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CUTTING AT THE
UNIVERSITY OF
ARKANSAS' MULLINS
LIBRARY



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- **Sawing & Drilling 201 – Clearwater, FL**
November 11–13, 2025

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Don't miss our upcoming Quarterly Meeting—a chance to network, collaborate, and shape the future of our association:

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And following the meeting, we invite all members to participate in our Annual Member Golf Tournament on September 25. This event is a great opportunity to unwind, connect, and celebrate our shared successes.

The CSDA is more than an organization—we're a community of professionals who believe in improving our industry, staying safe, and supporting each other. Join us to make your impact.

I look forward to seeing you in class, at the meetings, and on the course.

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**PRECISION
UNDER
PRESSURE:**

SURGICAL CONCRETE CUTTING AT THE UNIVERSITY OF ARKANSAS' MULLINS LIBRARY

At the University of Arkansas, the David W. Mullins Library has long stood as a central pillar of campus life—a space dedicated to learning, discovery, and scholarship. As part of a sweeping renovation aimed at improving accessibility and introducing more light and modern design into the historic structure, one of the most challenging elements of the project took place below the surface.

To install three new staircases connecting the renovated floors, contractors needed to remove over 242 tons of 36-inch-thick suspended concrete slabs from the library's basement ceiling. The work was not only complex—it had to be completed within an active and occupied building, without disturbing operations on the upper floors.

This was no ordinary demolition. It was a high-stakes operation that required surgical-level precision, specialized tools, and a crew with the expertise to deliver results without disruption. For Any Concrete Cutting, it was the kind of challenge that defines their work.

One of the most critical aspects of the Mullins Library renovation was the environment in which it took place. The library's upper levels remained open throughout construction, serving students, faculty, and researchers as usual. With this in mind, traditional demolition methods, such as jackhammers or wrecking balls, were ruled out early in the planning process.

These outdated approaches generate excessive vibration, dust, and noise—factors that could have compromised the structural integrity of the building or disturbed ongoing activities. Instead, diamond cutting tools were chosen for their ability to deliver clean, quiet, and controlled cuts. This decision helped ensure not just the precision of the demolition, but also the safety and comfort of everyone in the building.

The job began with carefully orchestrated site access and setup. With limited space and no room to turn trucks, every move required coordination. Spotters were used to back in equipment safely, and a 30-foot gantry beam—essential for lifting the heavy slabs—had to be brought in through a narrow 4x10-foot window. The crew removed a single pane of glass and used a combination of forklifts and skid steers to guide the massive beam inside without damaging the building's structure.

Once inside, the real work began. The team marked out precise cut lines and installed structural shoring and fall protection. A detailed cutting and removal sequence

was developed to preserve the integrity of the remaining structure. Every slab was rigged using 10,000-lb-rated teacups and carefully lifted out using the gantry system, maneuvered by hand through tight quarters.

Diamond Products CC3700e electric slab saws, Husqvarna WS 482 wire saws, and Husqvarna K7000 Electric chainsaws—powered by the building's electrical system—allowed for emission-free, low-noise operation, keeping air quality safe and maintaining a quiet atmosphere in the occupied space above.

Despite careful planning, challenges inevitably emerged. A critical gantry hoist malfunctioned mid-project, threatening to derail the tight schedule. The team quickly identified the issue during inspection, sourced a replacement, and installed it—all without delaying the timeline. In another move to improve efficiency, the crew built a custom funnel system to manage slurry cleanup, speeding up the process and keeping the workspace clean.

Slurry containment itself was a major concern. With thousands of gallons of water needed for the cutting process, preventing runoff and contamination of other parts of the building was essential. The team constructed containment systems using plastic sheeting, tubing, and mobile funnels—ensuring all 12,000 gallons of slurry were safely captured and removed.

Operating in a live academic building brought safety considerations to the forefront. From fall protection around large suspended slab openings to the handling of wet slurry and sharp tools in tight spaces, every step demanded vigilance.

To meet these challenges, the crew implemented a comprehensive safety plan. Fall arrest systems were anchored and tested to prevent swing falls, and respiratory protection, waterproof gloves and boots, hearing protection, and high-visibility clothing were standard PPE for every worker on site. Spotters managed pedestrian traffic, and communication with university facility staff ensured alignment throughout the project.

The result? A job completed with zero safety incidents and no disruptions to library operations.

In addition to precision and safety, the project also emphasized sustainability. Rather than sending the massive volumes of removed concrete to a landfill, the team repurposed the material into custom picnic tables for company use—reducing waste and giving new life to the old slabs.

Over the course of the project, the crew completed more than 3,000 linear feet of precision cuts, including 770 feet using electric slab saws and 530 feet with wall saws. They performed 211 wire-sawed sections, each measuring approximately 3 feet by 3 feet. Altogether, the team removed 485,000 pounds of concrete and successfully captured and disposed of 12,000 gallons of slurry.

Thanks to fast troubleshooting, smart use of resources, and efficient cleanup systems, the project was completed on



time and within budget. The crew used house power to avoid fuel costs and emissions, maintained equipment rigorously to prevent downtime, and cut costs by repurposing materials whenever possible. The team's performance even earned them bonuses—and more work from the client.

Most notably, the project received the 2025 ABC Arkansas Excellence in Construction Award, honoring the team's ability to tackle extreme complexity with professionalism, safety, and skill.

Not just any contractor could take on a job like this. The Mullins Library renovation demanded a team with a proven safety record, experience in live environments, and the ability to bring custom solutions to every problem. That's exactly why Any Concrete Cutting was selected.

"We were proud to be chosen, and we're even prouder of the outcome," said the project lead. "Every cut was clean. Every move was planned. We didn't just complete the job—we exceeded expectations."

From precise cuts in a sensitive setting to creative problem-solving and sustainable outcomes, the Mullins Library project stands as a powerful example of what can happen when expertise meets execution.



COMPANY PROFILE

Any Concrete Cutting has been a member of CSDA since October 2017 and is a trusted leader in precision concrete services across Northwest Arkansas. With 8 years of experience and a strong reputation built on safety, reliability, and innovation, we specialize in: precision concrete cutting (slabs, walls, wire sawing), core drilling and selective demolition, custom rigging and slurry containment, and sustainable concrete reuse and recycling.

Our team is known for delivering exceptional results in complex and sensitive environments, always prioritizing safety and communication. Backed by a problem-solving mindset and a commitment to sustainability, we take pride in helping clients complete their projects efficiently and accurately.

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Environmental Protection Associates

CSDA Contractor

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Safety Isn't the Problem – Resistance Is: How to Build a Culture That Actually Protects Your Crew

Reprinted with permission from For Construction Pros
Written by Carla Woodard July 27th, 2025 from Pie Insurance
www.forconstructionpros.com

In construction, safety isn't in a classroom, it's forged in the field. Most jobsite injuries aren't freak accidents but the result of small oversights, ignored signals, or old habits that persist because "it's always been done that way." The real threat isn't lack of knowledge; it's cultural resistance. Pie Insurance's 2025 Workplace Safety Report confirms what seasoned crew leaders already know: resistance, not ignorance, is the biggest hurdle to making lasting improvements on the jobsite. A striking 53% of small construction decision-makers identified employee resistance as the number one barrier to making safety improvements stick.

While the industry has made real progress, preventable injuries like falls, slips, trips, cuts and overexertion still top the charts. This pattern reveals a critical insight: the issue isn't awareness. It's execution.

Under pressure from tight timelines, unpredictable weather or short staffing, it's easy to default to speed over caution. When new safety measures are rolled out without context or trust, pushback becomes inevitable. The question isn't whether resistance will emerge — it's how leaders will respond to it.

As someone who's spent nearly three decades in commercial insurance, I've worked with thousands of small construction businesses and seen these cultural dynamics play out in real time. I've reviewed claims where a single missed step became a life-altering event, and I've seen teams turn things around just by getting the right habits in place. The gap isn't usually about knowledge, it's about consistency, accountability and trust.

Five Strategies to Transform Safety Culture from Compliance to Commitment

1. Spot Resistance Early. It Doesn't Always Look Like Defiance

Not every worker resisting a new rule is going to speak up about it. Resistance might show up quietly, through eyerolls, side comments, skipped steps, or old shortcuts creeping back in. These behaviors are early warning signs, not team defects.

Instead of reprimanding, pull resistant workers aside for honest conversations and feedback: What's not working here? What doesn't make sense? Treating resistance as a solvable problem rather than insubordination shows leadership and builds trust. Follow up with small, visible wins, like adjusting a form or clarifying a process. Action proves you're listening.

2. Don't Just Say It, Show It

Jobsite safety culture starts with what leaders do, not just what they say. If a foreman skips the safety walk or disregards PPE, crews will follow suit. Conversely when supervisors walk the walk, even when it's inconvenient, they establish safety as the standard, not a suggestion.

The National Safety Council, emphasizes that "lone workers face significantly higher risks of serious injury or death due to delayed emergency response, communication challenges, and increased exposure to hazards." For small construction businesses where one or two people often handle entire jobs, building in even basic safety redundancies, like check-in systems or hazard recognition training, can save lives.

3. Make Safety Specific, Not Generic

Blanket rules without explanation often get ignored. Crews want to know why something matters, not just what to do. Consider this approach: instead of simply mandating "Use fall protection and wear the harness," provide context and information: "Falls from 6-30 feet caused 64.4% of construction fatalities in 2023, with portable ladders involved in 109 of those deaths. This harness protects both your spine and your life."

According to the Bureau of Labor Statistics, in 2023, the construction industry experienced 1,075 fatal falls, accounting for 23.7% of all fatal falls. When crews understand these stakes, compliance becomes a



personal investment rather than burden. Involve workers in developing checklists and leading briefings. This participation builds ownership and improves adherence.

4. **Reward Safety Performance, Not Just Productivity**

It's easy to reward speed, productivity, or hitting a deadline. However, if these are the only wins you acknowledge, safety becomes a footnote. Recent Frontiers in Public Health research on construction workers found that rewarding good safety compliance was more effective in encouraging proper behavior than penalizing non-compliance.

That means celebrating safe decisions like pausing to flag a hazard, asking a coworker for help with a heavy lift, or taking a moment to double-check gear, reinforces the behaviors that keep people safe. Even small gestures, like a weekly shout-out, a quick recognition at a briefing, or a simple "thank you" on your way by, help build a culture where caution is valued, not overlooked.

5. **Make Feedback a Two-Way Street — Buy-In Starts with Being Heard**

The most valuable safety insights often come from the field. Crews notice what works and what doesn't long before it's captured in a report. Research shows that behavior-based safety programs consistently reduce unsafe behaviors and improve overall safety performance in construction settings. That kind of progress starts with dialogue: asking what's unclear, what feels unnecessary and what could be improved.

Try dedicating a few minutes during weekly meetings to surface insights from the crew. When workers are invited to shape safety

practices, not just follow them, they become more engaged, more accountable and more proactive.

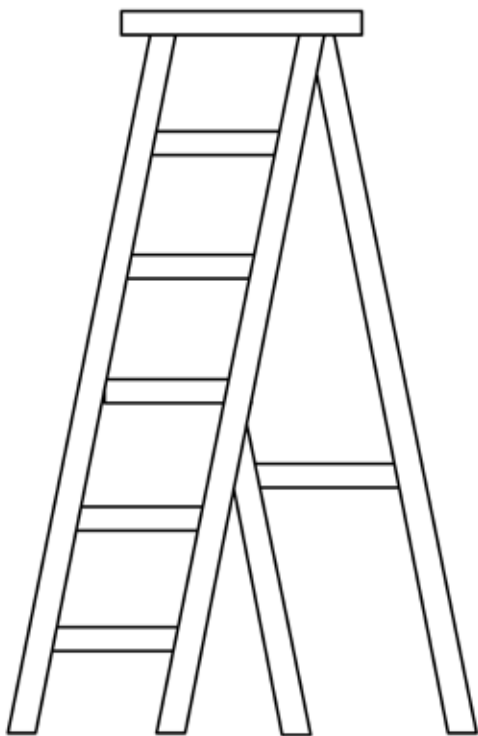
The Bottom Line

Whether you're a foreman, a lead carpenter, or a business owner who's also swinging the hammer, your influence on jobsite culture is real. You don't need a dedicated safety department or a dozen policies to start changing outcomes. You need clarity, consistency and a willingness to listen.

You can't out-train resistance. You can, however, lead through it, with the right mindset, the right message, and the commitment to keep safety front and center.

The crews that make it home safely each day aren't perfect. They're just working in an environment where safety is respected, reinforced, and expected from the top down and the ground up.

That's a jobsite worth building. And it starts with you.





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Workplace Recordings and Eavesdropping: Limiting Criminal and Legal Liabilities

| Adam R. Young and Mark A. Lies II and Bret W. Vetter

INTRODUCTION

The ubiquity of smartphones and sensitive security cameras have made audio recording in the workplace more common. Some may be accidental, while other recordings may be intentional attempts to document workplace conversations in secret. Both types of recordings can constitute felony violations of state criminal laws, unfair labor practices, and sources of civil liabilities. State laws on recording conversations — often addressed as criminal eavesdropping and wiretapping — vary significantly. Employers must understand this legal landscape when assessing a range of recording issues.

ONE-PARTY VS. TWO-PARTY CONSENT STATES

State laws are divided into one-party and two-party (or “all-party”) consent.

