

# THE YOUNGLOVE CONVEYOR

FOR EMPLOYEES AND FRIENDS OF YOUNGLOVE CONSTRUCTION, L.L.C.

► Leaders in the design and construction of bulk materials handling facilities

Builders of value... Builders of trust... Since 1896

## The Implementation of OSHA Silica Dust Standard 1926.1153

*“Kenny’s 2 Pennies” by Kenny G. Gubbels, Senior Project Manager*

I always try to stay construction-relevant on my *Conveyor* articles and typically struggle to find a good topic to write about; but this time the U.S Government actually helped me out here. I chose to write about the new OSHA Silica Dust Standard 1926.1153 that was implemented in September of this year. Early this year I was given the task to help get Younglove’s construction crews, Human Resource Department, and Safety Department to comply with this new standard set by OSHA. I will mainly focus on a brief description of the standard, how it was implemented and the ripple effects, and then touch on costs and impacts to the industry.

Silica Dust Standard 1926.1153 was created by OSHA to limit the exposure of construction workers

to the respirable silica that enters the air when cutting, grinding, chipping, sweeping, or drilling cured concrete. OSHA has provided two options for contractors to select from for limiting this exposure.

The first option is to use the OSHA-provided Table No. 1 listed in the standard, which provides guidelines for adding engineering controls to concrete tools via negative air (suction) or water (wet) cutting and drilling. This table also dictates respirator requirements and level based on activity and duration of the activity.

In lieu of following Table No. 1, the second option is air testing/sampling of the job site on each employee and assessing each exposure on a case-by-case basis, recorded and documented. In my opinion,

unless you employ a full-time, on-site industrial



hygienist, this is nearly impossible for a construction site with changing day-to-day activities. Perhaps this would be a good option for on-site construction manufacturing work.

There is also an elaborate respirator tracking/medical evaluation process for silica exposure with this standard that requires employers to track respirator usage per employee and to provide employees the option of a medical evaluation if respirator usage is in excess of 30

*Continued on Page 10*

*“... 1926.1153 was created by OSHA to limit the exposure of construction workers to the respirable silica that enters the air when cutting, grinding, chipping, sweeping, or drilling cured concrete.”*

## PERSEVERANCE

By Ken I. DuBois, President



Perseverance. Do you have it? Do I have it? And what is it? Webster's dictionary defines it as "a continued effort to do or achieve something despite dif-

iculties, failure, or opposition; the action or condition or an instance of persevering." Hmm . . . I think I may have needed this a few times in my life, and I would assume all of you would say the same!

Thinking back to my early childhood days, it seemed as if the school year would never end. And there was that one teacher (Mrs. Cosgrove) or that one class (senior creative writing) that seemed to take more effort to figure out than the rest of them combined. These were the instances where getting a "B" seemed to be a time for celebration! I'm currently trying to encourage my kids to get some grit—or to get tough (a simpler way to describe this action of perseverance)—with this very subject in their studies.

Sporting teams use some form of this "perseverance" word on an almost weekly—if not daily—basis. At some point during each and every practice, I'm sure every coach needs to remind the players, "Don't give up now!" or "This is the time in practice when we get better than our competition!" Getting in better shape certainly takes a strong resolve to endure

through some temporary pain to hopefully achieve the goal. During games when things are looking bleak, the team can either collectively give up and get run off the field or court; or they can be determined to get tough and compete—even if the final score does not end up in their favor.

If your professional lives mimic mine in any way, at the beginning it seemed like I knew very little about the process it took to get from one point to the next. Looking back, it may have been a good thing that I was just a little naive in my ways; otherwise it may have been easy to give up. I was very fortunate to have some mentors that were patient with me and provided good direction. I was, however, determined to stick to it and finish all of the little things required in order for the entire project to come together.

As a whole, as a construction project moves along from groundbreaking, to placing foundations, to erecting the superstructure and floors, equipment installation, utilities, etc., it's the end of a project that takes an extreme amount of perseverance. Our Younglove field teams led by our superintendents usually receive the brunt of the pressure as project milestones are always aggressive. Each and every loose end needs to be completed; and many times these loose ends are the responsibility of a dozen or more separate contractors working collectively together (electricians, painters, HVAC, millwrights, carpenters, process piping, doors, finish contractors, site-related contractors, and fire protection, just to name a few).

When one of these contractors falls behind, the facility completion date could be jeopardized.

Our superintendents feel the pressure, and I'm sure they've felt like staying in bed on more than one occasion during the last push on their projects. But they don't. They lead by example and persevere until the project is complete.

