

October 2019

OnSite

METROPOLITAN BUILDERS & CONTRACTORS ASSOCIATION OF NJ MAGAZINE

celebrating **ASSOCIATE** **APPRECIATION MONTH!**



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Mission Statement: Metro is a professional organization that shall serve to protect and advance the rights and interests of builders, remodelers and associates in all matters affecting the building and remodeling industries. Metro shall support the business interests of all its member firms, support safe and affordable shelter, and foster the American dream of home ownership.

Vision Statement: Metro is the leading trade association for the construction industry. Metro inspires active membership through professional development and advocacy. We embrace free markets to promote cost effective housing in NJ.

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President's Message

October 2019

November is here and as we wind down another year and prepare for a fresh start, there are a couple of things to note. Although the economy is still good and there is no real sign of anything significant to worry about, we reflect on the membership of Metro, NJBA and NAHB and wonder why people don't get involved. And the answer is simple: Because they just don't understand what we do and how we can help them. NAHB, NJBA and Metro have so much to offer the Builders, the Remodelers and the Associates that create our industry. Whether it's Education, Networking, Advocacy or just following industry news, being a member will change the way you do business and help you become more successful every day. I am sure you have heard this all before, but for some, all they want to know is "How do I get the most out of my membership?" By joining a committee or finding a group in the Association that fits your interests, you will find that the more you are involved, the more people you will meet and in return the more you will learn and the more business you will get through the Association.

For our November General Membership meeting, we are asking everyone to bring a Builder or Remodeler to the meeting and show them the benefits of membership. The meeting will be facilitated by Ralph Tarnofsky. We will discuss the "Top 10 Reasons to Join", hear testimonials from long-term Builder members, and have some special incentives for the Builders to join that evening. In addition, we will hold our elections and have guest speaker, Rupert Hayles, present about "Leadership Skills for owners of small to mid-sized companies". It is sure to be a very informative discussion. I am looking forward to seeing you all at the next meeting.



**Alan Archuleta CGB,
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Yolanda's Blueprint



What a month of events that Metro has planned for October. Metro's 3rd Cup was a hit. The venue took place at Royce Brook Golf Club in Hillsboro, NJ. A big thank you to Metro's Golf Chair, Ken Fox of Fox Architectural Design and his committee – Andrea Ford; Tammy Murray; Richard Boisch; Rich Pellizoni; Dan Bowar; Alan Archuleta; Tony Cretella and Dennis Loh.

We also can't forget our volunteers who helped us on that day – Jay Paradiso, Lorraine Aldrich and Charilyn Sloan. There were a ton of gifts that the golfers had a chance to win from the tricky tray. We can't wait to see how Ken and his committee will top this year's golf event. Stay tuned.

Don't forget to register for Reno's Pre-Holiday Mixer on Oct. 17th. We can't wait to celebrate and recognize our associates on Oct. 24th at Metro's annual Lobsterfest at Pub 199.

Last but not least, this will be my last communication to the Metro members. I have enjoyed meeting you at the various events that we have hosted over the last 2 years. I have learned so much about the construction management industry. I thank you for your support for OnSite with your ad sponsorships and sharing articles so our members can benefit from.

Metro has truly dedicated members who are represented across the 6 counties in New Jersey.

I hope that are paths will cross again.

"Make each day your masterpiece."

– John Wooden

Yolanda Sheffield Williams, EO
yolandaw@metrobc.org • 973-887-2888 Ext. 300



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A graphic titled "Members Save Millions" with the subtitle "Put Your NAHB Membership to Work Now." It features a large "S" shape with the word "SAVINGS" inside. Below the title, it says "Money-saving discounts that benefit you, your business and your family" and "nahb.org/Savings". The bottom section displays logos for various partner companies: GMC, UPS, DOLL, GEICO, NISSAN, Kabbage, Houzz, Lowe's PreServices, RAM, Amazon Business, Hertz, Ticket Monster, Office Depot, YRC, 240, AVIS, TSYS, Budget, BFGoodrich, and the NAHB logo with the text "National Association of Home Builders".