One-party consent states allow a person to record a conversation as long as one party to the conversation (typically the person recording) consents to the recording. Most states (e.g. NY and TX) follow this rule.

Two-party (all-party) consent states require that all parties to a private conversation must give their consent for a recording. Failure to have all parties consent to a recording violates the laws. States like California, Florida, Pennsylvania, and Illinois are two-party consent states.

Recording someone without the necessary consent in a two-party state can result in criminal penalties, including fines or imprisonment. In Illinois, eavesdropping is at least a Class 4 felony. Recording can further expose the recorder to civil liability. In two-party consent states, employers generally do not use recording devices in the workplace, such as audio components of security cameras.

WHAT EMPLOYERS SHOULD DO IF AN EMPLOYEE SECRETLY RECORDS CONVERSATIONS IN THE WORKPLACE

In a One-Party Consent State:

If the recording employee is a participant in the conversation, the act is generally legal—even if the other party is unaware. Note that:

- Workplace policies can prohibit recording of meetings, surreptitious or open. Employers may discipline employees for violating internal rules about recording, especially where confidentiality is at issue.

- Again, if the conversation relates to protected activity under the NLRA, employers must approach discipline with caution.

In a Two-Party Consent State:

If an employee secretly records conversations without consent from all participants:

1. Legal Exposure: The employee may be in violation of the state’s criminal eavesdropping or wiretapping laws, as well as company policy prohibiting surreptitious recording.
2. Employer Options
 - Conduct an internal investigation.
 - Take appropriate disciplinary action if allowed by company policy.
 - Consider contacting legal counsel to evaluate civil or criminal action.
3. Limitations:
 - If the recording relates to protected concerted activity under the NLRA (discussed below), employers must tread carefully before taking disciplinary action.

NLRA RESTRICTIONS AND COVERT RECORDINGS

The National Labor Relations Act (NLRA) protects employees’ rights to engage in concerted activities for mutual aid or protection, including discussing wages, working conditions, or unionizing efforts.

When Covert Recordings Are Protected:

Decisions from the National Labor Relations Board have protected employees who secretly record conversations when the employees are “acting in concert for their mutual aid and protection”, particularly when:

- The employee is gathering evidence of unlawful conduct, such as harassment, discrimination, or interference with labor rights;
 - The recording is part of a broader effort to address or publicize workplace conditions; or
 - The employee is recording conversations about terms and conditions of employment.
- The NLRB has upheld disciplinary actions where employees are not acting in concert for their mutual aid and protection or the employer has an “overriding interest” to restrict the recording, for example:
- The recording violates clearly communicated and lawful company policies.

- The recording invades significant privacy interests such as recording confidential company information or trade secrets or recording private personal information.

Notably, in an aggressive decision from the National Labor Relations Board during the Biden Administration, the Board determined that the National Labor Relations Act preempts state consent-to-record laws when employees are engaged in protected activity, meaning that an employee's covert recording in a two-party consent state is protected when "acting in concert for their mutual aid and protection."

Thus, while the NLRA provides some cover, it does not give a free license to record illegally or in violation of legitimate and lawful workplace rules. Employers must tread lightly with regard to employee discipline for secret recordings about protected activity, particularly with regard to occupational safety and health.

INTERVIEWEES' RIGHTS DURING AN OSHA INSPECTION OR OTHER GOVERNMENT INVESTIGATION

During inspections or investigations by government agencies such as OSHA, EEOC, or the Department of Labor, employees have certain rights, including to refuse participation in interviews and have a representative of their choice present. Employees have the right to object to audio and video recording of their interviews. Their only obligation is to provide honest answers. When employees (or their representatives) object to recording, government investigators typically relent and instead take notes.

But do interviewees and employer representatives have the right to record interviews and interactions with government investigators?

- In one-party consent states, a person can typically record their conversation with an investigator without disclosing it.
- In two-party consent states, the investigator sometimes must consent to be recorded.
- Recording without consent in a two-party state could expose you to criminal liability—even if the conversation is with a government official.
- In some states such as Illinois, courts have created an exception to record police and some government investigators.
- We generally do not recommend that anyone record government interviews, and instead provide only honest answers to questions within the reasonable scope of the inspection.
- Management may take notes on their interview or comments by an investigator. Management notes offer a more predictable and controlled format to document a conversation.

BEST PRACTICES FOR EMPLOYERS

1. In two-party consent states, utilize security equipment that does not audio record automatically.
 - Any recordings of videoconferences should be made clear and explicit.
2. Establish Clear Policies Relating to Audio and Video Recording in the Workplace:
 - Adopt policies that prohibit unauthorized audio or video recording in the workplace.
 - Provide clear and compelling reasons for the policy and include a carve-out for employee rights under the National Labor Relations Act.
 - Communicate these policies through a written handbook and training.
3. Stay Informed About State Law:
 - Know whether your worksite is in a one-party or two-party consent jurisdiction.
 - You may also need to understand the law where employees travel and record conversations.
4. Respond Appropriately to Suspected Workplace Recordings:
 - Avoid unlawful retaliation if recordings relate to protected activity.
 - Consult qualified counsel before disciplining employees.





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5. Train Management on NLRA and OSHA Rights:

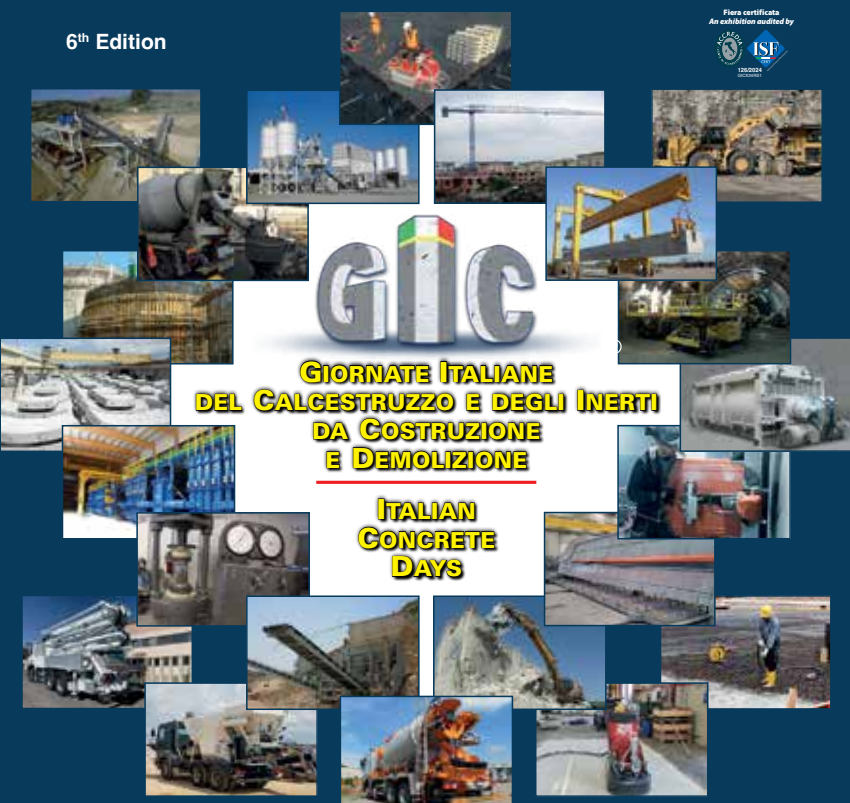
- Supervisors should understand employee protections under labor law and during investigations.

CONCLUSION

The recording of workplace conversations—whether by employees, employers, or government agents—implicates a web of state laws and federal protections. Employers must address the issue with sensitivity and awareness of the risks. When in doubt, seek legal guidance to avoid missteps that could lead to criminal liability, civil suits, OSHA violations, and unfair labor practice charges.

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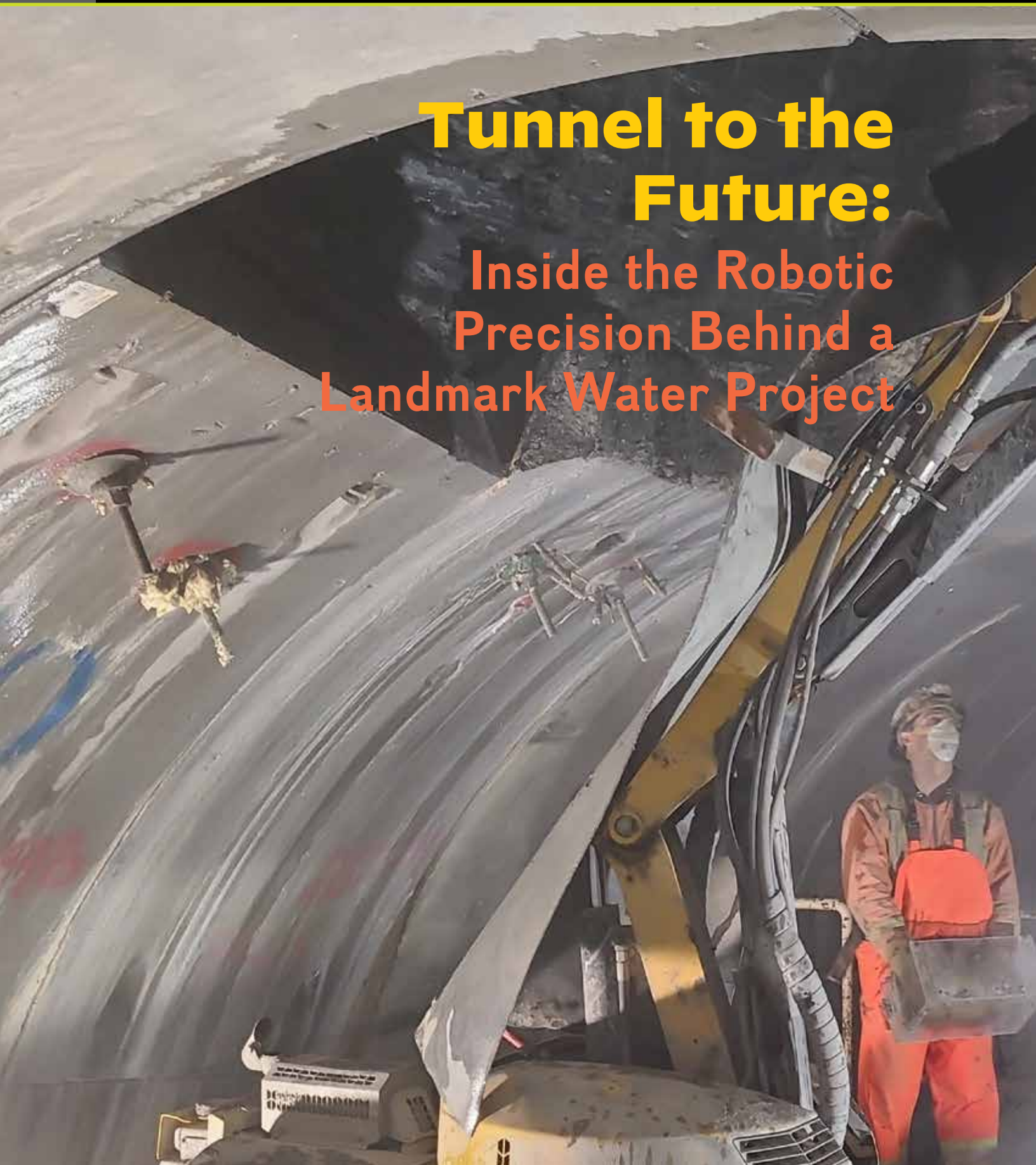
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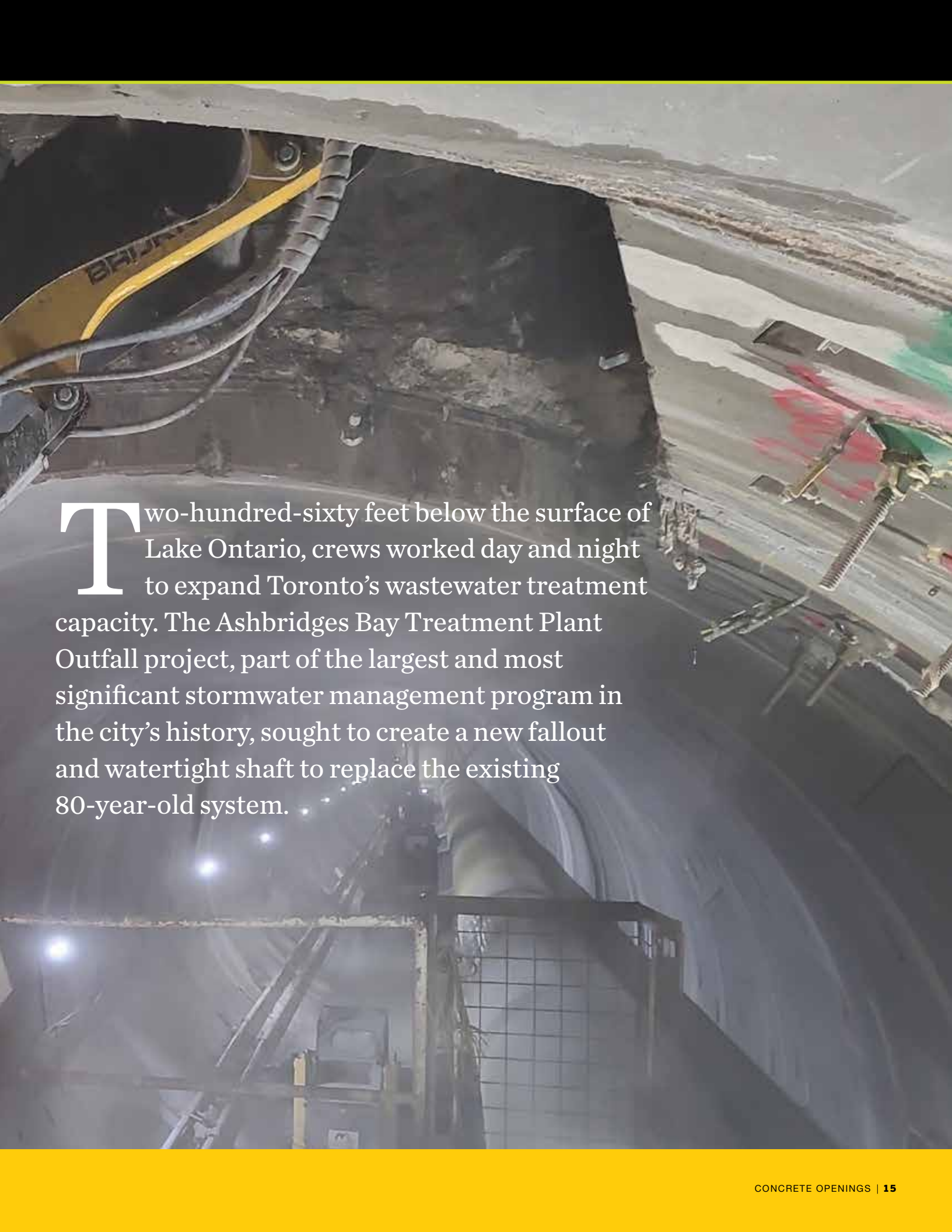





