

February 16, 2022

Items included in this ACEC Missouri Weekly Update are listed below.

- **Industry News** (*Input Needed on ACEC/MO Strategic Plan Survey; ACEC and FIDIC North America Launch Webinar Series on Integrity Management in the Americas; MDNR Water Protection Forum: Lead and Copper Rule Update; MoDOT 2022 Civil Rights DBE Compliance Training Symposium; New RFPs/RFQs Posted on ACEC/MO Website; OSHA Withdraws ETS, So Now What?; Accountability*)
- **Upcoming Events** (*Deadline Extended to Register for ACEC/MO's Winter Meeting & Awards Banquet on February 24-25; ACEC/MO Partnering with PSMJ to Bring A/E/C Principals Bootcamp to Show-Me State; Register for ACEC/MO's 2022 Future Leaders Academy*)
- **Member Information & Calendar** (*Member News; Calendar of Events*)

If there is something you would like us to include in the weekly updates, or if you need anything else, please contact the ACEC/MO staff: [Morgan Mundell](#) or [Dawn Hill](#).

INDUSTRY NEWS

Input Needed on ACEC/MO Strategic Plan Survey

ACEC/MO is beginning a strategic planning refresh that will chart the direction of our association for the next few years. We recently sent out a Strategic Plan Survey to the entire membership to help get us started. Please [click here](#) to take the survey, based on your knowledge and familiarity with the association.



Each person who completes the survey will be entered into a drawing for a **\$150 gift card** to the venue of your choosing. And if you prefer to not include your name and provide feedback anonymously, please feel free to do so. *All responses are confidential and will be compiled and shared in summary format with the planning committee.* The deadline to complete the survey is **Friday, February 18, 2022**.

ACEC and FIDIC North America Launch Webinar Series on Integrity Management in the Americas



ACEC and FIDIC North America are launching new webinar series exploring integrity in the Americas. Led by FIDIC Integrity Management Committee Chair Richard Stump (RS&H, Inc.), the first session will take place on **Thursday, February 17 at 11:00 AM**. Panelists include:

- Christopher Williams, Senior Director for Anti-Fraud and Corruption, Millennium Challenge Corporation
- Tshaka E. Dennis, former Deputy Chief Executive Officer at Millennium Challenge Account – Liberia
- James Pierre, Senior Associate at Pierre, Tweh and Associates Law Firm in Monrovia, Liberia. Former General Counsel of Millennium Challenge Account - Liberia (MCA-Liberia).

Participants will learn about the successful implementation of Integrity Management on projects funded by the Millennium Challenge Corporation (MCC), including strategies to implement integrity in an accountable manner at the agency level, at the national program level, and within the parent investment or donor organization.

The session will highlight [Millennium Challenge Account-Liberia \(MCA-Liberia\)](#) which was established by the government of Liberia to partner with MCC in a \$257 million program of road and power investments in Liberia between 2016 and 2021. MCA-Liberia successfully implemented the program, including developing and executing an anti-fraud and corruption (AFC) Action Plan and other protocols to support the program’s integrity.

[Click here](#) to register.

MDNR Water Protection Forum: Lead and Copper Rule Update



The Missouri Department of Natural Resources is hosting a Water Protection Forum meeting on **Thursday, February 17, 2022**, at 10:00 AM. The Water Protection Forum Meeting is a workgroup designed to provide interested citizens, stakeholders, business and industry (both public and private), environmental groups, advocacy organizations and others with the opportunity to engage in discussion related to clean water topics.

At this Forum, the Public Drinking Water Branch will present an update on the Lead and Copper Rule and what the Branch thinks will be the next steps based on EPA’s most recent federal register publication. Staff members from Missouri American Water will also provide information on their current efforts to address the Lead Service Line Inventory early implementation provisions of the Rule.

Attendance: In Person or via Webex

Lewis and Clark State Office Building 1101 Riverside Drive
 Jefferson City, Missouri 65101
 LaCharrette/Nightingale Conference Rooms
 Thursday, February 17, 2022, 10:00 a.m.

[Click Here to Join the Meeting Using Webex](#)

[Click Here to See the Amended Agenda](#)

Please email any questions you may have about the Water Protection Forum to Krista Welschmeyer at krista.welschmeyer@dnr.mo.gov. We look forward to meeting you at this forum meeting.

MoDOT 2022 Civil Rights DBE Compliance Training Symposium



You are invited to participate in MoDOT’s Civil Rights Compliance DBE Training Symposium on **March 29, 2022**. It will be held at the **Courtyard Marriott** located at 1500 NE Coronado Dr., Blue Springs, MO 64014. To see the agenda, [click here](#).

