

ACEC INSIGHTS

AMERICAN COUNCIL OF ENGINEERING COMPANIES OF MASSACHUSETTS

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Merrimack Valley Gas Disaster

by Garrett Bergey, Director of Field Operations, SDE



On September 13, 2018, buildups of natural gas caused explosions and fires in houses across Lawrence, Andover and North Andover over a very short period of time beginning about 4:15 p.m. This issue, a result of errors during a pipe replacement project, occurred when an old pipe was depressurized and a regulator's pressure sensor mis-read pressure on the low-pressure side of a pipe and opened completely—feeding the main pipeline's full pressure into the local distribution network of low-pressure lines.

Through the evening, emergency crews responded to between 40 and 80 fires. At one time, as many as 18 fires were burning at the same time. One person was killed when a chimney from an exploding house fell on his

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Inspectors working in Lawrence following the gas explosions.

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President's Message

Mike Walsh, 2018–2019 ACEC/MA President



Our last edition of *Insights* was released shortly after the Red Sox winning the World Series and this issue follows the sixth Super Bowl win for the Patriots—it's been an incredible year for Boston sports! It has also been an eventful year for ACEC/MA and the local engineering community.

In this issue, you will read an interview with a representative of a member firm, SDE, that is located within the area impacted by the natural gas explosions in Lawrence, Andover and North Andover that occurred in September, resulting in fires, property damage, injuries and, tragically, a death. For SDE, this was an event that impacted staff firsthand, both on the day of the event and in the following weeks as many staff living in the area (like thousands of other residents) were without heat and hot water due

to disruptions in gas service. Despite these hardships, SDE, like several of our member firms, worked in the following weeks to support emergency response activities that included replacement of approximately 50 miles of gas pipeline and restoration of gas service to over 8,000 homes. The Merrimack Valley explosions showed all too clearly the importance of infrastructure and the severe consequences to our communities and residents when things go wrong. The experience also showed the willingness of engineers and our member firms to take extraordinary actions to support the communities where we work and live, and to develop and implement needed solutions even under the most difficult of circumstances.

Also, since the last issue of *Insights*, ACEC/MA has completed a great series of programs, including the recent program Social Equity & Infrastructure—What Engineers Need to Know. As part of this program, Secretary of Transportation Stephanie Pollack discussed the importance of community and equity issues in the planning and design of transportation

infrastructure, and a terrific panel discussion focused on the idea that transportation is about people. Upcoming programs include the Engineering Excellence Awards Gala in March, the annual State Markets Conference in April and Engineers and Land Surveyors Day at the State House in May. These and other ACEC/MA programs allow our members to stay informed about the ideas and initiatives that influence our industry, to recognize and celebrate the great work being done by our member firms, and to raise the visibility of our profession with legislators and the general public.

As recent events have demonstrated, no profession does more than the engineering community to support the health, safety and economic well-being of Massachusetts communities and their residents. ACEC/MA is the voice of that engineering community, so get engaged, stay informed, and support our industry by being an active member of ACEC/MA—you, your firm, and the communities that we serve will be glad that you did.

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Merrimack Valley Gas Disaster

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car and 25 others were injured. Once officials realized that the fires were being caused by over-pressurized gas mains, residents whose gas is supplied by Columbia Gas were told to evacuate their homes. Gas service for approximately 8,000 residents was shut off, along with electricity to portions of the three communities.

State officials working in conjunction with municipal officials and engineering firms, contractors and plumbers, and others mobilized to fix the lines, restore service, install new gas connections and appliances, and conduct needed inspections to thousands of homes. By December 14, 2018, most of the service had been restored and residents and businesses were able to return. ACEC/MA Member firms such as SDE, based in South Lawrence, were in the impacted area and were mobilized to assist. ACEC/MA is grateful to Garrett Bergey of SDE for his willingness to share some of what the firm experienced during and after the gas disaster, as they were part of the mammoth effort to restore service.

1. What happened at the firm on September 13, 2018, the afternoon of the explosions?

All our staff had left the office before the explosions began, except for me. Around 5:15 p.m., two different employees called the office to let me know that they were just evacuated from their homes and that I should get out of the building. When I went outside, the office parking lot was completely jammed with people trying to get out onto Merrimack St. I could see several helicopters and at least seven smoke plumes. It took almost an hour to get out of the parking lot. While I was waiting, I received an email that the power and gas had been turned off to the entire Riverwalk complex as a precaution. During that time, I checked in with all our staff who live locally. Fortunately, they and their families were all safe and none of their homes were directly impacted by explosions. The entire scene was straight out of a disaster movie.