Tunnel to the Future:

Inside the Robotic Precision Behind a Landmark Water Project





Two-hundred-sixty feet below the surface of Lake Ontario, crews worked day and night to expand Toronto's wastewater treatment capacity. The Ashbridges Bay Treatment Plant Outfall project, part of the largest and most significant stormwater management program in the city's history, sought to create a new fallout and watertight shaft to replace the existing 80-year-old system.



The project required extensive underground tunneling with an 11,500-foot (3,505-meter) tunnel and 50 connected risers. The contract for the tunneling and concrete work was awarded to Southland Mole of Canada and Astaldi Canada Design and Construction Joint Venture. Southland Mole of Canada, an excavation company specializing in trenchless technologies and difficult tunneling configurations, joined the project to create the tunnel and break through the lakebed to the risers above. For such a complex project, they needed hard-hitting, durable machines that didn't require operators to stand in the danger zone.

The City of Toronto embarked on the largest and most significant water quality improvement project in its history in 2020. The project was designed to address shortcomings in the Ashbridges Bay Treatment Plant, the largest wastewater treatment facility in the city, as well as one of the oldest. Its outfall was where treated water from the city's sewer system was released and dispersed into Lake Ontario. However, a shared pipe system carried both raw sewage and stormwater. The combined sewers occasionally released untreated wastewater into the waterways, increasing pollution. The outfall also had insufficient capacity and no longer met regulatory standards.

A new outfall was constructed as part of the five-year project to improve the city's shorelines, beaches and Lake Ontario's water quality. The Ashbridges Bay Treatment Plant Outfall Project's budget was estimated at \$300 million and required creating a new 52.5-foot (16-meter) onshore shaft that's 278.9 feet (85 meters) deep and 11,500 feet (3.5 kilometers) long with an internal diameter of 13.1 feet (4 meters). The project also involved excavating through the floor of the lake to locate 50 preinstalled risers, which convey treated and disinfected effluent from the City of Toronto's Ashbridges Bay Treatment Plant into Lake Ontario. Once the new outfall is constructed, all effluent flows from the plant will be directed to the new outfall up to the wet weather design capacity of 264,120 gallons per day (3,923



megaliters per day). With only 3.3 feet (1 meter) of hydraulic head available at peak design flows under the highest recorded lake water level conditions, the outfall components were designed to minimize head losses and allow the outfall to operate by gravity.

The contractor began work on the project in 2020, using a tunnel boring machine to mine the shaft. At the same time, another team on a barge positioned the risers and inserted them into the lakebed of Lake Ontario.

"The point of the project is to convey the treated wastewater, which has been processed through the wastewater treatment plant, back into the lake," explained Kevin Collins, equipment manager. "Barges prepositioned the risers, so we just had to locate them by drilling up into the rock. Although the project is straightforward, it is not simple."

Connecting the risers to the tunneling system became the most intricate aspect of the project. The crew had to excavate upward through the new tunnel into the lakebed above to link the risers to the tunneling system. This necessitated forward thinking and careful consideration of equipment.

Collins and his crew needed to dig straight upward into the lakebed to locate the risers positioned between 5-10 feet (1.5-3 meters) above. The team on the barge used GPS to locate each riser, but the location wasn't exact. This meant they needed to excavate more material than strictly necessary to find the risers. As the team worked, debris and water would fall directly onto any machine being used as well as the operator inside the cab. The team knew they needed a unique machine that could withstand the harsh working conditions.

The solution required enough hitting power to break through the concrete shell of the tunnel and into the Georgian Bay shale beyond without succumbing to the pressure. They also required more precision. The risers were full of water and featured 2-inch valves at the bottom of the pipe. Breaking the valve would result in a deluge of water falling into the tunnel. This not only

endangered the machine, but also the operators. Fine control of the machine was crucial to guard against these dangers.

At the beginning of the project, they attempted to use a large piece of equipment. However, while the larger machine broke the concrete, they found that it lacked consistency and accuracy. It was also too large to perform trimming. Fine trimming required workers to use pneumatics, rivet busters or chippers to break down the edges of the material.

In the past, the company had used Brokk remote-controlled demolition robots for tunneling, so they knew the benefits of the compact yet powerful machines. They understood that, given the type of work they would be undertaking in the outfall project, they would need a smaller, more compact piece of equipment. That's why they decided on a Brokk 120DII armed with a Breaker 155 attachment. The Brokk 120DII comes in a compact size of 2.5 feet (76.2 centimeters) wide, 6.5 feet (198 centimeters) long and 4 feet (121 centimeters) high, weighing about 2,700 pounds (1,225 kilograms). Powered by a compact and efficient diesel engine, the Brokk 120DII can run a full shift independent from any power source. The diesel engine features a Tier 4 emissions control system, making it safe to operate underground.

Excavating up to the risers required extensive overhead work. The Brokk 120DII boasts a vertical reach of 14 feet (4300 millimeters) with the breaker attachment. Collins and his crew commissioned three outfall riser gantry platforms for the project. The first platform was manufactured to raise and lower with the machinery loaded onto it, while the second and third platforms were only rated to transport personnel and equipment. The platform stands at 5 feet (130.64 centimeters) and can be raised up to 7 feet (215.89 centimeters), positioning the Brokk 120DII and crew members anywhere from 5 to 10 feet above the tunnel surface. The arm of the Brokk extended up to break through the concrete and into the lakebed above, was primarily composed of Georgian Bay shale.

However, the size of the shale wasn't consistent. The way the shale layered, when it broke off, it would fall and break on top of the Brokk robot. So, the machine regularly battled falling rock and water while working up toward the risers. The crew ended up renting two of the same robot. With the extreme conditions the machines were subjected to every day, the team had to stay on top of maintenance. As such, Collins and his crew worked closely with Brokk's team on equipment maintenance.

"We underestimated where [the] team needed to position the machines," said Mike Martin, vice president of operations for Brokk, Inc. "They were directly in the line of fire when it came to the debris field, both for the shale and for falling water; and the arm was fully extended upward. We knew the machines would take a beating for this application. But it got to the point where we needed to send another machine up there as backup to ensure nonstop service."

The Brokk team sent a Brokk 110 to the Ashbridges Bay Treatment Plant to ensure they could continue to work at full capacity. However, since only one machine needed to operate at a time, when a Brokk 120DII required downtime for maintenance, the other worked.

"No matter what conditions our equipment is working in, we do everything we can to get the job done," Martin said. "We always work to provide our best people and our best equipment no matter the application. And that's the attitude we took when working with Southland Mole. Whether it was spare parts, inventory, extra hammers or something else, we gave everything we could to get this very difficult job completed. It's really a testament to the Brokk itself, and how willing [they were] to work with us to keep these machines working."

Thankfully, the Brokk team got parts and equipment to the worksite in time to keep both Brokk 120DIIs up and running despite the demanding conditions.

"The Brokk robots were really the only equipment option to get this type of work done. To achieve the same power, we would have needed bigger machines that didn't fit in the tunnel as well, and then we'd require handwork, which put our crew in the danger zone," Collins said. "We would much rather have the machine itself be at risk than risking one of our crew members. While the machines took a beating from the shale and water, it was much safer and much more productive than any other option."

The crew worked 24-hour days with 20 workers per 12-hour shift. The first platform that supported the Brokk carried three crew members with a second and third platform following behind. The second platform carried the crew that completed rock bolts and mesh, while the third platform applied shotcrete to the mesh and rock before sealing the surface.

To find all the risers and complete this portion of the project, the crew worked for a little over six months. The project is projected to be fully completed in 2025.

COMPANY BIO

Brokk has been the world's leading manufacturer of electric remote-controlled demolition machines and attachments for more than 45 years. Through continuous innovation in engineering and design, Brokk is able to offer unique solutions to multiple industries worldwide, including construction, demolition, mining and tunneling, cement and metal processing, nuclear and other specialty applications

RESOURCES

General Contractor

Southland Mole of Canada and Astaldi Canada Design & Construction Joint Venture

CSDA Member

Brokk Inc.

Website

www.brokk.com

Contact for Story: Jeff Keeling & Katie Grubb

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Under Pressure: **How Ace Helped Divers** **Tackle the Unexpected**

In 2023, the U.S. Navy broke ground on its most significant construction project to date: Dry Dock 5 at the historic Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility. This massive infrastructure investment is set to replace Dry Dock 3, which dates back to the World War II era and is no longer capable of servicing many of today's larger and more technologically advanced naval vessels.





Once completed in 2027, Dry Dock 5 will measure 650 feet in length—making it longer than the Washington Monument is tall—100 feet wide, and 55.5 feet deep. Dry Dock 5 will be capable of servicing a new generation of larger, more complex naval vessels. It's also engineered for a 150-year service life—making it a key component of the Navy's long-term Pacific readiness strategy.

Early in the construction phase, Sea Engineering, a highly specialized diving contractor based in Honolulu, was brought on to remove reinforced concrete pile caps and large precast elements submerged at the base of the pier. The underwater demolition required extreme precision, experienced divers, and equipment that could perform reliably in harsh, submerged conditions.

To meet these demands, the dive contractor turned to CSDA distributor member, Ace Cutting Equipment, with decades of experience in solving difficult cutting and coring challenges. Based in Novi, Michigan, Ace Cutting is a nationally respected distributor and certified service center that goes well beyond standard sales. With a full-service repair facility, online storefront, and field-proven expertise, the company is known for offering engineered solutions tailored to real-world jobsite conditions—including those that exist 30 feet underwater.

The dive team initially anticipated that the concrete pile caps would be around 18 inches thick. Based on that estimate, Paul Nanasi, Ace's Inside Sales Specialist, recommended the Diamond Products CC1600 hydraulic wall saw, equipped with a 5.2 CI motor for extra torque and TGD segment blades designed for high-efficiency cutting. The setup was chosen for its underwater reliability and proven performance in submerged environments.

Paul, who brings more than 20 years of field and equipment experience—15 of which were spent as a wall and wire saw operator—recognized that this wasn't just about shipping tools to a dive team. It required careful planning, technical understanding, and responsive problem-solving to ensure success under pressure.

"My time [as an operator] was incredibly formative," he said. "Learning to saw under tough conditions taught me the value of staying open-minded and collaborative. When you combine experience with adaptability, you can solve just about anything."

As the timeline tightened, a second commercial diving team was brought in to double production

capacity. Ace Cutting responded quickly by supplying an identical saw package to ensure consistent performance across both teams.

Everything changed during the first dive. Rather than the expected 18-inch slabs, divers encountered pile caps measuring nearly five feet thick—almost triple the original estimate. The realization prompted an immediate pivot. Replacing equipment entirely wasn't practical or budget-friendly. A workaround had to be engineered.

Paul recalled a technique from his early operator days: converting a wall saw into a wire saw using a mounted drive wheel. Working from sketches provided by the dive team, Ace collaborated closely with the site superintendent to engineer a custom wire saw modification that could be lowered into the water fully assembled. This one-piece design minimized rigging time and eliminated the need for repeated equipment repositioning between cuts.

The reconfiguration required several technical adaptations. A drive wheel and pulley system was designed and delivered to support the wire saw conversion. The team also selected electroplated diamond wire from Diamond Products—ideal for underwater use, as it allows the cutting segment to remain open without the need for slurry.

