



# THE SUBtext

ASA SAN ANTONIO | 13333 Blanco Rd. Ste 306, San Antonio, TX 78216 | 210.349.2105

## PRESIDENT'S message

To our ASA membership, Asking for Thoughts and Prayers! Please take a moment to pray for those who continue to fight the virus, those who survived and are learning to live a new life with side effects, and prayers for those family and friends who lost someone to this non-prejudice disease that they be remembered with love always.

Vaccinated. Unvaccinated. Mask. No mask. We are entering an unprecedented business environment of how we continue working with new protocols to submit proof of vaccination or proof of weekly negative test results to enter a customer property. SAFETY is number 1 on everyone's mind and certainly following CDC and OSHA regulations is priority. No one wants an employee or family member to suffer this virus due to ignoring safety procedures. We all have an obligation to keep our team members and family safe from illness or injury while on the job. Our industry has an opportunity to participate and learn from speakers who live and learn safety protocols daily. The upcoming San Antonio 5th Annual Construction Safety Summit will be held on October 26, 2021 located at the Alazafar Shrine Auditorium. For more information, please see the ASA website under "events" or go directly to [www.sanantonioconstructionsafetysummit.com](http://www.sanantonioconstructionsafetysummit.com)

If Christmas isn't coming early enough for you, we hope you will consider attending or contributing to the Construct-A-Kids Christmas gala to be held on December 2, 2021 to benefit many San Antonio foster children with a gift to open on Christmas Day. For details and ticket information go to [www.cakc-sa.org](http://www.cakc-sa.org)

Our ASA Board and committee chairs routinely take into consideration the current climate for exposure to prevent the spread of illness and will make announcements as early as possible if an in-person ASA event is going to be delayed to a future date or cancelled in its entirety. Updates are available on our weekly announcement page, so be sure to visit by logging into the ASA San Antonio website as we have several networking opportunities now through the end of the year.

We are here for you. Let us know how we are doing and suggestions how we can give you more value for your membership. Take care and stay safe.

*Debbie Hannasch, Fire Alarm Control Systems  
ASA San Antonio Chapter President*

### OFFICERS

President  
**Debbie Hannasch**  
*Fire Alarm Control Systems, Inc.*

Vice President  
**Ted Dunnam**  
*ESC Safety Consultants*

Secretary  
**Ish Gonzalez**  
*Alpha Insulation & Waterproofing*

Treasurer  
**Dustin Michalak**  
*Michalak, PC*

Immediate Past President  
**John Lelfester**  
*Dedicated Landscape Solutions*

### DIRECTORS

**John Cruz**  
*Broadway Bank*

**Nick Flory**  
*Chamberlin Roofing & Waterproofing*

**Tom Freund**  
*Comfort-Air Engineering*

**George Major, Jr.**  
*Holes of San Antonio*

**Toby Martinez**  
*Bexar Excavating & Hauling*

**Mike McGinnis**  
*Allen & Allen Company*

**Nick Metcalf**  
*Rx Technology*

**Jan Meuth**  
*You Name It Specialties*

**Victor Ruiz**  
*Markel Surety*

**Scotty Trawick**  
*EquipmentShare*

### CHAPTER ATTORNEYS

**Bethany Beck**  
*Sanderford & Carroll*

**Tom Walthall**  
*Sanderford & Carroll*

### CHAPTER HISTORIAN

**Greg Kanning**  
*Dumas Hardware*

### NATIONAL BOARD

**Kenneth Moore**  
*KCM Cabinets*

### ASA CHAPTER STAFF

**Jennifer Swinney**  
*Executive Director*

**Nora Romero**  
*Administrative Assistant*



Committee involvement is one of the BEST ways to gain value from your ASA Membership! Please consider serving on an ASA Committee & contact the ASA office or the Committee Chair listed below to find out how you can get involved!

