



Massachusetts Highway Association

Since 1893

Volume 56

2025

SPRING NEWSLETTER

President's Message



Scott J. Crisafulli

Friends and colleagues,
As my presidency comes to an end, I am filled with gratitude and reflection. Serving as your president has been a great honor, and as this chapter comes to a close, I want to take a moment to express my deepest appreciation.

None of this would have been possible without the constant support of the people who make up the heart of this association. My greatest inspiration is what we can achieve together.

As I step aside, I do so with confidence in the future. Leadership is never about one person—it is about the collective spirit, the shared commitment to progress, and the enduring values that guide us. I have no doubt that those who come after me will continue to build upon the work we have started, bringing new ideas, fresh energy, and an unshakable commitment to our association.

Thank you for your trust. Thank you for your faith. Thank you for the privilege of serving you.

Regards,

Scott J. Crisafulli

MHA President

Annual Meeting, Scholarship Awards, Election Results to be held May 1st at Pleasant Valley Country Club

The 2025 Annual Business Meeting, Election of Officers, Scholarship Awards and General Awards will be held on Thursday, May 1st at Pleasant Valley Country Club, 95 Armsby Rd., Sutton.

7:30am Registration – Coffee & Danish

8:15am MA Highway Association Welcome

President Scott Crisafulli, Highway Surveyor, Milford MA

8:20am Safety Minute

Jennifer Tetreault-Mannarino, Director, HazCompliance LLC, and Catherine Schoenenberger, President, Stay Safe Traffic Products, Inc.

8:40am Climate Change Panel Discussion

Tim Kelley, Meteorologist; Harvey Leonard, Meteorologist; Katherine Antos, Undersecretary for Decarbonization and Resilience at the Massachusetts Executive Office of Energy and Environmental Affairs

9:40am Break

10:00am Safety in Public Works

Ed MacNeil, Industrial Safety & Health Inspector II at Massachusetts Department of Labor Standards

10:20am MMA Legislative Update

Adrienne Nunez, Legislative Analyst, Mass Municipal Association

10:50am MassDOT Update

John Bechard, Deputy Chief Engineer of Project Development, MassDOT

11:30am Networking Session

12:00pm Buffet Dinner

12:30pm Annual Elections, Awards, Scholarships, Code of Conduct Vote

Ticket Reservations: \$70.00 per person, including tax and gratuity. Because we must guarantee seating, there will be no refunds for tickets sold. Please email reservations (MHASecretary1893@gmail.com) to the Secretary and follow up with payment of this invoice. You will receive an agenda by email.

45th Annual New England Public Works Expo to be held on September 17-18.



The 2025 New England Public Works Expo, sponsored by the Massachusetts Highway Association, will be held on Wednesday and Thursday, September 17-18 at the Royal Plaza Trade Center in Marlborough, conveniently located off Rte. 495.

Last year's show had record numbers of more than 2200 attendees and more than 220 vendors. The show includes coffee, donuts and lunch which are included in the complimentary tickets, as well as door prize drawings. For more information, visit the website at nepublicworksexpo.org.



Massachusetts Municipal Association (MMA) Spring Update

by Adrienne Núñez, MMA Legislative Analyst

There is much underway at the federal and state level with a new Federal Administration and new state legislative session—the 194th General Court—underway. Here's what you need to know:

FY26 Budget

Federal actions are causing instability across the nation and impacting Massachusetts' fiscal 2026 state budget planning and casting uncertainty on local budgets. With this backdrop, the newly appointed Joint Ways and Means Committee is touring the Commonwealth, holding hearings for the [Governor's \\$61.5 billion fiscal year 2026 budget \(H 1\)](#). Governor Healey's budget proposes a 2.2% increase to Unrestricted General Government Aid and an increase to education aid including \$75 per pupil minimum aid. The bill also proposes a transfer of \$765 million of Fair Share Revenues to the Commonwealth Transportation Fund, increasing bond capacity which would enable an historic Transportation Bond Bill proposal.

The MMA is advocating for an increase to UGGA to 3% over the previous year and minimum education aid increase of \$150 per pupil. We are also urging the legislature to provide an early agreement for key local aid accounts, an action that has been taken in the past. Such an agreement would provide a commitment to key local accounts like UGGA and the Chapter 70 education aid minimum aid requests, allowing for critical budget certainty to municipalities as they finalize local budgets.

Chapter 90

Soon after filing the FY26 budget, the Governor filed a [fiscal 26 Transportation Bond Bill](#) (or Chapter 90 bond bill) proposing a \$1.5 billion authorization for the Chapter 90 program. The legislation would authorize \$300 million per year for a period of 5 years for municipal road and bridge construction and repair. \$200 million of the funding would be distributed based on the traditional Chapter 90 formula and \$100 million would be apportioned based on road miles only.

This bill is part of the Governor's [\\$8 billion Transportation Funding Plan](#) that was announced in January and informed by the findings of the Transportation Funding Task Force as well as a Chapter 90 advisory group that included several municipal officials from communities across the Commonwealth.