I can say with confidence that Younglove has a core group of individuals with a resolve to persevere. Our superintendents have been doing it for an average of 37 years with the company; our design department led by Pat Ebner (27 years), Randy Petersen (37 years), Brian Hickson and Joe Newman (over 20 years each), and Trish Welch (over 10 years); our project management staff led by Loren Field (35 years) and 3 other managers with over 20 years and 3 over 10 years; and Peggy Hamel, our corporate secretary, for over 30 years. And yes, we also have some up-and-coming talent both in the field and office that this character trait seems to be built into.

If you are a customer reading this article, I hope this trait of perseverance has been transparent as you have worked together with our team. For Younglove team members, you certainly already knew this article to be true. If you are a current team member and wonder what in the world you have just read, maybe you can learn something about this trait from those leaders around you.

Whew! I persevered through completing another type of creative writing article! I guess it can be done!

# Final Push Under Way at Mar-Jac Feed Mill in Spruce Pine, Alabama

**Feed Mill; Mar-Jac Poultry AL, LLC; Spruce Pine, Alabama**

**Jared Myers, Project Executive; Joey Posivio, Project Manager; Jose Torres, Project Superintendent  
Pat Ebner, Mohammad Fotouhi, and Brian Hickson, Project Design Team**

The final push to bring the facility in Spruce Pine into operation is well under way. Initial equipment checkout is complete, and material handling equipment is currently being flushed with grain to remove construction debris and to put a polish on it before final feed ingredients are brought into the facility. The crews have been working in all areas throughout the summer to get to this point.

Jose and crew have finished installing all of the mezzanines, floors, and stairways throughout the facility. All material handling and dust control equipment is also installed and operational. Specific process equipment (such as the hammermill, pellet mill, cooler, etc.) have been installed and will be brought into operation once flushing of the material handling equipment is complete.

With the exception of just a few panels for canopies, we have finished the tilt panel work on the ancillary buildings; and we're almost done installing doors and windows throughout the facility. Finish work on offices, bathrooms, etc., is also coming to a close.



Over the next few weeks, feed ingredients will be brought into the facility; and process equipment will be put into operation. Full-scale feed production is on schedule to begin following the Thanksgiving holiday, and final tuning and any loose ends will be wrapped up throughout December.

*This facility is another fine example of the value and trust we build into every Younglove facility!*

*Above: Feed mill and silos*

*Below: Spouting and roof equipment*



# Ocheyedan Crew Marching Into Winter

**Swine Feed Mill; Cooperative Farmers Elevator; Ocheyedan, Iowa**  
**Loren Field, Project Executive; Karl Pittmann, Project Manager; Steve Johanson, Project Superintendent**  
**Brian Hickson, Project Design Leader**



seventy 73-foot piles and pour the mill mat slab. The crew worked diligently to prepare for the slip and succeed before Thanksgiving.

With the slip in the air, we look forward to the winter ahead and to the installation of the floors throughout the mill.

In our last *Conveyor*, Younglove had just been awarded the new Cooperative Farmers Elevator (CFE) feed mill project in Ocheyedan, Iowa.

Over the summer Steve Johanson and crew mobilized to the site and hit the ground running. Work quickly began with excavation of the tunnel and site preparation. The crew was able to install the tunnel mat, walls, and roof in the month of June and move on to piling.



Between the 4th of July and Labor Day holidays, Younglove was able to install over one hundred

*Above: Piling installation*  
*Below: Slip preparation*



# Hitting the Home Stretch in Rowan

*Feed Mill; NEW Cooperative, Inc.; Rowan, Iowa*

*Ken DuBois, Project Executive; Karl Pittmann, Project Manager; Dave Johansen, Project Superintendent*

*Tricia Welch, Project Design Leader*

Since our last newsletter, Dave Johansen and crew have been hard at work on the construction of the Rowan, Iowa, facility.

The tilt-panel crew spent the summer casting and placing over 120 tilt panels. These panels make up the mechanical rooms, warehouse, loadout extension, and receiving building. All of the concrete floors have been poured and steel floors erected throughout the mill.

Heading into winter, Dave and his crew have been busy stacking bucket elevators, external ductwork, and concrete roofs before the snow begins to fly. Dave's focus through

the winter will be installing all of the equipment inside the mill and spouting inside the headhouse.

We are looking for a strong finish as we head into a spring start-up.