## **ASA COMMITTEE CHAIRS**

### **Membership**

Nick Metcalf  
[nick@rx-tech.com](mailto:nick@rx-tech.com)

### **Safety Committee**

Mike Grendell  
[mike@midcosling.com](mailto:mike@midcosling.com)

### **Government Advocacy**

Tom Freund  
[tom@freundenterprises.com](mailto:tom@freundenterprises.com)

### **Rodeo BBQ**

Mike McGinnis & Toby Martinez  
[mikem@lumberhardware.com](mailto:mikem@lumberhardware.com)  
[toby@bexarexcavating.com](mailto:toby@bexarexcavating.com)

### **Golf Tournament**

Jan Meuth  
[jan@ynis.net](mailto:jan@ynis.net)

### **Subfest & BBQ Cook-Off**

Mike McGinnis  
[mikem@lumberhardware.com](mailto:mikem@lumberhardware.com)

### **Fishing Tournament**

Greg Kanning  
[greg@dumashardware.com](mailto:greg@dumashardware.com)

### **Clay Shoot**

Ted Dunnam & Toby Martinez  
[tdunnam@escsafety.com](mailto:tdunnam@escsafety.com)  
[toby@bexarexcavating.com](mailto:toby@bexarexcavating.com)

### **Pour-Off Committee**

Ish Gonzalez  
[igonzalez@alphaiwp.com](mailto:igonzalez@alphaiwp.com)

### **Tailgate Mixer**

Toby Martinez  
[toby@bexarexcavating.com](mailto:toby@bexarexcavating.com)

### **Awards Banquet**

Greg Kanning  
[greg@dumashardware.com](mailto:greg@dumashardware.com)

# **What Biden's COVID Announcement Means for Businesses** *from ASA National*

On September 9, 2021, the White House unveiled its latest COVID-19 Action Plan, which it has titled "Path Out of the Pandemic." While many of the developments were expected, there were a number of surprises in the Action Plan which will have important implications for many businesses big and small.

As was anticipated, in rolling out the Action Plan, the President signed a pair of Executive Orders requiring that all federal employees and contractors (with the exception of those who qualify for an accommodation) must be vaccinated against COVID-19. At the end of July 2021, the Administration announced that federal employees or contractors would be required to be vaccinated or submit to regular testing in lieu of vaccination. The latest Executive Order eliminates the testing option. Each individual agency will be responsible for rolling out the requirement for its employees and contractors.

In a more unexpected turn, the Administration also announced that Department of Labor's Occupational Safety and Health Administration (OSHA) will be issuing an Emergency Temporary Standard (ETS) requiring that private employers with 100 or more employees "ensure their workforce is fully vaccinated or require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work." The White House estimates that this new directive will cover more than 80 million private sector workers. In conjunction with the ETS, OSHA will also be developing rules to require that employers with more than 100 employees provide their employees with paid time off to receive or recover from a COVID vaccine. Of course for businesses that have 100 or more employees this is a major development, though the precise details of the requirement are still to be determined. Also unknown is the timeline for OSHA to issue the ETS. The last COVID-related ETS that OSHA was tasked with took nearly five months to complete. However, that was at the beginning of the Administration and in the midst of the vaccine rollout so we would anticipate this ETS to be issued much more quickly. Businesses that will be covered by the new requirements should start taking initial steps to prepare themselves and their workforces so that they are in a position to move quickly once the ETS is released.

The President also announced that the Centers for Medicare & Medicaid Services (CMS) will also be implementing rules to require vaccines for employees that work in health care settings that receive Medicare or Medicaid reimbursements. Accordingly, any business in the health fields that receive Medicare or Medicaid reimbursements should be on the lookout and prepared to implement the new CMS rules. Finally, on the vaccination front, the President urged entertainment venues (such as sports arenas and concert venues) to require attendees to provide proof of vaccination or a negative test as a condition of entering the venue.

In addition to those provisions targeted at increasing national vaccinations rates, the Action Plan also includes a handful of economic recovery provisions. Most notably, the Administration announced that the Small Business Administration ("SBA") will be making changes to the COVID Economic Injury Disaster Loan (EIDL) program to increase the amount that businesses can borrow, ease repayment terms and make it easier for the hardest hit businesses to take advantage of the program. The Action Plan also reiterated the process that the SBA has been implementing to streamline forgiveness applications for those businesses with PPP loans under \$150,000.

The Action plan also includes policies on vaccine boosters, COVID testing, care for those with COVID 19 and school safety. As a bottom line, the Action Plan will have a direct impact on businesses that do business with the federal government, that receive Medicare or Medicaid reimbursements or that have 100 or more employees. For businesses that fall below or outside these thresholds, these new developments may still influence the public pressures and expectations that the businesses are facing when it comes to handling the issue of vaccines amongst employees.