2. What happened to the SDE staff and families on and right after September 13, 2018?

We have two staff members and several others who have family living within the affected areas. All gas and electricity were shut off in the entire area. After about a week, electricity was restored, but the gas remained off. This left our staff unable to cook at home and without heating and hot water. Crews from the gas company went around to homes and assessed

buildings to see if they could be supplied with new stoves, water heaters and space heaters for when the weather turned cold. One staff member living in Lawrence received replacement equipment after a few weeks, enabling relatively normal function (minus the fact that the streets were dug up and there were construction crews everywhere). Another employee living in Andover was not able to get replacement appliances and was provided a trailer to stay in located in a park. It was a tight squeeze for three adults, a dog, a cat and a child. For a while, they would only visit the trailer to shower and cook, but once the weather started to turn cold they were forced to stay at the trailer. They were displaced for almost two months.

3. What was your firm's role on the work to restore service to so many people?

We were hired by Environmental Partners Group to provide construction oversight services for the gas crews working in Lawrence. We also served as a liaison between residents, construction crews and the City of Lawrence. Our inspectors were bilingual in English and Spanish and were able to answer resident questions and facilitate access.

4. Did this role change over time?

Absolutely! The project continually evolved from our first day in the field to our last. The first week or so things were very fluid. Additional gas crews were being brought in and the priorities for our inspectors were unclear. This was through no fault of anyone involved, it was just a huge undertaking on very short notice. Initially, we were collecting huge amounts of information at each construction site. This was time-consuming and with so many active crews, it was unrealistic for us to continue gathering every detail from every single construction site. As the project evolved, we focused on where crews were and if they did damage to other utilities — water, sewer, etc. Toward the end of our involvement our focus shifted again, and we were mainly working on ensuring that all construction sites were buttoned up and ready for winter.

5. What was your specific role day to day during the service restoration work?

My specific role mostly involved scheduling and making sure that our inspectors in the field had all the information that they needed to be successful. I also handled invoicing.

Fiduciary Duty for Design Professionals

by David J. Hatem

1. What is a Fiduciary Duty?

A fiduciary duty consists of a special legal and ethical relationship of trust. The word “fiduciary” is derived from the Latin words, “faith” and “trust.” Courts have held it to be the duty of finest loyalty, stricter than the morals of the marketplace.

2. What is Causing Current Interest in Fiduciary Duty Issue for Design Professionals

More and more, project owners are inserting language in contracts that could be interpreted as establishing a fiduciary duty, heightening the standard of care. Innocuous language, such as that the engineer “accepts a relationship of trust and confidence” or “agrees to act in the owner’s best interest,” can be held to establish a fiduciary responsibility. Further, a construction industry consultant has been campaigning for designers to establish such a standard, which he contends could be in the industry’s best interests.

3. What are Professional Liability Issues Posed by Fiduciary Duty Breaches?

Generally, the issue of fiduciary duty is significantly less about professional accountability and liability, but significantly more about the impacts and constraints associated with imposing such a duty on client relationships. Thus, a fiduciary breach does not add much to professional accountability and liability, otherwise resulting from the professional standard of care departure or breach of contract obligations.

However, there are adverse consequences of breaching such a duty:

- (A) cost overruns due to the design professional’s failure to realistically predict or accurately report project cost
- (B) failure to design within a fixed limit
- (C) imprudent or ill-advised recommendations of the design professional based on the latter’s
 - (a) failure to
 - (i) disclose all relevant facts or
 - (ii) clearly communicate cost, schedule or other risks and

- (b) failure to disclose the design professional’s self-interest or conflict of interest

The established law of professional negligence and contract should provide an adequate remedy for these claim scenarios. In addition, unfair business and professional practices statutes provide additional, available grounds of remedy. Thus, fiduciary duty adds relatively little in that respect as to professional accountability and liability. Areas of concerns are the possible broader remedy of disgorgement of fees and the inapplicability of risk allocation provisions.

4. What are Professional Liability Insurance Coverage Issues Raised by Fiduciary Duty Claims?

Most claims asserted against design professionals would—if fiduciary duty were actionable—conjunctively include both professional negligence and fiduciary breach. Often claimants consciously avoid and circumvent contract-based claim assertions, as they sense such assertions would invoke contractual liability limitations and other undesirable terms. In addition, both professional negligence and fiduciary duty claims would require expert opinions to support breaches of professional duty. Therefore, a coverage disclaimer is unlikely.