*Above: Feed mill looking east*



*Left: Receiving building*

**NEW**  
COOPERATIVE INC.  
**NEW**

# Where's the Cheese?

By Joseph N. Posivio, Project Manager

Change. For many people, this is a terrifying concept. When presented with it, common responses are:

“Change? Why do we need to change?”

“What's going to be better with this change?”

“What's wrong with the way we're doing it now?”

These questions are all based on the assumption that change is detrimental unless proven otherwise.

But why do we automatically assume change is bad? Perhaps it's because change, whether good or bad, often causes discomfort and fear. Something as simple as getting back into the driver's seat of our car after someone else has driven it and changed the seat, mirror, and steering wheel positions causes us some level of discomfort. It only takes a few seconds to change back, but that uncomfortable feeling often sticks with us for a little bit. If small changes like this can cause us discomfort, it's no wonder that large changes that will alter our day-to-day lives garner so much resistance and fear!

When changes occur in my life, I often spend time discussing how to handle them with my parents. After explaining the situation, the ensuing conversation often starts with the comical response of “Sounds like someone moved your cheese!” Now this is not a common



saying and certainly requires some explanation on my part.

The saying comes from a book my mother read by Spencer Johnson entitled “Who Moved My Cheese?” The book focuses on a fable about two mice, Scurry and Sniff, and two little people, Hem and Haw, who live in a maze. In this maze, the characters find a huge pile of cheese that becomes the main focus of their lives. Hem and Haw even move their houses to be closer to this cheese.

Inevitably the cheese runs out and the characters are forced to deal with this change. Scurry and Sniff quickly accept the change and move on to find another source of cheese. Hem and Haw, on the other hand, feel like they are victims of a

great injustice. They resist the change that has befallen them, even though doing so causes them to go hungry since there is no more cheese.

The moral of the story is that change is inevitable, and we must be willing to accept the changes that happen to us. If we view change as the end of our current comfort level, then change will always cause fear. If we can see change as an opportunity that can make our lives better with a little bit of work, the fear changes to excitement.

As a national contractor, Younglove and its employees are forced to deal with change more often than the average person. The whole purpose of our job is to change an empty site into a first-class facility for our customers.

*“If we can see change as an opportunity that can make our lives better . . . the fear changes to excitement.”*

However, just as the cheese inevitably runs out for the characters in Johnson's fable, so, too, does our work on a project.

Along with the end of a project come many changes for all of us. Our field crews and their families are especially affected by the end of a project and the beginning of another. A new house to rent, new neighbors, a different school for their kids, or a longer trip to go

back home are all very real and difficult changes that happen. For those of us in the office, the changes are less drastic. A new owner to work with, a different superintendent to make project plans with, and different state laws to abide by.

While changes are rarely easy, we cannot let ourselves be gripped by the fear and anticipated discomfort of the unknown. We must focus on the excitement and personal growth that the changes will bring us.

In other words, seek out that cheese!

Change is the law of life. And those who look only to the past or present are certain to miss the future.

- John F. Kennedy

Man cannot discover new oceans unless he has the courage to lose sight of the shore.

- Andre Gide

Your success in life isn't based on your ability to simply change. It is based on your ability to change faster than your competition, customers, and business.

- Mark Sanborn

I cannot say whether things will get better if we change; what I can say is they must change if they are to get better.

- Georg C. Lichtenberg

Things don't go on forever, and the quicker you accept that change is inevitable, the happier you're gonna be.

- Trey Anastasio

Change is inevitable—except from a vending machine.

- Robert C. Gallagher

# Stop By and See Us at the Upcoming Trade Shows



## IPPE Expo

International Production & Processing Expo  
 January 30-February 1, 2018  
 Georgia World Congress Center  
 Atlanta, Georgia  
[www.ippexpo.com](http://www.ippexpo.com)

**Younglove Booth No. B6969**



## GEAPS Exchange

Grain Elevator & Processing Society  
 March 24-27, 2018  
 Colorado Convention Center  
 Denver, Colorado  
[www.geaps.com](http://www.geaps.com)

**Younglove Booth No. 2310**



## IAOM Annual Conference

International Association of Operative Millers  
 April 11 & 12, 2018  
 Cobb Galleria Centre  
 Atlanta, Georgia  
[www.iaom.info](http://www.iaom.info)

**Younglove Booth No. 247**

# Younglove Returns to Fremont, Nebraska, to Begin Costco Wholesale Project

*Feed Mill and Grain Storage; Costco Wholesale Corporation; Fremont, Nebraska*

*Loren Field, Project Executive; Jon Branning, Project Manager; Jim Hornung, Project Superintendent  
Brian Hickson, Project Design Leader*



Younglove has recently been awarded the construction of a poultry feed mill and grain storage facility to be built in Fremont, Nebraska, for Costco Wholesale Corporation.

