan, workers’ compensation and thus, the contractor pays for it. Ultimately, this affects the contractor’s costs and their ability to compete and obtain work.”

Eckroth credits the Parker, Smith & Feek staff with helping make the company so successful. “None of our people have less than 15 years of experience, and all of them handle construction clients,” he said. “Our Anchorage office handles about 150 clients whose annual revenues are between $2.5 million and $100 million—many of the premier contractors in Alaska.”

Teamwork is the bottom line at Parker, Smith & Feek. “The way our business is structured, every client has one of our owners responsible for their account – so we deal with people on a business owner to business owner basis,” Eckroth said. “We strive to take very good care of our clients.”
What is AGC of Alaska doing in K–8?

**Build Up!**
AGC of Alaska, through the national AGC of America Construction Futures effort has an award-winning curriculum product to offer elementary students Build Up! which aligns to national academic standards in science, math and language arts.

In the last three school years, 2000-2001 through 2002-2003, AGC of Alaska placed 276 Build Up! Toolboxes in classrooms across the state with many of the 276 being used more than once.

This school year, in addition to the 276, we have 32 classrooms in the Anchorage School District and 38 in the Matanuska-Susitna Borough School District using Build Up! Those 276 plus the 32 in Anchorage, plus the 10 Mat-Su had, plus the 38 they just received totals 356 Build Up! Toolboxes.

**On Site!**
The second product from Construction Futures is On Site! which is a toolbox with curriculum designed for middle school students. On Site! also aligns to the national academic standards in social studies, science, math and language arts.

Due to the way middle school is organized/structured it has been more of a challenge placing these toolboxes and having teachers use them—especially in urban school districts.

With that being said, we’ve placed 124 On Site! toolboxes across the state in schools during the years of 2000-2001 through 2002-2003 and 10 so far this school year for a total of 134. So, in three school years, 2000-2001 to 2002-2003, AGC has placed 400 toolboxes—that’s both Build Up! and On Site!

In four school years, including the current school year, 2003-2004, we’ve placed: 356 Build Up! + 134 On Site! = 490 total Toolboxes.

AGC hosted two small groups of high school students from the Kuspuk School District to Anchorage construction sites—one in December and one in January.

We had a different group of students each time. In December, with one group we visited the new South Anchorage High School thanks to Neeser Construction, Inc. Our guides for that visit were Wayne Anderson of Neeser and Dave Rein of the Anchorage School District. The students were very impressed with the school and asked many questions of Wayne and Dave.

Our second group visited the Ted Stevens Anchorage International Airport Concourse C site. That visit was thanks to Kiewit Construction Company and Michael Maresca. Michael encouraged the students to ask questions and they did!

**What is AGC doing with NCCER in high schools?**

**High School Curriculum**
NCCER is an acronym for National Center for Construction Education and Research. In four school years AGC of Alaska has placed NCCER Core Curriculum in over 50 high school classes.

In the beginning, early 2001, we were merely recommending and then placing the curriculum, we purchased the curriculum and gave it to high school teachers to use, through our Denali Commission grant.

Then in June 2001 we began the yearlong process of becoming a NCCER Accredited Training Sponsor. We became an official accredited training sponsor June 25, 2002.

Our purpose in becoming a Training Sponsor is so we can—and we do—certify qualified high school teachers who then, when they teach NCCER curriculum, can offer their students the NCCER National Registry and nationally recognized certificates when students successfully pass NCCER Core Curriculum modules.

**To date AGC of Alaska has certified:**
• 59 teachers
• 54 high school students are on the National Registry
• 44 high school students have earned their NCCER Core Curriculum certificates

**This school year we have:**
• 13 rural school districts using NCCER for a total of 34 classes.
• 3 urban school districts for 8 classes.
• 2 post-secondary for 7 classes.

Plus, two NCCER classes will begin next week at Hiland Correctional Center!

That’s a total of 51 classes using NCCER under our sponsorship this year with only one teacher not yet certified.

In light of the pressures and issues school districts are facing, NCCER is a positive compliment. Because of the nationally recognized certificates, NCCER gains the attention of high school administrators and teachers. The certificates play into the No Child Left
Behind Act – depending on the interpretation of the act by the district administrators.

This winter I’ve received calls from two teachers from different school districts asking when our next teacher certification (ICTP) is. Both want to apply for new positions in their districts and the incumbents are NCCER certified. Both teachers calling me want their certificates before applying because they feel it will be an advantage for them!

Craft Skill Assessments

Rural

We’ve proctored 86 craft skill assessments and five performance verifications. Five written assessments were passed and more are scheduled.

AGC received funding to conduct craft skill assessments in rural Alaska. Our lead assessment customers are the Alaska Native Tribal Health Consortium and the People’s Learning Center. Each craft assessment measures the level of skill and knowledge against journey level.

We also can offer customers an entry-level assessment called NCCT assessments. We used the carpentry NCCT. This series is very new—only a few months old.

The national average score of all the craft assessments together is 67.43 percent. The average score of all 86 assessments we’ve proctored in Alaska is 49.29 percent. There definitely is a need for training in rural Alaska and we have a tool to measure and assist!

The NCCER assessment tool also provides a training prescription for every assessment proctored. The prescription shows where participants are weak and where they are strong. Plus, with each subject on the prescription NCCER displays the exact NCCER Contren module of curriculum. A participant can “zero-in” on what they need or want to improve on!

Pipeliners

We’re offering our assessment center to the pipeliners, too. We’ve learned that pipeliners need to certify certain job tasks performed on pipelines.

To date, we’ve certified nine pipeliners to conduct Performance Verifications on specific job tasks identified by the U.S. Department of Transportation. AGC will process their documentation as well as proctor written assessments for their industry. I think we’re just beginning to see the development of this need for the pipeline maintenance people.

AGC is one of only three assessment centers in Alaska and (to our knowledge) the only one offering services to the “public.” The next year should be very interesting in this arena!
The total cost method, which is a method of calculating damages when the owner breaches its duties to the contractor, has received a "mixed" review from the Alaska Supreme Court. Originally, in 1990, the court rejected the method on the grounds that it eliminated the need for the contractor to establish causation between specific actions of the owner and specific costs.