*Come join the Subcontractors Legal Defense Fund on October 22nd for the Whiskey Tour and Tasting Fundraiser at Maverick Whiskey in San Antonio. Events like this help fund the incredible work that the SLDF does for the entire subcontracting industry.*

# MEMBERSHIP Corner

by Nick Metcalf, Rx Technology  
ASA Membership Chair

With fall right around the corner and ASA events in full swing, what a great time it is to be a member. Pour off, Lunch & Learns, ASA National coming to town, Construct A Kid Gala, and so much more...this is one of my favorite times of the year for ASA. Be sure your company renewed & get involved or if you don't know how to get involved, reach out to me or Jennifer Swinney. I also encourage you to tell clients, friends, suppliers and anyone you can think of, the greatness of ASA. Our goal is 200 members and the way we are going to get there is by letting more companies and people know the benefits of ASA. If you have someone you think would be a good fit, let myself or Jennifer know and we will take it from there with your assistance. Have a great fall and I will talk to you ASA....P.

## Welcome to our newest members

Please take the time to meet the newest members of ASA of San Antonio, and let's start building a better future together!

### ADP

18911 Hardy Oak Blvd.  
San Antonio, TX 78258  
210.997.0363  
Trades: Payroll, Human Resources & Consulting

### Ceco Concrete

2829 Thousand Oaks  
San Antonio, TX 78232  
210.496.5922  
Trades: Concrete

### BDO US LLP

9901 IH-10, Ste 500  
San Antonio, TX 78230  
210.342.8000  
Trades: Accounting

### GMI - Greater Metroplex Interiors

2020 E. Continental Blvd.  
Southlake, TX 76092  
817.481.0029  
Trades: Drywall; Interiors

# WEBINAR

Don't miss the upcoming webinar hosted by your ASA National Office. To register visit [www.asaonline.com](http://www.asaonline.com) & log in under your account.

## Power in a PDF? Using Existing Documentation to Create Beneficial Data

October 13, 2021 / 11am-12pm CST

What if adopting technology on your job site could be as simple as using your existing company documentation to create beneficial data? What if, the PDFs your field managers fill out on a regular basis, could be filled out in the same comfortable format, by simply uploading a PDF? What if your team could eliminate using multiple systems for custom forms, and take your job site from a single-copy stack of messy paperwork to a single, digitized solution? This technology is available, easy to use, creates beneficial data based on your inputs, and is viewable from anywhere. Join Fonn to see how using software for custom forms and fillable PDFs can:

- Seamlessly integrate with your company's existing forms
- Automate "contactless" submission of forms
- Reduce paper
- Save time
- Create efficiency
- Improve access to critical data

Presented By: Eric Crawford

Eric Crawford is the Director of Sales for North America at Fonn, a construction management application provider. Fonn specializes in construction technology and provides a simple, yet robust platform for construction contractors to get the job done right. Eric is a national member of ASA, AGC and NAHB as well as his local chapters in Northern Colorado.

### Hixxa Communications, Inc.

621 Gyrfalcon Ct. Unit B  
Windsor, CO 80550  
512.400.4256  
Trades: Cellular Solutions Installer; Public Safety DAS Integrator

### TD Industries

12700 O'Connor Road  
San Antonio, TX 78233  
210.559.4759  
Trades: HVAC, Plumbing & Mechanical

# 5th Annual Construction Safety Summit

**Oct 26, 2021 8:30am Alzafar Shrine**

**Consequences, Workplace Safety is Not Optional**



Lee Shelby is one of the most sought after International Motivational Safety Speakers today. After coming in to contact with over 13,200 volts of electricity causing the loss of both hands, he never lost the will to live an inspired life. Today, he empowers people around the world through his interactive, educational, and heartfelt conviction. Lee has the unique ability

to combine humor, compassion, and authority to convey his message that safety is an absolute priority. Lee illuminates his audience about the consequences of occupational injuries and how they are far-reaching beyond the individual. He has presented to thousands of employees at all levels across a multitude of industries. As a two time Amazon best-selling author, Lee has been featured on ABC, NBC, CBS, FOX, The Word Network, The Impact Network, and other networks across the globe as one of the leading voices on safety.

## **Engaged Leadership: Building a Culture to Overcome Employee Disengagement**

Clint Swindall is engaging, entertaining, and absolutely unforgettable. He understands the power of engagement. He understands the critical roles both leaders and employees play in building a culture of engagement and how a focused effort is required in this new world where leaders now have accountability for remote workers. Clint enjoys the challenge of enhancing employee engagement for his clients and he recognizes that a culture of employee engagement is a two-way road. True engagement comes when leaders and employees are both doing their part - leaders need to be accountable for building a culture of engagement, employees need to be inspired to contribute to the culture in a meaningful way.



