IN FOCUS

Can you name the top 5, 8 or 10 reasons employees stay at your company? Do you know what motivates those who report to you? What motivates you and does your manager know?

Over the years there has been much research into productive and efficient company/office environments, but have you spent time thinking about what your employees think is are the reasons they stay with your company.

I often share articles of interest with our members in these newsletters and thought this was a good one as employees and companies have struggled through the changes the pandemic has caused but we have all developed the ways to make it work it seems. It may have been hard and may still be but how do you connect and check in with your team? Think about what you can do and how to communicate with your employees during this remote work or different ways your team must approach work. Below are the most popular reasons employees stay with their employer which were compiled from various resources. I am also sharing an article that discussing these as well, but I am sure you can relate and may even agree. Take this information for what it is worth, but I think you may agree with many or all of them. Take time to stop and talk to your team. What is important to them?

1. They believe they are part of something special: Culture, team, environment.
2. They believe in what they are doing, and it has purpose and meaning.
3. Their work is recognized and appreciated.
4. They appreciate and respect their co-workers
5. They have a mentor who encourages them
6. They have trust in the business leaders
7. They are emotionally invested, and they genuinely care about the company
8. They are treated fairly

https://www.oakstone.co.uk/new-blog/2018/8/10/the-top-8-reasons-employees-stay-with-a-company

Leeann
LEGISLATIVE

Stay on top of issues pertaining to transportation and other legislative matters.

• Transportation Recap - Read it here
• Capitol Recap - Read it here
• Bill Tracker - Read it here

INNOVATIONS CHALLENGE

ACEC/PA is excited to be a sponsor for this challenge. Learn more and see how you can spread the word.

ACEC Action Alert:
Engineering Industry Priorities for Economic Relief Package

GOP Candidates, Allegheny County Reach Settlement in Lawsuit Over Incorrect Ballots
Two Republican candidates for Congress and the Allegheny County Board of Elections filed a motion Sunday to settle a lawsuit filed by the candidates challenging the nearly 29,000 incorrect ballots that were sent to voters…Read more

New Report Shows 2 Million Jobs Lost in Event of $15 Minimum Wage
A new report by the Employment Policies Institute has shown that a nationwide $15 an hour minimum wage would be the loss of more than 2 million jobs… Read more

Morning Money
Finally, it’s the final week — Hard to believe but there are now just 8 days until voting ends in the 2020 election on Nov. 3…Read more
Pennsylvania Cannot Reject Mail-In Ballots Due to Signature Discrepancy
State Court Pennsylvania’s Supreme Court ruled on Friday that mail-in ballots cannot be refused because a voter’s signature does not appear to match the one on file, a decision that could help Democratic presidential candidate Joe Biden…Read more

Inconsistencies in State COVID Data Cause Confusion
Throughout the covid-19 pandemic, journalists, health officials and the public have been inundated with data counting infections, deaths, hospitalizations and more…Read more

Pennsylvania Bill to Revise ‘Steer Clear’ Law Advances
An effort to improve safety on Pennsylvania’s roadways via the “Steer Clear” law continues to move through the statehouse…Read more

Legislation Establishes Rules for Autonomous Delivery Robots
Legislation, sponsored by state Sen. Ryan P. Aument (R-Lancaster County), would establish rules for the operation of Personal Delivery Devices (PDDs), autonomous robots that deliver packages to consumers and businesses within an approximately three-mile radius…Read more

Four Candidates Vying to Fill Open Seat to Be PA’S Next Top Fiscal Watchdog
Pennsylvania is in line to get a new auditor general next year and there are four people competing to fill the post as the state’s top fiscal watchdog…Read more

One of the Hottest Legislative Races in PA: Republican Sen. John DiSanto v. Democratic Challenger George Scott
One of the hottest races this November - the state 15th Senatorial District contest between Republican incumbent John DiSanto and Democratic challenger George Scott - offers all the suspense of the election cycle…Read more

UC Claim Issues Subject of Heated House Labor and Industry Committee Hearing
State Department of Labor and Industry Secretary Jerry Oleksiak provided an update on how his department is handling unemployment compensation payouts amid a wave of jobless claims resulting from the COVID-19 pandemic…Read more
Traveling to the Job Site—Without the Travel
Ryan Mastowski, Project Manager, Land Development (Akron-Canton Office), RETTEW shares insight into a “new way” of being present at the job site.

2020-2021 Calendar of Events
Please mark your calendars for these important dates of our upcoming conferences, networking, educational opportunities, scholarship fundraising, board meetings and more.

