



**A newsletter for our employees and friends  
Fall 2005**

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*Traffic switching was a critical part of this job. There were 1,000 barrels that Labor Foreman J. Dean Warren and his crew managed.*

## GOLD RUN PAVEMENT REHABILITATION

# NOT A FACELIFT, I-80 NEAR COLFAX GETS MAJOR RECONSTRUCTION

**C**ALIFORNIA'S I-80, EN ROUTE TO SPECTACULAR LAKE TAHOE, TAKES A HARSH BEATING, YEAR round from relentless car and truck traffic, abrasive salt and snow chains and the region's extreme elements. Hundreds of miles of existing roadway are in disrepair after 40 years of unforgiving wear and tear.

Two years ago, Brosamer crews completed pavement reconstruction on a six-mile stretch

of I-80 near the California/Nevada state line, east of Truckee (Fall 2003 newsletter).

In April 2004, Caltrans put up for bid an I-80 concrete pavement rehabilitation project stretching 18.5 miles between the Magra overcrossing and the Nyack overcrossing, 8.5 miles east of Colfax, in Placer County.

R&L Brosamer entered into a joint venture with Granite Construction Co. when Caltrans awarded portions of the Gold Run Pavement Rehabilitation #2 Job to both companies.

**CONTINUED ON PAGE 2**

# GOLD RUN JOB



*The existing roadway was bounded on both sides with asphalt shoulders. The contract called for shoulder-to-shoulder concrete pavement rehabilitation.*



*Project Manager Mike Ostrom and Labore Foreman J. Dean Warren.*

## CONTINUED FROM FRONT PAGE

"This is an item joint venture," says Project Manager Mike Ostrom. "We have our bid items for our 8.5-mile portion, and Granite has its bid items. Brosamer's the managing partner on this job, so we're in charge of coordinating the work and scheduling the project to meet the goals of the contract."

The total contract value was \$33,092,725. R&L Brosamer's portion was \$22,247,000; with change orders, the value increased to \$24,009,000. Granite's portion totals \$10,845,725.

Brosamer bid items include rehabilitation of 8.5 miles of roadway with lean concrete base, Portland Cement Concrete pavement, structural approach slabs at six bridges that cross the roadway, electrical work, striping and installation of guardrails.

Amount totals include 3,165 cubic yards lean base concrete; 97,835 cubic yards PCC pavement; 15,600 tons asphalt concrete pavement; 484 cubic yards PCC for structural approach slabs; 1,203 cubic yards PCC for concrete barrier slabs; 24,606 feet of Type 60 barriers; 64,960 feet of K-rail; and



*Work was done in very tight quarters. Some traffic came down the hill at 70-80 miles per hour. Three CHP officers directed traffic.*

18.5 miles of fiber optics.

Granite's responsibilities included drainage, grading and asphalt concrete paving. Brosamer had 11 subcontractors; Granite had five.

## EXTENSIVE TEAM EFFORT

Many talented and hard-working R&L Brosamer staff and foremen are responsible for the safe and timely completion of this job, and Mike insists on naming all of them:

Area Manager Rusty Hoseley; Project Engineer Nick Burton; Engineer Intern Eric Thorburn; Office Manager Tobi Upson; Office Assistant Shirley Turner; Area Office Manager Idy Wilson;

Project Superintendent Bill Ross; Paving Superintendent Clark Benjamin; Truck Superintendent Bill Lyness; Paving Manager Tim Schafflein; Batch Plant Operator Kenny Brewer; Paving Foreman Tomas Guerrero; Finisher Foreman Jesus Gonzalez; Labor Foreman J. Dean Warren; set-up Foremen Malcolm Duff and Craig Knowles; Master Mechanic Dave Moore; Master Mechanic Dave Doud; Structure Superintendent Dave Castillo; Pour Foreman Mitchell Colvin; Carpenter Foremen Damon Williams, Tom Pham and Robert

Contreras; PVC Pipe Specialist Jack Beale; and 40 of the heartiest crew members he's ever worked with.

## CONTRACT MODIFICATIONS

"Originally Caltrans designed the job in six stages and in two locations, to be completed in three work seasons," Mike says. "Caltrans anticipated the first season, 2004, would be spent obtaining permits - a Placer County property lease and land use permit for the concrete batch plant and a waste water discharge permit from the California Water Quality Board, for instance

"They expected us to complete Location 1 work (Drum Forebay to Magra) in 2005, and Location 2 work (Drum Forebay to Nyack) in 2006. We knew we could cut costs and complete the entire job in two seasons. In order to do that, we requested and received approval for contract modifications."