The bond bill also includes authorizations for investments in MassDOT initiatives for safety and congestion as well as road and bridge lifecycle management. \$200 million is also proposed to support culvert and small bridge construction and repair.

In addition to the bond bill, a fiscal 25 supplemental budget proposes \$25 million in supplemental funding for municipalities for a Winter Resilience Assistance Program which would provide one-time support for municipal roadway repair and resilience measures after the winter season (similar to previous years' post-winter supplemental roadway funding programs.)

State Funding Advocacy

Now is the time to contact your legislators and encourage their support for an early agreement on key FY26 budget accounts, the Chapter 90 bond proposal, and the Fiscal 25 Supplemental Budget WRAP funding. Let your legislators know how much you appreciate their work, their partnership with municipalities, and explain how important these investments will be for your community. In particular, let them know how helpful the 50% increase in investment for Chapter 90 will have

on your community and how a multi-year authorization will help you to program this funding.

The Joint Committee on Transportation will soon hold a hearing on the Transportation Bond Bill. Stay tuned to the [MMA website](#) for information about this hearing when it is scheduled and prepare to testify at the hearing or offer written testimony on behalf of your community.

Federal Actions Impacting Local Government

The Federal Administration is initiating policy changes through a series of executive actions and departmental orders that are impacting municipal governments.

Recently, the budget office of the White House issued OMB Memorandum M-25-13 that ordered federal agencies to freeze federal funding broadly across multiple program areas. Shortly after this freeze was initiated, the memo was rescinded. However, some local governments' ability to access federal grant funding awarded to them is inconsistent and uncertain.

If your community has experienced any federal funding freezes or delays, **please contact me**. As well, the [National League of Cities is seeking status updates](#) on federally funded projects and initiatives.

Several other federal actions with implications for transportation and public works have been initiated. These orders lay the groundwork to change federal grant programs that previously addressed equity and supported vulnerable communities including rural and disadvantaged communities. As well, the Federal Administration has announced a commitment to reverse electric vehicle initiatives including subsidies, grant programs, and "EV mandates." In addition, changes to trade policies could raise costs for construction materials. Another executive order rescinds numerous Biden Administration Executive Orders including the establishment of a whole-of-government approach to addressing climate change — without a federal government commitment to addressing climate change, Massachusetts may face additional challenges to meet its climate goals. The Federal Administration has also established a "FEMA Review Council" which could lead to significant reforms to FEMA.

The US Department of Transportation has also issued orders and memos including an announcement that Department investments will prioritize communities with higher birth and marriage rates; use of user pay models; local opportunity zones; require cooperation with federal immigration enforcement; and prohibit recipients of USDOT assistance from imposing mask or vaccine mandates. The Department has also initiated a review of all competitive grant programs and awards that are allocating funding to advance climate, equity, and other priorities counter to the recent executive orders. Any such grants that are identified through this review process may be subject to a renegotiation or revision of grant agreements with the possibility of reduced or modified scope or cancellation of the grant or program.

The above are just some of the federal actions that have been initiated. Additional actions are causing uncertainty in other areas that impact local government including immigration, education, Medicaid and Medicare funding, social security, and beyond.

Importantly, **tax exempt municipal bonds are also being threatened** in ongoing deliberation related to cutting government costs at the federal level. Tax-exempt municipal bonds are a critical tool for cities and towns to tackle infrastructure projects. Without these tax-exempt bonds, costs to communities will rise and some communities may lose access to borrowing options. I urge you to work with your mayors, town managers,

and select boards to reach out to your members of Congress to share stories about how tax-exempt municipal bonds have helped your community to complete projects.

Advanced Clean Trucks

In other federal news, the Administration is challenging the Environmental Protection Agency's waiver for Advanced Clean Trucks by insisting that the waivers must be approved through the Congressional Review Act. The CRA requires Congress to approve new regulations through a majority vote. However, past efforts to challenge EPA waivers have asserted that such waivers are not subject to Congressional approval. Despite this past precedent, it is unclear whether Congress will take up this issue and what may be in store for Advanced Clean Trucks and similar emissions regulations adopted by California, Massachusetts, and a handful of other states.

As a reminder, the Advanced Clean Trucks regulation requires manufacturers to sell an increasing percentage of zero emission medium and heavy-duty vehicles every year until 2035. Due to internal processes adopted between manufacturers and dealers, ACT has made it incredibly difficult to purchase medium and heavy-duty vehicles across the Commonwealth. [More details on ACT are here.](#)

At the state level, two important bills have been filed that address ACT. Senator Moore and Representative Puppola have filed *An Act relative to responsibly reducing emissions in the transportation sector* (S2185 & H3406).

The bills would require the Massachusetts Department of Environmental Protection to postpone implementation or enforcement of the Advanced Clean Trucks and Heavy-Duty Omnibus regulations until July 1, 2027. The proposal does not eliminate the ACT but postpones the start of the rule. The bill also sets requirements for fleet electrification of Commonwealth-owned or leased vehicles.