Registration is available at this time via virtual or in-person platform. The registration link can be found at: <https://www.modot.org/form/2022-modot-civil-rights-compliance>.

New RFPs/RFQs Posted on ACEC/MO Website

The ACEC/MO website has been updated to include new RFPs/RFQs we recently received from the City of Stockton, Missouri, and MoDOT. To see the new RFPs/RFQs recently posted, click on the links below. We update the website as soon as we get new postings in, so please check it often.



- [City of Stockton, Missouri RFQ](#)
- [Missouri Department of Transportation](#)

OSHA Withdraws ETS, So Now What?

by Dan Hilton, ACEC Director of Procurement Advocacy & International Affairs

The Small Business Administration's Office of Advocacy recently hosted its monthly Labor/Safety Roundtable. One of the topics presented was employers' continued responsibilities in the wake of the OSHA Emergency Temporary Standard (ETS) being withdrawn.

At the SBA Roundtable, a presentation was made on the responsibilities that employers are still required to maintain, such as having a written policy in place to provide employees a workplace free of recognized hazards. COVID-19 is legally classified as a recognized hazard by OSHA. Employers are allowed to require vaccine or testing in the workplace, but they must provide adequate religious and medical exemptions. The Department of Labor does not provide guidance on covering the costs of testing. However, if testing is an employer requirement for non-vaccinated employees the employer may be responsible for covering the costs of testing. Time spent on employer-required testing or vaccination during the regular day or shift is compensable.

[Click here](#) to view an outline of employers' responsibilities. [Click here](#) to view an example of a recent OSHA citation related to COVID-19 from a 300-employee manufacturing facility in the Midwest, dated January 14, 2022.

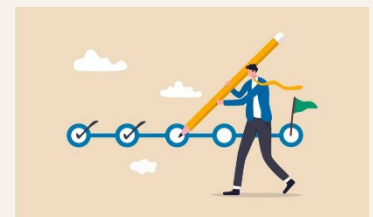
As it has been reported, OSHA intends to refocus its efforts on a more narrow standard, but on a permanent basis, rather than temporary. The ETS was due to expire on May 5 and was viewed by the courts as being too great of an overreach, citing OSHA's jurisdiction as being limited to the workplace, while COVID-19 is present in far more places than the workplace. While still being drafted, it is believed that OSHA is focusing on areas such as healthcare workers and industries such as high-volume retail, meatpacking and other indoor settings. That standard would involve a new rulemaking and a public comment period.

In announcing their intention to withdraw the ETS, OSHA noted that they were not "withdrawing the ETS to the extent that it serves as a proposed rule under section 6(c)(3) of the Act, and this action does not affect the ETS's status as a proposal under section 6(b) of the Act or otherwise affect the status of the notice-and-comment rulemaking commenced by the Vaccination and Testing ETS." That was a procedural maneuver to further allow them to pursue additional action, as described above. The legal community believes that OSHA intends to keep the ETS as a proposed rule under OSHA's rulemaking authority. OSHA could choose to modify the previously published ETS and may rely on the Supreme Court's opinion in doing so. OSHA may also decide to incorporate ideas from the Supreme Court Justices such as an industry or workplace specific analysis. Additionally, OSHA is also likely to review the comments submitted during the notice and comment period for direction with respect to a potential final ETS.

Accountability

by Mark Zweig, Zweig Group

What really makes people take responsibility for something and give it their all – to truly be accountable? "Accountability" is one of those terms that is continuously used in business today. We hear it every day. One of management's



jobs is supposed to be holding people "accountable." I don't think anyone ever seems to question that.

It's the "holding" part I have a problem with. I don't want to treat the employees of any business I run like children. Nor do I think that works well, for several reasons. First and foremost, no one likes being chastised by their manager if things they are supposed to do either didn't get done or didn't work out as they were supposed to. Secondly, managers don't like doing that to people, either. It's usually pretty uncomfortable.

So, what does work? What really makes people take responsibility for something and give it their all – to be accountable? Three things come to mind [...] [Click here](#) to read the full article.

UPCOMING EVENTS

Deadline Extended to Register for ACEC/MO's Winter Meeting & Awards Banquet on February 24-25

Register now to attend ACEC/MO's Winter Meeting & Awards Banquet on February 24-25, 2022, at the Crowne Plaza Kansas City Downtown. The deadline to register has been **extended** to **February 17, 2022**. A brief outline of the agenda is listed below. To see the complete agenda, [click here](#). To register for the meeting, [click here](#).