The partners obtained all permits in 2004; roadwork was to begin May 2005. "We were delayed about 45 days because of severe wet weather," says Mike. "But we made up that whole month and a half delay, and finished our concrete paving by the end of October. We're on track to saw and seal the pavement, stripe the lanes and install metal beam guardrails. We'll have traffic in its final alignment by November 15.

"The hours we've had to work to do that have been intense, to say the least. Everyone pulled together, the state worked with us to make modifications, and we've had great weather throughout the summer and fall."

## A TIGHT SQUEEZE

The existing roadway was bounded on both sides with asphalt shoulders. The contract called for shoulder-to-shoulder concrete pavement

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# GOLD RUN JOB

**CONTINUED FROM PAGE 2**  
rehabilitation — a 100 percent concrete pavement, the full width of the roadway, 44 feet across four lanes of traffic and accompanying shoulders. Brosamer crews performed all concrete paving at night.

“We have 44 feet of roadway, but, in order to work on one direction, we had to move all traffic, both directions, into two 11-foot lanes, while we worked in the remaining 22 feet of space,” says Mike. “You can imagine how close we were to traffic. The track of our paver was riding inside the closed 11-foot lane, and the workers were within 5 feet of the live traffic. So, it’s been very tight quarters. And people don’t slow down on I-80; they come down the hill at 70 - 80 miles per hour. We always had three CHP officers directing traffic, and we had no serious accidents; still, it was nerve-racking, and I know some of our guys have stories to tell.”

## PAVING AND COST SAVINGS

Brosamer owns a dowel bar inserter (DBI) and put it to good use on this job.

“There is a random spacing of joints in the roadway,” says Mike. “We inserted dowels with our DBI machine, which is attached to the paver. As we move along the random joints, the DBI automatically inserts the dowels.” This is a great time saver, since the crew doesn’t have to go through the labor of putting out dowel baskets manually.”

In some locations, PCC was overlaid on existing asphalt pavement, so the PCC thickness of the rehabilitated roadway varies from 10 inches to 18 inches.

“We tied into the six bridges that cross the roadway with new approach slabs. We dug part of the asphalt and old concrete out of the



**Office staff (L-R): Nick Burton, Clark Benjamin, Shirley Turner, Tobi Upson and Mike Ostrom.**



*The track of our paver was riding inside the closed 11-foot lane, and the workers were within five feet of live traffic.*

**(L-R) Operator Stacie Benjamin, Paving Superintendent Clark Benjamin, Anita Gonzalez and Finisher Foreman Jesus Gonzalez.**



existing approaches in order to do that,” says Mike. “About 400 feet from each bridge, Granite came in and excavated the old pavement. We had to transition from being on top of the old pavement to meeting up with the old bridge.

“Then, right at the bridge, we dug out a foot and a half of roadway. Granite milled

and resurfaced the existing ramps with 3.5 inches of asphalt concrete. On top of that, we placed 7.5 inches of Class 2 asphalt base, 4.7 inches of lean concrete base and 9.8 inches of PCC. The concrete gradually tapered in to match the existing bridge surface.” Subs shaved off

three-quarters of an inch of deck, and put polyester concrete overlays on the bridge decks to give the deck surfaces extra longer life.

“Our paving crew worked nights from June to October. We also had crews working during the day, preparing the site for the night crew and performing work on other contract items. So, we were literally working around the clock: day crews prepared for the night concrete crew, and the night crew poured concrete.”

Mike borrowed Brosamer crews from other jobs at critical times, which helped the team meet the schedule.

“It’s a great feeling to know that we have the resources at other jobs,” says Mike, “and that they can come in for a week or two weeks, join in with the crew in place and help all of us get where we need to be.”

## PULLING TOGETHER — THE BROSAMER STYLE

“The job’s worked out well, though it’s been a challenging experience,” says Mike. “It’s been an awfully tight fit in certain locations, and it’s been all night work from May till October for the paving.

“At first, Caltrans was reluctant to make the modifications - they didn’t think we could complete the roadwork in one season. Those fears were reinforced with our slow start in the spring. We battled the weather, plant and paver maintenance problems and strict traffic control regulations regarding lanes and hours of operation.