These bills elevate conversation on ACT to the level of the legislature, allowing for the public to weigh in, and the legislature to take action, if they see fit. Contact your legislators! Let them know how the ACT is impacting your ability to purchase vehicles and ask them to co-sponsor the above bills. Look out for a hearing for these bills and plan to testify verbally or through written comments. And, let me know how ACT is impacting your ability to purchase vehicles!

Finally, a few other things to note:

- Several regulatory processes are underway regarding changes to siting and permitting of clean energy infrastructure.
- The Department of Public Utilities and Department of Telecommunications and Cable will soon draft regulations pertaining to use of the right of way and pole-mounted EV charging.
- Conversations continue on double poles enforcement; water, sewer, stormwater funding; and resilience project funding.
- Updated draft Massachusetts PFAS and lead and copper regulations are expected to be available for feedback in early fall 2025.
- Wetlands and waterways regulations impacting development in flood zones, coastal areas, and adjusting stormwater requirements are expected to be finalized this summer.
- And, last but not least, read more about MMA legislative priorities [here](#) and [here](#)!

There's a lot happening and I'm here to help! Please don't hesitate to reach out with any questions or input — ANunez@mma.org.

Winter Meeting Highlights

by Jody Tranfio

On Thursday, February 13th, Mass Highway Association was pleased to host the annual Winter Meeting at the College of the Holy Cross in Worcester, MA. Mass Highway Vice President, Roby Whitehouse from the Town of Yarmouth, provided welcome remarks and introduced the opening speaker, Jennifer Tetrault-Mannarino who provided an update on industry safety initiatives including OSHA recordkeeping and Hard Hats vs Safety Helmets.

The second presentation was provided by Quentin Palfrey, Massachusetts Director of Federal Funds and Infrastructure, who shared information about his office (FFIO) and its goal to support local governments in applying for federal funding. The presentation also highlighted some recent successful grant recipients, and offered how the FFIO assists municipalities in looking for grants, developing grant applications, and advocating for submitted applications all with a focus on equity.

Following Mr. Palfrey's presentation, Massachusetts Municipal Association's Legislative Analyst, Adrienne Nunez, provided an MMA Legislative update on recent activities occurring on Beacon Hill. Ms. Nunez covered such topics as highlighting the 25 bills of interest to the Association (including Green Lights for Municipal and Emergency Management Vehicles, Double Pole Enforcement, and Labeling Non-Flushable Wipes), the Governor's FY26 budget, and the outlook for this year's Chapter 90 funding.

Our Winter Meeting was closed with a presentation and discussion on PFAS featuring representatives from Weston and Sampson, DEP, and the towns of Yarmouth and West Springfield. The group discussed the challenges municipalities face with PFAS, exposures and risks, federal and state regulations, and how this affects membership, and heard about the Town of Yarmouth's recent experience with its water treatment facility.

Thank you to the MHA Program committee for organizing this important and insightful annual event! And a special thank you to our membership for travelling through the elements that morning, and the City of Worcester for safely clearing the way for us. Your dedication to the Association is greatly appreciated!





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Mutual Aid Update

by the Mutual Aid Committee

The Public Works Mutual Aid Program has been doing a lot of work in the background that most people will never see, as it is a tool we will use to manage requests for assistance and when communities send assistance for tracking. Developing this GIS platform has been challenging and much harder than we anticipated, but every time we make a change or test it, we have made changes and improvements to make sure we are successful with it when we use the program. We could not have accomplished this without the MassDOT GEODOT team, they have been great in helping us build, develop and streamline our processes, and hosting the GIS platform for us. We are currently working on incorporating all of the City and Town contact info into our program.

We are excited that we have a NEARAC funding grant to work on completing our operational plan with SOP's, develop a recommendation for routine and 24-hour emergency communication of mutual aid requests, improve the public mutual aid website page, including links for communication and to download reference documents. Thank you, Mike Collins, for helping us to secure this funding opportunity.

We do need your continued help in keeping your city or town 24-hour contact information up to date. There is a place on the MHA membership dues form for it to be updated. We need this in case a request goes out so that we may have direct 24-hour contact information to get help moving to those who request or that want to send assistance as well. Please send updated contact info to mhasecretary1893@gmail.com if it changes or you have not yet done so.

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Public Works Career Pre-Apprenticeship and Vocational School Training Update

by Erin Gingerella, Massachusetts Pre-Apprenticeship and Vocational School Training Program

The second Pre-Apprenticeship and Vocational School Training Program was held during the week of February 17th, at the New England Laborers' Training Academy in Hopkinton, Massachusetts. Eight Pre-Apprenticeship Program graduates and eight teachers were accepted to participate. Activities included installing ductile iron water pipe, concrete form construction and placement of concrete, using oxy acetylene torches to cut and burn steel, and sanitary manhole invert construction. Each day started with classroom and job specific safety instruction by skilled professionals from the Laborers' Union before moving to the training bays for hands-on activities. The program not only improved the teacher's knowledge and understanding of the career opportunities the Laborers' Union offer, but it also helped the students move MHA Spring Newsletter submission from Erin Gingerella, Massachusetts Pre-Apprenticeship and Vocational School Training Program

closer to becoming an apprentice. This knowledge was demonstrated in the PowerPoint lessons the teachers shared after the program which can be found on our website www.MAPAVSTP.com

We continue to expand the program to schools looking for opportunities for those who wish to start a fulfilling, productive and lucrative career directly out of high school.