The feed mill and grain storage facility will be constructed on the same site as the hatchery and processing facilities. Younglove broke ground on its portion of the project in late August, and the installation of the auger-cast-in-place piling for the feed mill was completed by the end of the month.

*Above: Receiving tunnel with feed mill in background*

*Below: Receiving tunnel with form wrecked off*



At the same time as the piling installation, the dewatering wells were installed for the receiving tunnel. The excavation subcontractor began digging the excavation in early September; and, by the end of September, the tunnel mat slab foundation was formed, reinforced, and poured.

In conjunction with the pouring of the tunnel slab, the feed

mill mat slab forms were set and braced. The reinforcing of the feed mill mat slab was completed the first week of October, and the mat



slab was poured on October 7. Jim Hornung and his crew have been placing bin forms and setting yokes in preparation for an early December slip for the feed mill.

Meanwhile, the tunnel walls were formed and braced while the reinforcing steel was being installed.

The walls of the receiving tunnel were poured on October 26. The following week the outside forms of the tunnel were wrecked off, and the

tunnel walls were sprayed with waterproofing compound the following weekend. At the time of this writing, the backfill and

compaction of this tunnel excavation is under way.

Superintendent Jim Hornung is working diligently with Younglove's subcontractors in an effort to complete the piling for the grain storage facility by Thanksgiving. Younglove is putting every effort into getting the feed mill slipformed and grain storage facility out of the ground before the end of the year.

*Younglove is excited to work with Costco Wholesale Corporation as a new client and is looking forward to building on this relationship during the course of this project, which is expected to start up in February of 2019.*

A graphic with a dark blue background featuring a silhouette of a manger scene. A bright star shines in the sky, and rays of light emanate from behind the manger. The text is white and reads: "His destiny was the cross... His purpose was love... His reason was YOU! Wishing you a Christmas filled with a celebration of our Savior! God showed how much He loved us by sending His one and only Son into the world so that we might have eternal life through Him. 1 John 4:9".

His destiny was the cross...  
His purpose was love...  
His reason was YOU!

Wishing you a  
Christmas filled with  
a celebration of  
our Savior!

God showed how much He loved us by sending  
His one and only Son into the world so that  
we might have eternal life through Him.  
1 John 4:9

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days per calendar year. The cost of the evaluation would be 100% covered by the employer, along with the responsibility to make sure the medical evaluation is done per the provided OSHA standard.

I was first introduced to the standard in 2016 by our Safety Director. After reading and reviewing the proposed standard and attending a couple of lunch-and-learns on the topic, I was convinced there was no way all of the proposed regulations would make it into the final standard. I felt the construction industry would not let that happen. As an example, hammerdrilling into a vertical wall or flat concrete slab from above would no longer be allowed without engineering dust controls attached to the drill (negative pressure vacuum). Or sweeping of concrete dust off a floor would now be an OSHA violation, as the concrete dust would need to be sucked up with a vacuum.

Back when I worked in the construction field, my supervisor would always tell us, "If OSHA shows up on the job site, grab a broom and clean up your area!" I suppose that will no longer be a valid statement or good idea. We used to have only 1 or 2 vacuums on site for a 15- to 20-person crew. I bet he'll change that statement to "It's beer-thirty!"

The OSHA Silica Dust Standard was scheduled to come into effect June 23, 2017, with little-to-no changes to the proposed standard from the prior year. This prompted several large construction companies and organizations to file a lawsuit against the standard due to the increase in construction costs

and stating that, if OSHA would just enforce their current standard, this new standard would not be required.

Due to this pushback, OSHA delayed the standard enforcement date to September 23, 2017. This created a lot of uncertainties for construction companies and the tool manufacturers designing and manufacturing their tool attachments to comply with Table No. 1 of the proposed standard.

It was a simple supply-and-demand matter. Construction companies were not buying, so manufacturers were not producing inventory due to the uncertainties of the implementation of the standard. Plus the cost of tools and vacuums to comply with the standard were expensive (for example, \$600 to \$800 per vacuum; and it's not even a Kirby!).

The standard came into effect September 23, 2017, with, again, no major changes to the standard. OSHA gave a 30-day grace period to comply with the standard.

So now we have major demand and no supply, resulting in most of the tools to comply with the standard being on backorder until November 2017.

