Professional Construction Estimators Association of America, Inc. (PCEA) was chartered in 1956 with 35 members from various construction disciplines in Charlotte, North Carolina. Some of the Charter members remain active today. During our early years, members rallied together to exchange ideas, promote educational endeavors and high ethical standards, while simultaneously developing new friendships. Under the leadership of Charlotte’s early presidents, the members set forth many goals to promote and support the industry while expanding the voluntary association. As a result of these efforts, a second chapter was formed during 1958 in Greensboro, North Carolina (now called the Triad Chapter). The Raleigh-Durham Chapter (now called the Triangle Chapter) followed behind in 1963. Subsequent chapters were formed in Virginia, North Carolina, South Carolina and Georgia and Florida. Vern W. "Bill" Helms of the Charlotte Chapter was elected as our first National President in May 1975 during the first annual convention at Myrtle Beach, South Carolina. Since then, PCEA has grown to almost 1,000 members with twelve chapters in five states. Current goals include active expansion to other market areas.

PCEA members have always been active in the promotion of construction education for the betterment of the industry. Each chapter individually coordinates, develops and establishes programs to assist and enhance the educational endeavors in their community while pursuing the educational goals of membership. PCEA Chapters support educational programs ranging from, but not limited to, scholarships to local students, endowed scholarships at several Universities, providing construction instructors, purchasing equipment for use in technical training and introducing construction as a trade to "at risk" students.
Our regular monthly was done as a Christmas Social. So there were no meeting minuets for December.

We will catch up on our reports to the Membership in the January Membership Meeting.
## Officers and Board Members for 2017-2018

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<th>Contact</th>
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### PCEA Triangle Chapter 3 Scholarships:

PCEA recognizes that one of the greatest problems facing our industry is a shortage of interested and well qualified employees at all levels. To that end, our mission is to extend Scholarships to persons interested in pursuing a career in the construction Industry.

The following Scholarships are funded by the PCEA Triangle Chapter fundraisers and events. (Please see a Faculty Representative at these schools to receive an application).

#### PCEA Member Dependent Scholarship

The PCEA Member Dependent Scholarship is available to immediate family members of PCEA members in good standing. The recipient of this Scholarship does not have to be pursuing a degree in the Construction Industry.

### Members Corner

**Dedicated to our members and family**

If you, or you know of someone having personal or health issues please let me know, so their needs can be noted.

Please keep the following members in your thoughts and prayers;

- Our Soldiers and Sailors near and far
- 2017 Hurricane Harvey and Irma Victims
2018
Wishing You and Yours a Healthy and Prosperous New Year.
How to say Happy New Year in 18 different languages

French – Bonne Année
Spanish – ¡Feliz Año Nuevo!
Welsh – Blwyddyn Newydd Dda
Italian – Buon anno
German – Frohes Neues Jahr
Dutch – Gelukkig Nieuwjaar
Icelandic – Gleðilegt nýtt ár
Japanese (although this one is customary after midnight) – あけましておめでとう

(Akemashite omedetou)
Mandarin – Xin Nian Kuai Le – (sheen nian kwai luh)
Cantonese 0 San Nin Fai Lok – (san knee fy lock)
Turkish – Mutlu yillar
Czech – Střastný nový rok
Danish – Godt nytår
Finnish – Hyvää uutta vuotta
Norwegian – Godt nytt år
Polish – Szczęśliwego Nowego Roku
Portuguese – Feliz Ano Novo
Russian – S novym godom

Happy New Year
A new Years Resolution?

It's a new year, and many people will be wanted to turn over a new leaf. That's what New Year's resolutions are for — to make improvements to our lives in some way.

But they are really hard to stick to. In fact, according to one statistic, 80% of us will fail by the second week of February. A valiant effort.

A study from 2016 published in Personality and Social Psychology Bulletin, a scientific journal, investigated New Year's resolutions, and found that 55% of resolutions were health related, such as exercising more, or eating healthier. About 20% were to do with getting out of debt.

- About 80% of people fail to stick to their New Year's resolutions for longer than six weeks.
- Most resolutions involve trying to be healthier in some way.
- Psychological reasons we don't succeed include overthinking how arduous our resolutions will be, and leaving ourselves mental get-out clauses.