- AGENDA -

THURSDAY, FEBRUARY 24, 2022

10:30 AM - **Environmental Committee Meeting** - *Guest Speaker: Rebecca B. Losli, P.E., Director of Engineering, Missouri American Water Company*

10:45 AM - **Governmental Affairs Committee Meeting**

12:00 PM - **Luncheon & QBS Awards** - *Speaker: Ed Hassinger, P.E., Deputy Director/Chief Engineer, Missouri Department of Transportation*

1:45 PM - **CEO Roundtable (Small/Medium Firms & Medium/Large Firms)**

6:00 PM - **Awards Reception** (*includes dueling pianos by Whorlow Entertainment*)

6:00 PM - **Awards Banquet** (*includes Distinguished Service Awards & Engineering Excellence Awards presentations*)

FRIDAY, FEBRUARY 25, 2022

8:30 AM - **Breakfast Program on Generational Differences in the Workplace** - *Speaker: Mark Williams, P.E., Midwest Aviation Leader, Garver*

10:00 AM - **Board of Directors / Membership Meeting**

Meeting Sponsors:

GOLD SPONSORS



SILVER SPONSORS

BURNS & MCDONNELL

CMT
Engineers and Consultants

EFK Moen
Civil Engineering Design

GBA

OATES
ASSOCIATES

RubinBrown

ACEC/MO Partnering with PSMJ to Bring A/E/C Principals Bootcamp to Show-Me State

A/E/C
PRINCIPALS
BOOTCAMP®

WHEN: **April 12-13, 2022 in Columbia, MO**
WHERE: **Drury Plaza Hotel Columbia East**
EARLY-BIRD REGISTRATION DEADLINE: **February 23, 2022**

ACEC/MO, for the first time, is partnering with PSMJ Resources, Inc., a leading source for the latest on design management consulting, to host the renowned A/E/C Principals Bootcamp scheduled for **April 12-13, 2022**. It will be held at the **Drury Plaza Hotel Columbia East, Columbia, MO**. This 2-day workshop is guaranteed to give you proven skills to improve project delivery, financial performance, client satisfaction, and much more. For detailed information on this exceptional program or to register for the program, [click here](#). The early bird deadline to register is **February 23, 2022**, to receive a special member discount. Registrants have the option to pay by check or by credit card. If you have any questions, please contact Dawn Hill at 573-634-4080 or email at DawnHill@acecmo.org.

Register for ACEC/MO's 2022 Future Leaders Academy

Does your firm have a candidate for ACEC/MO's 2022 Future Leaders Academy (FLA)? Registration for the FLA program is now open. The dates for the 2022 FLA program are set for **May 4-5** in St. Charles; **June 15-16** in Independence; **July 20** via Zoom; and **August 24-25** in Osage Beach. Registration information is posted on our [website](#). Over half of the spots are filled already so if you want a spot in the 2022 class, please send in your registration form or contact Dawn Hill at DawnHill@acecmo.org. The deadline to register is **March 3, 2022**.



MEMBER INFORMATION & CALENDAR

Member News

CBB would like to congratulate **Sophia Roth, EIT** on her recent elected board position of Treasurer for the WTS - Metropolitan St. Louis Advancing Women in Transportation.

McClure is pleased to announce the following: **Don Ireland** joined the firm's Columbia office as an Engineering Technician; and **Justin Ness, PLS**, joined the firm's Kansas City office as a market lead for the Aviation and Survey teams.



[Oates Associates, Inc.](#) is thrilled to announce that **Izabela Czernikiewicz** has joined the firm as a building structural engineer.

Calendar of Events

February 24-25, 2022 -- ACEC/MO Winter Meeting & Awards Banquet, Kansas City
March 10-11, 2022 - ACEC/MO Strategic Plan Retreat, Eminence
April 12-13, 2022 - ACEC/MO & PSMJ A/E/C Principals Bootcamp, Columbia
May 2, 2022 - ACEC/MO 1st Annual PAC Golf Tournament, Porto Cima, Sunrise Beach
May 4-5, 2022 -- ACEC/MO Future Leaders Academy, St. Charles
May 22-25, 2022 - ACEC Annual Convention & Legislative Summit, Washington, DC
June 8-13, 2022 - ACEC Midwest States Conference, St. Croix, U.S. Virgin Islands
June 15-16, 2022 -- ACEC/MO Future Leaders Academy, Independence
July 20, 2022 -- ACEC/MO Future Leaders Academy, Virtual
August 24-25, 2022 -- ACEC/MO Future Leaders Academy, Osage Beach
August 25, 2022 -- ACEC/MO 6th Annual ACEC/PAC Golf Tournament, Osage Beach
August 25-26, 2022 -- ACEC/MO Summer Meeting, Osage Beach
October 16-19, 2022 -- ACEC Fall Conference, Colorado Springs, CO
November 3-4, 2022 -- ACEC/MO Fall Meeting, Columbia



Newly added events are italicized. To see a complete calendar of events, go to ACEC/MO's [website](#).