Quotes from participants: "Great training from professionals in amazing facilities."

"I had a phenomenal time. I am excited to share what I learned with my students."



by Kathryn Donnelly, Digital Marketing Specialist

UMass Transportation Center/Baystate Roads Training

www.BaystateRoads.org

Drainage Roadway Maintenance & Reconstruction
Greenfield – April 15

Creating Accessible Communities

Marion – April 15

Athol – April 16

Class 2 and 4G Hoisting CEU

Westhampton – April 16

Backhoe Maintenance Essentials

New Marlborough – April 16

Franklin – May 14

Wood Chipper Safety

Westford – April 17

Chainsaw Maintenance

Bourne – May 8

Workplace Safety for Public Works Employees

Westminster - May 13

Wareham - June 18

Chicopee – August 6

Bucket Truck Operation & Safety

Needham – May 15

Culvert Assessment & Maintenance Plan

Berlin – June 5

Wareham – June 17

Charlemont – July 31



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2025 MHA Larry Bombara Memorial Charity Golf Tournament

by Jody Trunfio, Charity Golf Chairman

Save the Date!

The 2025 MHA Larry Bombara Memorial Charity Golf Tournament will be held at Brookmeadow Country Club, in Canton MA on Tuesday, October 21st. The Planning Committee for this annual event is hard at work. Be on the lookout for future announcements for this wonderful day on the golf course with our fellow members, colleagues, and friends!

2025 Honoree, John Knipe



John was a long-time employee of the Town of Shrewsbury where he worked for over 40 years in various capacities serving as Shrewsbury's Superintendent of Streets & Tree Warden from 1988-2018. John is a 1974 graduate of Worcester Junior College where he received his associate's degree in civil engineering. John is a long-time member of the Massachusetts Highway Association, having served as President from 2002-2003 as well as an Elected Trustee from 2005-2009. He has served on multiple other associations including the Worcester County

Highway Association (President and member of the association's Nominating Committee), Chairman of the Central Mass Regional Planning Commission, and as an Executive Board Member of the Baystate Roads Advisory Board. Congratulations John on being our 2025 honoree!

John's chosen charities are Dana Farber Cancer Institute and Boy Scouts of America Mohegan Council.



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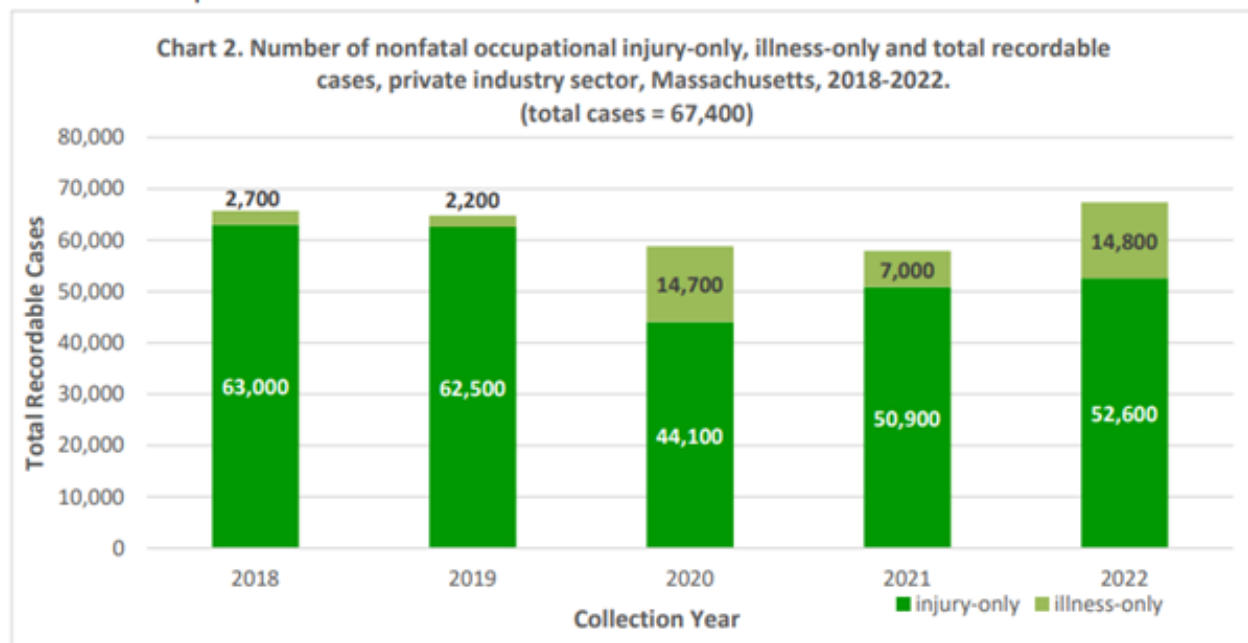
The Cost of Safety.... Can You Afford to Ignore?