In my time in the construction industry, I cannot remember an OSHA standard affecting such a wide array of the construction industry. Concrete is the No. 1 building material in the world; and every construction contractor or tradesman drills, grinds, chips, or cuts into concrete at some point—from the home builder to the heavy industrial contractor and from the one-man shop to the largest contractor with thousands of employees. This standard does not discriminate.

Choosing to comply with Table No. 1 of the standard is not a cheap adventure, and it's a continuous adventure as these new tools will wear out and break just like your old tools. Our company is spending anywhere from \$15,000 to \$25,000 per project to comply with this standard, and this figure does not include subcontractors' costs.

Not only did the standard add extra tools needed to perform the job, but it made the task take longer by adding bulky attachments and hoses to your tools—plus it added weight. Most of the tools necessary to comply with the standard are brand new designs just rushed out the door. Some will work; some won't.

I feel for the small contractor and their customers. It would seem most of the small contractors don't even know about the standard yet or how it will affect them financially. So how this standard seemed to slip by most of the construction industry will hit them by surprise.

*This standard was written for worker safety and protection, which I agree with 100%. There are many areas within this standard that I 100% agree with. Overhead drilling, concrete grinding, and concrete cutting are all areas where the construction industry needs improvement to protect the workers from exposure to silica dust. But when it goes as far as this standard goes and throws common sense aside, I start to question the motivation here—especially when the tool manufacturers conglomerated with OSHA in writing the standard.*

Like everything else in the news today, I guess I'll just blame it all on Russia's influence on the government! ■



Photo courtesy of Anderson Studio

We are pleased to announce that **Karl Pittmann** recently received his Professional Engineer license for the state of Nebraska. He was recognized at the Board of Engineers and Architects Recognition Ceremony held on November 3, 2017, at Lincoln, Nebraska. The photo above shows Karl at the ceremony with Karen Stelling to the left (President of the Nebraska Society of Professional Engineers) and Katherine Ankersen to the right (Dean of College of Architecture at the University of Nebraska-Lincoln).

Professional Engineer licensure is the engineering profession's highest standard of competence—a symbol of achievement and assurance of quality. There are many hurdles to overcome in an effort to obtain this license, and we're proud of Karl!

Karl began working as a Project Manager for Younglove in July of 2014.

*Congratulations, Karl!*

*Do you have some employee news you'd like included in our next issue? If so, please mail it to Peggy Hamel at P.O. Box 8800 Sioux City, Iowa 51102 or e-mail her at phamel@younglovellc.com.*

It is with heavy hearts that we share the news of the death of two long-time employees of Younglove.

**John Stange** passed away on September 1, 2017. John had been a former Younglove Superintendent, beginning his career with us in 1957 and leaving around 1998—over 40 years!



Just a few days later, **Bruce Bangert** passed away on September 7, 2017. Bruce was a Foreman with Younglove and retired in 2015 after 24 years with Younglove.



*Our condolences go out to the families and friends of John and Bruce.*

**Brian and Stephanie Hickson** became the proud parents of little Krin Juliette Hickson on June 6, 2017. What a cutie!

Brian is a Design Technician with Younglove and recently hit his 20-year-anniversary date with Younglove!



*Congratulations, Brian and Stephanie!*



**Luis Angel Diaz Conde** and **Ingri Yulissa Navarrete** were united in marriage on October 21, 2017, in Hampton, Iowa, where they make their home.

Luis has been employed as a welder with Younglove since 2015 and is currently working on the Rowan, Iowa, facility.

*Congratulations, Luis and Ingri!*



**YOUNGLOVE**

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Builders of trust*

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### PROJECT UPDATE

# Younglove Mobilizes to Scotland County, North Carolina

**Feed Mill and Grain Storage; Mountaire Farms Inc.; Scotland County, North Carolina**

**Jared Myers, Project Executive; Joey Posivio, Project Manager; Dave Wilberg, Project Superintendent**

**Tricia Welch, Project Design Leader**

In our last *Conveyor* issue, we announced that Mountaire Farms selected Younglove to design and construct its new feed mill and grain storage facility in Scotland County, North Carolina. We are now pleased to report that Younglove began mobilizing to the site in early November 2017.

Dave Wilberg and crew will start our work by excavating the

below-grade receiving tunnels and working on the related concrete

work. We will also mobilize our piling contractor to install the auger-cast piling for the mill tower foundation.

This new facility will be one of the largest integrated poultry feed

mills in the United States, with an initial capacity of 18,000 tons per week and a future capacity of 27,000 tons per week.

*We thank Mountaire for this opportunity to once again be working with their team.*