These are tricky things to do at any time of the year, let alone in the month after the holidays.

The study, led by Kaitlin Woolley from Cornell University and Ayelet Fishbach from the University of Chicago, found that participants believe that both enjoyment and importance are significant factors in whether they stick to their resolutions.

In fact, the researchers found that it was just the enjoyment factor was the only thing that mattered.

In other words, if the participants were getting immediate rewards from their new habits, they would be more likely to stick to them.

Another study, published in the Journal of Nature and Science, looked into why we are so bad at sticking to health-related goals.

It points out that only a fifth of us get the recommended amount of exercise, despite the fact we are always being told how a healthier lifestyle can lengthen our lives.

According to the author Seppo Iso-Ahola a professor in the department of kinesiology at the University of Maryland, the problem lies with the internal battle between doing what you want to do, and what you should do.
If you can stop yourself overthinking how awful it will be to have a salad for dinner, or to go on a run after work, you might just have a better chance of going through with it.

Last week, the *Metro* reported that one little word is what’s holding many of us back from actually achieving our new year goals.

In her book "How to Get Sh*t Done," lifestyle coach Erin Falconer says using the word "should" is a bad idea, because it is often associated with guilt, shame and an "absence of decision."

But it also implies that whatever you are planning is a possibility, not a reality. In other words, you're giving yourself an excuse simply by saying you "should" do something, rather than you "will" do something.

So to keep yourself focused, stay away from non-committal words, try not getting yourself worried about your healthy decisions, and try and frame them in a way that you think you'll enjoy. If it doesn't work, don't worry. There's always next year.

Your goals should be smart — and SMART. That’s an acronym coined in the journal Management Review in 1981 for specific, measurable, achievable, relevant and time-bound. It may work for management, but it can also work in setting your resolutions, too.

**Specific.** Your resolution should be absolutely clear. “Making a concrete goal is really important rather than just vaguely saying ‘I want to lose weight.’ You want to have a goal: How much weight do you want to lose and at what time interval?” said Katherine L. Milkman, an associate professor of operations information and decisions at the Wharton School of the University of Pennsylvania. “Five pounds in the next two months — that’s going to be more effective.”

**Measurable.** This may seem obvious if your goal is a fitness or weight loss related one, but it’s also important if you’re trying to cut back on something, too. If, for example, you want to stop biting your nails, take pictures of your nails over time so you can track your progress in how those nails grow back out, said Jeffrey Gardere, a psychologist and professor at Touro College of Osteopathic Medicine. Logging progress into a journal or making notes on your phone or in an app designed to help you track behaviors can reinforce the progress, no matter what your resolution may be.

**Achievable.** This doesn’t mean that you can’t have big stretch goals. But trying to take too big a step too fast can leave you frustrated, or affect other areas of your life to the point that your resolution takes over your life — and both you and your friends and family flail. So, for example, resolving to save enough money to retire in five years when you’re 30 years old is probably not realistic, but saving an extra $100 a month may be. (And if that’s easy, you can slide that number up to an extra $200, $300 or $400 a month).

**Relevant.** Is this a goal that really matters to you, and are you making it for the right reasons? “If you do it out of the sense of self-hate or remorse or a strong passion in that moment, it doesn’t usually last long,” said Dr. Michael Bennett, a psychiatrist and co-author of two self-help books. “But if you build up a process where you’re thinking harder about what’s good for you, you’re changing the structure of your life, you’re bringing people into your life who will reinforce that resolution, then I think you have a fighting chance.”

**Time-bound.** Like “achievable,” the timeline toward reaching your goal should be realistic, too. That means giving yourself enough time to do it with lots of smaller intermediate goals set up along the way. “Focus on these small wins so you can make gradual progress,” Charles Duhigg, author of “The Power of Habit” and a former New York Times writer, said. “If you’re building a habit, you’re planning for the next decade, not the next couple of months.”
During **ConstructConnect’s 2018 Design & Construction Outlook** webinar held on November 1, Kermit Baker, Chief Economist for the American Institute of Architects talked about the year-to-date movements in the Architectural Billings Index. The index is a monthly survey of architecture firms, asking about revenue trends at their firms. It’s compiled as an index, centered around 50. Above 50 shows a growth in design activity, while below 50—a decline in design activity. Baker said the index was trending down, beginning around mid-year 2015 and through most of 2016.