**\$25 per attendee**  
**Sponsor this event**  
**for just \$250**

# ASafety Update

*Ted Dunnam, ESC Safety Consultants*

The 5th Annual San Antonio Construction Safety Summit is coming up soon. This event is a very affordable opportunity to send your company safety director to gain a different perspective of the importance of safety in the workplace. Yes, a safe work environment means lower insurance premiums, a more robust employee attitude, and more productivity. The speakers lined up for this event will share with the participants a method of improving your safety culture and the importance of NEVER taking a shortcut to accomplish your work task. So please plan on attending October 26, 2021 at 8:30AM, at Alzafar Shrine Auditorium. See Ya There!!!

<b>SESSION SPONSOR</b>		<b>LUNCH SPONSOR</b>	
<b>PLATINUM SPONSORS</b>			
<b>GOLD SPONSORS</b>			
<b>SILVER SPONSORS</b>			
<b>BRONZE SPONSORS</b>			

# In ASA there is Always Something Awesome

*With these crazy times we are living in it's nice to be able to step back and focus on the good things in life, and in ASA there's Always Something Awesome!*



Each year, the Business Journal recognizes women who are leaders in their fields & in our community during the Women's Leadership Awards. Congratulations to honoree & ASA Member, Sheri Kitchen, Co-owner and Chief Operating Officer, Arnold Refrigeration!

*If you have good news you'd like to share, please contact the ASA office, we'd love to celebrate you!*

## Celebrate You

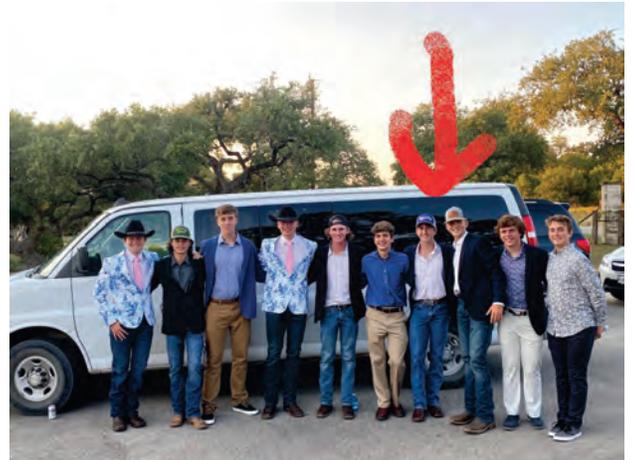
Do you or your company have exciting news that you'd like to share with the membership? Send the details to Jennifer in the ASA Office, and have your good news featured in the next issue of the ASA San Antonio SubText Newslette & the National Contractor's Compass.

## Show Us Your SWAG!

Everyone likes "stuff" - and our ASA Members are proud of their ASA branded goodies. Check out some of the places our logo has traveled!

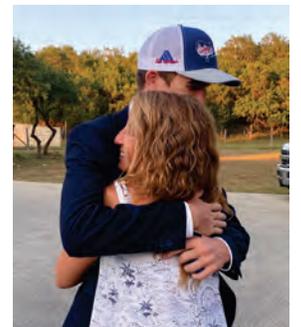


Raising 'em right! Check out Chris Christians' little one drinking from an ASA Fishing Tervis Tumbler. Branding never tasted so good!



You know you're an ASA fan when...

Your son wears an ASA Fishing Hat to his Homecoming! Thank you for sharing this photo and for promoting ASA to the younger generation!



Check out Randy Ortiz with ESC Safety Consultants who went to a company party proudly sporting his ASA Subfest BBQ hat! Looking good, Mr. Ortiz!

# CLAY SHOOT RECAP

What a great event hosted by the ASA Clay Shoot committee. We had over 150 shooters join us at the National Shooting Complex, for a day filled with fun and great networking. Thank you our Corporate Sponsor, Joeris General Contractors & all our sponsors of the event - without you the event wouldn't have been possible. Much appreciation to Alterman for cooking an incredible lunch & dinner for the teams, volunteers & guests. The date has already been set for next year's event, August 18, 2022, so be sure to mark you calendars and join us for a great day!