There is a potential coverage issue regarding disgorgement of fees as a remedy for proven breach of fiduciary duty. While fee disgorgement represents legally imposed damages, most professional liability policies exclude coverage for fee withdrawal or return. The disgorgement remedy, in effect, likely transfers otherwise insurable risk into commercial risk for the design professional. The potential unenforceability or inapplicability of contractual risk allocation provisions (e.g., limitation of liability and consequential damages waiver) likely does not present coverage issues. Underwriting of practice coverage typically does not anticipate enforcement or applicability of such terms. While there may be a correlation on project-specific policies, premium risk rating and premium likely is not materially influenced by the presumed enforceability or applicability of such terms.

5. What are the Professional Practice Implications for Consulting Engineers of Fiduciary Duty Claims?

One of the most important negative implications for design professionals of a fiduciary duty relates to the adverse constraints and preclusions of the professional practice opportunities of design professions. Practice preclusion issues are significant for consulting engineers, in particular for those who have a practice profile of representing (a) owners on certain projects, and (b) design-builders on unrelated projects involving the same or related owner entities.

6. What Should Design Professionals Be Prepared to Say and Do to Counter the Fiduciary Duty Movement?

Design professionals need to better understand the broader professional practice-client relationship implications of the fiduciary duty discussion. Design professionals need assistance in educating themselves about these implications and in developing a well-conceived and sophisticated campaign to defeat the fiduciary duty movement.

In responding to the fiduciary duty movement, design professionals should avoid appearing opposed to any of the following concepts:

- Being loyal to clients and acting in good faith (and being held accountable if not acting in that manner)
- Being precluded from placing their self-interests before client interests
- Being attentive and protective of client budget and cost limitations, especially when public funds are involved

The fiduciary duty movement has a genuine potential to gain momentum. It is important that constructive planning and preparation take place. At the very minimum, design professionals need to understand the risks and implications of this movement on their professional practices.

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ACE-ing Professional Growth and Mentorship

Preparing students for the future of work is an ongoing conversation across many industries. Of particular focus is the A/E/C industry, where there is a strong demand for young talent acquisition. In the Boston region, one organization is working to address this issue through hands-on experience and mentorship.

Known as the ACE Mentor Program, the organization aims to develop the ability for creative and logical thinking in high school students, while inspiring the design and construction leaders of the future. To offer perspective on the impact of this invaluable program, ACEC/MA Insights sat down with Thu Ngan Han, a landscape architect and ACE board member at Stantec, and Brian Lawlor, a Principal and ACE board member at Symmes Maini & McKee Associates (SMMA).

Q. How and why did your respective firms become involved with the program?

Thu Ngan Han: Stantec's core values revolve around community and putting people first. This is a philosophy we all take to heart. It was only natural that our Boston office wanted to get involved in the ACE Mentor program and play a role in cultivating the next generation of designers and engineers.

Brian Lawlor: SMMA has been involved with the Greater Boston program since 2007. We were approached by professional colleagues and friends who were forming the chapter and setting up the first board. The program appealed to SMMA's core beliefs in civic engagement, education, and integrated design. It was a perfect fit!

Q. Can you explain what involvement entails? What should a firm be prepared to offer program participants?

TNH: The Boston ACE program starts in October and wraps up the first week of March when student presentations occur. ACE mentors dedicate two hours each week after school to work with students on the year's design project. The project is often a local site where students can experience hands-on learning through site visits and work with mentors to prepare a design. Mentors are grouped according to their profession (Architecture, Landscape Architecture/Civil, Structural, MEP, Construction Management) and students are then assigned to each group.

The beginning of the program typically entails introducing the students to the discipline groups through a series of interactive activities. Once assigned to a group, mentors work with students on building a design and preparing for final presentation. The entire program centers on a collaborative approach that takes on real-

life scenarios.

For ideal collaboration, it's recommended that participating firms allow mentors flexibility with their work schedule to attend the sessions. It's important for the students to interact with mentors consistently to develop a good working relationship. Additionally, mentors should expect that some activities may require preparation ahead of time.