The numbers began picking up early this year and have generally remained quite strong. Baker said the AIA also tracks new project work coming into architecture firms, and it has also stayed very strong.

"Billings will continue to remain positive for the time being, at least in our view," Baker said. "This upturn in design activity should begin to show up as construction activity over the next few months. Design activity, in our analysis, leads construction activity by nine to 12 months. So that upturn that we saw earlier this year should be reflected in an upturn in construction activity towards the end of this year or the early part of 2018."

The places where construction is predicted to show the most growth include the South Central region with 11%, the West with 4% and the South Atlantic region with 6%, according to Dodge Data & Analytics and as **reported by Engineering News Record**. Construction activity is predicted to be flat in the Midwest, and to drop by 11% in the Northeast.

**Reasons for Caution**

Ken Simonson, chief economist for the Associated General Contractors of America, also speaking at ConstructConnect's 2018 Design & Construction Outlook webinar, illustrated construction's changing fortunes with graphs, and explained the sector still wasn't back in terms of employment.

"The figures that came out this morning showed that the latest September to September construction spending change was a positive 2%," Simonson said. "On the other hand, the August number was revised downward. So we're really only barely where we were almost 12 years ago, and that is without taking inflation into account. So construction has been growing, but it's still a long way below where it was in terms of employment." He added that construction employment is still more than 10% below its previous peak.

Simonson said his outlook for 2018 is that overall construction spending will stay in a low-to-mid growth range. He said, it would be a little bit better than in 2016 or 2017 at best, but that he suspected it would end up lower than that.

"The leader will be residential, specifically single-family," Simonson said. "A very mixed story on private non-residential, with recovery showing up in power construction, and a year later, if not sooner, in manufacturing. Still positive, but slower growth rates for office and warehouse construction."
Simonson also said lodging construction would cool off or even go negative, while health care would stay flat. He said that public construction would stay negative next year, except for schools, airports, and, maybe, highways.

**Construction's Overdue Downturn**

Robert Murray, chief economist for Dodge Data & Analytics, said the industry's continuing slowdown suggested it was reaching its full stage of expansion. Nevertheless, he claimed, there were still **factors that could fuel the expansion** into 2018, such as continued job growth, only slight upticks in interest rates, and continued funding from state and local bond measures.

Amplifying the moderate view of construction's economic fortunes for 2018, FMI **predicted 5% growth** for five categories, with most of the rest growing roughly with the rate of inflation. The company reported that sewage and waste, and water supply were expected to decline.

**Construction Inputs**

**Labor**

"You can see the total construction jobs, they've recovered; however, they're still not as high as they were in the boom period before the recession," said Alex Carrick, North American chief economist since 1985 for ConstructConnect and CanaData, also speaking at ConstructConnect's 2018 Design & Construction Outlook webinar.

"It turns out rebuilding the labor force is a difficult process after a recession, like the Great Recession that we went through now six or eight years ago," said AIA's Baker. "I think now we're also seeing some additional challenges in terms of demographic trends that are complicating the effort to rebuild the labor force this time."

Baker said construction just isn't attracting millennials unlike the young people of the previous generations. He cited research showing that a quarter of construction's workers are immigrants, a large share undocumented. That, as he said, affects the labor picture by making the workforce more vulnerable to immigration enforcement actions and policies.

AGC's Simonson noted that even though contractors continue hiring, they aren't finding the right mix of employees.

"70% of firms said they were having trouble filling hourly craft positions, a wide variety of positions," Simonson said, referring to survey results during the summer. "58% of those firms said they were having trouble finding carpenters; over half the firms who hire plumbers, concrete workers, electricians, and bricklayers had that problem. Nearly half of the firms said they were having trouble finding project managers and supervisors."
going to take labor-saving equipment, tools and machinery, and greater adoption of building information modeling to make a difference in construction. He predicted labor costs would grow three to 4% in 2018.