Investment into safety pays back the initial dollar investment and then some.

The cost of safety can be more than paying out the premium increase of worker's compensation. There are both direct costs and indirect costs associated with workplace injuries. Although general compensation costs for the construction industry on average may run around \$8.68 per \$100 of payroll, additional expenses such as damaged equipment, indirect costs of lost time and productivity and other direct and indirect costs will vary within the departments. Whether you are a town that is insured by an insurance company or self-insured- the overall costs are present.

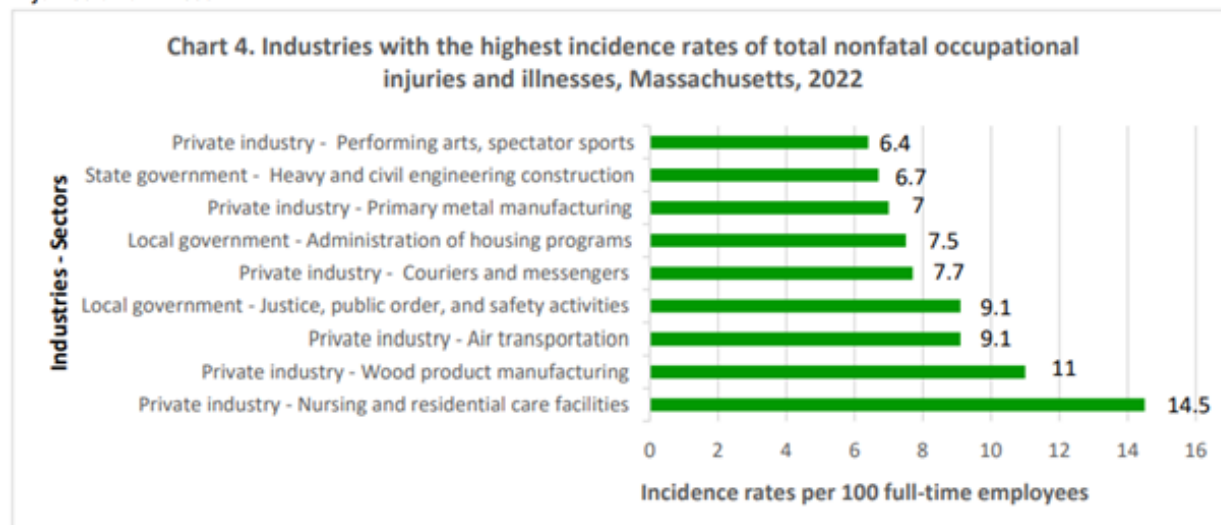
Although most understand that an unsafe work environment can incur high costs, the injury rates remain high and show an increase over a three year period as shown in the trends from the charts below (<https://www.mass.gov/occupational-safety-and-health-statistics-program>). Tables are taken from the Massachusetts Occupational Injuries and Illnesses Reports which is compiled by The Massachusetts Department of Labor Standards and The U.S. Department of Labor Standards.

Chart 2 shows the number of nonfatal occupational injury-only, illness-only and total recordable cases in the Massachusetts private sector from 2018 – 2022.



Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2022

Chart 4 shows industries in Massachusetts with the highest incidence rates of total nonfatal occupational injuries and illness.



Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2022

(Note: the latest data is for the year 2022; recordkeeping statistics tend to lag for a couple years due to collection efforts and analysis).

Table 3 below shows the total number of cases and percent distribution of DAFW cases in Massachusetts by nature in private industry and public sector.

Table 3. Total number of cases and percent distribution of DAFW cases by nature, private industry sector and public sector, Massachusetts, 2021-2022. (total cases = 70,170)

Nature of injury or illness	Cases-Private Industry	Cases-Public Sector
Sprains, strains, tears	18,440 (26.3%)	3,450 (23.3%)
Soreness, pain	10,800 (15.4%)	14,290 (29%)
Cuts, lacerations, punctures	6,940 (9.9%)	460 (3.1%)
Bruises, contusions	4,560 (6.5%)	450 (3%)
Fractures	3,410 (4.9%)	1,230 (8.3%)
Multiple traumatic injuries	1,030 (1.5%)	190 (1.3%)
Heat (thermal) burns	800 (1.1%)	30 (0.2%)
Amputations	190 (0.4%)	--
Tendonitis	130 (0.3%)	--
Carpal tunnel syndrome	110 (0.2%)	--

Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor, 2022

Note: Dashes indicate data that are not available. Because of rounding and data exclusion of non-classifiable responses, data may not sum to the totals.

