



## Key Issues in Governor Hochul's State of the State Message

Governor Kathy Hochul delivered her 2025 State of the State address in Albany on January 14<sup>th</sup>. Her address covered a myriad of topics affecting the state and outlined her vision for New York's future. As follows are some notable highlights of her message.

- **Middle Class Tax Cuts of Up to Five Percent** - Governor Hochul has proposed tax relief to middle class families. Governor Hochul's tax cut will deliver over \$1 billion in tax relief to more than 8.3 million taxpayers earning up to \$323,200 per year in personal income for joint filers.
- **Fight for Federal Tax Relief** - With key provisions of the Federal Tax Cut and Jobs Act, including the State and Local Tax (SALT) cap, set to expire in 2025, Governor Hochul has committed to working with New York's congressional delegation to restore full SALT deductibility.
- **Grow the Semiconductor Industry and Build the Semiconductor Supply Chain** - Governor Hochul is proposing a 10-year extension of New York's Excelsior Jobs Tax Credit Program, which encourages businesses to locate or expand in New York. This year's Executive Budget creates a new Semiconductor Supply Chain Tax Credit will offer up to a 7 percent jobs tax credit, and a 3 percent investment tax credit.
- **Revitalize Albany** - This year's Executive Budget will launch a State-led initiative to invest \$400 million to revitalize the downtown core of Albany. This investment includes \$200 million for revitalizing vacant or dated anchor institutions; reinvigorating commercial corridors; repurposing vacant and underutilized commercial buildings for housing and other new uses. This proposed investment also includes \$150 million to renovate the New York State Museum.
- **Worker Protection** - Governor Hochul will Advance legislation to expand DOL's enforcement power to include the authority to levy liens, seize financial assets, and issue a stop work order following an unpaid wage theft judgement.
- **Expand Alternative Project Delivery Methods** - Governor Hochul will work to amend the Infrastructure Investment Act and other relevant statutes to provide agencies and authorities more

flexibility in how they deliver projects (such as through design-build).

- **Engage the Dormitory Authority to Speed Municipal Projects** - Governor Hochul will advance legislation to allow municipalities to utilize Dormitory Authority of the State of New York's planning, design, procurement and construction management services for projects.
- **Transportation** - Governor Hochul proposes to restore the purchasing power of New York State Department of Transportation's (DOT) capital plan to address rising construction costs, ensuring that projects under the State Fiscal Years 2022/2023 - 2026/2027 plan remain on track. The Governor has also proposed maintaining funding through the Consolidated Local Street and Highway Improvement and State Touring Route Programs.

**Interstate 787** - Governor Hochul will advance plans for DOT will explore options for the Albany Waterfront reimagining project (Interstate 787), moving it into environmental review and conceptual design by the end of the year.

**NESCA Construction Industry Mixer**  
**Thursday, February 13, 2025**  
**Revolution Hall, Brown's Brewing Co.**  
**425 River Street, Troy, 6:00 pm**

Come to NESCA's Construction Industry Mixer for two full hours of pure networking with other NESCA members and representatives from the Capital District's general contracting community. No speaker, no program, no sit-down dinner. Just great food, a beer and wine bar and socializing with the Capital District construction community.

**Food, Bar, Tax & Gratuities - \$70**



## PRESIDENT'S MESSAGE

NESCA kicked off 2025 with a bang. On January 9, 2025 we had a very well attended joint meeting with the National Association of Women in Construction (NAWIC). Our meeting program featured LeChase Construction Services, LLC. for our annual "General Contractor Showcase". LeChase brought eight members of their management team to the meeting, and they did a great job updating members on projects they are involved with and what they are pursuing moving forward. They also gave us a glimpse of their company culture and what subcontractors can expect when working with them. Both NESCA and NAWIC had a strong showing from our respective members, with total attendance topped 160. One lucky person won NAWIC's raffle for a "wheelbarrow of cheer" which supports NAWIC's scholarship fund.