The Double Edge of Commodities

ConstructConnect's Carrick made the case for how big changes in commodity demands will reshape construction categories. He used the examples of copper and lithium. Electric vehicles use large quantities of both, so construction related to mining could benefit. He also explained the close link between construction's fortunes and the costs of commodities.

"China's growing about 7%, and that 7% is on a much bigger base than it used to be; that's why China's taking about 45% of world demand of resources," Carrick said. "And the United States is less than 10%. Commodity prices are starting to increase, and when they do, that's a signal to owners in the resource sector to really start thinking about expanding the facilities they have or building new extraction sites. So that's a huge positive for construction."

On the other hand, he cautioned that as commodity prices increase, so do construction materials costs.

Materials

Simonson said he expected prices for diesel fuel, steel, copper, and aluminum mill shapes to continue going up. He said overall what contractors are charging to put up new buildings is not keeping pace with increases in input costs. He wondered about the long-term outlook and whether they would be able to raise prices, find improvements in productivity, or whether the would just end up suffering through ever lower profit margins. Goods and services inputs are expected to increase three to 4% in 2018.

Residential Outlook

Oxford Economics/ConstructConnect 6.7%
Dodge Data & Analytics 4.3%
FMI 6.6%
Portland Cement Association 5.3%

Multifamily

OE/CC 2.1%
DD&A -8%
National Association of Home Builders -4%

Single Family

OE/CC 8.8%
DD&A 9.0%
NAHB 12%
"What’s happened in residential is that there has really been 10 years when housing starts have been less than the 1.4 million benchmark needed to satisfy population growth and family formations," explained ConstructConnect's Carrick. "And the accumulated shortfall is now about 5 million units. The shortfall alone accounts for three normal years of housing starts. So if housing ever really gets going, it’s going to drive the economy for years to come."

Carrick said the long-term outlook to 2021 was for residential to post gains of 6% per year, serving as the main driver of construction's growth.

Dodge Data & Analytics predicted 9% growth for the single-family housing category in 2018. It is largely due to growing incomes and people in the millennial generation entering the home buying market. Scott Volling, principal at PwC, described recent home builder sentiment as highly optimistic in light of the shortage of existing homes. He wrote in his Housing Starts report for October that the home building category could be on track for many months of gains.

Housing affordability, though, remains a wild card in the homeownership market. Dr. Ralph G. DeFranco, global chief economist, Mortgage Services of Arch Capital Services Inc., wrote that the shortage of housing is the factor pushing up home prices faster than incomes are rising. He predicted prices and rates would continue growing and would worsen affordability going forward. However, the affordability picture is highly dependent on geography. Some places are already pricing many people out of the market, while others are becoming less expensive. Nonetheless, overall, most sources are painting a rosy picture for single-family home construction in 2018.

But, things aren't looking as sunny for multifamily. Reports throughout 2017 have painted a sour picture of multifamily residential construction's growth, and that trend continues.

Yardi Matrix, a business development and asset management tool for investment professionals, reported in mid-November that U.S. rents dropped by $4 in October. That is signalling a continuation of multifamily's deceleration. Steve Hovland, director of research with HomeUnion, noted that the decline in the multifamily market led to a drop in demand for new units in many urban areas.

And, the National Association of Homebuilders predicted a multiple-year slowdown for the multifamily category starting with a -4% drop in 2018. Dodge Data & Analytics was more pessimistic, predicting a plummet of -8%. AGC's Simonson, however, came out more positive about multifamily's prospects. He pointed out that while millennials might be entering family formation years, many have also found their niche with a job or location and will want to continue renting for a while longer.
Simonson also said that multifamily could benefit from home improvement trends with owners seeking to upgrade or turn properties into rentals. He added that tax reform could push some people out of the market for a home if it makes the home mortgage and the real property tax deductions less valuable.

**Nonresidential**

OE/CC 1.9%

AIA Consensus Construction Forecast Panel 3.6%

AGC's Simonson 1.5%

DD&A 2.3%

FMI 5.2%

PCA 3.5%

**Retail**

OE/CC -2.8%

DD&A 3.1%

ConstructConnect's Carrick talked about how the bricks and mortar category of retail is suffering with store closings and how the excess space left behind will slow new construction starts in this category. He referred to the category's growth prospects for 2018 as "quite weak."