“We juggled schedules with our 11 subs, and pulled people off other jobs to get this one done in one season. But, we were steadfast on making it work and completing the project, safely and on time. Everyone’s pulled together — everyone. And, we’ve done it.”

# FAREWELL TO TED BLEVINS

**T**ed was bigger than life, tremendously charismatic, full of energy and drive, a natural born leader.”

Bob Brosamer, owner, R&L Brosamer, Inc., remembers Ted Blevins, his friend of almost four decades, as a man of mental strength, toughness and focus.

“In more than 40 years in this business, there’ve been maybe three or four people I’ve met who just totally took the stage when they were doing their thing, and Ted was one of those guys.”

Ted, 71, longtime R&L Brosamer paving superintendent, friend and mentor to generations of employees, passed away July 2, 2005, after a long battle with cancer. A memorial for Ted was held in his hometown of Fresno. Surviving Ted are Doddy, his wife of 35 years, three adult children, Jill, Joy and Guy, and four grandchildren.

Also surviving Ted are vivid memories of an exceptional person with true grit and good humor who crosses our paths only once in a long while.

“Everybody, not just the crew, but out on the jobs — the agencies, the owners and the inspectors, who are very often tough and picky about the work — they’d all fall under his spell,” says Bob.”

Bob and Ted met in 1967, during the Gordon Ball years. “I was project manager at a job in Sacramento,” Bob says. “I’d known Ted’s brother, Kelly, since 1965. Kelly came to me and said his brother was living in Fresno and looking to move up to Sacramento. I said, ‘Well, is he any good?’ He says, ‘He may not be the best, but he’s among ‘em.’” Bob found a treasure in Ted.

“Ted had the ability to motivate — he had his eye on the prize. He’d get everybody jumping on board, whether it was ‘We’ve got to get the bridge by tonight,’ or ‘we’ve got to get this production.’ He had the ability to get everybody excited about what they were doing, well beyond the wages they were

**“There are very few sacred cows in this industry. All Ted knew about sacred cows is that you give ‘em a kick.”**  
— **BOB BROSAMER** —

getting. Because he believed in these guys, they did things they didn’t even think they were capable of.”

Friends remember Ted for his extraordinary commitment and refusal to quit.

“It was contagious,” says Bob. “It’s what leadership is about — he was pushing, but he was doing it from the front,

and he was bringing everybody along with him.”

In 1972, when Bob formed Ball, Ball & Brosamer; Ted was the fifth person to join the company. “When he came, a whole bunch of other people who had already fallen under his spell came on board, and that was the real beginning of the company,” Bob says.

Deane Allin, R&L Brosamer vice president of engineering, was a young, newly graduated paving engineer when he met Ted in 1983, in Arizona.

“Ted was always a can-do person,” Deane says. “He loved to hear other people say something couldn’t be done. That made him more determined to do it. He was smart, even-handed — treated everybody fairly. He was always pushing the envelope — but he knew when to step back. He could get things done — and do them safely — better than anyone else I’ve known or worked with.”

Ted’s contributions over the years account for much of the company’s success.

“He was a major part of our canal work — particularly the canal paving spread,” says Deane. Later, Ted transitioned to airports and highways. “He had the capability of doing earthwork, and being earthwork superintendent when there wasn’t any paving. He was versatile enough to do whatever needed to be done. He was amazing.”

As a young engineer, Brian Stopper, R&L Brosamer chief estimator, met Ted in 1982, on a paving job in Portland.

“Ted was extremely dedicated and loyal — and so knowledgeable,” Brian says. “You could talk to him about any aspect of construction, and how to approach the work.



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# FAREWELL TO TED BLEVINS

CONTINUED FROM PAGE 4

That really stands out — his love of the work and how much he knew about everything.”

“Ted would move from state to state, job to job, and he would build teams,” says Bob. “And he’d do it over and over and over again — he’d build the team. This is what I mean by his natural leadership. It isn’t like going to work in an office or factory and working with the same people for 20 or 30 years. For us, it’s building these new teams year after year. His ability to relate to people and to make them want to do really more than they thought they were capable of doing - well, he was unparalleled in that. You wanted Ted’s approval - you wanted Ted to think well of you.”



Outside of work, Ted was famous for his homegrown harvests. Every fall, he brought in corn, tomatoes and an assortment of peppers.