BL: The mentor sessions are held at four locations in Greater Boston. Each year our Program Committee develops a design problem that each of the four locations work on for the session. The program is designed to involve all design disciplines and provides plenty of construction management and budget challenges!

Firms can participate in a number of ways. The first is support and encouragement of mentors. Mentoring is very rewarding, but it requires time and dedication, so the enthusiastic support of mentor firms is critical to the program. The member firms involved in our chapter are extraordinary supporters of the program.

Firms can also support financially. ACE of Greater Boston awards scholarships to ACE students that pursue programs of higher education in the A/E/C fields. Last year ACE of Greater Boston awarded \$116,000 in scholarships to fifteen students at the end of the 2017/18 academic year.

Q. Can all types of A/E/C firms participate? Does firm size or focus area matter?

TNH: Yes! All types of A/E/C firms can participate. A mentor with experience within the five discipline groups is a more important factor than firm size or focus area.

BL: All A/E/C firms can participate. Currently the member firms in the program include small design firms and large engineering, design and construction management firms.

All firms are invited, and the design program will provide opportunity for mentors in all fields, although there has been a particular need for MEP/FP engineers at some locations.

Q. What inspired you to become involved with this program?

TNH: I was inspired to join ACE so I can share my love for the profession and to help bring exposure to our growing field. From my personal experience, landscape architecture was unknown to me until my first year of college. Beyond bringing exposure to the field, it's important to me as an Asian-American woman to participate and provide insights for minority students exploring different career paths.

BL: I've witnessed several instances in my life where we, as a community, aren't having

important conversations with each other about available career options and programs for students. If we don't talk about what's out there, we risk leaving others unaware of so many amazing and progressive opportunities. When higher education isn't understood, discussed, and encouraged at home, it remains mysterious and unachievable. For me, the ACE program was a way to open that curtain on A/E/C fields, whether for design, engineering, construction management, or the building trades. It allows students to learn about the professions and meet professionals in the field, and provides them with opportunities to involve their families along the way.

Q. What have been some of your favorite takeaways from this program. Any lessons learned?

TNH: Watching students grow and return each year provides me with the most gratification, especially when they return to join my Landscape Architecture/Civil group. This program has also encouraged personal growth. One of my own biggest lessons was learning that I'm a Landscape Architect, not a teacher. There are challenges in teaching high school students when you have little teaching experience. Being in the program for four years now, I've found that preparing a lesson plan is the best way for me to learn to "teach".

BL: The final student presentation in March is one of my favorite events of the year. It is an evening of great pride for the students, parents, and mentors. On more than one occasion I have seen parents in tears, amazed by their kid's abilities to stand in front of an audience and present complex topics.

I have so many lessons learned. The first is that some people are natural mentors, they have such natural patience and empathy and expertise. Also, that our ACE community is kind and generous. And most of all, we just need to provide awareness of opportunities to kids. The professional world and world of higher education are mysterious places if you are "outside" the conversation, and we just need to open the doors to invite everyone in.

Q. If a firm is interested in participating, what are the next steps? Who should they work with or what resource should they use?

BOTH: Interested firms and mentors can visit the ACE of Greater Boston website: www.acementor.org/massachusetts.

We are always looking for great mentors and firms. Once connected, there will be a mentor orientation and background check. Mentors will get assigned to one of four locations in Boston and Cambridge.

The One Social Media Tool You Must Master

by Rich Friedman



In this article, I address a question that often comes up during our training workshops and client engagements: *What should we be doing with social media?*

Many A/E/C and environmental firms remain skeptical about social media—and that skepticism can be well-founded. While some firms have jumped in with both feet and even mastered this area, too many are overwhelmed or simply not sure where, or even IF, to focus their efforts.

For most firms, creating a sustainable, realistic and effective social media strategy means starting small and mastering what we call Marketing 101 before moving on to more.

The social channel you need to master? LinkedIn.

Why Linked In?

LinkedIn has carved out a clear niche as the world's largest social media platform for business. Starting out as a top recruiting tool, it quickly became the place to network. Now, with its publishing, sharing and connecting features, LinkedIn is also an ideal visibility and messaging platform for marketing and business development, especially in the B2B sector.

This is where professionals and companies go to network, find jobs, build thought leadership and share expertise. It's the most used social platform among Fortune 500 companies. B2B companies continue to flock there, with 94% of B2B businesses sharing content and 65% saying LinkedIn has brought them new customers or clients.