Members were recently emailed application forms for the Roger H. Jones NESCA Scholarship for the 2025-26 academic year. Several scholarships will be awarded to students enrolled in a two-year or four-year construction-related

program at any accredited college or university. Additionally, members are reminded that NESCA maintains two endowed scholarship funds at Hudson Valley Community College for students enrolled in the Construction Technology and Electrical Construction programs. Applications for the Hudson Valley scholarships can be found on the Hudson Valley Community College Foundation website. Preference for both the Roger H. Jones scholarships and the Hudson Valley scholarships will be given to applicants demonstrating a relationship to NESCA (such as being the son or daughter of a NESCA member or an employee of a member), so please share the scholarship applications with your employees.

Members were also recently sent information and entry forms for NESCA's 2025 Safety Awards. NESCA has been awarding safety awards to members for almost 20 years as a way of recognizing the outstanding safety records of our members and to remind and encourage all our members to run safe worksites. Last year nearly 100 members received safety awards, and we hope to recognize just as many members this year. If you qualify for an award, please make sure you complete and submit your entry form to NESCA.

NESCA is thrilled to announce our annual construction industry mixer on February 13th at Revolution Hall at Brown's Brewing Company in Troy! Last year, we had an amazing turnout of over 175 attendees, and this year promises to be just as spectacular. We're excited to welcome representatives from Capital District general contractors, ensuring a true "construction industry" experience. This event is a fantastic networking opportunity, and we highly encourage you to join us for an evening of great conversations and connections!

As we move into 2025, remember that business is built on relationships. NESCA's small cost is outweighed by the significant benefits it offers. "Doors open for those who knock." The more you invest in the organization, the more you gain. As I close, I encourage you to use all the available information and opportunities NESCA offers to your advantage.

**Bryan Berry, President**

## NESCA NEWSLETTER

Published monthly by the Northeastern  
Subcontractors Association  
6 Airline Drive, Albany, NY 12205  
(518) 869-9800 [www.nesca.org](http://www.nesca.org)

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INSIDE 300 FIRMS 2024

ALBANY BUSINESS REVIEW BEST PLACES TO WORK

TOP WORK PLACES 2024



## COUNSEL'S MESSAGE

A new year has been rung in and the depths of winter are settling onto our area. A large volume of work may not be progressing but that should not stop our membership from conducting needed review of their company's administrative methods and procedures for conducting their business.

Some written company policies may not have yet been developed but need to be to protect your legal interest. In other situations, written employment policies may need to be reviewed, modified or updated to conform to new legal requirements. It is very important that employment standards & procedures be written and delivered to each employee upon employment. At time of delivery a written acknowledgment of receipt needs to be obtained.

Similarly, when employees undergo any training a written attendance sheet needs to exist, and be retained, which identifies the date and topic of training being provided along with a typed name and legible

employee signature recording a sign in and sign out time.

Some of the things members may wish to review are as follows:

1. Written employee manual setting forth company rules & regulations, non-discriminatory statements, vacation policy, discipline procedures, sick leave, absenteeism, safety requirements, customer interaction expectations etc.
2. Safety standards & procedures, status of all safety equipment, familiarity with new OSHA rules & regulations; training timelines, etc.
3. Project documentation procedures both hard copy & electronic; written document & company retention procedures, policy & procedure for archiving employee project e-mails, texts & electronic project documentation by job.
4. Encourage & support continuing education for job superintendents and supervisors. The investment will prove to be very worthwhile.
5. Conduct an inventory of small tools, equipment, materials, supplies etc. Establish a procedure for recording their usage & planned replenishment. If equipment needs maintenance, have it performed during the winter months. If equipment needs replacement take the time to shop the best deal now.

I hope the above suggestions will assist the membership in starting the new business year off on the right foot. May you all experience a successful and prosperous New Year.

*Walter G. Breakell, NESCA Legal Counsel*

## OSHA Announces Higher Penalties for Violations Issued in 2025

The U.S. Department of Labor announced changes to the Occupational Safety and Health Administration (OSHA) civil penalty amounts based on inflation for 2025.

In 2015, Congress passed the Federal Civil Penalties Inflation Adjustment Act to advance the effectiveness of civil monetary penalties and to maintain their deterrent effect. Under the Act, agencies are required to publish "catch-up" rules that adjust the level of civil monetary penalties and make subsequent annual adjustments for inflation no later than January 15 of each year.