A graphic with the text "BUILD LASTING MEMORIES WITH FAMILY & FRIENDS" over a background image of a woman laughing. Below the text, it says "EXCLUSIVE SAVINGS ON" followed by a list of categories: Hotels, Theme Parks, Concerts, Sporting Events, Movie Tickets, Rental Cars, Gift Cards, Broadway Shows, Vegas Shows & more!. At the bottom, it says "Sign up for WorkingAdvantage.com with company code: METRO" and "Use your phone camera or QR scanning app to access the site" with a QR code and the Working Advantage logo.



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Submitted by Metro Members Laura Credico of Interiors
by Laura and Erin Myers of Evergreen Recycling Solutions

Metro Connection

Metro has proven, once again, that it's a great facilitator of relationships. One simple conversation at an Awards of Excellence open house in March led to a referral, a hire, and the start of a new business relationship between myself, Erin Myers, of Evergreen Recycling Solutions & Park Valley Development, and Laura Credico, owner of Interiors by Laura Staging & Design.

As Park Valley Development is nearing completion of 49 apartment units in Wharton, we needed to find a staging company that would showcase the newly constructed units. We needed someone that could create warm & inviting spaces that would resonate with our prospective tenants. Amongst several bids, Laura's stood out and was an easy recommendation to the owners.



strength lies...which is why the installation day went off without a hitch. Communication with the listing agent was key as well, so he ensured the install was on target and the apartments were cleaned and ready for us.

After receiving feedback from the client, realtor, and Erin on the project, we were so pleased that everyone involved was happy with our work. We always strive to make sure every stage we install is up to our clients' expectations and ensure that they are completely satisfied with our designs... down to every last detail!

Once again, Erin, thank you for this wonderful referral and we look forward to "giving it back" to Evergreen Recycling by connecting them with their target clients as well so we all come out with a win-win situation. And thank you once again to Metro!!



We brought Laura & her team on board, and the whole process was seamless - from contracting to installation. Laura is a true professional, with a wonderful eye for highlighting interior space. We are incredibly happy with the outcome, grateful to Metro for offering so many networking opportunities, and we're confident the units will go quickly when we start leasing in November!

Thank you for the kind words Erin! Laura here...when I received the phone call from the listing agent to stage the two model apartments in Wharton, I asked where he had gotten our contact information. When he told me Erin Myers from Metro I was thrilled! I called Erin the following day to thank her for the referral and looked forward to putting our best foot forward during the proposal process.

We then sent our proposal out and had heard back a few weeks later that we had won the bid. We immediately started to work on the design plan for the two units and also combed through our inventory to be sure we had the right pieces to go with the vision as well as appeal to the target market we were marketing to. Our preparation process for the installation day is where our



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Networking Series Insider Perspective

Part 4

Networking is the development of connections and relationships to help advance careers, learn marketplace insights, and win projects.

This series focuses on parts of networking that create a superior networker: Recognizing the importance, Determining where to meet and meetup, Preparing for networking events, **4. How to make the best impression**, 5. What to do at networking events, 5. Steps to take after an event

Get the Conversation Started

Do you have an elevator pitch yet? Whether you have one or are creating it, be sure your introduction is unforgettable. Paint a vivid picture of what you do so that people will keep you top of mind. You may even create a distinctive look, i.e.- a tie that people can comment on. Just as some people learn better hearing things or writing them, some also learn by sight. If you can make a positive impression in the natural way people remember, all the better!

It can be difficult just to start a conversation with a new person without sounding forced. Take it upon yourself to start the conversation. If you ask about their business first, it'll open up the floor for them to

discuss something in their comfort zone and allow you to understand their perspective. Ask questions to understand their pain points, what type of person it would be useful to connect them with, and try to draw similarities in what you do and struggle with. Do not limit the discussion to business. You are trying to build a relationship and that, more likely than not, happens with non-work topics. Familiarize yourself with your hobbies, pastimes, and insights into your family. Think about how you'd describe those topics to someone who didn't know about it, or the nuances one may not expect. For example, if you play ice hockey and so does (s) he, you could mention the best time or place to sharpen your skates. This way you can show your level of experience even within your hobby.

If you need to pinpoint someone to introduce yourself to, find someone who is not talking to someone yet. They will appreciate your welcoming attitude. If people are already seated and there is an extra spot, sit on down and wait for the opportunity to join the conversation. If there's a break in the conversation and no clear segue, introduce yourself and ask what has brought them here, do they come to the events often, why they like the event so much, etc. If you have tried and just cannot make the conversation flow smoothly, move on politely.