“I’ll never forget, about 10 years ago, in the Hegenberger office, I was with a fellow engineer when Ted came in with his wares — some of his corn, and a few bags of peppers,” remembers Deane. “He pointed out this particular bag of hot peppers. We tried one and said, ‘Hey, these aren’t bad.’ And then Ted pointed out the hottest pepper in the bag.” It was a habanero chili pepper, one of the world’s hottest varieties.

“Well, we were trying to make Ted proud of us — everybody was always trying to impress Ted. So we thought, well, we could take a bite of those. So this other guy and I start eating these hot peppers from the bag Ted was holding, and we’re both sitting there, our faces turning red, sweat pouring down our heads. Now, we’re not rushing to the water cooler because Ted’s standing there smiling, watching us eat these things. We were sitting there dying, burning up as he stood there watching us, smiling. Once he left, we both ran for relief, but not until he was out of site. From then on he was always kiddin’ me, ‘Deane, I got some more peppers.’”

Ted was always there to help people, on and off the job. His generosity is legendary within Brosamer, but it extended to people he would meet by chance on the job or on the street.

Brian tells the story of an Arizona family, in 1986, on its way to California. When their car caught fire, everything they owned was gone and they were left with nothing. Ted was working a crane nearby where there was a bridge leading into the job site.

“Ted positioned the large crane at the bridge and lowered the boom, like a tollgate, and told everyone they’d have to ante up — pay a toll to get to work. People took money out of their pockets, and when they paid the toll, Ted raised the boom on the crane. It wasn’t just Brosamer crew — it was all

the contractors and subs working that job. He helped raise \$1,000 in cash that day for that family.”

Deane tells of an eight-year old boy who was being harassed by an older, bigger boy near the 98th Avenue job site. Ted stepped in, broke up the confrontation, and made arrangements to drive the younger boy back home to his grandmother, but not without first reaching deep into his own pocket, retrieving about \$20, and handing it to the boy, telling him, “This is for you — you go get something nice for yourself.”

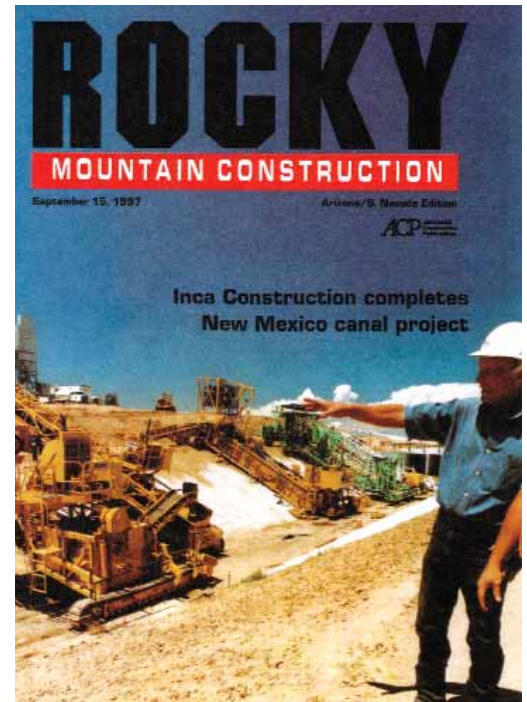
“There wasn’t an ounce of quit in him — there was no task, ever, that he ever said, we can’t do that,” says Bob. “You get the people who were children of the Depression — they all came to the job knowing how to work. They have that ability to get tough with anything that comes their way.”

Ted’s approach to each job was framed by a strong work ethic that was

simply a part of his character. In a spring 2001 interview, Ted said this: “I look at it this way. I’m going to do a full day’s work for a full day’s pay, and I’m going to do the best job possible. I’m going to do better each time I do something. I’m going to plan the job so we’re working every day, and I’m going to make Bob some money.”

It wasn’t in his plans to slow down. Ted survived two bouts of cancer — throat and prostate — before the last onset of lung cancer. Bob Brosamer says in reflection, “He absolutely never backed down from a challenge. He took cancer on three times, and on the third time it got him, but he beat it to the ground twice. And he came back to work, twice. And that was Ted. He was a good guy. Whether it was fight or run a footrace, you always knew he was there, and had your back.

“We lived a very full life together — and it wasn’t just the work. Our lives have been intertwined forever. I hope he’s with the rest of the crew — Floyd Davis, John Tinsley and Wayne Copeman — having a cold one on us.”



# MESSAGE FROM BOB BROSAMER



**O**UR BACKLOG HAS INCREASED SUBSTANTIALLY SINCE THIS SUMMER. WE WERE THE SUCCESSFUL BIDDER ON A \$30 MILLION TAXIWAY AT THE MINETTA SAN JOSE INTERNATIONAL AIRPORT.