"It's going to take a lot more than just fitness gyms and old car dealerships, and maybe even the occasional grow-op moving into those spaces before retail can really recover much," Carrick summarized.

**Overall Commercial**

OE/CC 12.4%

AIA Consensus 4%

AGC's Simonson "less positive"

FMI 7.3%

PCA 7.2%
Civil

OE/CC 6.6% (Bridges 10.2%; Dams/Canals/Marine Work 8.6%; Power Infrastructure -12.3%; Water & Sewage 7.2%)

ConstructConnect's Carrick highlighted the current presidential administration's strong interest in promoting utility power, oil, and gas as signs of potential growth for those categories. However, he sounded caution about the power category because of reducing demand as energy efficiency efforts start to take hold.

AGC’s Simonson said that besides pipelines, natural gas power plants, and continued investment in solar and wind are fueling the power category’s growth. He predicted positive growth for the power category.

Airports

American Road & Transportation Builders Association predicted growth of 14%.

"If you travel around the United States, almost every airport is being expanded, or there's new runways being put in, or the road systems to those airports are being fixed up," said ConstructConnect's Carrick. "So that's an area of the economy where strong growth should be for many years to come."

"Airports are expanding and modernizing," Simonson said. "Most of that money is going into terminals to speed passage through the security lines and update the retail facilities. They're also adding gates in some places and improving the access roads, the parking structures, or the car rental facilities in some areas. And, on the air side, new control towers or deicing pads, and so forth. So that's quite a mix of things."

Roads

OE/CC 5.9%

DD&A 5.4%

FMI 1.8%

PCA 0.3%

ConstructConnect’s Carrick explained that all levels of government are anxious to start building and repairing infrastructure, and roads are a major aspect of that. Roads often open up new land for development, and, with the emergence of autonomous vehicles, roads maintain their importance. He said new technology like sensors and monitoring systems will form an integral part of road construction.
AGC's Simonson said he thought the slump in manufacturing construction was close to bottoming out, and named several high-dollar projects and others that foreshadow a leveling out before an uptick for the category starting in 2019.

**Overall Institutional**

OE/CC 3.3%

AIA Consensus 5.8%

AGC's Simonson predicted "small positive" growth for health care

PCA 4.5%

**Medical**

OE/CC 2.8% (Hospitals/Clinics 2.9%; Misc Medical -.03%; Nursing Homes 5.8%)

DD&A 1.9%

FMI 3.4%

Carrick said there was continuing growth prospects for this category. Yet, the political uncertainty posed a serious setback as health care facility owners continued to worry about getting paid for the services they provided. He said that modular construction was figuring more prominently in this category.

Simonson agreed that hospital construction would remain subdued. He said more would happen with special care facilities, such as standalone emergency care centers, rehab centers, and hospice care.

**Education**

OE/CC 4.2% (College/University 4.2%; Elementary 6.4%; High School 2.4%; Special/Vocational 4.1%)

DD&A 10.8%

FMI 3%

PCA 3.5%
Carrick said the construction starts in education are outperforming those in health care but he sounded cautious about education’s longer term performance. The population growth of young people between four and 16 years old is slowing, and immigration is declining. The low unemployment rate is reducing enrollments in higher education.

AGC’s Simonson said property tax revenues and rising prices of homes and commercial property were behind the growth in construction of primary schools. Rising property prices mean more tax receipts coming into school districts and other local governments. He said he thought the private side of higher education would do well because they rely very heavily on endowments and capital campaigns. They, which in turn benefit from the rise in the stock market.

Simonson predicted modest growth next year even with small declines in the school aged population, and a potential decline in the number of foreign students allowed into this country or choosing to come to this country in light of the harsher immigration rules.

**Religious**

OE/CC 0.7%

FMI 1.1%

PCA 0%

**Warehouse**

OE/CC 4.7%

Carrick said warehouse category is expected to continue its growth trajectory led by large retailers like Walmart, Kroger, and Amazon.

Simonson said he thought the warehouse construction category would continue to feature distribution centers, click and collect points, and self-storage. Even with that in mind, he still didn’t think it would outperform its 2017 growth.