With the high cost of injuries, it may be cost-effective to put efforts into reducing them. In the private sector, OSHA (Occupational Safety and Health Administration) estimates that the Massachusetts On-Site Safety Consultation Program has helped employers across the state avoid over \$18.5 million in workplace injury costs .

Overall, studies have shown that for \$1 invested in an effective workplace safety program, \$4 to \$6 may be saved. However, other studies have shown that the indirect cost of an incident can be up to 10 times that of the direct costs.

- training replacement workers;
- compensating replacement workers;
- repairing damaged property;
- accident investigation;
- implementation of corrective action;
- scheduling delays and need to re-plan/reschedule;
- lost productivity;
- low employee morale;
- increased absenteeism; and
- poor community relations

Overall, the cost to ignore a safety initiative is high. Can your department afford to put it off? Training employees on sound safety practices and implementing the practices saves much more than money. For guidance on where to start, you may reach out to your Insurance Company, MIIA, or your local office of the DLS. Stay Safe.

¹ <https://www.kickstandinsurance.com/blog/massachusetts-workers-compensation-insurance-rates>

¹ <https://www.mass.gov/news/how-the-dls-on-site-safety-program-is-saving-employers-millions-in-workplace-injury-costs>

¹ <https://www.energy.gov/ehss/investment-safety-positive-bottom-line-results>

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County Association News

Barnstable County – Jeff Colby

Barnstable County Public Works Association takes great pride in the annual Scholarship awards, providing over \$18,000 in Scholarships in 2024. The deadline to submit scholarship applications is May 1, 2025. Please see the BCPWA website at <http://www.bcpwa.info/scholarship-info/> for more information.

The Barnstable County Public Works Annual Golf Tournament, which is the largest fund-raising event for the scholarship program, will take place on June 2nd at the New Seabury Country Club. E-mail golf/meal reservations to the Golf Committee Chair – Paul Maher (Muni-Tech) via Sam Nastasia (Muni-Tech) samn@munitechinc.com Reservations must be received no later than noon on Friday, May 16, 2025. Members are responsible for reservations not cancelled by the due date. Information on becoming a sponsor is also available from Paul Maher/Sam Nastasia of Muni-Tech, Inc. at samn@munitechinc.com

Berkshire County/District #1 Hwy. Supt. Assoc. – Jamie Boyer

The Berkshire County/District 1 Highway Superintendents' Association will resume its regular Board of Directors meetings, and is putting together its workshops/meeting schedule which are held on the fourth Thursday of the upcoming months:

April 24th - 1st meeting/workshop, Dalton VFW, Dalton

Loren Greenstein & Paul Procopio/Kimball Midwest
Fastener training

June 6th - Annual charity golf tournament, Waubeeka Country Club, Williamstown

June 26th - Second meeting/workshop (tba), Dalton VFW, Dalton

August 28th - 40th Annual Equipment Show & Picnic, Hinsdale
Volunteer Fire Grounds, Hinsdale

October 23rd - Annual Meeting, Election of Officers and scholarship awards, Dalton VFW, Dalton

We would like to thank all of our members and corporate sponsors for their continued support of Berkshire County Highway Superintendents' Association throughout the years.

“Public works, first to respond, last to leave.”

Essex County – Michael Hale

Nothing submitted

Norfolk-Bristol-Middlesex – James McGonagle

Nothing submitted

Plymouth County – Christopher Peck

The Plymouth County Highway Association (PCHA) met in November and December 2024 as well as January and March 2025.

In November, the Association held a joint meeting with the Plymouth County Water Works Association

at the Meadowbrook Restaurant in Hanson. Elliot Eichenholz of Cummings Sales and Service spoke about Combustion Engine Emissions New Regulations.

The annual Corporate Sponsor Appreciation Event was held in December at the Ming Dynasty in Marshfield.

In January, our first meeting of 2025 was held at Loon Pond Lodge in Lakeville, a new location. The topic of discussion at the meeting was managing Snow and Ice logistics and budgets.

We held our annual St. Patrick's Day Meeting in March at the Upland Club in Plympton, which included our Superintendent's meeting where member towns get together to discuss a recap of the winter season and any other on-going issues.

We would like to thank all our members and corporate sponsors for supporting the Plymouth County Highway Association.

Please visit our website <https://www.pchaonline.com/> for more information.

Tri-County Highway Association – Allison McMordie

The 72nd Joint Meeting of the Massachusetts Tri-County Highway Superintendents' Association and the Massachusetts Highway Association was held on Tuesday, November 19th, 2024 at the Castle of Knights, Chicopee, MA. It was a huge success with 83 in attendance!

Our Winter Meeting was held on March 27th at the Blue Bonnet Diner in Northampton. Presentations included MS4 Permitting Updates, Diesel Regulations, Chapter 90, Fair Share Legislative Updates, and MassDOT Program Updates.

Please save the date of June 5th for our annual meeting. Our annual golf outing will be at Southampton Country Club on August 21st where scholarship recipients will be announced.

