

Construction Break

Laugh a little, learn a little & take a break from the daily grind

Winter 2011

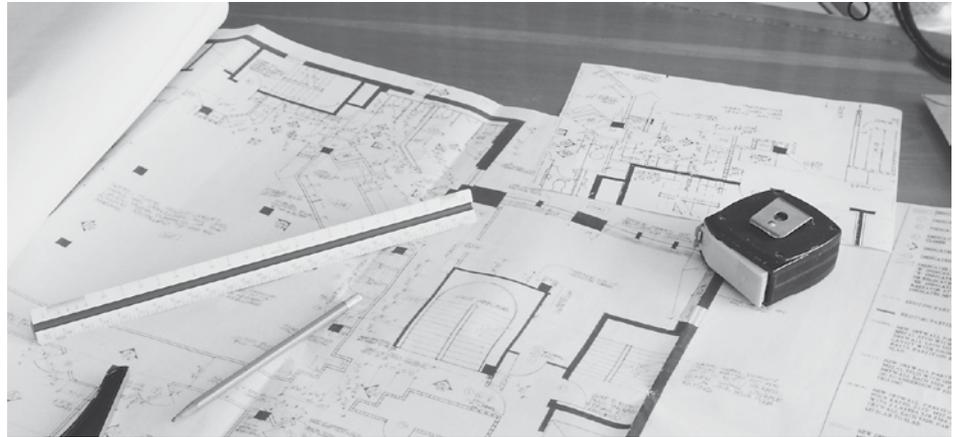
Safety Alert!

1926 Safety and Health Regulations for Construction

Subpart B - General Interpretations - Subpart Number 1926.15

The Relationship to the Service Contract Act; Walsh-Healey Public Contract Act 1926.15(a)

A contract for "construction" is one for non-personal service. See, e.g., 41 CFR 1-1.208. Section 2(e) of the Service Contract Act of 1965 requires as a condition of every Federal contract (and bid specification therefore) exceeding \$2,500, the "principal purpose" of which is to furnish services to the United States through the use of "service employees," that certain safety and health standards be met. See 29 CFR Part 1925, which contains the Department rules concerning these standards. Section 7 of the Service Contract Act provides that the Act shall not apply to "any contract of the United States or District of Columbia for construction, alteration, and/or repair, including painting and decorating of public buildings or public works." It is clear from the legislative history of section 107 that no gaps in coverage between the two statutes are intended.



Sustainable Business Strategies

The growth of any organization depends in many instances on how the business strategies and corporate cultures are implemented. An organization must clearly identify its mission. A successful mission's goals have to include established values and a clear dedication to quality, which will be evidenced in the products and services offered. Measurements used to gauge progress or failure must be very specific and based on the mission statement.

The culture of any company is comprised of several building blocks that include, but are not limited to, leadership, training, communication skills and, most important, teamwork. When building a company's culture, the first step should be a survey of all employees to establish base measurements. As new strategies are implemented, these baselines will become critical in measuring the improvement in company morale and the ability of the team to address problems and share solutions. They may also determine which strategies are working and which may need fine tuning.

Empowering co-workers with the ability to influence policies and changes within the organization will strengthen each employee's commitment to teamwork. Clear-cut goals demand accountability from each employee. The concept will fail, however, if each person does not adopt the culture and strategies. When properly implemented, performance levels for each member of the employee team will improve.

Employees must accept the clearly defined goals set for quality services and products; this will ensure their commitment to customer satisfaction and guarantee customer needs are met or exceeded through the empowerment of front-line staff, who are knowledgeable about expectations and equipped to carry out the task.

If successful, the customer will have the ability to readily identify the important status each employee has in relation to the organization. In addition, the customer will recognize that all employees are working together to reach the goals established for the successful completion of their project.



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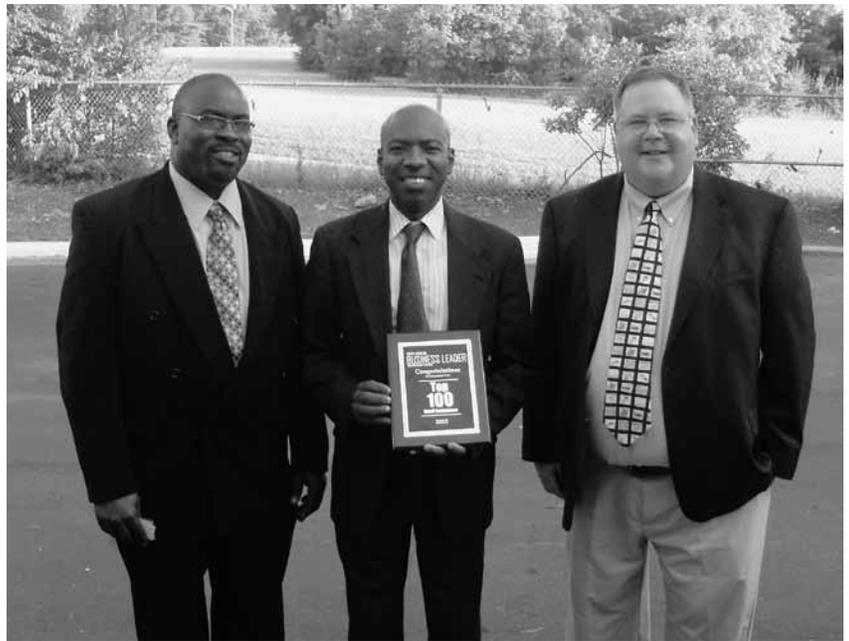
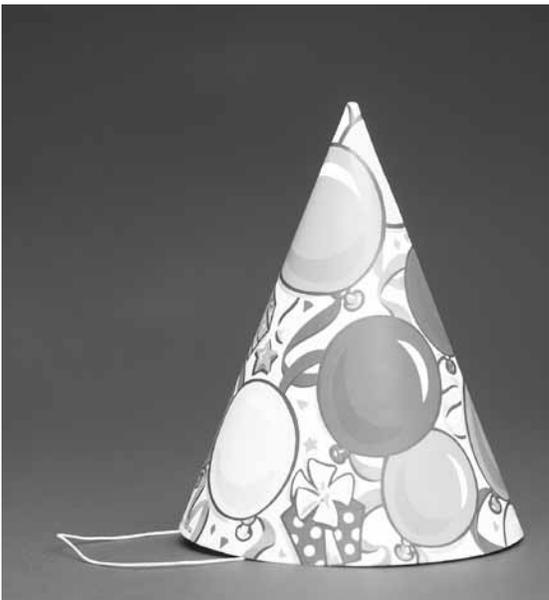
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With Age Comes Wisdom

We wish Happy Birthday to the following employees:

Thomas Measimer	January 7
Chad Clark	January 16
David Fogle	January 27
Paul Braun	February 2
Douglas Revels	February 15
Michael Carey	February 25
James Purcell	March 15



Walter B. Davis (center) displays the company's award as one of North Carolina's Top 100 Small Businesses, surrounded by office engineer Richard Bankole (left) and superintendent Michael Carey.

WBD Among North Carolina's Top Small Businesses

Business Leader Media recently honored Walter B. Davis Company as one of North Carolina's Top 100 Small Businesses, ranking it #10 for 2010. The award was presented at an event in Charlotte on June 24. Walter B. Davis Company was nominated by Rodgers Builders, Inc.



We're doing our part. This newsletter is printed on environmentally-friendly paper—50% recycled, using 25% post-consumer waste, and is composed of a mixture of fibers from certified forests, post-consumer recycling processes and fibers from other controlled sources.