Meet the Board

Hank Artlip of Aurora, Ill.

New SMACNA Board member Hank Artlip, president of Artlip and Sons Inc., Aurora, Ill. was elected to a four-year term to the Board of Directors this past October. Mr. Artlip believes in giving back to the industry, in sharing his time and experience, and actively helping improve the sheet metal and HVAC industry. We asked him to share his thoughts about life, business, and advice he would give to others.

My secret weapon for making jobs run smoother is: Creating a detailed cost sheet for the project, and putting together a three-ring binder with all the key information about the project, including contacts, submittals, specifications, addendums, RFI’s, and notes. The binder is continuously added to and updated as the project progresses. It’s a great tool at my fingertips to answer questions quickly and keep the project moving. At the end of the project, the folder is saved with the other close-out documents. It becomes a great reference for future service work at the site.

My favorite quote or motto: “Profit is not a dirty word.” My father, Wayne Artlip, the founder of the company, stated those words more than 25 years ago. He was frustrated, as we all are at times, with the inability to win projects at a fair margin. It meant something to me then and I am often reminded of it today.

My biggest business hurdle: Making tough decisions that affect people.

Last minute details for National Issues Conference, May 10-12

There’s not a second to lose, register for the QCA National Issues Conference, May 10-12, in Washington, D.C., on SMACNA’s Advocacy Web page today! We are at the Georgetown Marriott this year. Rooms are extremely limited.

Make your case to lawmakers now!

Think Election Campaign Season and you will know that our window for getting legislation passed is shrinking, so the time to make your case on contractor issues is now! The perfect time and place to do it is in Washington, D.C. at the QCA National Issues Conference, where you can meet with your members of Congress and key staffers.

The U.S. House of Representatives’ Education and Workforce Committee chair John Kline (R-2nd-Minn.) is doing his part. Are you willing to do yours? In an

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Paid sick leave: Make union contractors exempt

Arguing for an exemption for unionized construction contractors, SMACNA commented on President Barak Obama’s proposed new rule on mandatory paid sick leave for federal contractors.

In February, the U.S. Department of Labor proposed new rules to implement Executive Order 13706, which requires that most federal contractors provide employees with at least seven days of paid sick leave each year, including paid leave for family care.

The U.S. Department of Labor broadly interpreted the President’s Executive Order in its proposed rule, which is likely to impact most SMACNA contractors doing any federal work.

SMACNA commented on the proposed rule that an exemption should be granted for construction contractors subject to collective bargaining agreements.

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OSHA announces new construction standard for silica

On March 24, 2016, the Occupational Safety and Health Administration announced a final rule to improve protections for workers exposed to respirable silica dust. The final rule is written as two standards, one for construction and one for general industry and maritime.

For the construction industry and affected SMACNA contractors, potential silica exposures are found in tasks that include drilling and cutting concrete and stone. For SMACNA contractors, a typical task affected by this rule would be setting duct and pipe hangers into concrete.

The final rule includes these general provisions:

- Providing greater certainty and ease of compliance to construction employers – including many small employers – by including a table of specified controls

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President’s Column

An unbeatable opportunity to learn from others

Guy Gast

I know it’s only April, but I can’t help but share my enthusiasm for this year’s Annual Convention in Phoenix, the Valley of the Sun, Oct. 16 through Oct. 19.

I’ve learned most everything I know about this business from other SMACNA contractors, suppliers, and consultants. And one thing is certain—many of them will be in Phoenix this fall! I hope you’re one of them.

Early registration began April 1, and this is one event to get on your calendar early.

Let’s face it, we can all use one good idea, one new friend or colleague, one more smile or laugh. Your convention committee has a lock on it, with great speakers, fabulous comedians, an epic band, and the star(s) of the show—you and your significant other(s).

Is this the year you’ll introduce your next generation of leaders to a SMACNA convention? I hope so.

The Product Show has grown tremendously, doubling in size from 2014. It’s a great opportunity to explore new products, and listen to other smart contractors as they challenge our partners with the kind of tough questions only smart contractors can come up with. Whether it’s new machinery, new technology, or just plain new ideas, the Product Show is the place to be on Tuesday morning.