We are still currently working on updating our Bylaws and Constitution for Tri-County.

We would like to thank all our members for supporting the Tri-County Highway Association as we look forward to another great season.

Worcester County - Dave Capelle (Interim)

On Tuesday, March 11th, WCHA successfully hosted a well-attended (125 guests) Business Meeting with the key topic, Pavement Preservation. If any association would like to bring this presentation to their meeting, please feel free to contact me.

April 29th is the date for the next WCHA meeting to be held at The Barn at Wight's Farm, Sturbridge.

Mark your calendar for June 10th, the date of the Worcester County Spring Training & Vendor Expo at Mt. Wachusett Ski Area, Princeton.

Future events include the WCHA Annual Scholarship Golf Tournament, which will be held at Heritage Country Club in Charlton.

Looking forward to seeing you at these upcoming events!



Dave Capelle • 508-208-8467
dave@highwayrehab.com • www.highwayrehab.com

MHA is seeking interested candidates to fill the role of Secretary.

Are you passionate about your community? Do you enjoy meeting new people and planning events?

If so, MHA is seeking interested candidates to fill the role of Secretary. This is a part-time stipend position.

Join our passionate and dedicated statewide team to help support MA roadway first responders! If you are interested or know someone who may be, please inquire for more information or send resumes to Roby Whitehouse at Rwhitehouse@yarmouth.ma.us

Driver Skills and Safety Training Event (aka Snowplow Rodeo)

by Chris Bouchard, Chair; Jamie Boyer, Jason Page

The 2025 Driver Skills and Safety Training Event (aka Snowplow Rodeo) is scheduled to be held on July 16th at Wachusett Mountain Ski Area, Princeton, MA.

The Driver Skills and Training Committee will be releasing details about the event in the coming weeks. Please save the date and stay tuned on the MHA website and Baystate Roads website. We look forward to seeing you at the event this year.

mhasecretary1893@gmail.com if it changes or you have not yet done so.

Three Killed at Construction Site

Three construction workers were killed on I-91 in West Springfield in the early morning hours of March 28th. The victims, Igor Costa of Marlborough, Ryan Almeda of Brockton, and Raul Bohorques of Brockton all worked for Premier Fence. They were hit and killed while working under a MassDOT permit doing emergency guardrail repair on I-91.

The driver was apprehended and has been charged with three counts of manslaughter and one count of leaving the scene of a personal injury or death. Bail was set at \$1 million.

Work zone deaths for public works employees far surpass work zone deaths for police and fire. Is it time to review the retirement groups once again?



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Proposed Code of Conduct Policy

The Proposed Code of Conduct will be voted on by the Massachusetts Highway Association membership at the Annual Meeting on May 1st.

Outline

The following is the Massachusetts Highway Association (MHA) **Code of Conduct** for the Board of Directors, vendor members and the general membership.

Introduction

- Each member of the MHA is expected to adhere to a high standard of ethical conduct. A member shall include the named member, its company and any other entity that the named member holds a controlling interest in.
- The MHA is a leader in the industry and the importance of member's conduct and the way the public perceives that conduct is paramount in remaining as such.
- All members are expected to be guided by the following principles:
 - Loyalty
 - Compliance with applicable laws
 - Observance of ethical standards
- Core elements
 - Managing conflict of interest
 - Setting expectations for attendance
 - Handling of general harassment, sexual harassment, and discrimination
 - Outlining disciplinary actions that may be taken

Purpose/Focus:

The MHA is focused on the betterment of the industry and its membership expected to assist each other toward the better good.

- The MHA has adopted the following **Code of Conduct** to apply to all board members, vendors, and members.
- This code is intended to focus on the areas of ethical risk, provide guidance to help recognize and deal with ethical issues, provide mechanisms to report unethical conduct, foster a culture of honesty and accountability, deter wrongdoing, and promote a fair and accurate disclosure of financial reporting.
- No code or policy can anticipate every situation. Accordingly, this code is intended to serve as a source of guiding principles. Members are encouraged to bring questions about particular circumstances that may involve one or more of the provisions of this **Code** to the attention of the Board.

Definitions

- **Respect** *showing regard for people's abilities and worth.* It is treating people like you want to be treated.

The following will not be tolerated, and may lead to disciplinary action:

- Bullying
- Rudeness
- Victimization
- Harassment
- Discrimination
- **Integrity** *the quality of being honest and having strong moral principles; moral uprightness.* Integrity is conducting yourself and your business with complete transparency.

The following will not be tolerated, and may lead to disciplinary action:

- Petty or deceptive behavior
- Retaliation
- Cheating
- Lying
- Stealing
- **Conflict of Interest** *a situation in which a person is in a position to derive personal benefit from actions or decisions made in their official capacity.* These circumstances can cloud judgment and send negative perception.