Our new chief estimator Brian Stopper landed a \$80,000,000 subcontract to pave the new PCC runway at LAX.

We were designated the contractor of choice for the Corps of Engineers' Napa River Floodwall. This \$19.7 million contract was a best value award that gave heavy weighting to our past experience and our plan of attack.

We were successful in our bid on a major pavement rehabilitation on I-580 near Dublin. The project is a partnership with R. E. Serrano of Martinez. Our \$20 million bid, coupled with a seven-month work schedule foretells a busy winter.

We were low on two jobs that were not awarded because of budget constraints. The jobs, a \$23 million canal job in Chandler, Arizona and a \$8 million channel rebuild near Legrand, California, will both be re-bid.

The governor has been true to his promise of the more work. Our bid schedule is loaded with Caltrans work, Oakland has another apron job coming at the Oakland Airport, and both

reaches of the All American Canal will bid in the spring.

We've just completed our insurance renewals. Our three-year long accident prevention effort produced outstanding results. Our rates decreased for the third straight year.

Winter's here, its cold and wet, so watch your footing and don't walk with your hands in your front pockets.

## NO PICNIC IN NEW ORLEANS

# BROSAMER DONATES PARTY MONEY TO HURRICANE KATRINA RELIEF EFFORT

**P**ICKING UP THE PIECES AND REBUILDING THE SOUTHERN STATES THAT were damaged by Hurricane Katrina is a long and expensive project. The monies that would have normally be spent on a company wide picnic were contributed to the Red

Cross so they can continue to help in the relief effort.

There are many moments in our history that have exemplified the compassion and integrity of our co-workers. These past months are indicative of those proud moments.

I would like to extend thanks to Kyle Park, Dave Castillo and Jack Beale for their part in leading us to, and guiding us as to how, we could help a family in need of immediate assistance. Jack was instrumental in raising funds and gathering safety points to be turned into gift cards. We extend a "special thank you" to all of you who gave so generously with safe-

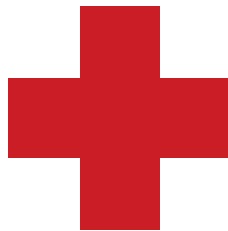
ty points and donations so that this family could begin to restructure its life.

(If you would like to contribute safety points, send them in with a note to directing them to be used for the "relief effort.")

The Montalbano family sent a letter of appreciation. Here are some excerpts that we pass on to you.

"I am overwhelmed by the generosity and kindness that you have bestowed upon us, and I hope that each of you realizes our sincere gratitude. We will forever remember your amazing goodness, and we will always reflect on the beauty that exists in each one of you. We appreciate your unselfish spirit, your sacrifices and your concern. We are putting the pieces of our lives back together with your help. One day I hope to meet each of you to be able to personally thank you for your help in restoring our lives"

– Brenda Montalbano



**American Red Cross**

# MEET EDDIE LOPEZ

**F**amily is very important to Eddie Lopez, R&L Brosamer laborer foreman.

Born and raised in Mexico, Eddie moved north with his family when he was 19, settling in Los Angeles and beginning a new life. In 1979, cousins and uncles who were already in construction invited Eddie to join the union, which he did.

“My first jobs were in concrete — curbs, gutters, driveways and sidewalks,” says Eddie. “I had a lot of friends and family in construction, and it was a good field to get into.”

It was a family member — a cousin — who connected Eddie with R&L Brosamer 10 1/2 years ago when the company was looking for a laborer to begin work immediately. Eddie had moved to the Bay Area in 1985, and was working a variety of construction jobs



**EDDIE LOPEZ**

for D.W. Young and Stacey Witbeck.

“Things were slow, and I had been off my job for two weeks, and this chance came to me and I said, ‘Yeah, I want to work now.’ I’m still here.”

And today, as much as he enjoys his work and the people he’s worked with over the

years, what does Eddie look forward to the most? “I’m happy to be on my way home,” he says, laughing. “I’m happy to be going home safely to see my wife and kids.”

Six short months after joining R&L Brosamer Eddie was made foreman. Currently laborer foreman on the Highway 4/Railroad Avenue bridge job, Eddie’s a hard worker — dependable and thorough. He’ll tell you that he gets as much in return as he gives to the job.