The initial cutting approach involved a down-pull configuration, assumed to be the only viable option based on the pier's structure. But once onsite, divers discovered that they could access all sides of the concrete elements and perform full wire wraps. A few on-the-fly pulley adjustments later, and the converted saw system was operating in a much more efficient full-wrap mode—dramatically improving production rates.

In engineering terms, this allowed the team to shift from linear segment removal to rotational, tension-distributed cutting. Not only did this minimize equipment stress, but it also improved cut accuracy and reduced time per pass. Each of the resulting cuts—measuring roughly 20 feet long by 5 feet deep—was completed with precision and without significant wear on the equipment.

Over the course of several weeks, more than 40 of these underwater cuts were successfully completed by the dive teams. The solution provided by Ace not only kept the overall project timeline on track but also gave the divers a more efficient cutting method they can carry forward into future underwater demolition scenarios.

Throughout the operation, safety remained the top priority. Daily pre-task analyses

were conducted to brief the crews on hazards and outline mitigation strategies, followed by daily post-task analyses to confirm procedures were followed. Diving gear was inspected daily to ensure operational integrity, and constant audio and video communication was maintained between divers and topside tenders.

The U.S. Coast Guard was also directly involved in the job planning. Their primary requirement was that all cutting be performed remotely, with no divers allowed near the saw during operation. This precaution addressed their main concern—that a diver's airline could be severed if the wire came off a pulley while running. Divers rigged the saw, then returned to the surface before cutting began. Cameras were mounted on the saw frame to monitor cutting progress.

To facilitate this remote approach, Paul specified and supplied a Diamond Products BS-2 Hydraulic Control Station, enabling operators to run the saw from the surface. By monitoring hydraulic pressure on the wire saw drive wheel, operators could apply the correct pressure to the wall saw travel motor, ensuring the wire remained properly tensioned throughout each cut.

This wasn't the first time Ace Cutting had supported submerged cutting operations—and it won't be the last. In recent years, the company has helped commercial dive crews tackle concrete and steel removal in challenging marine environments, from decommissioning piers to coral reef restoration work in the Caribbean. These projects often require creative engineering in the field, where conditions change daily and no two sites are alike.

That's where Ace Cutting shines: offering more than just off-the-shelf tools, they work directly with contractors and operators to develop practical, customized solutions. Whether it's reworking an entire saw setup, modifying power sources for propane compliance, or planning intricate rigging logistics, the Ace team is prepared to handle jobs that require out-of-the-box thinking.

"At the end of the day," Paul says, "we're not just selling saws—we're helping crews solve real problems. That's the part that makes this work rewarding."

The Dry Dock 5 project will ultimately serve as a strategic asset for the Navy for the next century. But it's also a case study in how strong partnerships, experienced operators, and responsive engineering can make even the toughest underwater jobs not only possible—but successful.



COMPANY PROFILE

Ace Cutting Equipment is a family-owned business that was founded by Ron Measel in 1993. Located in Novi Michigan, Ace is a distributor and service center for the industry's leading cutting and coring equipment manufacturers. Ace has a showroom, warehouse and service center all under one roof. They are proudly one of 11 Husqvarna Certified Service Centers in the US. Ace also has a very large online presence with their online store that allows them to reach customers all over the globe in need of equipment.

RESOURCES

General Contractor

U.S. Navy / Pearl Harbor Naval Shipyard & IMF

CSDA Member

Ace Cutting Equipment & Supply Inc.

Project Location:

Pearl Harbor, Oahu, Hawaii

Website

www.acecutting.com

Contact for Story: Paul Nanasi

Email: paul@acecutting.com



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A Moment of Reflection for the Industry

RODERICH BRAUN

IACDS President



As we reach the height of summer, many of us in the drilling and sawing sector take a break, just like other sectors do as well. These weeks of rest are more than just holidays, they are an opportunity to reflect on the intense pace of the work that lies behind us and to look ahead at what is coming next. In our industry, there is rarely a quiet moment. But these pauses, brief as they may be, give us time to think about where we are heading.

Despite industry challenges, from shifting regulations to rising costs and a fast-evolving digital landscape, the spirit of this industry remains strong. Across Europe and beyond, I continue to see dedicated professionals innovating, adapting, and holding firm to the values of safety, quality, and skill.

In this context, we were proud to launch the IACDS Yearbook 2024/2025 this past April at Bauma 2025. As always, the Yearbook brings together insights, case studies, and updates from across our international network. A publication that remains as a real reflection of the work, knowledge, and commitment that define our sector. Bearing this in mind, I personally invite you to

explore it, not just to stay informed, but to feel connected to your colleagues, to the industry, and to the joint spirit in moving forward.

Looking ahead, I am particularly pleased to announce that our next big gathering will take place on May 14 to 15, 2026, in Edinburgh, Scotland, where we will be hosting this event in close collaboration with the Drilling and Sawing Association (DSA) of the United Kingdom. Together, we are preparing two days of dialogue, connection, and forward-thinking ideas, an event that will not only strengthen our ties but also determine what is coming next.

Until then, enjoy the quieter season. Rest well, and look forward to the work ahead.

Best regards,
Roderich M. Braun



Pain Management in the Workplace: Strategies for Employers and Individuals

| Faith G. Boren

After reaching almost middle age in good health and with no warning signs of serious illness, I was recently diagnosed with a rare blood disorder. My treatment and recovery are only just beginning, but the journey so far has already included both physical pain and emotional distress. Unfortunately, while my specific diagnosis is rare, my broader experience is not unique.

In the United States, approximately 129 million people live with at least one major chronic condition, and 42% manage two or more. Since the early 2010s, chronic pain has emerged as a leading cause of disability in the U.S. workforce, resulting in more than \$550 billion annually in healthcare costs and productivity losses. In 2021 alone, an estimated fifty million adults experienced chronic pain lasting three months or longer.

Certain industries report disproportionately high rates of pain, including construction/extraction (13.7%), installation/maintenance/repair (13.4%), and transportation/material moving (11%). Construction workers in particular face elevated risk factors due to physically demanding tasks, repetitive movements, and hazardous work environments. Tight deadlines, overexertion, and frequent injuries compound these challenges, often leading to both physical and mental health impacts. In many cases, workplace injuries have also contributed to opioid dependency, requiring further treatment and support.

Whether the pain is physical or mental, managing it is complex for both employees and employers.

EMPLOYER STRATEGIES FOR SUPPORTING WORKERS IN PAIN

There is no single solution, but employers have a responsibility to foster a supportive

environment for workers managing pain. Proactive measures can improve employee well-being, productivity, and retention.

1. Clear Procedures & Written Policies

Employers should maintain comprehensive policies for reporting injuries, investigating incidents, and implementing return-to-work programs. Policies and procedures should be reviewed during employee onboarding and annually thereafter. Written policies should be easily accessible—ideally via a shared drive—so employees can obtain information and reference if needed without delay.

2. Consistent Communication

Regular health and safety communications—such as Job Safety Analyses (JSAs) and toolbox talks—should be standard practice to reduce the potential for injuries and illnesses. Additional educational campaigns can be valuable by addressing topics such as fitness, the risks of substance abuse, and the importance of seeking professional help for pain and mental health concerns.

3. Comprehensive Benefits

While roughly 75% of U.S. construction companies provide medical benefits, only 17% offer short- or long-term disability coverage. Workers' compensation requirements also vary by state. Providing STD, LTD, and workers' compensation benefits ensures financial protection for employees facing illness or injury, aligning construction industry benefits with those in other sectors.

4. Employee Assistance Programs (EAPs)

EAPs can offer critical support for employees in distress, connecting them to mental health counseling, legal advice, and financial guidance. Premium EAP plans may also include onsite training, crisis response, and management consultation. EAPs are available as standalone but also as enhancements to medical and ancillary insurance products.

5. Health Fairs and Screenings

Offering workplace health screenings can identify issues early, reducing long-term healthcare costs and supporting employee well-being. Such initiatives also demonstrate organizational commitment to employee health, boosting morale and retention.

RECOMMENDATIONS FOR INDIVIDUALS MANAGING PAIN

The wellbeing and healing strategies for the ill or injured person should always be guided by a qualified medical professional and tailored to the specific individual. Nevertheless, while awareness of opioid misuse has reduced overprescription trends, individuals should remain vigilant about medication risks and explore non-addictive alternatives where possible to manage and reduce pain.

1. Movement

Despite the natural inclination to rest when in pain, gentle movements such as walking, yoga, or other low-impact activities—can improve circulation, support healing, and enhance mood. Physical therapists can provide tailored strategies for safe mobility.

2. Therapeutic Touch

Research indicates that human touch can significantly improve both mental and physical well-being. Modalities such as acupuncture, chiropractic care, massage, and reiki may offer pain relief and promote relaxation.

3. Relationships

Illness and pain often lead to isolation, which can worsen emotional distress. Staying connected with supportive

family, friends, and colleagues is essential for maintaining resilience.

4. Prayer and Meditation

Both prayer and meditation can provide mental clarity, emotional balance, and spiritual comfort. Maintaining a hopeful mindset is critical—one reminder worth sharing is the acronym H.O.P.E.: Hang On, Pain Ends.

Pain—whether physical, emotional, or both—can profoundly affect an individual's quality of life and their ability to work. While each person's journey is unique, the need for understanding, compassion, and practical support is universal. Employers who establish thoughtful policies, provide access to resources, and foster open communication can make a lasting difference in the lives of their employees. Likewise, individuals who actively participate in their care, seek appropriate treatment, and maintain healthy connections stand a better chance of managing pain effectively.

When I first received my diagnosis, I never imagined how much my life—and my work—would be impacted. It has been overwhelming at times. Yet, focusing on pain management strategies and utilizing my workplace resources has been essential in helping me move forward. My experience has reinforced a truth that applies to all of us that addressing pain is not solely a medical matter, but a shared responsibility between workplaces, communities, and individuals.



Faith G. Boren is the Vice President of Risk Management at Adams Insurance, bringing nearly two decades of expertise in safety, compliance, and risk reduction strategies. Since 2007, she has provided risk management services across Texas, partnering with businesses in both construction and general industry to deliver tailored safety consultations, training programs, and regulatory guidance.

An authorized OSHA Outreach Trainer, Faith conducts training in both English and Spanish, helping employers and employees alike understand and apply safety practices effectively. Her ability to deliver clear, culturally relevant training has made her a trusted resource for diverse workforces across the state.

Her professional career began in claims adjusting, where she spent 14 years handling property and casualty claims—experience that gives her a unique, practical perspective on loss prevention.

Faith holds a BBA in Risk Management and Insurance from the University of Memphis and has worked with multiple leading insurance carriers, developing a reputation for blending technical expertise with a client-centered approach. Her mission is simple: to help organizations protect their people, property, and bottom line.

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COLORING OUTSIDE THE LINES TO MINIMIZE HYDRAULIC MOTOR SHAFT SEAL FAILURE



| Jan Byrresen and Mike Orzechowski



In the USA, we do not have a standardized color code for the flow rates on hydraulic hand tools. It might be beneficial to create one. Ideally, it would be simple to understand and universally accepted by our industry.

It is not uncommon for an operator to inadvertently set the flow on the hydraulic powerpack to exceed the tool ratings which can result in shaft seal failure. The phrase ‘accidents happen’ can sometimes be directly applied to this failure. Many of the hydraulic powerpacks used in our industry have multiple settings for the flow rate (typically expressed as GPM, gallons per minute, or sometimes L/Min, liters per minute), and the different hand tools onsite might have different ratings of flow, it is not uncommon for a tool to be connected to the powerpack at the incorrect flow setting and blowing the shaft seal.

Exceeding the rated hydraulic oil flow on the tool is not the only cause of shaft seal failures, but it is common in our industry. Other influences include the length and diameter of the hose which correlates to a pressure drop per linear foot, the viscosity and temperature of the hydraulic oil and the number of couplings (restrictions), just to name a few.

In general, all tools complying with HTMA or EHTMA are designed to permit 15 bar (215PSI) back pressure on the return circuit and standard gearmotors are not typically designed to handle a higher shaft pressure (usually less than 215PSI).

Increasing flow from 12 to 16 GPM on a 30ft hose, that already may be undersized, can easily increase pressure drop an extra 100-200 psi, so the seals could be operating under a constant overload condition.

The available power on a tool, such as a demolition saw, is a function of the pressure input (measured at the tool port not the powerpack outlet) minus the return pressure. A high pressure drop in both the feed line and the return line should be minimized as much as possible to maximize the tool performance. Operators often try to overcome this by increasing the pressure setting or flow on the hydraulic powerpack and potentially damaging the seals or other components in the hydraulic circuit. Unfortunately, this should be a red flag to the operator that the return pressure is already too high.

In summary, the rule of thumb for the operator should be: to keep the hose length

as short as possible and increase the diameter as needed, and do not work with higher flow than the tool is rated for.

It is also important to note the rating on the seal. Some seals are rated for higher pressures, dictated by the material of the seal and sometimes the incorporation of a backer to minimize seal flexing, both of which can greatly increase the allowable back pressure. The use of case drains and specially designed motor housings can also increase the tool allowable back pressure return on a hand tool.

The European Hydraulic Tool Manufacturers’ Association (EHTMA) developed a color code that directly addressed this very issue. EHTMA was an association of Hydraulic Equipment manufacturers that wanted to set standards so different brands of tools could be interchangeable with other brands. They used the color code to match the tool to the hydraulic circuit. In our industry, it seems one of the most common causes of shaft seal failure is to use a tool on a powerpack that is producing higher flows than the tool is rated for. For example, if a chainsaw is rated at 12GPM flow and the powerpack is set for 16GPM, the increased flow can drive up the backpressure on the return line and exceed the rating on the shaft seal.