On Jan. 15, 2025, the maximum OSHA penalties for serious, other-than-serious, repeat, and willful violations increased as follows:

	2024 Penalties	2025 Penalties
<b>Other than Serious</b>	\$16,131	\$16,550
<b>Serious</b>	\$16,131	\$16,550
<b>Repeat</b>	\$161,323	\$165,514
<b>Willful</b>	\$161,323	\$165,514

For additional details, visit OSHA's Penalties page at [www.osha.gov/penalties](http://www.osha.gov/penalties).

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## Welcome New Members

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[chris@buzzbid.com](mailto:chris@buzzbid.com)  
Contact: Chris Buzz

### Distribution International

147 Markley Road  
Cobleskill, NY 12043  
838-291-7566

[b.vacula@distributionintl.com](mailto:b.vacula@distributionintl.com)  
Contact: Ben Vacula

### M.P.H. Metals Processing

20 Industrial Park Road  
Mechanicville, NY 12118  
518-421-4980

[shaun@mphsteel.com](mailto:shaun@mphsteel.com)  
Contact: Shaun Porter

### Valley Sealing and Striping

8 Meadowview Drive  
Schaghticoke, NY 12154  
518-753-7325

[valley.sealing@gmail.com](mailto:valley.sealing@gmail.com)  
Contact: Danny Speech

## Applications for Roger H. Jones Scholarship Available

In 2018, NESCA Past President Roger Jones of Campito Plumbing & Heating, Inc. donated \$20,000 to the association for the establishment of a new college scholarship which has since been named the Roger H. Jones NESCA Scholarship.

We are pleased to announce the NESCA Educational Foundation now has several scholarships (\$750 - \$1,500) available for the 2025-26 academic year for students enrolled in or about to be enrolled in a construction-related program of study at an accredited two-year or four-year college or university. Applicants must have at least a 2.5 GPA, and priority will be given to applicants demonstrating need and a relationship to NESCA (son or daughter of a NESCA member or of a NESCA member's employee). To obtain a copy of the Roger H. Jones NESCA Scholarship Application Form, please contact the NESCA office.

If you are interested in contributing to the Roger H. Jones NESCA Scholarship to help fund future college scholarships, you may make a tax-deductible contribution to the NESCA Educational Foundation, Inc., 6 Airline Drive, Albany, New York 12205.

## NESCA Milestone Anniversaries

**Flex Electric, LLC. – 5 Years**

**United Asphalt Corp. – 5 Years**

**Cives Steel Company – 15 Years**

**Eagle Concrete Drilling & Sawing – 15 Years**

**Binghamton Precast & Supply Corp. – 30 Years**

**AFSCO Fence Supply Co., Inc. – 35 Years**

## Calendar of Events

**February 6, 2025**

*Board of Directors Meeting*  
Century House, Latham, 6 pm

**February 13, 2025**

*Construction Industry Mixer*  
Brown's Brewing Co., Troy, 6 pm

**March 13, 2025**

*Board of Directors Meeting*  
Century House, Latham, 5 pm

**March 13, 2025**

*NESCA Membership Meeting*  
Century House, Latham, 6 pm

## NESCA Accepting Applications for 2025 Safety Awards

NESCA's 19<sup>th</sup> annual Safety Awards Presentation will be held at the association's May 8, 2025 membership meeting. This year, safety awards will again be based on two criteria: 1) Your company's lost workday case incidence rate for 2024 (from your OSHA 300 log; and 2) Your company has completed calendar year 2024 with no serious (or above) OSHA citations (that have been fully adjudicated). All NESCA subcontractor and supplier members are eligible to apply and are encouraged to complete and submit a Safety Award Entry Form to be considered for this year's Safety Awards. Last year, 98 NESCA members were presented safety awards. Please contact the NESCA office for a copy of the Safety Award Entry Form. Completed entry forms are due by March 3, 2025.

## Remember to Post Your OSHA Form 300A

All members with more than 10 employees are reminded to post your 2024 OSHA Form 300A (Summary of Work-Related Injuries and Illnesses) in a common area between February 1 and April 30, 2025.

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