“As foreman, you have a lot of responsibility,” says Eddie. “You are responsible for the job, but also the people in your crew, and the reports, and getting hours from everyone. It’s a lot of work, but I like it. Every day is different, with different problems and challenges with the crew or the job — and sometimes even with the people we inconvenience when we block a street or close a road. I’m very glad to work with all the Brosamer

people; everybody treats me so well, especially Linda Brosamer. She’s a beautiful person.”

Eddie became an American citizen more than 10 year ago, and lives in San Leandro with his wife and children. His 20-year-old son Edward Jr. has joined the company, and is working with Cuco Gonzalez’s team in Palmdale. His 18-year-old daughter attends nearby Heald College, and his younger sons, 12 and 7, fill his time at home with schoolwork, soccer games and family outings.

Eddie’s worked on many high-profile Bay Area jobs - the San Jose Airport runway and the Oakland Airport 98th Street Bridge, to name only two.

“When we drive around this area, I show my family and tell my kids, ‘I poured this, or I poured that,’” says Eddie. “They say, ‘that’s cool.’ It makes me proud to share that with my family.”

# MEET SAMI SADDIK

**A**s a child in Alexandria, Egypt, Sami Saddik dreamed of someday living in a country where he

would be free to come and go — free to travel, explore and pursue a life of choices. He went to fine schools, and graduated from the second largest university in the country with a civil engineering degree, and a specialty in structural engineering. He worked hard, served in the Army Corps of Engineers, and held good employment positions in his native country.

One Christmas holiday, in 1978, Sami visited his parents, who had moved to the United States.

“I thought I’d just visit, then return to my work, but my family wanted me to stay,” says Sami. “I was doing very well in Libya, but I was torn between my family and my position. My



**SAMI SADDIK**

mom reminded me that when I was young, I loved freedom. She reminded me that I wanted to be somewhere where I was free.” At the last minute — on my way to the airport — I decided to stay in this country.” Sami became an

American citizen in 1990.

Sami joined R&L Brosamer 10 years ago; today he is Brosamer’s chief engineer.

“As engineer I help to build the job. The agent or the owner engineers the job itself, as a final product. But we engineer how we build the job — the falsework, the excavation support, form works to pour concrete” says Sami. “With the nature of today’s jobs in terms of size and requirements, all portions of the projects need to be engineered to ensure the safety of the job and the workers, and the workability of the job components.”

Sami lives in Dublin with his wife Salma. His son is vice-president of a large wireless network, and his daughter is earning her Ph.D in psychology.

“I found myself working hard many years, until I came here,” says Sami. “Bob’s idea always is that we have to enjoy our time here. Back home,

they always taught us work hard, work hard, work hard — they never taught us to enjoy our lives.

“Americans know how to enjoy themselves while working. So now, because of Bob, I know how to enjoy life — while I’m working hard.”

Sami loves the ocean, horseback riding and flying airplanes. Interestingly, these are all symbols of freedom — the boundless sea, open trails and infinite skies.

“And now I’ll tell you something: Since I’ve come here to the United States, where I’m free to travel and go wherever I like, whenever I like, I’ve never left the country,” Sammi says. “I just want to see the United States; we have everything here. I have a valid passport, but the fact that I know that I can go whenever I like is good enough for me.”

## EMPLOYEE NEWS

R&L Brosamer, Inc is proud to announce we have some more "stars" to mount on our Wall of Fame in our home office.

In appreciation, a star is mounted with the name of each person who has more than five years or 10,000 hours with us. Come by and take a look at this lineup.

### 10 YEAR SALARY AWARDS IN 2005

**Linda Brosamer (2004), Russell Gann, Mike Ostrom , Deane Allin, Lee Berkey, Cindy Lundquist, Sami Saddik, Lonnie Stahl, Rocky Romero.**

20,000 HRS +

**Antonio Vasquez, Eddie Lopez, Isidoro Aguilar.**

### 5 YEAR SALARY AWARDS IN 2005

**Teresa Rebman, Melody Realph, Danielle Amerio, Luis Ramirez, Don Evans, Rita Bustos, Bill Faoro.**

10,000 hours + will be announced at a later date.

*Please e-mail employee news to Pam Shirley at [pamela@brosamer.com](mailto:pamela@brosamer.com) or call Pam at Alamo extension 325.*

# THE SAFETY ZONE

## Can cost effectiveness and safety procedures co-exist?

**P**olarities are sets of opposites that appear to be in conflict, but are both needed for success. Examples abound in safety "cost effectiveness" vs. "safety procedures," "production" vs. "preventive maintenance," "planning" vs. "getting the work done."