## RED COURSE

Top Team –  
JW Dielmann

### A DIVISION

1st – Kevin Potts  
JW Dielmann

2nd – Heath Osborn  
MEMCO

3rd – Colton Parnes  
KCM Cabinets

### B DIVISION

1st – Jason Leonard  
KCM Cabinets

2nd – Cuatro Dunnam  
ESC Safety Consultants

3rd – David Bandy  
DL Bandy

## YELLOW COURSE

Top Team – IBTX

### A DIVISION

1st – Austin Luchak  
FA Nunnelly

2nd – Bruce Culver  
IBTX

3rd – Clyde Culver  
IBTX

### B DIVISION

1st – Tyler Kennedy  
Big State Electric

2nd – Colby Skelton  
Texas First Rentals

3rd – Mike Sireno  
Baker Triangle

Leading Lady  
Kathy Culver – IBTX



# FEELIN' CRABBY



In 2019, ASA held a special raffle during the annual Fishing Tournament & donated all the money collected to help rebuild the famous "Blue Crab" in Rockport, Texas, after it was destroyed during Hurricane Harvey. We are excited to see that the Rockport Fulton big blue crab has finally been installed and completed! The project took 4 years to complete, spanning a concerted effort of many dedicated volunteers. The New crab weights around 6000 pounds, is made of stainless steel, and has a powder coat that is designed to last for at least 10 years. The landmark sculpture stands at a towering height and symbolizes protection for all those who visit. Thank you to everyone who contributed to help with the rebuilding. Special thanks to Debbie and Duane Hannasch for the great photo of the new landmark.

**INDUSTRY CHAMPIONS**

**INDUSTRY SUPERIORS**

**ASA INDUSTRY LEADERS**

**ASA INDUSTRY SUPPORTERS**

**ASA INDUSTRY PARTNERS**



As we begin a new fiscal year, we want to give special thanks to our outgoing safety committee chair, **Britt Bulgerin, with Big State Electric.** Britt has been instrumental serving as the committee chair for over 2 years, and has worked to increase safety updates and communication to the membership as well as facilitating safety training luncheons & events.

*"Those who can, do. Those who can do more, volunteer." ~Unknown*



SUBCONTRACTOR LEGAL  
DEFENSE FUND

# Whiskey Tour & Tasting

FUNDRAISER

Maverick Whiskey

115 Broadway, San Antonio, TX

Friday, October 22nd | 5:00pm

Join friends & colleagues for a distillery  
tour & whiskey flight tasting at the  
historic Maverick Whiskey.

\$175 per person/\$300 per couple

REGISTER NOW

The ASA Membership Committee has been hard at work putting together info & goodies for our renewing companies. Please check your mailbox for the bright blue envelope filled with your membership certificate, calendar of events, and more! Plus - we are gearing up for our annual "Thankful4ASA" visits in November! However, with the social distancing concerns still prevalent, we don't want to "pop-in" if your office is working from home, or if you prefer no outside deliveries. So, if it's ok for the ASA Membership Committee to visit your office during the week of Thanksgiving, please email Jennifer and let us know! We are looking forward to seeing you!





## BE A MENTOR

ARCHITECTURE • CONSTRUCTION • ENGINEERING

LEARN HOW YOU CAN MAKE A DIFFERENCE BY MENTORING HIGH SCHOOL STUDENTS

TIU  
8.19.21

Virtual 5-6 PM

TWO  
INFO MEETING  
OPTIONS

TIU  
8.26.21

In-Person 5-6 PM

Hear from veteran mentors on why you should and how you can join a mentoring team of architecture, construction, and engineering professionals at one of 12 San Antonio high schools. Mentors help high school students learn more about potential careers in architecture, engineering, and construction, while guiding them through a design/build project that meets industry requirements. Last year, over 200 students participated and over \$55K in scholarships were awarded.



THU, AUG 19, 5-6PM



THU, AUG 26, 5-6PM

After registration, Zoom instructions will be emailed to you.

**REGISTER**

AIA Office  
1344 S. Flores St #102  
San Antonio, TX 78212

ACE MENTOR PROGRAM OF GREATER SAN ANTONIO, INC. • EST. 2006

**San Antonio**

# TAILGATE TASTE-OFF

**NOV 04**  
ALZAFAR SHRINE PAVILION  
3PM-7PM

TASTY TAILGATE TREATS  
COLD BEVERAGES  
CARICATURES  
RAFFLES  
MUSIC

*Let's "MEAT" for a great cause*

**27th ANNUAL EXCELLENCE IN CONSTRUCTION Awards**

THURS MAR 3, 2022  
MAYS FAMILY CENTER - THE WITTE MUSEUM

## Construct A Kid's Christmas Gala

**Thurs Dec 2, 2021 5:30pm - 11pm**  
**Alzafar Shrine Auditorium**

*Let's get UGLY for a beautiful cause!*

You asked and we listened...we have moved the 2021 Construct A Kid's Christmas Gala back to Alzafar Shrine Auditorium! So many expressed to us that you missed the intimacy of the Alzafar location and we are thrilled to make it happen. The good news is it will be much easier to see all of your friends – the not so good news is we are going to sell out quickly! Sponsorships are available now and individual tables will be on sale November 1st.