In 1992, in one case, the Alaska Supreme Court held that the method could not be used where the contractor's records permitted specific costs to be traced to specific causes; and in another case, rejected the method outright. However, in 1994, the court permitted the use of the "total cost method" provided the contractor could establish to the judge's satisfaction four prerequisites: 1. The nature of the contractor's losses made it impossible or highly impracticable to determine them with a reasonable degree of accuracy on a problem-by-problem basis (e.g., hundreds of small design changes); 2. The contractor's bid was realistic and reasonable; 3. The contractor's actual costs were reasonable (meaning the contractor was not inefficient through its own problems); and 4. The contractor was not responsible in any way for causing any of its added costs. Since then, the Alaska Court has permitted the total cost method and even the "jury verdict method," which is even less restrictive.

But in a December 2003 case the Alaska Supreme Court reconfirmed the substantial risk to a contractor of relying on the total cost method. In that case, the owner (the State) had ordered additional work and it was undisputed that the subcontractor was entitled to additional compensation. However, the general and the subcontractor could not agree on the amount.

The electrical subcontractor had bid 635 labor hours and ultimately expended 1,946. At trial, the evidence consisted of certified payrolls, a spreadsheet prepared by the subcontractor separating hours worked on the original scope from hours worked on what the subcontractor said was the extra work, plus another spreadsheet setting out changes in material needed for the extra work, though it had no pricing. The testimony was provided by the owner of the subcontractor and a computer programmer working for the company. The subcontractor was able to document that its total labor costs were $117,000, and the subcontractor's owner testified that one-third of it was for work on the original contract and two-thirds were expended on the extra work. But there was no documentation of any basis for that allocation, only his verbalized opinion. There were also some problems with the first spreadsheet because it included more hours in total than were supported by the timecards. There was also no documentation of the material costs due to the extra work.

The unfortunate result was that the judge hearing the case was unconvinced that the 1,311 difference in hours (1,946 less 635) was exclusively due to the change orders. The court awarded only that money which the general contractor admitted was owed. On appeal, the Alaska Supreme Court affirmed saying that the trial court was reasonable in its interpretation of the evidence.

The lesson is that there is no substitute for careful, complete, and accurate job cost accounting by assigning job cost codes to any extra or unplanned work, and meticulously assuring that those cost codes are put on each and every timecard where they apply, each material invoice which includes materials not originally planned, and a log or report for each piece of equipment. In this manner, the connection between specific changed work and specific costs can be documented. The court has to be convinced of this cause – cost connection before it will entertain the more difficult-to-document losses such as lost productivity and efficiency. Absent this kind of direct and documented cause – cost connection, the contractor will be left to the unreliable "total cost method." Courts will allow the method to be used, but will grant relief based upon it only in those cases where other, more subjective factors influence the court or a jury to conclude that the contractor is entitled to additional money and has what in the court's mind is a good excuse for the inability to document it. The total cost method is a very slender reed upon which to base a long drawn-out and expensive dispute process culminating in trials and appeals.
studies, the actual design and engineering and permitting could cost $200 million or so, Heinze said. To raise that much cash, he has told lawmakers, the authority would need to issue the equivalent of junk bonds to risk-taking investors. The authority has the legal ability to issue its own bonds, and the state would not be liable for the debt if the project failed to come together.

The authority estimates engineering, permitting, design and construction—including LNG tankers—at about $12 billion.

The authority would need to find more than financing and LNG buyers if it wants to get into the export business. It would need to strike a deal with North Slope producers to supply the gas and also overcome the federal law, called the Jones Act, which says only U.S.-bottom, U.S.-flagged and U.S.-crewed ships can carry goods or people between domestic ports. No U.S. shipyard has built an LNG carrier in 25 years, and it’s unlikely any could put together a ship before the end of the decade. It would take an act of Congress to amend or remove the Jones Act requirement.

And although the state authority flirted with the idea of applying under the Stranded Gas Act, it dropped the plan earlier this year and decided instead to focus on its own feasibility studies. A Stranded Gas Contract would have been of questionable value to the authority anyway, since it already is exempt from all state and municipal taxes. The authority’s benefit to state and municipal finances would come from the economic activity it could generate, and perhaps some form of dividend back to the state from its net income on operations.

The port authority is in a similar position as the state gas authority, in that it plans to take on debt for its project and would return its “profit”—its return on investment and gains on the purchase and sale of gas—to the state and municipalities.

The port authority in late February applied to the state under the Stranded Gas Act although, like the state gas authority, it already is exempt from state and municipal taxes. Instead of negotiating the project’s tax structure, the port authority wants to use the law to negotiate a contract for payment of impact funds to affected municipalities before and during construction.

The biggest of all the possible projects, the port authority’s plan is to build a $26 billion so-called Y Line, from Prudhoe Bay with a fork in the line and one pipe going into Canada while the other heads to Valdez for LNG. That estimate also includes a line for additional distribution to Southcentral Alaska, to help ease the supply tightness from declining Cook Inlet production. The
The construction industry is full of people who work hard to make clients happy. Doug Ogden is in those ranks. He came to Alaska with the construction industry from Seattle in 1983, where he was running a building materials supply house. He worked in sales and design for a few years at an Anchorage millwork shop, then became an estimator and purchaser for a couple of commercial contractors. Ogden then was hired as construction manager for the non-profit Alaska Community Development Corporation.

“I worked primarily on rehabilitation and weatherization of Native housing in Western Alaska, but then, after the Big Lake fire, we [Alaska CDC] built 26 houses in six months. That’s about when I quit and went full time to photography,” Ogden said. That was in 1999, when he had built enough business with motor sports events, corporate clients and product photography to take the leap.

He first got a business license to grow his photography business in 1988. He mostly did recreational and fun stuff that he sold through stock photo agencies while still working directly in the construction industry. His hard work in the construction industry over the years paid off and trained him for the fast pace and organization that makes his photography business work.