After several events these conversations will come easily. Soon you will be seeing people that you have met before and you may not recall their name. When you see them, ask "What's new since the last time I saw you?" That way you can still make the connection without the awkward re-introduction.

Once you are comfortable with a contact, make sure you're offering them value in the relationship before you ask for anything in return. Gary Vaynerchuk suggests you jab, jab, jab, right hook or give, give, give, ask. Offer several connections, pieces of information, vendors, etc. and then ask for an introduction from them. No one wants to feel used but if you pay it forward, they are more likely to return your kindness.

Learn more about networking in the next issue of OnSite. In part 5 you will learn how to put your best foot forward. Try these tips out and let us know how they work #MayorRoger!

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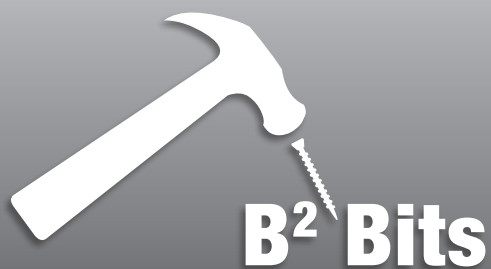
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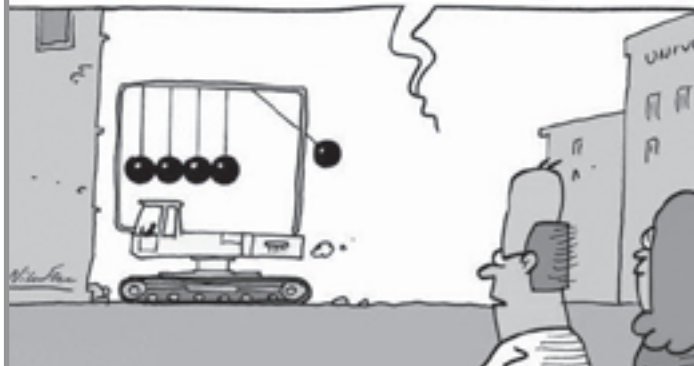
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BY ELIOT LOTHROP

Bullard's Hard-Boiled Hat

This year marks the 100th anniversary of the invention of the hard hat by San Francisco-based mining-equipment-manufacturer E.W. Bullard, who first patented his "hard-boiled hat" in 1919. A forerunner of today's safety helmet, Bullard's hat was made from steamed canvas, glue, and waterproof paint (with an asphaltic base). On his 1930 patent, he stated, "My invention relates to hats, and especially to those worn by persons working in localities where there is danger of being struck by falling objects ... [the hat shall possess] a sufficient degree of rigidity to protect the wearer and still light enough to be worn without discomfort."

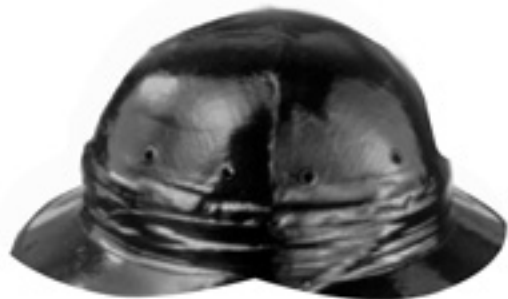
Until the 1930s, wearing personal protective equipment (PPE), such as hard hats, was often considered of a sign of weakness—even cowardice. For hazardous work, workers were known to relent and stuff their hats with cotton or paper to provide some semblance of protection against blows to the head and falling objects. They also made makeshift protective hats by smearing tar on the cloth hats and letting them harden. What made Bullard's hat distinctive was that it was the first foray into the manufacture (and standardization) of safety hats in the U.S. With this, a nascent PPE industry had begun, though wearing head protection routinely would take decades to catch on in industry.

Big projects. When E.W. Bullard returned from World War I, he rejoined his family's mining equipment company. In 1917, the U.S. Navy asked the Bullard Co. to provide it with a protective cap for shipyard workers. Bullard drew upon his experience wearing a "doughboy" (M1917 Brodie) steel helmet to design his new hat. Along with its patented outer, "steam-boiled" construction, Bullard developed an inner suspension system similar to the one used in the Brodie helmet, and thus created the first commercially available, industrial head protection.