Over the past twenty years the San Antonio Construction Industry has come together through both the Christmas Gala and the Toy Drive to contribute approximately \$1 MILLION in cash and well over 30,500 toys to the Construct A Kid's Christmas project. Your continued support in this fundraiser allows us to support both the Bexar County Child Welfare Board and Child Advocates of San Antonio (CASA). Our goal is to make sure that every child in the foster care system receives a gift at Christmas and to help improve the lives of all abused and neglected children in Bexar County, throughout the entire year.

**Visit [www.cakc-sa.org](http://www.cakc-sa.org) for more info**

# 2021 POUR OFF & TEXAS HOLD 'EM MIXER



## Congratulations to the Winners

Non-Frozen Drink

1st - ESC Safety Consultants

2nd – EquipmentShare

3rd – Ridout Barrett

Frozen Drink

1st – Ridout Barrett

2nd – KCM Cabinets

3rd – EquipmentShare

Best Bar Set Up

1st – ESC Safety Consultants

2nd – Ridout Barrett

3rd – Dobie Supply

Poker Tournament

Charles Lacause



# MEMBERSHIP *Benefits*

The ASAdvantage program is the perfect opportunity to save money today on the things you use daily- office products, shipping, and much more. Many ASA members can pay for the cost of their membership by taking advantage of these deals!

National Purchasing Partners is a proud ASAdvantage member. Membership with National Purchasing Partners is included with your ASA membership, and includes deals and discounts from nearly 40 companies. ASA members receive discounted rates on essential products and services from suppliers including:



*...and more!*

NPP provides fast, friendly and flexible customer service. Membership is free, and there is no obligation to purchase. ASA members are already saving time and money through the NPP program. You, too, can start saving money now!

Go to <https://mynpp.com/association/asa> and click "Join Now." For questions or more information, contact NPP at (800) 810-3909 or [customerservice@mynpp.com](mailto:customerservice@mynpp.com).



As a member of ASA, part of your dues pay for your membership in TCA. TCA has a program called the TCA Purchasing Power through Texas Mutual Insurance Company.

This program provides for lower workers' compensation insurance premiums to its members through its group purchasing power and premium discounts. The program was developed to benefit companies at all construction trades. In addition to participants being eligible for Texas Mutual Insurance Company's regular dividend, they are also eligible for the **Special TCA group dividend**. Coverage is purchased through a members' insurance agent. More details are available <http://txconstructionwc.com/>



The rapid! PayCard.

Provides your company with one of the most comprehensive Paycard benefits and ePayroll program designed for employers choosing to convert to electronic delivery of payroll at zero cost. The PayCard is FREE to TCA members. It will help your business save time, costs, and minimize risk! Stop the expensive paper check routine! Contact Patrick Finnegan, [pfinnegan@texcon.org](mailto:pfinnegan@texcon.org) for more information.

# UPCOMING EVENTS

## OCTOBER

- Oct 13 - Fall Golf Tournament
- Oct 20 - Safety Update
- Oct 21 - General Meeting
- Oct 26 - Safety Summit
- Oct 28 - Killer Contracts Seminar

## NOVEMBER

- Nov 4 - Tailgate Mixer
- Nov 9 - General Meeting
- Nov 17 - Safety Update

## DECEMBER

- Dec 2 - Construct A Kids Christmas Gala

## JANUARY

- Jan 19 - Safety Update
- Jan 25 - General Meeting

*Thank You to our  
Newsletter Sponsor*



**Garden & Ornamental Designs, Inc.**  
Structural Steel & Pre-Cast  
Est. 2002

Garden & Ornamental Designs, Inc.  
Gary Blalack  
1952 Bentwood Dr  
San Antonio, TX 78114  
O: 210.313.5812



**ASA SAN ANTONIO**  
**13333 Blanco Rd. Ste 306**  
**San Antonio, TX 78216**

Let's *get* Social



**@ASASanAntonio**

[www.asasanantonio.org](http://www.asasanantonio.org)