Pete Stone, co-winner of the coveted hard Hat Award for Excellence for 2003, recruited Ogden into the AGC of Alaska. Doug Ogden Photography dba AutoGraphs supports the construction industry and offers a valuable service with digital photography and instant results.

He uses top of the line digital equipment that offers an innovative approach in his photo shoots. He sets up his portable studio at the place of business and tethers his camera directly to a laptop. The shots can be reviewed and edited as he takes them. “When I’m done with the shoot, the images are edited and approved,” he said. “When I leave, they have a high resolution CD and they’re ready to go to press.”

He recently photographed 260 meals in two hours for a shoot he did for Anchorage restaurant Sea Galley. He had just a few seconds as the meals came through the kitchen on their way to

**MEMBER PROFILE**

**AutoGraphs**

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diners to capture shots of nearly everything on the menu. “Their art director was right there,” he said. “It was lights, camera and action.”

Sea Galley, House of Harley, and Ra’s Harness Shop—to name a few of his clients, find this approach great for advertising and Web sites. His portable studio is fast and efficient and he can give the client exactly what they want—right the first time.

A few years ago he was hired to do some construction photography at the Performing Arts Center, for subcontractor Inter-mountain Fabricators out of Spokane, Washington. The architectural photo shoot was for all the guardrails and handrails. It was particularly challenging to light because of the multiple levels, beams and posts throughout the building. He had to use multiple flashes from several strobe lights to capture the shot at the right moment. Ogden feels his construction background can offer an experienced perspective to project and architectural photography.

Another component of his business is events like the AGC annual banquet, Ogden’s photographs of all the AGC banquet speakers and award presentations appeared in the “Building a New Frontier” article in the last issue of the Alaska Contractor. Banquets, picnics and Christmas parties are some of the events Ogden works. He sets up an area for group and family portraits, prints the images on site and people can leave with their photos. One only needs to visit his Web site (ogdenphotos.com) and look at the motor sports photo galleries to see that Ogden excels at freezing the right moment. With motor sports, he says it’s “capturing extreme action and movement in a fraction of a second.”

For corporate work it’s “working well with your subject and being creative with the Art Director. With all of it, it’s got to be fun.”

His published work has appeared editorially and commercially in many local publications as well as internationally. It may seem like he does it all, but there are a couple of photographic areas he abstains from—weddings and wild animals. He says he just doesn’t have the patience for the animals or want the stress of weddings.

“I have discovered my passion and pursued it. Life’s too short to do anything less.”

MOTO-X RACE, Kincaid Park, Anchorage.
Tools of the Trade

Would you be interested in a tool that can increase employee participation in safety, reduce or eliminate hazards, create a safer working environment, identify safety concerns and give you a positive way to promote safety?

Would you be interested if the tool were free, easy to use and really made a difference?

Would you be interested if you could use it to help educate employees and supervisors about safety and gain bonus points with your insurance company, regulatory agencies (like OSHA) and owners or General Contractors?

If so, read on about how to use a Job Hazard Analysis (JHA). The process of performing a JHA is also sometimes referred to as a Job Safety Analysis, Task Analysis or other phrases—all of which mean the same process.

Let’s begin with a few definitions:

Job: Any activity that has been assigned to an employee as a responsibility and carries with it both positive and/or negative consequences based on the performance of that job.

Hazard: An unsafe condition or practice that could cause injury, illness or property damage and is preventable.

Analysis: Breaking down a job into its component steps, then evaluating each step, looking for hazards. Each hazard is then corrected or a method of worker protection (safe practice or PPE) is identified and made a standard of operation.

Job Hazard Analysis: A method to review job procedures or practices to identify hazards and subsequently determine appropriate equipment and controls for implementation during performance of the job or task.

When used as hazard recognition, awareness and training aids, JHAs help to set performance standards, assist in standardization of the operations based on acceptable safe practices and PPE, and provides a form of documentation regarding the employee’s knowledge of the job requirements.

Where to begin?

The first step in performing a JHA is to decide what job or task to evaluate. While any job or task may be selected, you could use a variety of criteria to help you prioritize, including:

- Review loss runs/accident reports for jobs/tasks with high injury rates or losses
- Most dangerous jobs or tasks as perceived by management, line supervisors or employees
- New jobs or processes or newly introduced hazards
- Unusual or infrequently performed jobs or tasks
- Jobs or tasks that do not have written procedures
- Jobs or tasks performed by newly-hired employees

Next you need to select a JHA team. Ideally a team will include an experienced employee, another employee (perhaps a new employee) and a supervisor or foreman. Someone needs to be the leader (not necessarily the supervisor) in order to ensure participation and monitor progress. Each team member should bring different insights and experience, which will help to identify hazards.

Follow the Steps

Once you have decided on the task to evaluate and selected a team to do the work, you are ready to begin a JHA.

Step One: Watch the work being done. Select the right worker to observe. The ideal candidate would be an experienced, capable and cooperative employee who is willing to share ideas. Be sure to explain the purpose and benefits to the worker you are observing. Sometimes you might want to watch other employees performing the job for comparison and ideas.

As an alternative, you could videotape the job; then bring the team together to watch the video. You might also hold a discussion with employees who perform the job or task. Or you could have each team member write a JHA based on their recollections of the steps, then evaluate/compare/combine in a team effort.

Step Two: Break the job into steps. Using a JHA Worksheet or blank piece of paper, number the job steps consecutively in the first column. Each step should tell what is done, not how it is done. Use action verbs like “insert”, “open”, “pick up”, and “turn on.”

If you have identified more than 15 steps, you have chosen a job or task that is too complex, and you need to break the job into component tasks. If you have less than 3-5 steps, you have not gone deeply enough, or the
process is too generalized.

**Step Three:** Identify the hazards. Here is where the experience and diversity of the team will begin to pay off. The process is to identify as many hazards as may be present at each step, not the hazard. Hazards may include broad categories such as physical, chemical, machine-based, biological, and more. Specific hazards can include descriptions such as:

- Toxic
- Vibration
- Shock
- Burn
- Fall to surface
- Struck by
- Contact with
- Twisting
- Radiation
- Struck against
- Cold
- Fall from above
- Fall below
- Caught in/by
- Repetitive lifting

There may be many hazards associated with each step.