Neglecting one over the other will put you out of business, but the "polarities" are both true and equally important.

Polarity is derived from the word "polar," as in "two but equal separate poles (or points)." When polarities occur at a jobsite, there are "true" but conflicting points that are equally important. How can we resolve this problem?

Experience, knowledge are a given requirement. But without skills in communication and negotiation a resolution is not possible.

Using the "win-win" approach in negotiation is

essential. In order to accomplish this, we must have as much knowledge and information about both points as possible. The answer is not necessarily to compromise, but to resolve the conflict, with a solution that will create greater overall good and value.

### Example

**PROBLEM:** Working around portable concrete batch plants, maintenance was hazardous if you did not tie off, but could get work done faster. Having to be tied off when working in height was counter-productive; the work was slow, but safer. Polar points are cost effective-

ness versus safety procedure.

**SOLUTION:** Providing a man-lift to do the maintenance work created a safe operation and productivity increased as the maintenance personnel was able to directly get to the problem without having to climb and crawl around the plant.

The solution created greater safety and greater productivity.

Please help us find more solutions to polarities in the workplace. If you have ideas that can solve polarities, or have come up with solutions to solve polarities please let us know, we will print them in future articles.



## SAFETY FACTS

- The construction industry had the highest number of fatalities (1,126) of any other industry in 2003.
- Laborers were the single highest craft with fatalities (289).

However, the construction industry rate of fatalities (11.7 fatalities per 100,000 workers) was fourth highest. More dangerous industries were agriculture (31.2), mining (26.9) and transportation/warehousing (17.5).

Most construction accidents could be avoided if safety procedures have been followed.

The Insurance and Safety Department at R&L was very pleased with the feature article in the company's last newsletter. Our belief is to provide a safe work site and take care of you if you get hurt, but we also make it clear we won't accept carelessness, unsafe work practices or fraudulent workers compensation claims.

CALL OUR TOLL FREE NUMBER 1-888-SAFETY4U (1-888-723-3894) TO REPORT UNSAFE ACTS OR CONDITIONS. ANONYMOUS MESSAGES MAY BE LEFT 24 HOURS A DAY, 7 DAYS A WEEK.

# MEET OUR NEW EMPLOYEES

## ADAM NGUYEN

Adam began working for us in July. He is from Fresno, or as Adam might say, "Central Valley, baby!" He graduated from UC Davis and interned at the UC Davis Hydraulics Lab.

Adam emigrated to the U.S. from Vietnam in 1995. He has a sister and a dog named Mickey, resides in San Jose and is single. Adam looks forward to visiting Hong Kong via a cruise ship.

Both watching and playing sports bring Adam enjoyment in his free time. He likes basketball and claims that, "Even though I'm short, I've got hops." Adam likes to work out and is an avid Jackie Chan fan.

Adam is enjoying learning every aspect of his job at R&L. He is currently working in the estimating department doing plan take-offs and drafting cross sections. Adam finds the construction industry to be extremely rewarding, experiencing many new ideas daily that are applicable to real-life situations. He is thrilled to be here and to be able to apply the knowledge that he has learned and to experience the culture of the industry first-hand. Adam would like to continue to develop his skills here at R&L in a variety of capacities.



## LILLIAN (LIL) SIMON

Lil came to us in August from Kiewit Pacific Co., after nine years working with the estimating and contracting departments. Previous experience also includes working for a small contractor in Brentwood.

Family members include Harley, Lil's 11-year-old son; Jack, their dog; and Dutch, their cat. Some of her favorite things include NASCAR events, boating, camping and going to Lake Tahoe with friends and family.

Being the bid runner and writing the subcontracts gives Lil the opportunity to be involved with projects from start to finish. Lil says that, "There is never a dull moment in the engineering department, and the bid running is the best adrenaline rush I can think of."

Lil looks forward to receiving her five- and 10-year stars from Bob and Linda and being able to view them on the "Wall of Fame." R&L feels like the place to stay and retire from, says Lil. "The people are great and have made me feel so welcomed and happy to be a part of the team."

Having journeyed to the Black Hills of South Dakota, Lil highly recommends a trip to Mount Rushmore. She says that the overwhelming feeling of pride looking at former presidents and forefathers of our country is incredible.