The first major project for which construction workers wore Bullard's hat (though not mandatory to wear) was building the Hoover Dam, which broke ground in 1931. The second was erecting the Golden Gate Bridge, which began work in 1933. That project's chief engineer, Joseph Strauss, required the hats to be worn at all times to reduce accidents.

Eliot Lothrop operates Building Heritage, specializing in timber-frame restoration, in Huntington, Vt. He and his crew wear hard hats most days while working.

1



2

July 15, 1930.

E. W. BULLARD

1,770,376

SAFETY HAT

Filed Feb. 8, 1927

2 Sheets-Sheet 1

Fig. 1

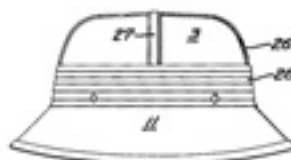
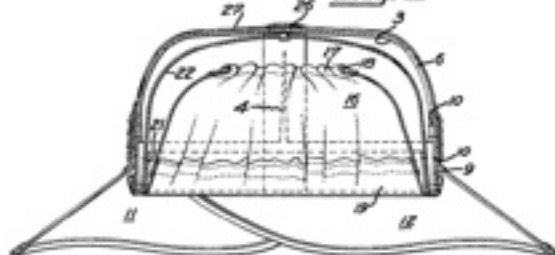


Fig. 2



INVENTOR
EDWARD W. BULLARD
BY CHARLES S. BOWMAN
HIS ATTORNEY



Bullard's hard-boiled hat (1). Patent drawings show a hat that looked more like Sherlock Holmes' deerstalker cap than a modern hard hat (2). The hats were first worn during construction of the Hoover Dam; here, a "scaler" jackhammers bedrock (3).

Photos 1, courtesy E.O. Bullard Co.; 2, U.S. Patent Office; 3, U.S. Bureau of Reclamation (USBR)

THANK YOU ASSOCIATES!

Proclamation

WHEREAS, a sense of caring and desire to strengthen the industry have motivated thousands of Associate members to volunteer their time and services to the needs of Metropolitan Builders & Contractors Association of NJ; and

WHEREAS, our Associate members possess many skills and talents which they generously and enthusiastically apply to a variety of association tasks; and

WHEREAS, all members of this association and the community benefit from the deeds of these selfless and dedicated individuals; and

WHEREAS, the achievements of Associate members have become an essential part of the association's proud history, tradition, and spirit;

NOW, THEREFORE, we wish to honor the Associate members of Metro who give so freely of their valuable time, energy, and abilities by proclaiming the month of September to be officially designated as Associate Member Appreciation Month.

We call upon all members to recognize this special period by appreciating and extolling the goodness of our Associate members and by following their shining example.

Given this month of September 2019

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Sales Tax Compliance After “Wayfair”

The U.S. Supreme Court’s landmark 2018 decision in *South Dakota v. Wayfair* has prompted most states to enact or propose “economic nexus” statutes. These statutes impose sales tax collection obligations on out-of-state sellers based on their economic activities in the state, regardless of whether they have a physical presence in that state. The impact of these changes will be felt most by online and mail-order sellers that, before *Wayfair*, weren’t obligated to comply with sales tax laws in states where they lacked a physical presence.

A state’s power to impose tax obligations on a company is derived from the business’s connection, or “nexus,” within its borders. A business establishes nexus when it “avails itself of the substantial privilege of carrying on business” in the state. Before *Wayfair*, that meant maintaining a substantial physical presence in the state, such as offices, stores, plants, warehouses, employees or sales reps. In *Wayfair*, however, the Court recognized that modern technology makes it possible to establish nexus in a state solely through economic contacts, such as e-commerce sales or digital services. The Court declined to rule on the level of economic activity required to establish nexus, but

in this case, it found that the thresholds set by South Dakota’s economic nexus statute were sufficient. The South Dakota statute requires out-of-state businesses to collect and remit South Dakota sales tax if, in the current or previous calendar year, they have either:

- More than \$100,000 in gross sales of products or services delivered into the state, or
- 200 or more separate transactions for the delivery of goods or services into the state.