**Step Four:** Identify control measures. Now it is time to identify the desired control measures for each hazard identified. It is very important to consider the hierarchy of controls when developing recommendations.

This hierarchy provides a much better level of employee protection and hazard reduction. In order, the control measures are:

- **Engineering Controls:** Such as ventilation, source reduction, substitution, isolation, guards, barriers and equipment modification.
- **Administrative or Management Controls:** Such as written procedures, schedule changes, worker rotation, job rotation, training, auditing, enforcement and “soft” barriers (signs, lines, etc.).
- **Personal Protective Equipment:** The last line of defense. When hazards cannot be controlled by any other means, additional protection from PPE may be required.

**What’s Next?**

Now that the team has completed the JHA you have a tool that can be very helpful in your safety efforts. With the JHA you can now:

- Change the physical conditions that create the hazards.
- Change the work procedure.
- Reduce the frequency of job or task (job rotation).
- Give individuals training in safe and efficient work procedures.
- Prepare for planned safety observations.
- Give pre-job instruction of irregular jobs.
- Review job procedures after an accident occurs.
- Supervisors learn about jobs they supervise.
- Obtain more employee participation in workplace safety.

All of which can impact your bottom line through reduced absenteeism, lowered worker’s compensation costs, increased productivity and positive attitudes about safety.
In passing the Clean Water Act in 1972, Congress went out of its way to balance the nation’s need for clean water with the efficiency of local regulation. Unlike the general zoning and land use authority of the states, congressional powers are constitutionally limited in this context to rivers and lakes that impact interstate commerce. Commonly called “navigable waters,” these rivers and streams could easily be used to ship goods from state to state; a sort of interstate highway system for boats.

Shortly after the passage of the Clean Water Act, the Army Corps of Engineers announced its intention to limit its regulation under this law to navigable waters. Radical environmentalists, though, pushed the Corps and EPA to expand their regulatory jurisdiction in order to take on more of the land use power previously exercised by the states. They did not push back.

Federal jurisdiction grew over the next three decades to a point that federal land use power seemed limitless. The Corps had expanded to the point it was claiming that it could regulate projects simply because migratory birds, as they flew over wetlands, might stop to rest, a practice called the Migratory Bird Rule.

This expansion of federal regulation brought with it crushing costs and project-killing delays. A project forced into a typical Corps permitting process bears an average additional cost of over $270,000, not including the cost of the general delay. The Corps permitting process adds an average two years to the schedule of projects with some projects waiting as long as five years—over and above the state permitting process.

Finally, in 2001 the Supreme Court stepped in and limited Corps jurisdiction with its landmark decision in Solid Waste Agency of Northern Cook County v. Corps of Engineers. SWANCC, as the case is known, addressed a claim by the Corps that it had permitting jurisdiction over an old mining quarry. Finding that the agency had gone too far, the High Court not only invalidated the Migratory Bird Rule, but also limited the Corps’ Clean Water Act jurisdiction to navigable waters and wetlands directly adjacent to those waters.

Though construction interests, landowners, and property rights advocates cheered the ruling as a return to reason, that celebration may have come too soon. Instead of following the High Court’s reasoning, the Corps has minimized SWANCC by eliminating the Migratory Bird Rule, but continuing to claim jurisdiction over distant and isolated wetlands.

Under this new interpretation, Corps permitting requirements apply if one molecule of water from a pond might eventually reach a navigable water. The Corps has been aggressive with this “migrating molecule” rule, a process we feel suffers from the same defects as the Migratory Bird Rule invalidated in SWANCC. Unfortunately, some federal courts, including the Ninth Circuit Court of Appeals, have accepted the government’s argument.

Emboldened by their initial success in court, the Corps is pushing further. In South Carolina and Virginia, the Corps is claiming jurisdiction over waters that are miles from anything that could be considered navigable. The Federal Circuit Court of Appeals there has ruled for the Corps.

In Michigan, small developer John Rapanos has been sentenced to prison for placing clean fill in wetlands—wetlands over 20 miles from any river. Worst, reports indicate that divisions of the Corps in Alaska are asserting jurisdiction based on a connection between groundwater and navigable waters.

There is, however, hope that the Supreme Court will revisit this issue. Some courts, led by the Fifth Circuit Court of Appeals, have rejected the Corps’ assertion of jurisdiction. Instead, they follow the plain language of the Clean Water Act and the unambiguous decision of the Supreme Court in SWANCC. These decisions uphold limits on federal permitting, much as Congress intended.

Though the growing battles in the lower courts are important, the real struggle is shaping up in the United States Supreme Court. Three property owners, all of whom are facing prosecution under the Clean Water Act, are challenging the claims to jurisdiction over wetlands that are distant from navigable waters. These cases, all of which are awaiting the Supreme Court’s grant of review, present the Court with an opportunity to reinforce its landmark SWANCC decision and tell federal regulators—one and for all—to stop federalizing land use planning.

Pacific Legal Foundation is proud to be active in all three cases.

Greg Broderick is a fellow in Pacific Legal Foundation’s College of Public Interest Law. PLF represents John Rapanos before the United States Supreme Court and also is involved in over a half dozen lawsuits across the country on this important issue.
estimate does not include any LNG tankers.

Meeting all those needs will take an estimated 6 bcf per day, according to the port authority’s Stranded Gas Act application.

And, just as MidAmerican, the port authority says it can have gas flowing by 2010.

But unlike MidAmerican or the producers, the port authority believes it could obtain 100 percent project financing for its proposal, meaning the municipalities would not need to put up any money for construction. Its proposal includes a combination of tax-exempt and taxable bonds, commercial bank and export bank loans, all backed by contracts to ship and sell the gas.

It’s not so much a race to break ground between the producers, MidAmerican, the state gas authority and the municipal port authority, since financing and marketing contracts—and the ability to take financial risk—will likely determine which of the projects gets built.