Because SMACNA members get the job done on Capitol Hill by working together, there are special events to recognize SMAC PAC’s top contributors, Political Pacesetters, and Congressional Insiders Club members. SMAC PAC typically welcomes many new Club members at the convention. This year, PAC will host a Wild, Wild, Wild, Wild West event under the stars. Federal election laws do apply so if you have questions, contact SMACNA’s Capitol Hill office, (202) 547-8202.

Market Sector Contractor Council Forums allow you to target your appetite as a residential, HVAC, architectural, or industrial contractor. The New Horizons Foundation will roll out its latest projects for your review. The four-diamond JW Marriott will put on its finest efforts for you; the pool will be an ongoing party.

And to top it all off, on Wednesday night, there’s the closing banquet with the Doobie Brothers, the legendary rock ’n roll band to rival all! I’ll see you there!

Sincerely

Guy Gast
SMACNA President
Hank Artlip of Aurora, Ill.

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Before 2008 I assumed everyone hired would be with us until retirement. It became apparent that was not going to be the case.

The best business advice I ever received: Do not make a quick decision based on emotion, wait a day if necessary.

I tell industry newbies to: Get involved. Our industry is so much bigger than just the people you deal with on a day-to-day basis. The more you get involved, the more people you will meet, there are a lot of dynamic people in our industry to listen to and learn from.

What makes me mad at work: When I exhaust all efforts to properly coordinate a project and something doesn’t go as planned.

My secret to running a successful business: Treat everyone the way you want to be treated, motivate by leading, and do what you say you’re going to do.

My outside interests: Spending time with my family, especially in the summer at our pool. There is nothing better than: Golfing with my stepson Neal.

Background: Mr. Artlip is currently chair of the SMACNA-IFUS Board of Trustees. Locally, he serves on the Board of Directors of SMACNA Greater Chicago and is a JATC trustee, Labor Management Cooperative Committee co-chair and trustee, and Industry Fund trustee. He also has served on the Board of Directors and as president and councilor of the SMACNA Northeastern Illinois chapter.

He entered the industry in 1983 as a sheet metal worker and served his sheet metal apprenticeship with Local 265 of Carol Stream, Ill.

Founded in 1969, his company Artlip and Sons Inc. specializes in commercial HVAC, service and maintenance, design-build, custom fabrication, and residential heating and air conditioning.

Annual CONVENTION

Daniel Rodriguez: From the edge of war to victory on the football field

U.S. soldier, Purple Heart winner, and Bronze Star winner Daniel Rodriguez has endured an incredible journey. After surviving the bloodiest clash in Afghanistan, he left the military and walked on the Clemson football field to fulfill a promise to a friend who died on the battlefield.

Along the way he conquered his own internal demons and external challenges to live his dream—and a whole lot more.

During the opening luncheon of SMACNA’s 73rd Annual Convention in Phoenix, Ariz., Monday, Oct. 17, Mr. Rodriguez will share his story of coming back from the edge of war and despair to honor his friend’s life and create a new one for himself.

Never asking for a handout, only a chance, he reminds audiences what it means to take control and work to succeed with determination. His accomplishments resonate with anyone who has ever fought for what they wanted.

Mr. Rodriguez’s inspiring story is just one of the many highlights of this year’s convention. Plan now to attend SMACNA’s 73rd Annual Convention at the fabulous four-diamond JW Marriott Phoenix Desert Ridge, Oct. 16-19. Sign up on SMACNA’s Annual Convention Web page.

Chapter in the News

SMACNA Western Washington rehabs homeless shelter

The SMACNA Western Washington Chapter is passionate about giving back to the community and they recently did just that. The chapter and SMACNA member MacDonald-Miller Facility Solutions Inc., Seattle, helped renovate a local homeless shelter for youth and young adults.

The University District Youth Center in Seattle—which daily gives 300 homeless individuals a safe place to eat, shower, and rest—badly needed upgrades to its kitchen, bathroom, and drop-in area.

SMACNA Western Washington helped renovate the University District Youth Center, a homeless center for young people in Seattle. Pictured (left to right) Julie Muller-Neff, SMACNA - Western Washington; Kelsey Woods, Construction for Change; Nick McDowell, University District Youth Center; Chad Cooper, SMACNA contractor MacDonald-Miller Facility Solutions; Alex Simonson, Ski’s Painting; Tim Hickory, Construction for Change.