Who's There? (Source: LinkedIn)

- 87 million millennials—a top target for recruiting
- 61 million users are senior-level influencers
- 40 million are decision-makers
- 45% of article readers are management-level and up

While I can't tell you all that you need to master LinkedIn in one article, we'll start with a solid foundation.

A Well-Branded Company Page

According to LinkedIn data, companies with fully completed profiles have twice as many visitors as those that without. Communicate your brand message with visual appeal and a strong, cohesive message. That means your profile should include your logo, a branded

cover image (you can change this up periodically), a succinct and clear “who we are” message, information about your size, industry, location(s), and a link to your web site. Find a way to work your firm's guiding principles or core values seamlessly into this message. Check out these well-branded profile pages: [Sasaki](#) (Watertown, MA), [Murraysmith](#) (Portland, OR) and [David Evans and Associates, Inc.](#) (Portland, OR).

If recruiting is a primary focus for your firm, LinkedIn now offers Career Pages. This is a paid add-on that offers dedicated space to give viewers a deeper look at what it's like to work at your firm. You can add company photos, leaders, employee testimonials and more, as well as create a Jobs tab of open positions.

Post Consistently and Strategically

Before coming up with a content plan, it's important to know how you want to use your page. Who are you trying to reach? What is your message(s) to that audience? Some firms have a clear recruiting focus. To get the most out of this versatile tool, though, let it do double duty as a recruiting and marketing/BD tool. For good examples, visit [Haley & Aldrich](#) (Burlington, MA), [TrenorHL](#) (Lawrence, KS) and [EDSA, Inc.](#) (Fort Lauderdale, FL).

Your company page offers many ways to share your recruiting, business development and thought leadership messages. Create a consistent, sustainable posting schedule of once or twice a week to gain traction, followers and traffic. This doesn't need to be a mammoth undertaking. With a little tweaking, content that you've already developed can be easily broken down and repurposed. And you can pre-schedule some of it using [one of the many social media scheduling tools out there](#).

Not Sure what to Post? Here are Some Ideas:

For recruiting:

- Post all open positions
- Show as well as tell. Short videos can provide an “inside look” at the culture of your firm. Think: brief interviews with employees, a message from leadership to potential employees, events and community outreach, a day in the life of your firm.
- What's your “sell” to new talent? Translate that into a SlideShare presentation or video and share it to your page (especially when you're actively recruiting)

For marketing and BD:

- Regularly share project innovations and success stories

- Create and share information that clients want to know, in the form of short articles, videos, standalone SlideShare's based on informative presentations, infographics and interviews with your in-house subject matter experts.
- Industry insights, quotes and statistics
- News about high-profile or interesting projects and awards
- Announcements of new market sectors, services and offices
- Tips and how-to's
- Events you're attending and how to find you there
- Events or webinars you're hosting and how to participate
- Staff accolades and awards that showcase expertise and industry participation
- Share clients' updates and successes (be sure to link to your client's page)
- Share articles of interest to your clients' business
- Share any blog posts or email content you've already developed

Use Best Practices to Engage Readers

Ideally, your content mix will address recruiting and marketing objectives to maximize the ROI of the time spent. It's also a good idea to mix up the format of your content (videos, blog posts, articles, infographics, slides) and include a few key elements to make your posts stand out:

- Use attractive, clean images wherever possible
- Hashtags can categorize and increase visibility for your posts
- Short (150-word or less) captions provide context. Include links to any clients or organizations mentioned.
- Popular social media elements such as questions, bullet points, stats, and even emojis (the latter only when it's appropriate for your audience)

Embrace the *social* part of social media and follow the 4-1-1 rule of sharing 4 posts from other sources and one update from someone else for every one post you write about your firm. Respond to comments. You can also occasionally re-share posts that perform well or have evergreen appeal. Just don't overdo it and become a newsfeed spammer.

Enlist Your People

In addition to having a robust company page, you can magnify your efforts by encouraging your employees to be active LinkedIn users by:

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6. *What were some of the key engineering and other skills you used?*

I think the skills we used the most were organization, attention to detail and the ability to think outside the box. These are skills that are valuable for engineers, but they are not necessarily “engineering skills.” The main engineering skill that we used was knowledge of utilities that may be impacted by the work, especially the sanitary sewer and storm drain systems.