It is important to note that the EHTMA is no longer in existence. It appears they formed about 1985 and disbanded around 1995. A quick google search will bring up a lot of relevant technical information directly associated with them including this color code.

The color coding is ideal for simplicity for the operator. However, the only way to implement it in an industry with many different manufacturers making and selling hydraulic hand tools and powerpacks is to have an industry accepted color scheme for all manufacturers to adhere to. EHTMA has created a color code already, so it might be ideal to just adopt

EHTMA HYDRAULIC SYSTEM REQUIREMENTS	CLASSIFICATION CATEGORIES				
					
Flow Range	3.5-4.3 gpm 13.5-16.5 lpm	4.7-5.8 gpm 18-22 lpm	7.1-8.7 gpm 27-33 lpm	9.5-11.6 gpm 36-44 lpm	11.8-14.5 gpm 45-55 lpm
Nominal Operating Pressure (at the power supply outlet)	1870 psi 129 bar	1500 psi 103 bar	1500 psi 103 bar	1500 psi 103 bar	1500 psi 103 bar
System Relief Valve Setting (at the power supply outlet)	2495 psi 172 bar	2000 psi 138 bar	2000 psi 138 bar	2000 psi 138 bar	2000 psi 138 bar

their system. EHTMA also included a classification letter code in combination with the color designation, but that might be overkill to what we need to keep the implementation simple and mistake resistant. It would be a good benefit to include the actual GPM to help the operators familiarize themselves with the meaning of each color.

Powerpacks that have adjustable flow rates can be color coded by each of the flow set points. For 4GPM – Blue, 5GPM – Green, 8GPM – Brown, 10GPM – Red, 12GPM – Black, and, 16GPM – Orange. The tools are usually rated for the ideal input flow which is typically the maximum flow rate for the input flow and that same color will be labeled on the tool. Some tools however can be effectively used at multiple flow rates, in which multiple colors can be displayed on the same tool. For example, if a hydraulic hand saw is rated for both 8GPM and 10GPM would have both a brown and red color label, and so the operator could find a powerpack that had a brown or red option on the flow adjustment setting and set the flow to match the tool.

This system could help the operator correctly set the powerpack to optimize the performance of the tool. A chainsaw rated for 12GPM will most certainly underperform



at 10GPM. For example, if a chainsaw has a black label (12GPM), the operator can find a powerpack to use that has the black label on one of the flow settings. If the powerpack they have has settings for only green, brown and red, they would know to seek a different pack to make the correct match and not just use what they have and complain about poor performance of that brand hand tool. The operator is an integral part of the system. The color coding can help them maximize performance and minimize damage to shaft seals.



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Building Resilience: Mental Health Training in the Construction Industry

| Zeke Smith

The construction industry is known for its demanding work environment; characterized by tight deadlines, physical labor, and high-pressure situations. What we would assume is a coping mechanism, the construction worker has the second highest rate of heavy drinking and receives 20% MORE and 20% stronger opioid prescriptions than other industries. To this end, construction sits second only to the mining industry in deaths by suicide (53.2 per 100,000). In 2023, the number of deaths by suicide in construction was greater than the rate for all fatal work-related injuries. Let that sink in... we must do something different, and we must do it NOW!

While the focus has historically only been on physical safety, mental health & wellness is equally important but often overlooked. Recognizing this, organizations like CSDA have shifted their focus to Total Human Health where there has been a growing emphasis on implementing mental health training programs to support the overall well-being of the greatest workforce in the world.

UNDERSTANDING THE NEED:

Construction workers face unique stressors that can impact their mental health. Long hours, unpredictable weather conditions, job insecurity, and the physical demands of the job can take a toll on their mental well-being. Moreover, the proud (& male-dominated) culture prevalent in the industry may discourage workers from seeking help or expressing vulnerability, leading to underreporting of mental health issues.

THE IMPORTANCE OF MENTAL HEALTH TRAINING:

Although employers should ensure that workers have access to mental health resources and support services, such as

Employee Assistance Programs (EAPs), counseling services, and helplines; treating this as a downstream issue that the employee needs to handle on their own is simply no longer enough. The industry needs to take the next step and create mental health training programs, aim to raise awareness, reduce stigma, and equip workers and supervisors with the skills to recognize signs of distress and provide support. These programs often cover RELEVANT and everyday topics such as stress management, coping strategies, communication skills, as well as how to access mental health resources. By fostering a supportive workplace culture and providing practical tools, mental health training can help prevent burnout, improve job satisfaction, and enhance overall productivity. We take great pride in training our workforce in all aspects of physical safety to prepare them for any potential crisis on a job site, so why are we not also providing at least some level of training to help them handle their personal crises??

IMPLEMENTATION STRATEGIES:

Implementing mental health training in the construction industry requires a comprehensive approach involving collaboration between employers, industry organizations like CSDA & ABC, government agencies, and mental health professionals.

KEY STRATEGIES INCLUDE:

- 1. Tailored Programs:** Mental health training programs should be tailored to the unique needs and challenges of the construction industry. Content should be practical, relevant, and delivered in a format that resonates with workers, such as toolbox talks, lunch & learns, or online modules.
- 2. Leadership Buy-In:** Strong leadership support is crucial for the success of mental health initiatives. Employers and supervisors play a vital role in creating a supportive work

environment, modeling healthy behaviors, and addressing mental health issues proactively.

3. Peer Support Networks: Peer support programs can provide a valuable source of assistance for construction workers. Peer supporters, trained in basic counseling skills, offer a non-judgmental ear and can connect their colleagues with appropriate resources when needed.

4. Providing information about local mental health providers and community resources can also be beneficial.

5. Regular Evaluation: It is essential to regularly evaluate the effectiveness of mental health training programs through feedback surveys, focus groups, and performance metrics. Adjustments can be made based on feedback to improve the relevance and impact of the training.

BENEFITS OF MENTAL HEALTH TRAINING:

Investing in mental health training in the construction industry yields numerous benefits, including:

- Improved morale and job satisfaction
- Reduced absenteeism and turnover
- Enhanced safety outcomes
- Increased productivity and efficiency
- Stronger employee engagement and loyalty

By prioritizing the mental well-being of construction workers, companies can create a healthier, more resilient workforce and contribute to a positive industry culture that values the total human health of its employees.

CONCLUSION:

Mental health training has become a critical component of workplace health and safety in the construction industry. By addressing the unique challenges faced by construction workers and fostering a supportive work environment, these programs help promote mental well-being, reduce stigma, and improve overall job satisfaction, productivity and safety outcomes. With continued investment and commitment from stakeholders, mental health training will play an increasingly vital role in building a resilient and thriving construction industry workforce.



Zeke Smith has spent just over 20 years in the people business, 15 of those years within the engineering and construction industry and currently serves as the Director of Learning & Engagement for Apache Industrial tasked with leading training and development, as well as external marketing & community initiatives for all levels of the organization. Smith is a member of the Board of Directors for Associated Builders and Contractors of Greater Houston where he has been a champion for bringing Mental Health awareness to the forefront of the construction industry. Zeke is also certified as a Mental Health Ally (Psych Hub), in Mental Health First Aid (National Council for Mental Wellbeing) and is a certified trainer for VitalCog Suicide Prevention in Construction.





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C6 Diamond Inc. Joins Caterpillar Inc. Global Allied Vendor Program

We're proud to announce that C6 Diamond Inc., the global licensee of Cat® Diamond Tools, has officially joined the Caterpillar Inc. Allied Vendor Program, strengthening a partnership built on shared values of quality, innovation, and performance.

Our inclusion in this prestigious program highlights the superior craftsmanship and durability of our diamond cutting tools, which are trusted by contractors and industrial users around the world. Through this alliance, Cat® dealers and Cat® Rental Stores now have streamlined access to our complete range of high-performance diamond blades and accessories engineered to deliver unmatched precision and endurance on the toughest job sites.

This collaboration expands Caterpillar's product offering with cutting-edge tools essential across all stages of construction, while C6 Diamond Inc.'s commitment to fast fulfilment and expert support ensures dealers and customers benefit from reliable supply and minimal downtime.

The Cat® Dealer Rental Stores, a global network of more than 1,400 dealer-owned locations, offer the largest construction equipment rental fleet in the world, making this partnership a perfect fit. By adding Cat® Diamond Tools to their offering, dealers can now provide customers with top-tier diamond cutting solutions that complement Caterpillar's extensive equipment lineup.

"We're excited to deepen our relationship with Caterpillar through this program. As the global licensee of Cat® Diamond Tools, we are committed to delivering best-in-class products and services to our partners and customers worldwide, and what better than a company such as C6 serving as a Caterpillar Licensee," says Ian Clarke, President at C6 Diamond Inc.

For More Information
Website: www.catdiamondtools.com



DeSimone Consulting Engineering Wins Prestigious CIB of NYC Awards

DeSimone Consulting Engineering announced that it has been recognized with four prestigious 2025 Richard H. Corbetta Awards by the Concrete Industry Board of New York City (CIB NYC). The awards celebrate engineering excellence and superior concrete construction.

The CIB of NY conferred honors on DeSimone for their excellence in structural engineering for four NYC projects, including the Grand Award for the structural design of 55 Willoughby in Brooklyn, Mid-Rise Award for 420 Carroll Street in Brooklyn, the Adaptive Reuse Award for Terminal Warehouse in Manhattan, and the Sustainability Award for Sendero Verde in East Harlem.

"We're honored to receive these prestigious awards from the Concrete Industry Board of NYC. Every day our engineers strive to meet the highest standards of innovation and technical excellence in service to our clients," said Stephen V. DeSimone, Chairman and CEO of DeSimone Consulting Engineering. "These awards acknowledge the novel solutions devised by our teams to address each project's unique challenges."

About DeSimone Consulting Engineering

Founded in New York City in 1969, DeSimone provides structural engineering, façade and building envelope consulting, vertical transportation, forensics, detailing, fabrication-ready modelling (FRM), tilt-up engineering, project controls, dispute resolution, and expert witness services across building types. Known globally for delivering thoughtful, innovative, and sustainable solutions to clients around the world, the firm places a premium on providing trusted, dedicated service from offices in the United States, Canada, United Kingdom, South America, and the Middle East. DeSimone has been named a 2025 Top Workplace by USA Today, a South Florida Top Workplace by the Sun Sentinel, a Best Place to Work by the Sunday Times of London, a NYC Top Workplace by amNY Metro, and a 2024 Best Place to Work by Crain's New York.

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Yanmar CE Officially Launches Full Line of Compact Equipment

Yanmar Compact Equipment provides its customers with more options on the jobsite with the official launch of its full line of compact equipment. The line is completed following the introduction of Yanmar compact track loaders, now available at dealer lots across North America. The four models complement the existing mini excavators, compact wheel loaders and tracked carriers.

Yanmar Compact Equipment North America's new president, Anna Christine Sgro, says the introduction is a milestone that marks a significant step towards the company's mission to become a global leader in the compact equipment market.

"This full range of equipment is built on trust developed over Yanmar's 100 years as a company, 55 of those in compact equipment," Sgro said. "Our dealers, customers and partners rely on us to deliver machines that are not only dependable but also help them grow their businesses. It's part of our mission to continue building success and a richer experience for our stakeholders and customers."

The introduction comes while Yanmar continues to leverage its resources as a global company, including the sharing of engineering and quality control expertise and processes to provide end-users with the best possible products.

Visit YanmarCE.com to learn more information about Yanmar Compact Equipment's equipment.

About Yanmar Compact Equipment

Yanmar is a leading global player in the industrial machinery industry. In the compact equipment sector, Yanmar was first to market with the launch of the first self-propelled mini excavator in 1968 and its invention of the revolutionary zero-tail excavator in 1993. Yanmar Compact Equipment has four production plants in Japan, France, Germany, and the U.S., to deliver a range of products and services to the global market.

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Makinex Portable Power Box Passes the Test

Can battery power really keep up with the rigors of concrete coring? Construction Sciences (CS), based in Australia, set out to find out—with game-changing results.

In a field trial focused on replacing traditional gas generators, CS put the Makinex Portable Power Box (PPB) to the test on demanding coring jobs across multiple concrete types. With zero emissions and silent operation, the PPB proved ideal for tunnel work and environmentally sensitive areas.

Test Results

- **High-Strength Aircraft Pavement** (4.8 MPa, 19inch thick):
3 x 4.3inch diameter cores only consumed 10% of the battery at a 3.2 kW draw—suggesting capacity for 30+ cores per charge with drill + vacuum.
- **Concrete Base** (4.5 MPa, 9.9inch thick):
PPB estimated to deliver up to 60 cores per charge with vacuum—or potentially double without vacuum use. Performance matched or exceeded petrol alternatives.
- **Lean Mix with Asphalt** (5.0 MPa, 9inch thick):
Used 7% of the battery for 20 cores at a 1.7 kW draw. Projected total of 280 cores per full charge (or 140 with vacuum).

The Takeaway? The Makinex PPB delivers serious power without the fumes, noise, or refueling hassles. Perfect for urban, remote, or restricted work sites, it's a clear step forward in sustainable construction technology.