Save the date for Safety Champions Conference

Discover new ways to improve your safety culture and mark your calendar for the SMOHIT Safety Champions Conference, Sept. 11-13, Scottsdale, Ariz. To register, visit the SMOHIT website, www.smohit.org.
The secrets to installing successful industrial ventilation systems


Industrial ventilation systems can run the gamut from a simple hood, duct, and fan to hundreds of thousands of CFM utilizing hundreds of horsepower. The designer must be familiar not only with the industry where the system is installed but also with some common principles required for every system.

Presented by industrial ventilation experts Gerry Lanham, P.E., and Dale Price, contractors will learn the four or five key design issues that plague the successful installation of industrial ventilation systems and how to resolve them before they happen. Bring your questions for the Q&A session afterwards.

You will learn how to identify potential problems upfront at the design and bidding stage before they become a source of back charges. And you will discover resources to avoid these issues before they go on the drawing board.

Many of the same issues seem to resurface on installations of all sizes regardless of industry or design. Every contractor should be aware of these potential hazards that could result in back charges, disputes and loss of good will. Participants will come away with familiarity of the terminology and an improved ability to communicate with technical staff and project managers on key design issues.

Gerry Lanham, served as president of KBD Technic Inc., with more than 50 years of experience in the design and installation of more than 200 industrial ventilation systems in industries around the world. He has taught at Michigan State, University of Nevada-Las Vegas, North Carolina State, and University of Alabama-Birmingham/Auburn University. He currently teaches at the American Conference of Governmental Industrial Hygienists (ACGIH) and chairs the ACGIH Industrial Ventilation Committee.

Dale Price is president of M&P Air Components Inc., which provides equipment and technical support for industrial plant ventilation. He has more than 25 years experience as an instructor for the Industrial Ventilation Conference, including being technical program director for the Las Vegas Conference, and is a member of the ACGIH Industrial Ventilation Committee.

SMACNA’s 73rd Annual Convention, Oct. 16-19, at the luxurious JW Marriott Phoenix Desert Ridge, promises to inspire you with the industry’s best speakers, world-class education sessions, and fabulous entertainment. Registration is now open! Visit SMACNA’s Annual Convention Web page and sign up today.

Carol Duncan, Kelly Eustace recognized for industry leadership

SMACNA member Carol Duncan’s family-run company, General Sheet Metal Works, Clackamas, Ore., was recently named one of Oregon’s “100 Best Companies to Work for 2016” by Oregon Business magazine.

General Sheet Metal is a place where everyone works together, noted Ms. Duncan, who is CEO of her family business.

“It’s not only a company where people want to come to work, but also a company where people just don’t want to leave,” agreed Gary Cameron of General Sheet Metal.

“You can tell that this is a very unique place to work.”

A leader in her community, she takes an active role in industry and legislative issues. Ms. Duncan serves on SMACNA’s Board of Directors and was named SMACNA’s 2013 Legislative Contractor of the Year.

Kelly Eustace encourages women to join the industry

SMACNA member Kelly Eustace, chair and COO, Heating and Plumbing Engineers Inc. (HPE), Colorado Springs, Colo., shared her experiences working in construction in the Denver Post article “Construction firms look to untapped resource for workers—women.”

“No one has ever created a barrier for me,” she noted. “If anything, I’ve found it to be just the opposite. They have been unbelievably supportive.”

Ms. Eustace received the 2015 Women of Influence award from the Colorado Springs Business Journal. She runs her family company with her husband, Bill Eustace, who is president and CEO and on SMACNA’s Board of Directors.

Join the Women’s Leadership Council Listserv

SMACNA’s Women in Construction Leadership Council brings SMACNA women contractors together to share leadership issues, ideas, and information. The Women’s Council is planning a women’s leadership session during SMACNA’s upcoming convention in October. SMACNA members and chapter executives may also join the Women’s Council listserv by sending an email to SMACNA Member Services at memberservices@smacna.org.