7. *What surprised you about this project?*

I was most surprised by how quickly everything came together. The disaster occurred on

Thursday, September 13th. We first started discussing the project with Environmental Partners Group on Thursday, September 20th. By Tuesday, September 25th, we had two staff members in the field working full time (five or six days a week). It was amazing that all parties involved mobilized so quickly. I know that some community members who were displaced feel as though restoration efforts were slow; however, I am blown away by the speed with which this herculean effort came together.

8. *Any insights that engineers should think about when faced with a crisis like this (lessons learned)?*

I think that the most important takeaways are to be methodical and organized, but also flexible and ready to adapt as the needs of the project change and grow. I also think it is crucial that you trust your staff to make decisions and operate relatively independently. This helped distribute the responsibilities amongst multiple people so that progress could continue.

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The One Social Media Tool You Must Master

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- Completing a personal profile that showcases their expertise and links to your company page
- Engaging with and sharing company posts with their networks
- Joining industry and market-focused LinkedIn Groups to interact with clients, participate in discussions and share relevant content
- Following industry or market influencers and organizations and sharing their content when it's relevant to your clients
- Publishing any (vetted) relevant content they've written on their personal LI profile and including links to your company page

- Using LinkedIn's search and recommended contacts functions to grow their professional network and connect with prospective clients and partners
- Adding a LinkedIn button to their email signature

Once your firm has mastered these basics, you can move onto Marketing 201 tactics (or your next social platform). At that point, you might explore creating Showcase Pages for individual markets, business units or initiatives or building out a comprehensive Career Page. You can increase your posting frequency and target

your posts more selectively. You might also use Sponsored Content and InMail for targeted advertising and outreach if that serves your business goals.

What are you doing to leverage LinkedIn to build talent and market leadership? Share your ideas and experiences with me.

Rich Friedman is Founder and President of Friedman & Partners, a marketing and management consultancy that helps A/E/C and environmental consulting firms craft and implement successful growth strategies. You can reach Rich at rich@friedmanpartners.com or 508/276-1101.



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For information or reservations, contact Rich Keenan, Aldrich Center Manager at 617/305-4110 or rkeen@engineers.org

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UPCOMING ISSUES OF *INSIGHTS*

Insights is published four times a year—fall, winter, spring and summer. If you would like to contribute an article to *Insights* or have ideas for new topics, please contact Allison Hopkins at allison.hopkins@tetrattech.com or Nicole Sparks at NMSparks@sgh.com.

What Has ACEC/MA Done For You Lately?

Winter 2019

With the support of our member firms, ACEC/MA works hard to protect and promote your business in a variety of ways. In addition to our robust programs, here is an account of our recent actions.

MASSACHUSETTS AGENCIES

- As of result of partnering with ACEC/MA, MassDOT recently announced the elimination of the salary rate cap for all architectural and engineering (A&E) contracts, effective January 18, 2019.
- As of result of ACEC/MA's partnering work, the MWRA recently announced that price is now less of a factor in procurement of consultant services.
- ACEC/MA's Transportation Agency Liaison Committee (TALC) partnering groups are meeting with MassDOT Highway, MBTA and Massport on a range of issues to help agencies streamline project delivery.
- Recent Member Briefings with key public agency leaders include ACEC/MA's Private Sector Committee and Water, Energy and Environmental Committee (WEEC) with the MWRA Director of the Tunnel Redundancy program and with the Chief Engineer of the Boston Water and Sewer Commissioner.

LEGISLATIVE AND REGULATORY

- ACEC/MA continues to co-chair the Water Infrastructure Alliance, a broad-based group of business, industry, government and environmental organizations focused on the needs for more funding for water, sewer and stormwater management infrastructure. We are co-hosting a briefing for newer legislators on water infrastructure issues at the State House in April.
- ACEC/MA continues to advocate for changes to draft regulations proposed by the Board of Registration of Architects that would adversely impact A&E firms.
- Through TECET, The Engineering Center Education Trust, ACEC/MA participates in meetings of the Board of Registration of Professional Engineers and Professional Land Surveyors.
- 2019 brings a new legislative session with new bills that ACEC/MA's Government Affairs Committee is reviewing to determine which Massachusetts Senate and House bills we should support or oppose.