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OSHA's Letters of Interpretation (LOIs)

At OSHA, we're committed not only to enforcing workplace health and safety standards but also to helping employers and workers understand how to comply with them. One of the compliance assistance tools we offer is the Letter of Interpretation (LOI), our official response to questions about how OSHA requirements apply to specific workplace situations or hazards. We are emphasizing how these letters can help employers understand how to comply with Federal OSHA standards, regulations, and section 5(a)(1) of the OSH Act in specific workplace situations.

To make LOIs more accessible, we've updated the Letters of Interpretation webpage so you can now search by keyword, standard number, or date, and see direct links between standards and related letters.

If you have questions about how OSHA rules apply in your workplace, these letters may already have the answers you need.

For More Information

Website: www.osha.gov/laws-regs/interpretations



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Best Practices for Showing Appreciation to Construction Workers

| Jason Lamonica from *Spec on the Job*, July 12th 2024

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Construction companies should view employee appreciation as a strategic investment in their workforce.

Construction work is physically draining. It means being exposed to the weather as well as potentially dangerous conditions, like great heights and moving traffic. It shouldn't be thankless work as well.

In my experience, however, many construction companies would benefit from making a more active effort to show appreciation to their employees. When construction companies themselves neglect to show appreciation, it contributes to blue-collar employees' common perception that society undervalues their work or does not respect it appropriately.

Staff in the blue-collar industries deserve thanks and praise just as much as those in other sectors if not more. Businesses in the construction industry can help elevate the status of their workers by validating how essential their laborers are. This is particularly critical today, a time when the industry needs to attract and retain workers to meet surging demand.

THE BENEFITS OF SHOWING APPRECIATION

The first reason business leaders and managers should acknowledge their workers' hard work and dedication is that it boosts their morale. Construction workers rightfully take pride in the buildings and other projects they help to build. Showing appreciation for their work validates that pride. It also cultivates the feelings of ownership that are vital to completing large projects.

In addition, when managers praise their team members' efforts, it increases their motivation and commitment to the company. When managers support and demonstrate loyalty to their employees, they often get it back in return, and retention tends to improve.

Indeed, in one study, turnover was 31 percent less at companies with a strong culture of employee recognition. In another, 53 percent of surveyed workers said they would stay longer at their current employer if their manager would show more appreciation.

In short, granting recognition creates the conditions that lead to higher productivity. Indeed, Gallup has found that businesses with official employee-appreciation programs tend to outperform those without. That's why it's in construction businesses' own best interest to prioritize gratitude and reward good work.

Yet the Gallup study also found that only one in three American workers report being praised for their good work over the previous week. Furthermore, the authors note that employees at many companies are accustomed to giving their best only to have their efforts ignored.

THE DANGER OF FAILING TO SHOW APPRECIATION

Negative outcomes can result if staff aren't shown adequate appreciation for their work. Employees can become demoralized and

lose motivation. It is also common for them to start missing deadlines. Communication can break down, leading to problems with teamwork and collaboration. When workers don't feel respected, their tension and resentment can pollute the entire team's atmosphere. A toxic company culture can develop.

Undervalued employees may also seek opportunities elsewhere. Gallup has found that when employees do not feel like they are receiving adequate recognition, they are two times more likely to plan on quitting in the upcoming year.

Construction companies know how losing employees can negatively affect a job site — the entire project can be delayed. Showing appreciation to employees is clearly important in this industry. But when it comes to construction in particular, what are the best ways to do this?



BASIC WAYS TO SHOW APPRECIATION

In my experience, construction companies looking to retain their workers through appreciation must first take care of some basics. Compensation levels need to be competitive, and the same holds true for benefits packages. Today's workers also value autonomy and flexibility, so construction companies that can offer these policies — and back them up in reality — will position themselves well to succeed in today's labor market.

Another essential thing to work on is creating an inclusive workplace. Today, the only way construction companies will fill their ranks successfully is by recruiting people from a wide variety of backgrounds. To attract workers and keep them in their roles, however, these companies must ensure they feel safe and like they belong.

In my experience, too many leaders and managers at construction companies regard diversity, equity, and inclusion efforts as a distraction or an inconvenience. According to the Equal Employment Opportunity Commission's 2023 report, the construction industry has long given rise to some of the worst cases of discrimination, sexual harassment, and hate speech in the paid workplace. People from traditionally marginalized populations — such as people of color and women — often face a hostile work environment at construction sites.

If construction companies tolerate bias and discrimination, instituting an appreciation program will likely fall into the same pattern of alleviating some workers over others due to inappropriate criteria. It could become yet another vehicle for teaching employees from marginalized communities that others are valued more than them. This would naturally lead to resentment and demoralization.

That's why creating an inclusive, fair workplace is an essential preliminary step. Doing this usually relies on establishing high levels of communication. Leaders and managers need to actively listen to team member's concerns and take action when appropriate. They must also demonstrate empathy and respect for their employees. In short, they must build genuine

connections with those in their chain of command. People need to feel like they can be honest and authentic with their managers to share what's really going on.

BEST PRACTICES

Once those fundamentals are in place, construction companies can best recognize their employees by asking them what they want. There are many methods of granting recognition and enabling people to feel seen by an organization. The most effective ones to choose will be the ones your employees indicate will be the most meaningful to them. Therefore, coming out and asking their opinion of the options will help point your way forward.

What are the options?

One is simple public praise. Examples include Employee of the Month awards or the chance to thank others during staff meetings or company events.

Helping workers gain new skills or refine existing ones is another way to show appreciation. In my experience, construction workers react well to employers that invest in their professional growth. This is another way for employers to forge a long-term commitment with employees.

Offering tangible rewards like gift cards, bonuses, or other incentives is also a great way to make workers feel valued. In particular, I recommend giving people gifts they can tailor to their own particular desires. Instead of a gift card to a specific restaurant, for instance, you might consider offering them one to a whole collection of possible eateries. That way, they can choose their favorite cuisine or treat their spouse to theirs.

Construction companies should view employee appreciation as a strategic investment in their workforce. By acknowledging hard work and dedication, they can not only promote their employees' well-being but also improve their overall operations. In the process, they can appeal to prospective employees while simultaneously elevating construction work in our entire society.





When Tragedy Hits the Crew: Coping After a Workplace Accident

Construction and concrete cutting crews are built on trust. Every day, workers rely on one another to operate heavy machinery, navigate dangerous job sites, and make it home safely. This trust isn't just a byproduct of working together—it's a necessity for survival in an industry where hazards are part of the job.

But when a serious workplace accident occurs, the impact goes far beyond the immediate injuries. The emotional toll on the team can be heavy, rippling through the crew in the form of grief, shock, and uncertainty. Suddenly, the workplace that once felt like a controlled environment can seem unpredictable or even unsafe.

When tragedy strikes, it often disrupts the sense of security that crews rely on to perform their jobs. Workers may replay the event in their minds, wondering if they could have done something differently. Others may struggle to return to the same job site or use the same equipment involved in the incident. It's not uncommon for team members to experience sleepless nights, loss of appetite, or difficulty concentrating. Recognizing that these reactions are normal—and not signs of weakness—is the first step toward helping a team heal.

THE IMMEDIATE AFTERMATH

The first hours and days after an accident are critical, both for physical safety and for team morale. Once emergency measures have been handled, leadership must acknowledge the event in a direct and compassionate way. Avoiding the topic or rushing back to “business as usual” can make workers feel isolated, ignored, or even resentful.

Holding a crew meeting to discuss what happened, answer questions, and allow team members to express themselves

can help everyone begin to process the situation. These conversations won't erase the pain, but they create a space where emotions are validated and concerns can be addressed.

Supervisors should also be mindful of the signs of emotional strain: withdrawal from co-workers, unusual irritability, difficulty concentrating, or a drop in work quality. Even highly experienced workers—those who have been on job sites for decades—can struggle after witnessing or experiencing a traumatic incident.

If possible, bring in a trained counselor or employee assistance program (EAP) representative in the early days following an accident. A mental health professional can help normalize reactions, offer coping strategies, and identify anyone who may need additional support. By checking in regularly and allowing workers the time they need to regain their confidence, companies demonstrate that they value the well-being of their crews as much as productivity.

FOSTERING RECOVERY AND RESILIENCE

Healing from a workplace tragedy takes time. The emotional effects don't end after the first week—and in some cases, they can resurface months later, especially around anniversaries of the event or when similar work conditions arise. That's why a strong recovery process focuses on rebuilding both confidence and connection among the team.

Here are a few key strategies:

- **Maintain Open Communication:** Keep the crew informed about any investigations, safety reviews, or changes to procedures. Uncertainty can create anxiety, while transparency builds trust. Even if there are no major updates, letting workers know “nothing new yet” helps reduce rumors and speculation.

- **Encourage Peer Support:** Co-workers often understand each other's feelings better than anyone else. Creating space for conversations—whether in informal check-ins, tailgate talks, or organized peer support programs—can help normalize emotions and strengthen bonds.
- **Offer Flexible Adjustments:** Some workers may need temporary job modifications—such as avoiding certain tasks or equipment—until they regain comfort. Being willing to accommodate these needs helps them stay engaged without pushing them beyond their limits.
- **Reinforce Safety Practices:** Demonstrating that lessons were learned from the incident can help workers regain confidence in the job site. This might involve retraining, upgrading equipment, or revising procedures. Knowing that their environment is as safe as possible helps reduce lingering fear.
- **Recognize Emotional Milestones:** Just as safety anniversaries are important, so are moments of emotional recovery. Acknowledging when the crew completes a challenging task together again can reinforce a sense of progress and unity.

THE ROLE OF LEADERSHIP

Leadership sets the tone for recovery. A foreman, project manager, or company owner who leads with empathy can make a profound difference in how the crew processes the event. This doesn't mean avoiding hard conversations—it means addressing them with honesty and compassion.

Some leaders fear that talking about the incident will make things worse, but in reality, silence often leaves a vacuum that is filled with fear and misinformation. Leaders can take a proactive approach by:

- Being visible and approachable after the incident.
- Listening more than speaking during crew discussions.
- Sharing their own reactions and commitment to improvement.
- Following through on promised safety changes.

Trust is built when workers see that their leaders genuinely care—not only about getting the job done, but about getting it done safely and sustainably for the people involved.

MOVING FORWARD

While tragedy can leave a lasting mark on a team, it can also serve as a moment to strengthen workplace culture. Crews that openly acknowledge their experiences, support one another, and emphasize safety emerge more resilient. For leaders, this is an opportunity to demonstrate empathy and build trust, showing that employee well-being goes beyond physical protection.

When the unexpected happens, recovery is a journey—but with the right approach, crews can return to the job with renewed focus and stronger bonds, ready to look out for one another both on and off the site.

Mental Health & Crisis Support for Construction Crews

If you or a coworker is struggling after a workplace accident, help is available.

National Resources:

- **988 Suicide & Crisis Lifeline** – Call or text 988 for free, confidential support 24/7.
 - **SAMHSA National Helpline** – 1-800-662-HELP (4357) for mental health and substance use assistance.
 - **Crisis Text Line** – Text HOME to 741741 to connect with a trained crisis counselor.
- Construction-Specific Programs:
- **CIASP** – Construction Industry Alliance for Suicide Prevention
preventconstructionsuicide.com
 - **AFSP** – Construction & Trades Resources
afsp.org/construction
 - **CPWR** – Safety & Mental Health Tools
cpwr.com

Leader Tip: Post these resources in breakrooms and safety meetings—visibility saves lives.



How to Reduce Construction Turnover by Building a Culture of Loyalty and Engagement

| Chad Prinkey from *Well Built* on July 15th, 2025

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Employee turnover is notoriously high in construction — outpacing other industries by an average of 2.5% in 2024. This churn carries a steep price. Research shows that hiring and training new construction staff can cost between 50 and 200% of each worker's annual salary. High turnover also leads to knock-on effects, hindering your ability to build a reliable project pipeline, accurately predict overhead and avoid overworking your people.

The project-based nature of construction work, ever-changing compliance regulations and persistent worker shortages contribute significantly to the industry's churn rate. However, these sweeping issues are largely out of your control. Well-built construction firms succeed by focusing on and refining what is within their purview.

According to a survey by the Building Talent Foundation, employee engagement plays an outsized role in worker loyalty within the construction industry. Addressing the underlying factors impacting your workforce's engagement and taking proactive steps to improve it can protect your HR budget and help future-proof your operations and drive innovation. However, like any good construction project, it takes thoughtful planning, strategic execution and openness to course-correction.

Laying the Foundation for Loyalty

If you were installing a plumbing system in a building, would you go out to your yard, look around and ask yourself, "What kind of system can I build with the stuff I have here?" Of course not. And yet, too often, business leaders take this exact, haphazard approach toward their company culture, the foundation on which employee engagement and loyalty lie.

One reason for this misstep is that firms often misunderstand why good workers stay at their jobs. Compensation is always a factor in employee loyalty, but BTF's study reveals it's not the primary motivator among construction professionals. Both frontline and office workers report that clear career advancement opportunities, the chance to learn new skills, and feeling "valued and respected at work" factor more heavily in their commitment to an employer than higher wages.

This sort of workplace culture doesn't appear spontaneously. It emerges from a people-first mindset that directs all aspects of how you run your business.