[AT PRESS TIME: MidAmerican Energy Holdings Co. announced March 25th, 2004 it has withdrawn its application under the state’s Stranded Gas Development Act. The company said it stopped its efforts to build an Alaska gas line because of the state’s refusal to grant it exclusive development rights to the project for five years.]

Larry Persily, based in Juneau, is the government affairs editor for Petroleum News, based in Anchorage.
Apprenticeship training opportunities are available in Alaska for many people interested in working in the construction industry. There is a positive outlook among those training new workers in the state. Alaska has facilities, trainers and programs offering a wealth of opportunity for people to enjoy the benefits of a construction career.

Those benefits include earning the second highest average annual wage in Alaska, which in 2003 topped $52,000. “Look at an apprenticeship versus a college degree, when you are done with your apprenticeship you are at the top end of wages and have insurance and a pension in place,” Robert Buch, Plumbers Union Local 367 organizer said.

Those who train the highest number of construction craft and trade workers in Alaska are the Joint Apprenticeship Training Committees (JATC). They represent a cooperative effort between management and labor, are sanctioned by the federal government and administered through the unions. Alaska currently has over 1,100 JATC apprentices with plans to add more than 300 this year. Unfortunately, that is about 1,000 workers short of the Alaska Department of Labor’s projected construction labor force increase needed this year, and every year through 2010.

One thousand workers are needed each year to keep pace with retirees and the steady growth rate exhibited by the construction industry. Three hundred workers are needed each year to meet Governor Murkowski’s goal of reducing nonresident hires from 20 percent to 10 percent.

The number of apprenticeships is limited by two things—ratios and working journeymen. When all twenty-some thousand union journeymen in Alaska are working, a ratio for at least 5,000 apprenticeships exists. With most JATC programs, there is no shortage of applicants—hundreds of people are on waiting lists. What has limited
the number trained is work, or lack of it.

“Before adding more we have to have a reasonable expectation of keeping these people employed through five years of apprenticeship, and we want to prevent over-indenturing,” said Tim Minder of AJEATT’s Fairbanks Kornfeind Training Center.

Many others involved in JATC programs agree that it is not a good idea to indenture apprentices for just a summer’s worth of work. “The number of new apprenticeships is decided year-to-year—it depends on the jobs coming up and what the market will bear,” said Stan Hunt of the Southern Alaska Carpenters JATC.

The apprenticeships are designed to take from two to six years to complete, with year-round work. In Alaska, a large share of the construction industry is engaged in seasonal work and many apprentices take longer to get all the on-the-job training required for journeyman certification. On-the-job training ranges from 2,400 to 10,000 hours depending on the craft or trade and apprentices are paid a rising percentage of journeyman wages based on the number of hours they have worked.

In addition, most apprenticeships include a minimum of 144 hours of additional training per year. Apprentices are not usually paid an hourly wage for the classroom training. Some of the JATC programs in Alaska have

Numbers Compiled By: Susan Harrington. Data Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section (Number of New Workers), Alaska Joint Apprenticeship & Training Committees (Number of New and Current Apprentices).
new training facilities. All of the privately funded training programs receive money from union dues. Members pay from 10 cents to 80 cents from each hour of wages into a training trust fund, for example, most union electricians in Alaska pay 55 cents for each hour worked. Vince Beltrami of the Alaska Joint Electrical Apprenticeship Training Trust in Anchorage said they have invested in training because that is what they are geared to do—train electricians.

“Our biggest challenge is looming retirements,” Beltrami said. “The average age is 49-50 and we are going to lose a lot of people through attrition.”

Retirement alone could shrink Alaska’s construction workforce by as much as 29 percent before 2010. According to Jeff Hadland, an economist with the Alaska Department of Labor Research and Analysis section, 29 percent of construction workers were age 45 and over in 2002; 20 percent were age 50 and over in 2002. Coupled with a likely retirement age of 55 for most construction workers, that represents a large reduction in the labor pool. The decreasing number of labor pool participants and the increasing need for workers calls for a diffusion of apprenticeship and training programs for all components of the construction industry. Recruitment is not just needed in the trades, although those are the programs already in place.

Currently, crafts and trades dominate apprenticeship programs in Alaska. Applicant qualifications and requirements vary somewhat between the apprenticeship programs, but many are the same and the following list includes most of the criteria:

- 18 years of age
- 19 years of age at indenture (some trades)
- 12th grade education with one year of algebra (not all trades require the math)
- Minimum one year resident of Alaska (not all trades)
- Birth certificate
- Social Security card
- School transcripts and diploma or GED certificate
- DD 214 (if prior military)
- Alaska driver’s license (not all trades)
• Physical fitness required to perform trade
• Adequate English comprehension
• No fear of heights (Electrical Lineman and Ironworkers only)
• Color blindness testing (Painters only)
• Eight weeks vocational/technical training, or 12 months experience (Operating Engineers)

Potential apprentices are encouraged to visit the apprenticeship training centers to pick up paperwork and get the rundown on how to successfully complete an application, along with the important reminder to supply all the accompanying documentation in order to make it to the interview stage.

Because apprentices in the JATC program are covered by a signed written agreement that is registered with the U.S. Department of Labor, everything must be done a certain way with proper documentation.

Some would-be apprentices never get called for an interview because they haven’t correctly or completely filled out their paperwork or attached required items. Some people need help getting to the interview stage.

Alaska Works Partnership is developing a successful track record in that area. “We do construction training in remote areas, based on employers committing to employees,” Director Mike Andrews said. “Our Apprenticeship Outreach program has enrolled 150 people in the last three years and we have put 300 people to work.”

Alaska Works Partnership has offices in Anchorage, Fairbanks and Juneau and receives some funding from the Denali Commission. Alaska Works is a non-profit organization, established in 1996, by Alaska’s building and construction trade unions and their jointly administered apprenticeship and training committees.

Alaska Works has developed a working relationship with employers, developers, Alaska Native organizations, educators, Alaska’s one-stop career system and organized labor in an effort to build a talent pool in communities for local hire.