Wayfair opened the door for other states to enact similar statutes, or to begin enforcing laws already on the books. Most states have now enacted, or proposed, such statutes. Typically, to avoid legal challenges, these laws incorporate thresholds identical or similar to those upheld in *Wayfair* — \$100,000 in sales or 200 transactions. Some states, however, have established more aggressive thresholds.

Although the *Wayfair* decision’s biggest impact is on out-of-state sales, it also can affect your purchases. For example, if you purchase equipment, materials or supplies from out-of-state sellers, those vendors may not have collected sales tax from you in the past. But if your state enacts an economic nexus statute, they may begin to do so. If these purchases qualify for a sales tax exemption, such as a resale or manufacturing exemption, you’ll need to furnish exemption certificates to the sellers. Also, if you’ve been paying use taxes on any purchases for which no sales tax was collected, be sure to review your use tax policies and procedures to avoid double taxation if vendors begin to collect sales tax.


If your business delivers products or services across state lines, it’s critical to review your activities. Then take steps to ensure compliance with rapidly evolving sales tax requirements.

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Developers Line Up to Take Part In Solar Program for Low- And Moderate-Income Communities

By Tom Johnson, njspotlight.com

A pilot program to expand the availability of solar energy to low- and moderate-income households is proving to be immensely attractive to developers who have swamped a state agency with hundreds of applications seeking to put in 650 megawatts of capacity.

The surge of interest in a community-solar pilot program is somewhat surprising given the uncertainty about how New Jersey intends to promote the renewable energy technology in the future as well as concerns previously cited by solar developers about the economics of such a program.

The New Jersey Board of Public Utilities said it has received 252 applications to participate in the first year of a three-year pilot. In the initial year, the agency had planned to limit it to just 75 MW of capacity. Of the applications, 232 involve projects where at least 51 percent of capacity would benefit low- and moderate-income residents.

The community solar pilot has been touted by the Murphy administration as a way to bring cleaner power to households largely left out of the solar boom in New Jersey, even though they have been subsidizing installation in more affluent areas for years by a surcharge on their gas and electric bills.

"I am extremely pleased at the overwhelming response in the first year of the program," said Gov. Phil Murphy in a statement. "The community solar pilot will not only provide clean energy to our state's residents, but it will also expand renewable energy for low- and moderate-income communities who have been previously unable to enjoy the benefits of solar energy."

In the past, extending solar to less affluent communities has been hindered by a range of factors, including the cost, poor roofing and other structural problems, and bad location in terms of exposure to the sun.

Uncertainty still about future state incentives

There also is widespread uncertainty about what incentives the state plans to offer solar developers in the future when it shuts down its existing method of financing solar. Lawmakers and the governor agreed to end the current system because it just became too expensive, costing ratepayers in excess of \$500 million a year. The closure is expected to occur next year, even though a transition to a new system and more permanent financing mechanism have yet to be agreed upon.

Some developers privately speculated the rush to participate in the pilot program was a way to keep their options open, waiting to see if the new solar program provides enough

incentives to do community solar.

"I knew it would be overrun," said Tom Leyden, senior director of distributed systems for EDF Renewables, a developer that submitted an application for a 5 MW project. "The irony is we still don't know the financing. The economics are a guess, at this point."

Others said community solar has been successful in other states, and it is no surprise it would be embraced in New Jersey.

"The numbers are eye-popping," said Doug O'Malley, director of Environment New Jersey. "It's clearly a marker that shows community solar has tremendous pent-up demand. It's the next big thing. No one wants to be left out."

The BPU has begun the process of reviewing applications, eventually scoring and ranking proposals based on evaluation criteria already adopted. The most points will be given to low- and moderate-income and environmental justice communities; followed by siting locations, such as landfills, brownfields, rooftops and parking decks; and those projects offering guaranteed savings of more than 10 percent.

The agency anticipates awarding at least 75 MW during the second and third years of the program. In total, the pilot is estimated to cover the electricity usage of approximately 45,000 residential homes. The pilot is expected to provide market information and data to inform a more permanent program in the future.

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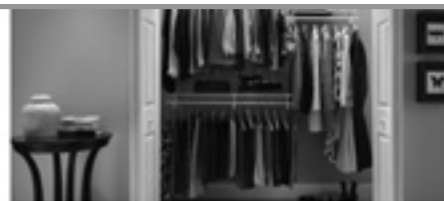
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