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Paid sick leave: Make union contractors exempt

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In addition, SMACNA stressed that most state and local jurisdictions with paid sick leave have granted such exemptions, and pointed to the following in support of its position:

- Union construction workers receive generous wage and benefit packages and the employees, through their union, are best suited to make decisions on how to structure benefits including whether to provide for paid time off.
- The nature of construction makes the administration and tracking of paid time off to be uniquely difficult and costly.

SMACNA has also noted that the Department of Labor should recognize any paid time off funds negotiated by employers and unions as satisfying the sick leave requirements of the proposed rule.

SMACNA’s comments will be available on SMACNA’s Labor Relations Web page. SMACNA will provide detailed guidance on compliance with the paid sick time rule after a final rule is issued by the Department of Labor.

Still time to submit your safety survey!

Put your best foot forward and be part of SMACNA’s 2016 Safety Excellence Awards Program. Complete SMACNA’s 2016 Safety Survey and contribute to SMACNA’s ongoing effort to collect trend data and recognize safety excellence.

The May 6 deadline is approaching, so submit your online survey today.

You’ll not only be contributing to our rich database of safety statistics but you’ll be placed in the running for a prestigious SMACNA Safety Excellence Award. The survey doesn’t take long to complete and is confidential. You can also receive a copy of your entry by email.

All entries much be received by May 6, 2016.

Safety-conscious contractors get more business. Submit your online safety survey today.

Canada Safety Excellence Award entries due April 22

For our SMACNA Canadian contractors, please submit your survey forms for SMACNA’s new Canada Safety Excellence Awards Program by April 22. SMACNA Canadian member contractors received their survey forms through the mail in January.

SMACNA’s new Canada Safety Excellence Awards Program has been developed and custom-tailored for our Canadian members.

For more information, contact Mike McCullion, SMACNA’s director of market sectors and safety (mmccullion@smacna.org / (703) 995-4027).

Last minute details for National Issues Conference, May 10–12

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Education and Workforce Hearing in March, Rep. Kline asked U.S. Department of Labor Secretary Tom Perez if he and his department and the Administration were committed to getting new multiemployer plan options done this year. Rep. Kline is not letting up—and neither is your SMACNA Capitol Hill lobbying team.

We need your support

However, you have the most clout in moving members of Congress closer to our position and pressing them on the urgency of action! Composite plan design is on the radar screen in all the right places, but when we get the chance to move we need the vast majority of our members to be comfortable with the concept of composite plan design. It is a concept that will save plans, businesses, and pensions for the future.

Conference speakers announced

Our pension session moderator is George Miller, former Democratic member of Congress from California and ranking member of the House Education and Workforce Committee, along with speakers Randy DeFrehn, executive director of the National Coordinating Committee for Multiemployer Plans (NCCMP), and Preston Rutledge, Senate Finance Committee staff.

The lunch speaker on Wednesday is Gloria Borger, chief political analyst for CNN. She will share her insiders’ view of Washington.

Help us unleash construction spending

Pensions aren’t the only issue.

- Energy efficiency incentives—we have to let Congress know this is not research and development, that we have the technologies here and now to save energy in a big way, which would free up business capital for expansion and growing the economy.
- Infrastructure spending—Congress has a lot of items on its plate that have the potential to unleash construction spending. It is up to us to encourage them to break through the gridlock and get it done!

Special session “Answers from the Experts”

Of particular interest for SMACNA members who like to dig into the details or for those who may serve as health and welfare trustees or pension trustees, is a special “Answers from the Experts” session on Thursday morning at 8 a.m. This workshop will cover the latest developments on multiemployer health and retirement plans with time for questions on common and challenging issues.

Check out the Conference Schedule on SMACNA’s Events Web page for details on all sessions.

Please consider the investment of your time coming to Washington, D.C., as an investment in your business—because it most certainly is. Do your part by attending the QCA National Issues Conference and taking the message to Capitol Hill. Sign up today!
New Horizons Foundation:

Master the new era of customer service

We’re entering the era of customer service—a critical element in winning contracts and gaining repeat business. “A New Era of Customer Service: How to Manage Customer Relationships,” a new white paper published by the New Horizons Foundation offers best practices in identifying your customers’ needs and a cost-effective process for creating a customer-centered culture. It is available to SMACNA members only.