- **Leadership** *the action of leading a group of people or an organization.* The Board of Directors are expected to display leadership skills and help guide members via their own professional and ethical principles; i.e., leading by example.
- **Justice** *just behavior or treatment; giving each person what he/she/they deserve.*
 - All individuals have equal opportunities.
- **Fiduciary Responsibility / Accountability** *Actions taken in the best interests of another person or entity.* All members are accountable for their individual actions. The Board of Directors are also accountable for their actions in and out of board meetings. There are three basic duties of a board member:
 - **Duty of Care** – ability to exercise reasonable care when he/she/they make a decision as a steward of the organization.
 - **Duty of Obedience** – requires board members to be faithful to the organization's mission.
 - **Duty of Loyalty** – a standard of faithfulness; never to use information obtained for personal gain and must act in the best interest of the organization; members must comply with policies regarding code of conduct and ethical behavior.
- **Teamwork** *Together Everyone Achieves More.* Capitalize on utilizing the individual strengths/talents of board members – let them lead from where they are and contribute to the entirety of the mission of the organization.

Process

The MHA president or next highest elected member of the Board will assemble a **subcommittee** to consist of senior members of the Board, including past presidents and may include an associate director, to investigate when an alleged violation has been brought forward to the Board's attention.

Any member can bring accusations of a violation to any member of the Board who is bound to forward the claim to the Board. If the matter appears to have justification, it is then referred for a thorough review by the **subcommittee**. Findings of the subcommittee will be reported to the president or Board. Disciplinary action by the Board of Directors is to follow the guidelines as outlined in this Bylaw.

- These rules govern the process for reviewing the **Code of Conduct** violations for the members of the MHA.
- The purpose of these rules is to provide a reasonable process for investigating and determining whether a member has violated the **Code of Conduct**, and to afford each individual member who is the subject of an investigation a full and fair opportunity to be heard throughout the process.
- It is the intention of the MHA that these rules be carried out carefully but expeditiously to minimize the time during which a member may be subject to possible disciplinary action.
- No person may participate in adjudication of a disciplinary complaint in any proceedings on a complaint made under these rules if that person is or may be a witness or complainant in that case, including Board members; none shall serve on the investigating subcommittee.
- No person may participate in adjudication of a disciplinary complaint if his/her/their participation would otherwise create, or appear to create, a conflict of interest.
- Members of the Board of Directors and the subcommittee shall not discuss or divulge information with anyone outside of these committees about pending or completed **Code of Conduct** cases.
- The timeframes and procedures identified in the Process for the MHA Code of Conduct are intended as guidelines to follow and, depending on circumstances, may be adjusted and/or waived at the discretion of the MHA president and subcommittee chair, as deemed appropriate.

Board Authority & Discipline Levels

While it is the intention to not set a statute of limitations on ethical transgressions, the Board retains the right to act with any disciplinary action when they become aware of any ethical transgressions, regardless of when it occurred. In the sole discretion of the Board upon a majority vote unless otherwise set forth below, the Board may impose any option for discipline that includes but is not limited to:

- Oral Warning - as presented by subcommittee as notice to president/BOD, as outlined in the Process.
- Written Warning - as presented by subcommittee as notice to president/BOD, as outlined in the Process; with signature of the president or highest-ranking officer (if there is a perception of conflict of interest).
- Censure - can be used to induce the member to immediately constrain his/her/their conduct. While it is a serious action, censure does not serve to remove a member from the Board, nor does it serve to restrict the member's powers and authority he/she/they have as a member of the Board. A censure is an official condemnation or reprimand to formally recognize disapproval of the member's actions.
- Suspension - specify 6 or 12 months as recommended by the subcommittee to president/BOD and approved by 2/3 vote of the BOD.
- Expulsion/Removal - as recommended by the subcommittee to president/BOD and approved by 2/3 vote of the BOD, if the BOD determines this action is in the best interest of the Association.
- Disciplinary procedures - for board members of executive bodies with appropriate penalties for failing to observe codes of conduct.

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The Massachusetts Highway Association was saddened to learn of the death of Kevin Barrett, founder and President of Safe Road Services LLC. Kevin was a long-time vendor member of MHA and was always willing to help with support. Kevin was the 2022 MHA Charity Golf Honoree. A special thank you to Kevin for his many years of service to the Mass Highway Association!

Newsletter Update

This *Spring 2025 Newsletter* is being distributed digitally only, plus it will be on the MHA website at masshwy.org. If you are a member of MHA and not receiving the Newsletter please contact the editor, Bill Elovirta, at bill@msn.com and give him your email address. All advertisers have a link to their websites. Please support our advertisers. All news items should be sent to your MHA County Director or direct to the Newsletter editor. The next issue will be distributed in the Fall of 2025.



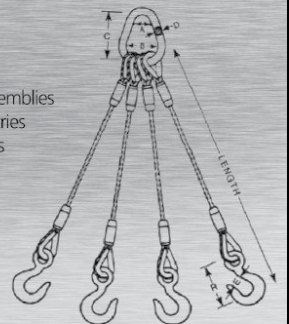
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