**Manufacturing**

OE/CC -13.8%

AGC’s Simonson "flat"

FMI 6.2%
Warehouse

OE/CC 4.7%

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Manufacturing

OE/CC -13.8%

AGC's Simonson "flat"

FMI 6.2%

DD&A -0.9%

ConstructConnect's Carrick said the lower capacity utilization rate for this category is inhibiting manufacturers from expanding their facilities. Other headwinds for manufacturing, in terms of employment, include robotics and automation. He said the bright spots for manufacturing included food and beverage manufacturing, motor vehicle parts, and aerospace product manufacturing.

PCA 3.5%Simonson predicted modest growth next year even with small declines in the school aged population, and a potential decline in the number of foreign students allowed into this country or choosing to come to this country in light of the harsher immigration rules.

Religious

OE/CC 0.7%

FMI 1.1%

PCA 0%
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Work Place Harassment

With the recent revelations in work Place Harassment I thought it appropriate to do some research for you on the topic. We all must be aware of work place issues. If you have a good team or your trying to grow a team there is no place for taking advantage of someone, or making them feel uncomfortable by your actions. A work place is a place to get things done. One sure way to inhibit productivity, kill creativity and stymie good interactions is to become less than professional in your at work interactions.

Do you have any “Bad Apples” in your place of work?

It’s

Not Just Sexual Harassment: 5 Other Types on Your Radar

News about harassment is everywhere these days. Why? Because harassment is everywhere. Although the problem has been recognized for decades, it seems like we’re living in a historic time for harassment awareness: a watershed moment in which millions of people are realizing how pervasive the problem is. From Silicon Valley boardrooms to Hollywood studios to Ford manufacturing plants, victims’ recent stories have made it clear that harassment can happen in every kind of workplace.

Sometimes, harassment is overt: think unwanted touching, physical intimidation, or verbal threats. Other times, it assumes subtler, but no less destructive forms: inappropriate questions during interviews, cyberstalking, exclusion, or policies and “unwritten” rules that allow those in power to dodge accountability and ignore alleged harassers’ behavior.
Whatever it looks like, wherever it occurs, harassment takes a massive toll—not only on those who experience it, but the organizations for which they work. In 2016, more than 6,700 charges of sexual harassment were filed with the Equal Employment Opportunity Commission. In that year, the EEOC obtained more than $40.7 million dollars in monetary benefits on behalf of sexually harassed employees. Keep in mind that that statistic doesn’t include the millions of dollars obtained by harassed employees through litigation. And, for the victim, there are also less visible, indirect costs incurred by harassment, including reputational harm, missed opportunities, mental health issues, and physical health problems.

If you’ve been following the news or paying attention to your social media feeds, you probably know much of this already. But sexual harassment, the kind the #TimesUp and #MeToo campaigns seek to address, is only one type of harassment. Workplace harassment based on race, disability, age, religion, national origin, gender identity, or sexual orientation can occur just as frequently, and in the eyes of the law, it’s just as serious. Don’t forget: harassment is a form of discrimination under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990.

According to the EEOC, “of the total number of charges received in FY2015 that alleged harassment from employees working for private employers or for state and local government employers, approximately:

With that in mind, I’d like to take this opportunity to (re)introduce you to the various kinds of harassment, so you’ll know what to look out for in your workplace. The following definitions and statistics come from the EEOC and the Select Task Force on the Study of Harassment in the Workplace June 2017 Report, the same report quoted above.

Sex-Based Harassment

What it is: The EEOC defines sexual harassment as “a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964”:

“Title VII applies to employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as to the federal government.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual’s employment, unreasonably interferes with an individual’s work performance, or creates an intimidating, hostile, or offensive work environment.”

What it looks like: Inappropriate touching and gestures; sexual assault and other forms of unwelcome sexual contact; lewd jokes, stories, and comments; the sharing or displaying of sexually inappropriate media at work; questions about an individual’s sexual history; and so on.

How often it occurs: According the EEOC, “anywhere from 25% to 85% of women report having experienced sexual harassment in the workplace.” The percentage tends to increase when researchers ask employees if they’ve experienced specific behaviors, “such as unwanted sexual attention or sexual coercion,” or when the question is posed in terms in terms of gender rather than sex.