They have helped many applicants reach apprenticeship status through a pilot Apprenticeship Preparation program, are engaged in a dozen high school vocational education programs and have trained over 600 people in a Building Maintenance and Repair program that places people in jobs to maintain the communities where they live, while gaining skills for work in the construction industry.

Teamster Surveyor Brad Lobdell has seen firsthand the potential in rural Alaska that Alaska Works is reaching out to. He travels around the state doing surveys and pays attention to village demographics.

“I’ve noticed that in some of the villages with a population of around 300 for example, there is an unemployment rate of up to 95 percent and there are 100 people who are able-bodied and willing to go to work,” Lobdell said.

He sees a vast labor pool in the Bush and notes that regional logistics and transportation issues are keeping workers from jobs. He has reached out to several regional Native corporations to recruit apprentices.

“When labor is scarce that gives a worker a lot of opportunity,” he said. “We need statewide recruitment—not just the urban areas. We need to concentrate on the younger crowd and change the mentality of young children—they are de-programmed from construction careers by the schools and by parents. A biggie is to polish the construction image.”
Asbestos Workers & Insulators

The apprenticeship is a 4-year program requiring a minimum of 5,600 hours of on-the-job training, plus 144 hours per year of related classroom training.

ENTRY REQUIREMENTS
- At least 18 years old
- High School Diploma or GED
- Alaska drivers license
- Alaska resident (minimum one year)

ENROLLMENT PERIOD
Recruitment is usually in February with school in April. In 2004, recruitment in May or June.

TO APPLY
HEAT & FROST INSULATORS & ASBESTOS WORKERS LOCAL 97 JATC
407 DENALI STREET
ANCHORAGE, AK 99501
CONTACT: Gene Dekkerlegand
PHONE: (907) 272-8224
FAX: (907) 277-8860

Boilermakers

The apprenticeship is a 4-year program, requiring 6,000 hours of on-the-job training and 144 hours of classroom training per year.

ENTRY REQUIREMENTS
- High School Diploma or GED
- At least 18 years old

ENROLLMENT PERIOD
On-going with applications sent out the first Wednesday of each month.

TO APPLY
BOILERMAKERS LOCAL 502 JATC
ANCHORAGE PHONE: (907) 563-1280
CONTACT: Randy Robbins
4517 62ND AVE., EAST
PUYALLUP, WA 98371
WA PHONE: (253) 922-3020
WA FAX: (253) 922-3029

Bricklayers

The apprenticeship is a 4-year program, depending upon trade, requires 6,000 hours (3 years) of on-the-job training and 144 hours of classroom training per year.

ENTRY REQUIREMENTS
- High School Diploma or GED
- At least 18 years old

ENROLLMENT PERIOD
On-going with applications sent out the first Wednesday of each month.

TO APPLY
BOILERMAKERS LOCAL 502 JATC
ANCHORAGE PHONE: (907) 563-1280
CONTACT: Randy Robbins
4517 62ND AVE., EAST
PUYALLUP, WA 98371
WA PHONE: (253) 922-3020
WA FAX: (253) 922-3029

THE FOLLOWING IS A LIST of apprenticeship, training and placement opportunities for the construction industry in Alaska.
training. Additionally, the apprentice must attend 12 weeks of initial training at the International Masonry Institute and 144 hours of classroom instruction per year, also at the Institute.

ENTRY REQUIREMENTS
- At least 18 years of age
- High School Diploma or GED

ENROLLMENT PERIOD
Applications taken year round with interviews twice a year in April and the fall.

TO APPLY
BRICKLAYERS & ALLIED CRAFTSMAN
LOCAL 1 JATC
407 Denali Street #7
P.O. BOX 10053
ANCHORAGE, AK 99510
CONTACT: Eugene “Bud” Moore
PHONE: (907) 277-5133 or 278-3759
FAX: (907) 278-5557

Carpenters
THE APPRENTICESHIP
The apprenticeship can be completed in 4 years, requiring 5,880 hours of on-the-job-training, plus a total of 1,120 hours of related training.

ENTRY REQUIREMENTS
- At least 18 years old
- Physically able to perform the work of the trade
- High School Diploma or GED
- Alaska driver’s license
- Proof of residency

ENROLLMENT PERIOD
ANCHORAGE: Applications are accepted all year, but they must be completed and submitted by the end of April to get into the 2004 class.

FAIRBANKS: Applications are accepted for 30 days, usually in the fall.

TO APPLY
SOUTHERN ALASKA CARPENTERS JATC
8751 King Street
ANCHORAGE, AK 99502
CONTACT: Stan Hunt
PHONE: (907) 344-1541
FAX: (907) 349-5823
TOLL-FREE: (888) 825-1541
CRAFTS: Carpenter, Millwright, Lather

NORTHERN ALASKA CARPENTERS JATC
P.O. BOX 71087
FAIRBANKS, AK 99707
CONTACT: Daniel Hoffman
PHONE: (907) 452-4626
FAX: (907) 456-5542
CRAFTS: Carpenter, Millwright, Cabinetmaker
The program requires four periods of 600 hours of on-the-job training (2,400 hours total) and a minimum of 144 hours of related training per year (576 hours total).

**ENTRY REQUIREMENTS**
- At least 18 years of age to apply
- At least 19 years of age for indenture
- Must be in good health and physically able to perform all phases of work without endangering the health and safety of themselves and/or fellow workers.
- High School Diploma or GED
- Must pass drug and alcohol screening and obtain a DOT medical examiners certificate (approximate cost $65).
- Must have class “D” Alaska drivers license for at least one year prior to application and maintain current licensure of that and other licenses obtained while in the program.
- Must provide Alaska DMV Drivers Full History report that provides proof of clean driving record.

**ENROLLMENT PERIOD**
Spring enrollment requires requesting an application, which will be sent the week of April 5. Applications accepted from April 12, 2004 – April 23, 2004.