Monthly PennDOT Clearance Transmittal Webinar
November 19 ● 1 p.m.
Join Skype Meeting
Toll number: (267) 332-8737
Conference ID: 56863635

Western Chapter Meeting with Kate Mechler, P.E., Deputy Director of Engineering and Barry King, P.E., Director of Engineering & Construction from the Pittsburgh Water and Sewer Authority
November 6 ● virtual
Register

Eastern Chapter Meeting with Leslie Richards, General Manager of SEPTA
November 10 ● virtual
Register
ACEC/PA Fall Conference
November 12-13 ● virtual

Take an Adventure with ACEC/PA for our 2020 Virtual Fall Conference. Whether in person or via virtual platform we are bringing you seven (7) professional development hours, “in person” networking in our Digital Connection Rooms holding up to 16 people, conversating with exhibitors and learning new information and updates. Travel with us over two days but do not forget to register by November 4 to ensure you receive your pre-conference Adventure package (sponsored by our Virtual Engagement Sponsor Gannett Fleming, Inc.) which will be sent to your home address and guarantee you are prepared for the Adventure.

Sponsorships are available
Registration now

---

Monthly Member Meeting Discussion PennDOT Initiatives with PennDOT Secretary Yassmin Gramian.
November 24 ● virtual
Register

---

ACEC/PA Diamond Awards
January 28, 2021

Nominations are open for three (3) special awards given out during the 2021 Diamond Awards for Engineering Excellence event on Jan. 28, 2021. Deadline for nominations is noon, November 6.

Client of Distinction Award will recognize an individual or group of individuals in the private or public sector who have made an outstanding contribution to the advancement and growth of the consulting engineering profession.

Distinguished Award of Merit will recognize an individual in the engineering profession who has made an outstanding contribution to the advancement of the consulting engineering profession and service to ACEC/PA.

Diversity & Inclusion Award will recognize a firm’s efforts for Diversity & Inclusion in three of the seven focus areas. Areas include Formal Program Development, Recruiting
Strategies, Training Initiatives, Workforce Diversity, Promotion and Pay Equity, Business Diversity, and Community Outreach.

**ACEC/PA Spring Conference**
May 12-14, 2021

**COMMITTEE NEWS**

**You Are ACEC/PA**
We have 22 different committees looking for your leadership and expertise. Check out the committee page to see which one is for you. Those interested in learning more should contact the ACEC/PA office at (800) 651-1946 or ACEC/PA Executive Director Leeann Sherman.

**PARTNERS**

**Bringing Pa Back: Rise to the Challenge**
October 29 ● virtual
**Register**

**ARTBA Chairman Steve McGough's Annual Report**
**Watch it here**

**ARTBA 2020 Virtual Regional Meetings**
View **now**

**Architectural Excellence Awards Broadcast**
**Watch it here**

**2020 TQI Awards**
See the awards **here**

**RESOURCES**

**A Path Forward: How High-Impact Teams Emerge from Crisis**
November 3 ● virtual
**Register**
Engineering Ethics: Engineers and Fiduciary Duties
November 10 ● virtual
Register

Workforce Development Challenges and Opportunities for Engineering Firms
November 17 ● virtual
Register

ARTBA 2020 Election Preview
Read more

Suze Orman’s Post-Pandemic Finance Tips
Suze Orman says she knew things were going to get rough in 2020 — though this kind of rough, even a well-known financial adviser could not have known… Read more

**SHARE-INSPIRE-HIGHLIGHT**

2020 Genuso/Bell Scholarship
The 2020 Genuso/Bell Scholarship recipients have been announced. We are excited to offer hour scholarships this year to amazing individuals. The ACEC/PA Scholarship Committee diligently worked to vet all submissions and discuss to produce the outcome. Over the years we have given away over $125,000 in scholarships and are excited to add these four individuals to this prestigious list. Please take a moment to review the 2020 winners and past recipients.

As always, please consider contributing to the scholarship fund by submitting this form and payment today!

Caterpillar video featuring life-sized game board puts a new spin on Pac-Man
Read more

ACEC/PA Needs Your Help

- Do you have committee news to share or know of a colleague/firm making a difference? We’d want to share that news! Please send ACEC/PA Executive Director Leeann Sherman the information for inclusion in an upcoming edition of forward.

- We want to communicate with you. Please take a moment to update your profile with us so you don’t miss any important news or events.

Did You Know?
It was in 1997 that the U.S. released a redesigned $50 bill.
Connect with Us on Social Media
News travels fast. Please follow ACEC/PA on social media to keep up-to-date with the latest company news and industry highlights, and benefit from a range of useful resources.

Copyright © 2020 ACEC PA, All rights reserved.
You are receiving this email as a member of ACEC/PA.

Our mailing address is:
ACEC PA
800 North Third Street
Suite 301
Harrisburg, PA 17102

Add us to your address book

Want to change how you receive these emails?
You can update your preferences or unsubscribe from this list.