Gender Identity-Based and Sexual Orientation-Based Harassment

What it is: Per the EEOC’s website, the Commission “interprets and enforces Title VII’s prohibition of sex discrimination as forbidding any employment discrimination based on gender identity or sexual orientation. These protections apply regardless of any contrary state or local laws.”
Although distinct from sex-based harassment, the EEOC writes that “such harassment may include sexually-based behaviors (such as unwanted sexual touching or demands for sexual favors) as well as gender-based harassment (such as calling a lesbian a ‘d*ke’ or a gay man a ‘f*g’).”

**What it looks like:** Verbal abuse, e.g. name-calling and use of derogatory language; physical abuse; vandalismization of LGBT individuals’ property or workspaces; denying an employee access to a common restroom corresponding to the employee’s gender identity; social ostracization or exclusion of certain employees from certain workplace jobs on the basis of those employees’ gender or sexual orientation; and so on.

**How often it occurs:** According to the EEOC, between 7% and 58% of LGBT individuals have reported experiencing harassment at work. Surveys consistently indicate that transgender employees face higher rates of harassment, with 7% reporting physical assaulted at work because of their gender identity, and 6% reporting sexual assaulted. A further 41% “reported having been asked unwelcome questions about their transgender or surgical status,” while “45% reported having been referred to by the wrong pronouns ‘repeatedly and on purpose’ at work.”

**Harassment Based on Race, Ethnicity, Religion, or National Origin**

**What it is:** The EEOC specifies that “Title VII of the Civil Rights Act of 1964 prohibits workplace discrimination based on religion, national origin, race, [or] color,” and that the “[t]he law’s prohibitions include harassment or any other employment action based on any of the following:

- **Affiliation:** Harassing or otherwise discriminating because an individual is affiliated with a particular religious or ethnic group.

- **Physical or cultural traits and clothing:** Harassing or otherwise discriminating because of physical, cultural, or linguistic characteristics, such as accent or dress associated with a particular religion, ethnicity, or country of origin.

- **Perception:** Harassing or otherwise discriminating because of the perception or belief that a person is a member of a particular racial, national origin, or religious group whether or not that perception is correct.

- **Association:** Harassing or otherwise discriminating because of an individual’s association with a person or organization of a particular religion or ethnicity.”

**What it looks like:** Verbal abuse, including the use of racial slurs and derogatory language; mockery of an individual’s accent or spoken language; pressure to “fit in” through cultural assimilation (e.g. goading a Muslim employee into eating pork); and so on.
How often it occurs: While the EEOC states that “race-based and ethnicity-based harassment are significantly understudied,” the Commission suggests that between 40% and 70% of survey respondents have experienced it. A further “69% of respondents reported witnessing at least one ethnically-harassing behavior in the last two years at work and 36% of respondents who reported that they had not experienced direct harassment indicated that they had knowledge about the harassment of other co-workers.” On the topic of religion-motivated harassment, however, the EEOC claims that it was “not able to identify empirical data based on probability or convenience samples on the prevalence of such harassment.”

Disability-Based Harassment

What it is: Per the EEOC: “It is illegal to harass an applicant or employee because he has a disability, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he does not have such an impairment).”

As with all forms of harassment, disability based-harassment does not necessarily include “simple teasing, offhand comments, or isolated incidents that aren’t very serious,” but becomes illegal “when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted).”

What it looks like: Use of derogatory language such as “cripple” or “retard”; mockery of an individual’s speech impediment, posture, gait, disfigurement, or other linguistic or physical characteristic; tampering with disability equipment (e.g. a wheelchair); theft of equipment or medication; jokes made at the expense of a visually or hearing impaired individual—with or without their knowledge; and so on.

How often it occurs: According to the EEOC:

“Evidence on the prevalence of disability-based harassment in the workplace was even harder to find than studies of racial and ethnic harassment. In a survey based on a convenience sample of one university’s faculty and staff, 20% of respondents with disabilities reported experiencing harassment or unfair treatment at work because of their disability. In addition, 6% of all respondents reported having observed harassment or similar unfair treatment of a coworker with a disability. In a similar study, conducted at a different university, 14% of respondents with disabilities reported experiencing harassment or similar unfair treatment at work because of their disability, and 5% of all respondents reported having observed harassment or similar unfair treatment of coworkers with disabilities.”