Shift Your Mindset and Make a Plan

Start your shift toward a people-first approach by assessing your current culture. Surveys, interviews, and employee observations are great ways to gauge your company's current culture and engagement levels. Remember that getting honest feedback requires a strict commitment to psychological safety. If employees fear retaliation for critiquing the status quo, they won't share their true feelings or concerns.

Once you've identified your current culture's shortcomings, plan for change. Ask yourself, "What values do we need to prioritize to boost employee loyalty?"

Creating simple guidelines based on the values you wish to imbue throughout the business can help everyone with this mindset shift. For example, say you want to prioritize transparency — a fundamental element in building trust within your workforce. Your guideline might be: "We believe in sharing information openly and regularly to ensure everyone understands the rationale behind crucial business decisions and to encourage collaborative problem-solving."

Take Action to Boost Loyalty

With your people-first values clearly articulated, transform your ideals into loyalty-enhancing actions.

These three strategies can help your employees feel more deeply connected to their work and eager to engage long-term in your company's success:

1. Show Your People You See — and Value — Their Contributions

Recognition goes a long way toward making your workers feel valued. Show appreciation for long-term employees — perhaps offering bonuses or promotion opportunities — to cement the notion that you place real value on loyalty.

Also, rather than promoting the big project the company won or the top profit quarter you had, highlight the admirable actions of the people who contributed to those outcomes — reframing doing the right things every day as wins. This approach helps people in more under-the-radar roles feel appreciated and keeps those who know they're essential focused on the greater good.

For example, experienced electricians can sometimes develop egos that are the size of their six-figure incomes. A project manager could channel that sense of self-importance into something beneficial to all by going to that worker, praising his skill and then asking a couple of small favors: Might he be willing to help the less-experienced guys if they have questions and create an environment where people can laugh but still do good work? That plumber will feel valued and encouraged to support a positive worksite culture.

When you celebrate more people's efforts and reward good work more often, you increase your workers' sense of purpose. You want your employees to be proud of themselves and where they work. This elevated goal raises the standard from simply meeting your people's needs to inspiring them to think and say great things about their jobs and your organization.

2. Create Opportunities for Growth and Development

Giving your people opportunities to learn new skills and advance in their careers increases their likelihood of staying with your organization. It also ensures a pipeline of up-and-coming talent and prevents your most talented people from leaving.

A few years ago, I had a breakfast meeting with a contractor friend whose business was thriving. When I asked for the secret to his success, he replied: "I have three amazing people running our three key departments." I risked screwing up the positive vibe by asking him about succession plans — who would step into these hard-to-fill roles when the veteran leaders retired? He quickly changed the subject.

Sure enough, a couple of years later, one of the leaders developed cancer and retired early. Worse still, the only employee who could have easily stepped in to fill the role had left the company a couple of months earlier after my friend decided to tell him there were no plans to provide the growth opportunities he wanted. If my friend had facilitated the development that the high-potential employee desired, or better still, had enabled his workforce at large to upskill, my friend wouldn't have had to step back into the day-to-day of the business.

One effective way to create a robust talent pipeline — while giving employees opportunities to grow — is to develop a formal mentoring program. Your organization will reflect the behaviors of your most influential employees. So, select mentors who are the kind of people who demonstrate the cultural characteristics you wish to perpetuate. Avoid individuals who perform their roles excellently, but do not embody the values you want to nurture in others.

3. Handle Disengagement and Safety Concerns Promptly

Team members rely on their leaders to inspire and protect them from dynamics that hinder engagement.

Sometimes, toxic dynamics emerge due to circumstances beyond your control. If a plumbing team drills holes in the wrong spot in the concrete and reacts poorly when the concrete sub calls them on the mistake, the sub may, naturally, feel disgruntled.

Other times, managers' hesitance to reprimand or terminate employees who are undermining morale results in a sour work environment. If two of your team members consistently take unscheduled breaks or badmouth the company, and your team leader never says anything, you may start to wonder if anyone cares if you are working hard or not.

Regardless of the source, leaders must be proactive in addressing disengagement. Disengaged individuals may be perfectly capable of performing their roles, but their bad attitudes are catching. Handling signs of disengagement early on can prevent minor issues from escalating into significant problems.

The same applies to safety concerns. Construction means long hours and consistent exposure to risks. Conduct regular safety training to help workers avoid on-the-job hazards and promote best practices. Allowing unsafe behaviors to go unchecked will prompt your best employees to head toward the exits.

Evaluate and Adjust

Building employee engagement and loyalty is not a one-size-fits-all or one-time-fixes-all endeavor. Company leaders should regularly evaluate the company culture, seek feedback for improvement, and respond to that information in ways that show their workforce that they are listening to their needs.

When people believe their employer has faith in their judgment and abilities, they feel more ownership over their roles in contributing to the company's success. This sense of ownership not only supports engagement and retention but also encourages innovation. So, if a team member has an idea for improvement or innovation, hear them out. If the idea has merit, test it on a limited basis. Pilots that generate results can become the basis for new guidelines, processes, and approaches.

In an industry plagued by turnover, companies that invest in building team loyalty will outpace the competition. Engage your people in ways that elevate your projects and the individuals who make them possible.



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CSDA certified operators are recognized industry-wide for their proficiency in the full range of sawing and drilling applications.

MINIMUM REQUIREMENTS

- Successful completion of CSDA Cutting Edge, Slab Sawing & Drilling 101, Wall Sawing 101 or Wire Sawing 101
- Three years field experience (4,500 hours)
- Successful completion of 10-hour OSHA Construction Safety course
- No more than one lost-time injury within the last three years
- Unrestricted driver's license
- Negative drug test within 30 days of taking the course

ACCU-CUT CONCRETE SERVICES, INC.
Clearwater, FL

ACE AVANT CONCRETE CONSTRUCTION CO., INC.
Archdale, NC

ACE CONCRETE CUTTING, LLC
Cumberland, RI

AGGREGATE TECHNOLOGIES, INC.
Houston, TX

ANY CONCRETE CUTTING SERVICES
Fayetteville, AR

AUSTIN ENTERPRISE
Bakersfield, CA

BAY LINE CUTTING & CORING, INC.
San Francisco, CA

CHESCO CORING & CUTTING, INC.
Malvern, PA

COBRA CONCRETE CUTTING SERVICES CO.
Arlington Heights, IL

CON-COR COMPANY, INC.
Menomonee Falls, WI

CONCRETE CUTTING & BREAKING CO.
Grand Rapids, MI

CONCRETE CUTTING SPECIALISTS
Freeland, MI

CONCRETE RENOVATION, INC.
San Antonio, TX

CONSTRUCTION DEBRIS REMOVAL, INC.
St Augustine, FL

CR MEYER
Oshkosh, WI

**D.M. CONLON/DAN-KEL CONCRETE CORING,
SAWING & SCANNING**
Longs, SC

DELTA CONTRACTORS & ASSOCIATES, LLC
Owings Mills, MD

DIXIE CONCRETE CUTTING, INC.
College Park, GA

DYNAMIC CONCRETE CUTTING, LLC
Garner, NC

ECHO GPR SERVICES
Paola, KS

FINE CUT CONCRETE DRILLING AND SAWING LLC
Pleasant Hill, MO

FORRISTALL
Bradenton, FL

HAFNER & SON, INC.
Danielsville, PA

HARD ROCK CONCRETE CUTTERS
Wheeling, IL

HOLES INCORPORATED
Houston, TX

HOLES OF SAN ANTONIO, INC.
San Antonio, TX

INTERNATIONAL DRILLING & SAWING, INC.
Montgomery, AL

JACK DOHERTY CONTRACTING
Woburn, MA

KRAUS-ANDERSON CONSTRUCTION CO.
Minneapolis, MN

MAVO CONCRETE SERVICES, INC.
Superior, WI

M6 CONCRETE CUTTING & CORING
Wichita, KS

MAVO CONCRETE SAWING SERVICES INC.
New Brighton, MN

NEIL'S CONCRETE CUTTING, INC.
Taylorsville, UT

**TRUE LINE CORING AND CUTTING
OF MARYLAND, INC.**
Baltimore, MD

WALKER CUTTING SERVICES
Hammonton, NJ

WESTCOAST CUTTING AND CORING LTD.
New Westminster, BC



**Your Quest for Certification
Ends Here.**

Ready for the next level? The new and improved CSDA 201 course is now three days of advanced training, packed with real-world case studies and critical thinking exercises to help you tackle jobsite challenges like a seasoned pro.

The CSDA 201 Training Program
For operators wise in the ways of the world (and blade).

November 11-13, 2025 St. Petersburg, Florida
Begin your quest at [CSDA.org](https://www.csda.org)






ACCREDITED COMPANIES

The CSDA Accredited Company Program is the first of its kind in the industry. This program has been created for cutting contractors to provide owners, architects, engineers, general contractors and government officials with a valuable pre-qualification tool that acknowledges sound business practices. It is available to all sawing and drilling contractors.

ADVANCED CONCRETE SAWING

St. Paul, MN

AMERICAN GPR SERVICES LLC

Avondale, AZ

AUSTIN ENTERPRISE

Bakersfield, CA

COBRA CONCRETE CUTTING SERVICES CO.

Arlington Heights, IL

CONCRETE CUTTING SYSTEMS, INC.

Philadelphia, PA

CONCRETE CUTTING SYSTEMS,

PITTSBURGH INC.

Pittsburgh, PA

CONCRETE RENOVATION, INC.

San Antonio, TX

DIACORE CONCRETE CUTTING SPECIALISTS

Frenchs Forest, NSW, Australia

ECHO GPR SERVICES

Paola, IL

FINE CUT CONCRETE DRILLING AND SAWING, LLC

Pleasant Hill, MO

HARD ROCK CONCRETE CUTTERS, INC.

Wheeling, IL

HARD ROCK CONCRETE CUTTING

Raleigh, NC

HOLES INCORPORATED

Houston, TX

IN-PLACE MACHINING COMPANY, LLC

Batavia, OH

INTERNATIONAL DRILLING & SAWING, INC.

Montgomery, AL

INTERSTATE SAWING & DEMOLITION

West Bend, WI

MAVO CONCRETE SAWING SERVICES, INC.

New Brighton, MN

ONLINE CONCRETE CUTTING SERVICES PTY. LTD.

Seven Hills, NSW, Australia

RECLAIM COMPANY, LLC

Fairmont, WV.

WALKER CUTTING SERVICES

Hammonton, NJ



GPR CERTIFICATION

GPR Certification is for experienced GPR operators who have expanded their knowledge of the methods, theory and practical application of GPR imaging. Certified operators receive classroom and hands-on time with experienced instructors and representatives from leading GPR manufacturers.

A GPR CERTIFIED OPERATOR:

- Has shown proficiency in performing scans and reading and interpreting results
- Can select the appropriate GPR scanner for the job
- Passed a written and practical test
- Was issued a certification card upon completion of the class

ADVANCED CONCRETE CUTTING & CORING

Charleston, SC

ADVANCE CONCRETE SAWING

Saint Paul, MN

AMERICAN GPR SERVICES, LLC

Avondale, AZ

ASAP CORE DRILLING & FIRE SAFETY, INC.

Lorton, VA

BREAK AWAY CONCRETE CUTTING INC.

Coyote, CA

BROOKBANK CORE DRILLING & SAWING, INC

Waldorf, MD

CANADIAN CUTTING AND CORING LTD.

Toronto, ON CANADA

CITY SCAN CORP

Bronx, NY

COBRA CONCRETE CUTTING SERVICES CO

Arlington Heights, IL

CONCRETE CORING CO. OF CINCINNATI, INC.

Cincinnati, OH

CONCRETE SCANNING AND IMAGING INC.

Mississauga, ON CANADA

CONCRETE TECHNOLOGY ASSOCIATION

College Park, MD

CONQUEST DEMOLITION

Buda, TX

D & D DIAMOND CUTTING AND CORING

Wainfleet, ON CANADA

DALY CONCRETE CORING LIMITED

Courtice, ON Canada

DIAMOND CONCRETE SAWING

Grand Rapids, MI

DIXIE CONCRETE CUTTING CO., INC

College Park, GA

ECHO GPR SERVICES

Paola, KS

FINE LINE SAWING & DRILLING INC.

Newark, CA

HARD ROCK TECHNOLOGIES, INC.

Prospect Heights, IL

HI-TECH CONCRETE CUTTING INC.

Bolton, ON CANADA

HOLES INCORPORATED

Houston, TX

IDS GEORADAR NORTH AMERICA

Golden, CO

INTERNATIONAL DRILLING & SAWING, INC.

Montgomery, AL

INTERSTATE SAWING & DEMOLITION

West Bend, IL

JEM GPR

Granger, IN

KENNEDY RICHTER CONSTRUCTION

North Charleston, NC

LOMBARDO DIAMOND CORE DRILLING COMPANY, INC.

Santa Clara, CA

MAVERICK CUTTING AND BREAKING

Minneapolis, MN

MAVO CONCRETE SAWING SERVICES, INC.

New Brighton, MN

METRO CONCRETE CUTTING & CORING, INC.

Toronto, ON CANADA

MOORE CONCRETE CUTTING LLC

Brentwood, NH

PREMIER LOCATES INC.

Toronto, ON CANADA

SAFECORE SYSTEMS, INC.