**TO APPLY**
TEAMSTERS TRAINING CENTER
1049 WHITNEY ROAD
ANCHORAGE, AK 99501
CONTACT: Mark Johnson
PHONE: (907) 278-3674
FAX: (907) 279-6088

OTHER INFORMATION
TEAMSTERS LOCAL 959
ANCHORAGE HALL
520 EAST 34TH AVENUE
ANCHORAGE, AK 99508
PHONE: (907) 565-8265
FAX: (907) 565-8202

FAIRBANKS HALL
751 OLD RICHARDSON HIGHWAY
FAIRBANKS, AK
TOLL-FREE: (877) 419-4959

JUNEAU HALL
306 WILLOUGHBY AVENUE
JUNEAU, AK
PHONE: (907) 586-3225
FAX: (907) 586-1227

KENAI HALL
610 ATTLA WAY
KENAI, AK
PHONE: (907) 283-4498
FAX: (907) 283-8030
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KODIAK HALL
1201 MILL BAY ROAD
KODIAK, AK
PHONE: (907) 486-8818

Electrical Workers

The Apprenticeship

Inside Wireperson: An initial six to seven-week session, with four additional sessions approximately once every year are held at the Electrical Training Centers in Anchorage and Fairbanks for a total of 1,400 hours of class-related training and 8,000 hours of on-the-job training.

Outside Power Lineperson: An initial eight-week session and two additional eight-week sessions are held at the Electrical Training Centers in Anchorage and Fairbanks for a total of 960 hours of class-related training and 8,000 hours of on-the-job training.

Communication Worker: Three eight-week sessions are held at the Electrical Training Center in Anchorage for a total of 960 hours of class-related training and 8,000 hours of on-the-job training.

Entry Requirements

- At least 18 years old at time of application
- High School Diploma or GED
- Minimum of two semesters of high school algebra or one college level algebra class with passing grade
- Alaska resident (minimum one year)
- Electrical Aptitude Test

Enrollment Period

Applications accepted throughout the year.

To Apply

Alaska Joint Electrical Apprenticeship & Training Trust (AJEATT)
5800 B STREET
ANCHORAGE, AK 99518
CONTACT: Vince Beltrami
PHONE: (907) 337-9508
TOLL-FREE: (800) 533-9508
FAX: (907) 337-9500

Kornfeind Training Center
4782 Dale Road
FAIRBANKS, AK 99709
CONTACT: Tom Minder
PHONE: (907) 479-4449
TOLL-FREE: (800) 479-4495
FAX: (907) 479-0425

IBEW Local 1547 JATC
124 Front Street
JUNEAU, AK 99801
CONTACT: Mike Notar
PHONE: (907) 586-3050
FAX: (907) 586-9614
The Anchorage Intermodal Expansion Team invites you to participate in an industry forum to learn more about potential opportunities related to the proposed Port of Anchorage Intermodal Expansion Project (PIEP). The project budget is estimated at approximately $230 million.

The Expansion Team will host an open-house format in order to allow architectural, engineering, construction material suppliers, contractors, and construction management representatives to learn more about the proposed project. Team members will be available to discuss the overall expansion program, potential contracting opportunities, and subcontracting procedures.

Port of Anchorage and U.S. Maritime Administration (MARAD) representatives will be available to answer questions. Space will also be available for interested parties to set up booths or tables, promote products or services, and to interact with other companies in the construction industry.

Industry Day will be held on Thursday, June 10, 2004 from 10 a.m. to 5 p.m. at the William A. Egan Civic & Convention Center in Anchorage. Doors will open at 7:00 a.m. to allow for booth setup.

Please contact Kelly Mitchell at kmitchell@tecinc.com for additional information about this meeting.

For additional information about the Port Expansion Project please visit—www.portofanchorage.org
Operating Engineers

THE APPRENTICESHIP
The term of apprenticeship is 3-5 years and requires a total of 6,000 hours of on-the-job training and 9 to 11 weeks of classroom instruction per year.

ENTRY REQUIREMENTS
- At least 18 years old
- High School Graduation or GED (documentation required; math scores must be 50th percentile)
- Alaska resident (minimum one year)
- Alaska driver’s license
- Social security card
- 10 weeks vocational/technical training or proof of one year experience operating heavy equipment

ENROLLMENT PERIOD
Applications accepted in the fall.

TO APPLY
ALASKA OPERATING ENGINEERS EMPLOYERS TRAINING TRUST JATC
900 WEST NORTHERN LIGHTS BLVD., SUITE 200
ANCHORAGE, AK 99503
CONTACT: Tim Jurgensen
PHONE: (907) 561-5044
FAX: (907) 561-3672

Painters & Allied Trades

THE APPRENTICESHIP
The painter, glazier and floor coverer apprenticeships consist of a 3 to 4 year program requiring 6,000 hours of on-the-job training and an additional 144 hours of related classroom instruction per year.

ENTRY REQUIREMENTS
- At least 18 years old
- High School Diploma or GED
- Alaska driver’s license

ENROLLMENT PERIOD
Spring enrollment in 2004.

TO APPLY
PAINTERS & ALLIED TRADES
LOCAL 1140
Piledrivers

THE APPRENTICESHIP
2-year program and requires a minimum of 2,000 hours of on-the-job training, and 144 hours per year of supplemental classroom instruction. An additional 7 weeks classroom training may be required each year.

ENTRY REQUIREMENTS
- At least 18 years old
- Reading & language comprehension
- Alaska resident
- Alaska drivers license
- DD214 (military experience)

ENROLLMENT PERIOD
Applications accepted all year.

TO APPLY
PILEDRIVERS AND DIVERS UNION LOCAL 2520 JATC
825 EAST 8TH AVENUE
ANCHORAGE, AK 99501
CONTACT: Kevin Hanley
PHONE: (907) 272-7577
FAX: (907) 277-8967

Plasterers & Cement Masons

The program requires 4,000 hours of training made up of on-the-job training and a minimum of 144 hours of classroom instruction per year.