## DOUGLAS MURPHY

Doug came on board in August as a superintendent on the Highway 14 project in Palmdale. Previously, he had worked for Yeager Skanska Inc., a heavy-construction company based in Riverside.

Home is in Lancaster. Doug's wife, Robin, works for Sierra Medical Group, where she is a medical claims adjuster. His daughter, Allison, is nine and is in the fifth grade. Other family members include O'Malley, their black lab, and two cats.

Away from work Doug and his family enjoy fun-filled week-

ends at the racetrack and at the park, where Allison enjoys playing softball in the spring and summer. Doug has a 1967 RS/SS Camaro that he takes out to the drag strip about once a month. For all you race car fans, he races in the "super stock" class, which runs the quarter-mile in the low 10 seconds at about 140 mph. Doug also races a "street stock" class stock car every other Saturday from March to November at Route 66 Raceway in Victorville.

Doug says he is pleased with the level of talent that he has been placed around. He is enjoying the challenges of working at night and looks forward to more challenging projects with numerous levels of talent.

Doug has traveled to southern coasts of Mexico and says that it's a nice get-away and a great time.

## SHERIF BOTROS

Sherif came to R&L in July. R&L is his first job in the U.S., but he has experience working as a design and field engineer for roads, highways and sewerage systems. Previously he has worked for AJE Contracting, in Dubai, U.A.E. and as a senior consulting engineer in Cairo, Egypt.

Meriam, "is the most wonderful woman ever," says Sherif, who has been married a year. Meriam is a pediatrician at Loma Linda Medical Center. Sherif enjoys swimming, playing tennis and driving. He is another car fan, and adores the powerful German cars such as the Porsche 911 and BMW M3.

Sherif really likes the atmosphere of R&L, along with attitude and cooperation of the guys at the field office. He loves what he is doing and can't imagine doing anything else.

"I like being a part of something that develops in front of your eyes that will be of enduring significance and will one day allow me the opportunity to be able to show to everyone and say, 'I did this,'" Sherif says.

Satisfaction is the word that describes how Sherif feels about his work.

## SANDY KRUMMES

Sandy has been working for R&L since July in the payroll and accounts payable departments. Previously Sandy was employed by Accountemps which is how she came to be employed by R&L.

Walnut Creek has been Sandy's home along with her husband of 28 years. They have been working on their home for their entire married life. Sandy says that their two children wore tool belts as soon as they could walk.

Sandy's hobbies consist of walking, biking, hiking, reading and sewing.

The people in Sandy's department have been really great, which Sandy says is "90% of a job." She looks forward to working for R&L in the future.

Sandy was a travel agent in her previous life which allowed her and her family to travel all over; her favorite place to visit is Paris.



**BABIES EVERYWHERE . . . ALL SHAPES AND SIZES —  
CHECK OUT OUR NEWEST LITTLE ONES!**



*Jack Leahy*



*Jesse Charles*



*Carter Otheim*



*Rylan Park*



*Isaiah Burton*



*Aracel/Marisol Miranda*



*Allison Giles*



*Mariah Badillo*



*Daniel Carrillo*



*Isaias Ramirez*



*Tobin Ybarra*



*Jacob Brosamer*

**Russ and Cindy Gann;** Grandson, *Jack Douglas Leahy*; January 7.

**Jesse and Michelle Charles;** Son, *Jesse Charles IV*; June 1.

**Shawn and Tabetha Otheim;** Son, *Carter Evan Otheim*; June 6.

**Kyle and Jennifer Park;** Daughter, *Rylan Turner Park*; June 12.

**Nick and Leticia Burton;** Son, *Isaiah Nicholas Burton*; June 24.

**Gabriel and Veronica Miranda** (TWINS); Daughters, *Araceli Michelle Miranda* and *Marisol Margarita Miranda*; July 31.

**Roger and Janeen Giles;** Daughter, *Allison Michelle Giles*, August 30.

**Alan and Adela Badillo;** Daughter, *Mariah Angeliyah Badillo*; September 16.

**Hugo and Alicia Carrillo;** Son, *Daniel Carrillo-Rubio*; September 27.

**Luis and Sandra Ramirez;** Son, *Isaias Ramirez*; October 10.

**Idy Wilson;** Grandson, *Tobin Russell Ybarra*; October 18.

**Rob and Wendy Brosamer;** Son, *Jacob Jonathon Brosamer*; November 6.

**Happy**

**Holidays**

**FROM R&L BROSAMER, INC.**