Additionally, “[i]n the most recent analysis, the odds of a person with behavioral disabilities (anxiety disorder, depression, bipolar disorder, and other psychiatric impairments) filing a harassment charge were close to 1.5 times greater than the odds of a person with another type of disability filing a harassment charge.”
Age-Based Harassment

**What it is:** Harassment based on an individual’s age. The Age Discrimination in Employment Act (ADEA) protects employees and job applicants aged 40 and over from age-related discrimination, and by extension, this kind of harassment. The law applies to employers with at least 20 employees, employment agencies, government organizations (on the federal, state, and local levels), and labor organizations with at least 25 members.

**What it looks like:** Use of derogatory language (such as “old man,” “grandpa,” or “grandma”); mean-spirited jokes, comments, or gestures; offensive caricatures; exclusion from events or activities on the assumption that the individual is too “slow” or “frail” to participate; pressure to retire; and so on.

**How often it occurs:** The EEOC reports that it identified “two surveys on age-based harassment in the workplace, both of which were conducted by AARP”:

“In a survey based on a convenience sample of workers older than 50, 8% of respondents reported having been exposed to unwelcome comments about their age. When the same question was asked in a survey based on a convenience sample of workers older than 50 in New York City, close to 25% reported that they or a family member had been subjected to unwelcome comments about their age in the workplace.”

It’s Up to All of Us to Stop Harassment

Creating a safe and productive workplace that’s free from harassment requires more than just sending your employees through training and displaying the harassment policy in the breakroom. A solid harassment prevention initiative educates, reinforces, and demonstrates your company’s commitment to maintaining a safe and productive workplace.

Compli’s Harassment Prevention Solution, developed with the EEOC’s best practices, does just that. Our harassment suite includes...

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How Effective is your Anti-Harassment Initiative?

Did you know, the average harassment lawsuit settles for $44,500? Most would agree, they want to make sure their workplace is free from harassment. But many lack the accompanying procedures to protect themselves. Don’t worry – here’s some help!

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December Christmas Social

Our Christmas Social was held on 12-07-2017 at;

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110 E Davie St, Raleigh, NC 27601
January Membership Meeting Scheduled
1-18-2018

Address:
6019-A Glenwood Ave
Oak Park Shopping Center
Raleigh, NC 27612-2601

Our Pre-Meeting Social starts @ 18:30 our Meeting is called to Order @ 19:00

Our January Speaker is: Mr Kevin Stephens.
Kevin is the Senior Regional Manager
for
Dur-A-Flex

With more than 50 years of experience, Dur-A-Flex has seen it all when it comes to floor and wall coatings. Our technical expertise begins with our in-house Research & Development team and extends directly to our customers via our Technical Service team. From concrete surface preparation to post-install, cleaning regiments, Dur-A-Flex is there to advise on best practices all along the way.

Come Join our Monthly Meeting and Learn about the flooring Systems Kevin and Dur-A-Flex has to offer.
Dur-A-Flex, Inc. is a family owned manufacturer of high-performance, resinous floor and wall systems. With over 50 years in business, Dur-A-Flex is recognized for its ability to continually deliver new and innovative products to the coatings industry. Its unmatched level of customer service is derived from an experienced team of technical service experts as well as stringent quality processes; providing customers with the confidence that they are installing the best product for the job. Named one of the “Best Places to Work in CT” five times by the Hartford Business Journal-sponsored awards program, Dur-A-Flex considers its people its most valuable asset.

THE RIGHT FLOOR

Dur-A-Flex offers a complete range of tested and proven seamless floor and wall systems. We don’t believe in a “one size fits all” approach when it comes to designing the flooring for your facility. Just as each area of your facility differs in its purpose, the needs for the flooring criteria differ as well and there’s an optimal system for each area. Our floor’s performance is imperative to allow you to focus on the critical work you are doing and we don’t take that responsibility.

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