Libertyville, IL

SCAN TEK GPR

Davie, FL

TASMANIAN ASSET PROTECTION

Sandy Bay, TS AUSTRALIA

TEXAS CUTTING & CORING, LP

Round Rock, TX

VERIFY LOCATING/SAF-CUT

Raleigh, NC



NEW MEMBERS

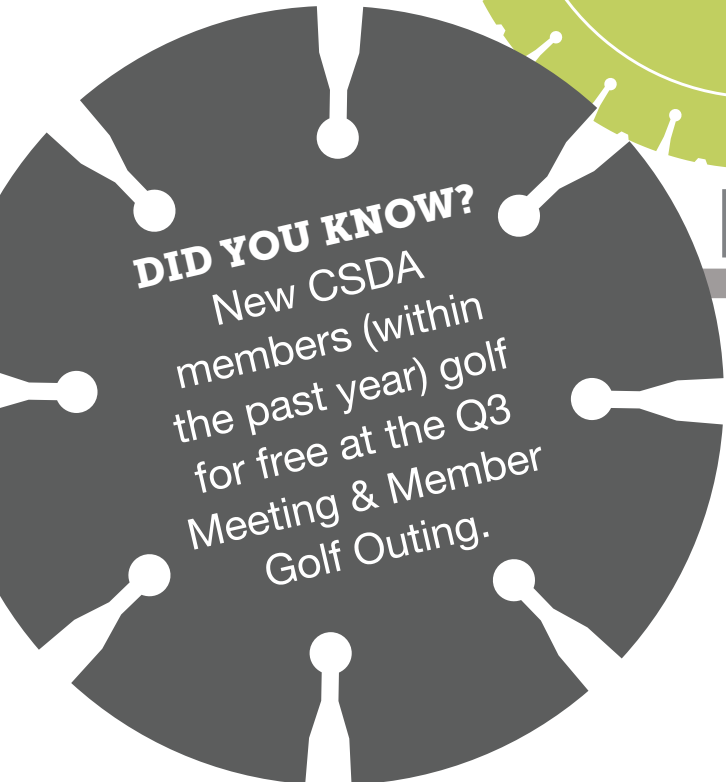
CONTRACTORS

Champion Concrete Cutting
Pineville, North Carolina

MANUFACTURERS

Coring Technologies Inc.
Allen, Texas

Cowboyupfitters
Ogden, Utah



DID YOU KNOW?

New CSDA members (within the past year) golf for free at the Q3 Meeting & Member Golf Outing.

MEMBER BENEFITS



WHAT DOES BEING A CSDA MEMBER MEAN TO YOU?

"CSDA is committed to training everyone in the industry—from new operators to seasoned professionals. Their courses at World of Concrete are convenient and accessible. I'm especially excited about the upcoming project management course, which will be a great complement to the estimating course I've taught for the past 20 years."

Pat Stepanski
Holes, Inc.

TRAINING

OVER 4,000 INDUSTRY PROFESSIONALS HAVE PARTICIPATED IN CSDA'S HANDS-ON TRAINING COURSES, CERTIFICATION PROGRAMS, ONLINE COURSE OPPORTUNITIES, LUNCH & LEARNS, AND CONFERENCE EDUCATION SESSIONS. PROFESSIONAL DEVELOPMENT IS KEY TO EMPLOYEE GROWTH AND SATISFACTION. UPSKILL YOUR STAFF ON A VARIETY OF TOPICS SUCH AS CUTTING DISCIPLINES, GPR TECHNIQUES, ESTIMATING, POLISHING, SAFETY AND MORE.

VISIT WWW.CSDA.ORG FOR MORE INFORMATION ON THE IN-PERSON AND ONLINE COURSES AVAILABLE NOW.

JOIN CSDA TODAY!

There is something for everyone when
you become a member of the CSDA family!



Join us at "FORE THE WIN",
our annual Member Golf Outing
held during the Q3 Meeting

September 25, 2025

Lincolnshire Marriott Resort

Lincolnshire, IL

Tel: 217-528-3275

Email: info@csda.org

DUES SCHEDULE

Pricing: Contractors

GROSS SALES	NORTH AMERICAN CONTRACTOR	IMAGING OR POLISHING CONTRACTOR	INT'L. (NON-NA) CONTRACTOR
\$0 – 1M	\$795	\$795	\$500
\$1 – 2M	\$1,295	\$795	\$500
\$2 – 3M	\$1,995	\$1,595	\$500
\$3 – 5M	\$2,595	\$1,595	\$500
\$5 – 10M	\$3,295	\$1,595	\$500
> \$10M	\$4,150	\$1,595	\$500

ADDITIONAL BRANCH LOCATIONS

1-5 Branches	\$160 per location
6-10 Branches	\$110 per location
11-15 Branches	\$55 per location

Pricing: Manufacturers, Distributors & Affiliates

GROSS SALES	MANUFACTURER	DISTRIBUTOR	AFFILIATE*
\$0 – 1M	\$1,650	\$1,250	\$995
\$1 – 2M	\$2,050	\$1,550	\$995
\$2 – 3M	\$3,050	\$2,295	\$995
\$3 – 5M	\$4,900	\$3,625	\$995
\$5 – 10M	\$6,600	\$3,625	\$995
> \$10M	\$8,250	\$3,625	\$995

*Affiliate is a person, firm, corporation, society, government agency or other providing services to the concrete cutting, polishing and imaging industry

REGISTER ONLINE AT WWW.CSDA.ORG



For more information about CSDA membership, visit <https://csda.org/page/join>

Advertising and Readership

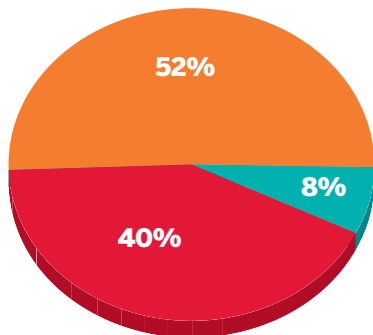
concrete openings



Who Reads the Magazine?

Concrete Openings reaches cutting, polishing and imaging contractors as well as specifiers of these services, including engineers, architects, general contractors and governmental agencies. Why waste your message on unnecessary circulation? Advertising in Concrete Openings guarantees a targeted audience of industry professionals.

READERSHIP BY PROFESSION



- Specifiers
- Contractors
- Manufacturers, Distributors

Target the Specialized Industry of Concrete Cutting, Polishing and Imaging

Advertising in Concrete Openings magazine is the only way to reach the specialty market of cutting, polishing and imaging contractors who work with concrete, asphalt or masonry because it is specifically targeted to this segment of the industry.

THE OFFICIAL MAGAZINE OF 

Not a Subscriber?

Get notified of each new digital issue when you sign up today!



CSDA members automatically receive three print copies to their main location.

CSDA Social Media

CSDA's social media pages are packed with all the latest news, updates, photos and videos from the association and Concrete Openings magazine. Look for exclusive content and become "friends" with others who are looking to network and promote the sawing and drilling industry. Join our fan base and stay in touch with the association through your PC, laptop or mobile device. Find direct links to these pages at www.csda.org



Circulation

Circulation 15,000+ minimum, per issue reaching both member and prospective member companies made up of contractors, manufacturers, distributors and affiliates + general contractors, engineers, architects and government officials who specify cutting, polishing and imaging.



How Do You Reach 15,000+ Concrete Industry Professionals?

Each issue of Concrete Openings is seen by more than 10,000 operators, equipment manufacturers and suppliers in the concrete cutting, polishing and imaging industry, and more than 5,000 specifiers of these services around the world.

Readership Per Issue

A poll of Concrete Openings subscribers revealed that 66% pass on their copy of the magazine to at least one other person, with almost 25% stating that the magazine is passed on to four or more people each issue. And now with our digital versions, we can reach even more people!



Concrete Openings Website

Visitors to the Concrete Openings website can access our advertisers at the touch of a button!

As a compliment to your ad placement, we include a direct link to your website under each downloadable issue.



September 23, 2025

GPR Certified Operator Course

Cobra Concrete Cutting Services
Wheeling, IL
Tel: 217-528-3275
Email: info@csda.org



September 24-25, 2025

Q3 Meeting + Member Golf Outing

Lincolnshire Marriott Resort
Lincolnshire, IL
Tel: 217-528-3275
Email: info@csda.org



October 7-9, 2025

101 Training (NOW THREE DAYS!)

Husqvarna HQ
Olathe, KS
Tel: 217-528-3275
Email: info@csda.org



November 11-13, 2025

201 Certification Training (NOW THREE DAYS!)

St. Petersburg College, Clearwater Campus
Clearwater, FL
Tel: 217-528-3275
Email: info@csda.org



January 19-22, 2026

World of Concrete

Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com



January 19-20, 2026

How to Prepare Estimates that Win You Jobs

World of Concrete
Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com



January 22, 2026

Cutting Through Complexity – Managing Sawing and Drilling Projects

World of Concrete
Las Vegas Convention Center
Las Vegas, NV
Website: www.worldofconcrete.com



February 11-12, 2026

Canadian Concrete Expo

Toronto, Canada
Website: <https://canadianconcreteexpo.com>



April 6-9, 2026

CSDA Annual Conference

Omni Amelia Island Resort & Spa
Amelia Island, Florida
Tel: 217-528-3275
Email: info@csda.org



May 14-15, 2026

IACDS Annual Meeting

Edinburgh, Scotland
Website: www.iacds.org



We've all been there—those days when motivation is nowhere to be found. And if you're dealing with depression on any level, you might feel that way more often than not. But here's the kicker: science shows that the best way to push past that feeling is to not give in to it.

So, put down your phone and try one of these instead:



1. Go for a walk

Even a quick 5–10 minute walk gets your blood flowing and releases feel-good chemicals in your brain.



2. Write it down

Set a timer and spend a few minutes writing down your thoughts. Use a notebook, your phone's notes app, or a journaling app—whatever works. Getting your thoughts out helps release mental clutter and can improve how you feel.



3. Talk

Reach out to a trusted friend. Let them know you're having a moment and ask if they can simply listen. Speaking your mind helps you feel heard and connected with others.

4. Do one thing

Choose a small task—like putting away laundry or doing the dishes—and just get it done. Even one finished chore gives you a sense of accomplishment.



5. Break it down

Feeling overwhelmed by a big project? Break it into smaller steps. Then do just one. That small progress can give you a mental boost and move you closer to the finish line.



6. Drink water

You hear it all the time—stay hydrated. And for good reason: water fights fatigue, which often fuels lack of motivation. Skip the alcohol (a depressant) and grab a glass of water instead.



8. Train your brain

Think of three things you're grateful for. Keep it simple—don't overthink it. Practicing daily gratitude can rewire your brain for more positivity. Writing them down or sharing them with someone reinforces the habit.

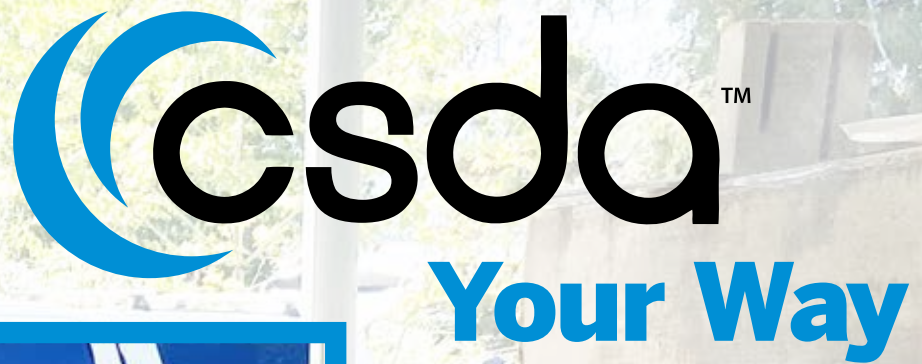
7. Do nothing

Seriously. Change your environment and just sit. Stare at a wall. Zone out. Give your mind a real break. If negative thoughts creep in, acknowledge them and tell yourself you'll come back to them later.



9. Celebrate

Don't dismiss your wins. It's not “just doing your job,” and it's never “nothing.” Every small success leads to bigger ones, so take time to recognize and reward your progress.



At **CSDA**, we believe **every member is unique**. That's why our **benefits are customizable** to fit your business needs. Whether you're looking for **safety resources, business tools, networking opportunities, or professional growth**, **CSDA Your Way** allows you to select **what works best for you**.

Your business. Your benefits. CSDA, your way.



READY TO ROLL. BUILT TO CUT.



WS 482 HF WALL SAW

Part No. 967646705



PP 492 POWER PACK

Part No. 970455903



K 7000 Ring POWER CUTTER

K 7000 Ring 14" - Part No. 970756301
K 7000 Ring 17" - Part No. 970756401



DM 700 CORE DRILL MOTOR

Part No. 970449401

Outfit your truck with Husqvarna tools designed to power through any jobsite. This exclusive package combines sawing and drilling equipment - all in one bundle and at a special promotional price. From wall sawing to core drilling, flush cuts to precision corners, this promotion gives you everything you need to take on more work with confidence and efficiency.

ACT NOW - AVAILABLE FOR A LIMITED TIME

Ask your Husqvarna representative about the **CSDTRUCK** promo and learn how easy it is to upgrade your fleet. It's time to equip your crew with the best. Go further with Husqvarna.