ENTRY REQUIREMENTS
- High School Diploma or GED
- At least 18 years old
- Must be in good health and physically able to perform all phases of work
- One year Alaska resident
- Valid Alaska driver’s license

ENROLLMENT PERIOD
In the spring of each year.

TO APPLY
PLASTERERS’ & CEMENT MASONS
Plumbers, Pipefitters & Steamfitters

THE APPRENTICESHIP
5-year program requiring at least 10,000 hours of on-the-job training, and an additional 144-400 hours of related classroom instruction per year.

ENTRY REQUIREMENTS
❑ At least 18 years old
❑ High School Diploma or GED
❑ Alaska resident (Anchorage & Juneau)

ENROLLMENT PERIOD
Anchorage and Juneau accept applications year round. Fairbanks accepts applications in November.

TO APPLY
ANCHORAGE Plumbers & Steamfitters Local 367 JATC
610 West 54th Avenue
Anchorage, AK 99518-1197
Contact: Craig Hatley
Phone: (907) 562-2810
Fax: (907) 562-2587

FAIRBANKS Plumbers & Steamfitters Local 375 JATC
1975 Burgess Avenue
Fairbanks, AK 99709
Contact: John Knabe
Phone: (907) 456-5989
Fax: (907) 456-5905

JUNEAU Plumbers & Pipefitters Local 262 JATC
1751 Anka Street
Juneau, AK 99801
Contact: Max Mielke
Phone: (907) 586-2874
Fax: (907) 463-5116

Roofers & Waterproofers

THE APPRENTICESHIP
3-year program, requires a minimum of 5,000 hours of on-the-job training and a total of 432 hours of supplemental classroom instruction.

ENTRY REQUIREMENTS
❑ At least 18 years old
❑ Completed High School or GED
❑ Alaska resident
ENROLLMENT PERIOD
Applications accepted year-round.

TO APPLY
ROOFERS & WATERPROOFERS
LOCAL 190 JATC
625 Cordova, Suite 103
Anchorage, AK 99501
CONTACT: Jim Conatser
PHONE: (907) 272-4311
FAX: (907) 277-4311

Sheet Metal Workers
THE APPRENTICESHIP
A four-year program includes 8,000 hours of on-the-job training and 1,000 hours of related classroom instruction.

ENTRY REQUIREMENTS
❑ At least 18 years old
❑ High School Diploma or GED
❑ Alaska drivers license
❑ Alaska resident (minimum one year)

ENROLLMENT PERIOD
As needed, typically once a year. Indentures are year-round.

TO APPLY
SHEET METAL WORKERS
INTERNATIONAL ASSOCIATION
LOCAL 23 JATC
237 NORTH ORCA STREET
ANCHORAGE, AK 99501
CONTACT: Skip Matthews
PHONE: (907) 277-5313
FAX: (907) 277-2457

FAIRBANKS SHEET METAL WORKERS
INTERNATIONAL ASSOCIATION
LOCAL 23 JATC
1260 AURORA DRIVE
FAIRBANKS, AK 99709
CONTACT: Ward Isaacs
PHONE: (907) 452-3864
FAX: (907) 456-3413

Technical Engineer/Surveyor
THE APPRENTICESHIP
The Technical Engineers/Surveyor Apprenticeship Program requires 4,000 hours (4 years) of on-the-job training in addition to mandatory in-classroom instruction (150 hours per year).

ENTRY REQUIREMENTS
❑ At least 18 years of age to apply
❑ At least 19 years of age for indenture
❑ School to Registered Apprenticeship applicants must be at least 16 years of age. There is no maximum age limit.
❑ Applicants must be in good health and physically able to perform all phases of work without endangering the health and safety of themselves and/or fellow workers.
Applicant must have a High School Diploma or GED.
Applicant must be able to read, write, and speak English in order to comprehend instructions on the job and in the classroom training.
Basic aptitude essential for acquiring skills and proficiencies of the occupation.
Applicants must be Alaskan residents for one year prior to application.

ENROLLMENT PERIOD
Applications will be accepted this fall.

TO APPLY
ALASKA TEAMSTER
EMPLOYER SERVICE TRAINING TRUST/
ALASKA TEAMSTER TRAINING CENTER
520 E. 34TH AVE.
ANCHORAGE, ALASKA 99503
CONTACT: Brad Lobdell
PHONE: (907) 565-8225
FAX: (907) 565-8265

For more information visit www.jobs.state.ak.us/apprentice/

OTHER OPPORTUNITIES

ALASKA JOB CORPS
4300 B Street, Suite 100
Anchorage, AK 99503
(907) 562-6200 phone
(800) 478-0531 toll free

ALASKA PACIFIC UNIVERSITY
4101 University Drive
Anchorage, AK 99508
(907) 564-8248 phone
(800) 252-7528 toll free

ALASKA VOCATIONAL TECHNICAL CENTER (AVTEC)
PO Box 889
Seward, AK 99664
(907) 224-4141 phone
(800) 478-5389 toll free
(907) 224-4143 fax

ALASKA WORKS PARTNERSHIP, INC.
Mike Andrews, Director
4400 Business Park Blvd. #11
Anchorage, AK 99503
(907) 569-4711 phone
(866) 297-9566 toll free
(907) 569-4716 fax

ALASKA WORKS PARTNERSHIP, INC.
Tom Brice, Apprenticeship Outreach
124 Front Street
Juneau, Alaska 99801
(907) 586-6449 phone

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Nelle Andrews, Women in
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Administrative Assistant
Architect
Bricklayer
Building Engineer
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Carpenter
Civil Engineer
Concrete Administrator
Cost Engineer
Draftsperson
Drywall Installer
Electrician
Electrical Engineer

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Equipment Operators
Estimator
Foreman
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Heavy Equipment Operator
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Interior Designer
Ironworker
Laborer
Landscape Architect
Landscaoper
Marketing Coordinator
Materials Engineer
Millwright
Office Manager
Owner/Partner
Painter
Paperhanger
Pile Drivers & Divers
Plumber
Project Engineer
Project Coordinator
Project Manager
Public Relations Specialist
Purchasing Agent
Quality Control Specialist
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