PROFESSIONAL PRACTICE

- ACEC/MA's popular Genesis Program (Winter edition) for staff with 3-5 years of experience is wrapping up with a class of 23 students. Plans are underway to offer Genesis again in fall 2019.
- Our Leadership Education Committee held a well-received Alumni Reception for Graduates of Emerging Leaders and Odyssey over the summer, sparking discussion about the challenges facing firm leaders.
- Our 2019 Odyssey Leadership Program is now underway with a full class of 23 students and our 2019 Emerging Leaders Program also started in late February with a full class of 26 students. Massachusetts firms with 100 or fewer employees were eligible for Workforce Training Grant funding to assist with tuition for the Odyssey Program and the Emerging Leaders Program, which we plan to offer again in late winter of 2020.
- March 20 is the date for ACEC/MA's Engineering Excellence and Awards Gala, with co-emcees Fred Laskey (MWRA) and Jonathan Gulliver (MassDOT) – don't miss the academy awards of the engineering world.
- ACEC/MA held a successful Social Equity and Infrastructure Program in February, with public transportation agency leaders
- Registration is now open for our Spring Effective Writing Program.
- At press time, we are planning an April 4 State Markets Conference and a spring Utilities and Energy Markets Conference, along with the Everest Senior Leader Roundtable Dinner

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ACEC/MA NEWS AND NOTES

Opioid Epidemic: Considerations for Employers

This Member Briefing is open to all ACEC/MA members, and brought to you by Health & Safety, Human Resources, and Risk Management Forum. Join us March 20, 8 – 10:30 AM at GZA's office at 249 Vanderbilt Ave, Norwood, MA, 02062, or by Zoom from your office. Please RSVP to: Shelley Dunlea, Shelley.dunlea@gza.com or 781-278-3701 to let her know if you will attend in person or to get Zoom Instructions.

Leadership Assignments in Massachusetts Senate and House

On February 14, 2019, the Massachusetts State Senate President, Senator Karen Spilka (D-Ashland) and the Speaker of the Massachusetts House of Representatives, Representative Robert DeLeo appointed their leadership teams, committee chairs and committee members. Click on the links below to those leadership teams and committees:

[Massachusetts Senate, Democratic Leadership](#)

[Massachusetts House of Representatives,
Democratic Leadership](#)

In addition, House Minority Leader Brad Jones completed the committee assignments for his 32-person Republican caucus in late January:

[Massachusetts House of Representatives
Republican Committee assignments](#)

2019 Annual Convention & Legislative Summit

Join ACEC/MA at ACEC's 2019 Annual Convention & Legislative Summit in Washington, DC on May 5–8. We'll meet with the Massachusetts Congressional Delegation on May 7–8. Let us know if you can join us for these meetings by emailing Abbie Goodman: agoodman@engineers.org.

NEW MEMBERS

Non Resident:

Appledore Marine Engineering, Inc

600 State Street, Suite E

Portsmouth, NH 03801

603/766-1870

appledoremarine.com

Firm Representative: Kirk F. Riden

Appledore Marine Engineering, LLC (AME) is a unique consulting firm that specializes in projects exclusive on waterfront infrastructures in both the ocean and inland waterways. Our staff has been successfully providing marine engineering services including inspections, engineering reports and construction document preparation under the same management for over 20 years.



UPCOMING EVENTS – SAVE THE DATE

ACEC/MA Member Briefing on Opioid Epidemic, Considerations for Employers

March 20, 2019, 8 – 10:30 a.m.

GZA, 249 Vanderbilt Ave., Norwood, MA

[Click for more information](#)

ACEC/MA Engineering Excellence Awards

Wednesday, March 20, 2019

Royal Sonesta Hotel Boston, Cambridge, MA

[Click for more information](#)

ACEC/MA State Markets 2019

Thursday April 4, 2019

Massachusetts Hospital Association, Burlington, MA

[Click for more information](#)

MassDOT Transportation Innovation Conference

Tuesday April 9 and Wednesday April 10, 2019

The DCU Center, Worcester, MA

[Click for more information](#)

Effective Writing

An ACEC/MA Leadership Education Development Program

Wednesday, April 24, 2019, 8 a.m. – 12:00 noon

SOLD OUT

ACEC Annual Convention

Sunday, May 5 to Wednesday, May 8, 2019

Marriott Wardman Park, Washington, DC

[Click for more information](#)

Engineers & Land Surveyors Day + Water Infrastructure Awareness Day

Wednesday, May 22, 2019, 9 – 11:45 a.m.

Waters Worth It Day is 11:45 a.m. – 1:30 p.m.

Massachusetts State House, Boston, MA

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ACEC/MA Committee/Forum Meetings on www.acecma.org.

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