Through a pertinent case study, a list of best practices and pre- and post-project surveys, you will discover how to make great customer service your primary product.

Researched and written by industry expert Thomas Schleifer, Ph.D., you will learn how to create a customer-centric atmosphere, give every department a role in customer service, learn the crucial need to change our beliefs, define customer experience success and tie it to business outcomes.

It is critical to treat customers as you would like to be treated, he notes.

Download the white paper and embrace both its objective and the goal of the New Horizons Foundation—of creating A Chance to Grow for sheet metal and HVAC contractors.

Visit the New Horizons Foundation website to see current projects and more industry reports.

Take a swing to raise some green

Challenge yourself with a great game of golf and help sponsor SMACNA’s College of Fellows Golf Outing at SMACNA’s Annual Convention in Phoenix, Oct. 16. You’ll be raising funds for a good cause.

Each year, the College of Fellows Golf Outing raises funds for the College of Fellows Scholarship program. Members and chapters are encouraged to sponsor this year’s outing to send a deserving student to college.

Designed by golfing legend Arnold Palmer, the magnificent Palmer Signature Course at the Wildfire Golf Club offers scenic and expansive fairways allowing the ball to remain in play even on an errant shot.

The flashed bunkering is superb and the putting greens carry plenty of undulation to challenge your skills.

Golfers may sponsor a variety of golfing events including breakfast and such skills competitions as the hole-in-one, closest to the pin, most accurate drive, longest drive, and longest putt. Players could even win $10,000 on the grand prize hole.

Consider sponsoring one or more of these activities to make the outing and scholarship program a success.

We’re depending on you! Sponsorships are available on several different levels, so pledge your support today. Contact Heather Frank (hfrank@smacna.org / (703) 995-4045) or Jason Watson (jwatson@smacna.org / (703) 803-2981).

OSHA announces new construction standard for silica

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they can follow to be in compliance, without having to monitor exposures.

• Reducing the permissible exposure limit for crystalline silica to 50 micrograms per cubic meter of air, averaged over an eight-hour shift.

• Requiring employers to use engineering controls (such as water or ventilation) and work practices to limit worker exposure; provide respiratory protection when controls are not able to limit exposures to the permissible level; limit access to high exposure areas; train workers; and provide medical exams to highly exposed workers.

Employers covered by the construction standard have until June 23, 2017 to comply with most requirements.

Employers covered by the general industry and maritime standard have until June 23, 2018 to comply with most requirements.

In the coming weeks SMACNA will provide compliance assistance materials. In the meantime, the OSHA silica Web page (www.osha.gov/silica/) has current information including a fact sheet for construction.

For additional information, contact Mike McCullion, SMACNA director of market sectors and safety (mmccullion@smacna.org / (703) 995-4027).
Meet SMACNA’s new 2016 Associate Members

SMACNA welcomes these new and returning Associate Members for 2016. Join us in recognizing the following companies:

Silver
• alliantgroup, Houston, Texas
• Autodesk, Waltham, Mass
• Project Doc Control, Tampa, Fla.

Bronze
• Firesafe Fire Rated Ductwork Ltd., Lancashire, UK

What industry suppliers do you know who would benefit from long-term partnerships with SMACNA contractors? Tell your colleagues about the advantages of SMACNA’s Associate Member program.

Learn more on SMACNA’s Associate Member Web page or contact Kristina Urger (kunger@smacna.org / (770) 632-0026).

Having trouble deciding on business software?

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categorizes software packages into several different types. The categories include:

• Accounting Applications
• CAD/CAM/CADD
• Calculation-Heat Pressure
• Cutting/Fabrication
• Duct: Layout/Sizing/Estimating
• Facility Management
• Fleet Management
• Networks
• Project Management/Scheduling Service

To participate in the survey and see the results, visit www.smacna.org/software-survey. To access the survey, you must be registered for the members only site.

For questions on the Software Survey, contact Jeanne Marceron (jmarceron@smacna.org / (703) 995-4025).
SMACNews reminders

April 2016
- Canadian Safety Surveys Due – April 22
- Association Leadership Meeting – April 25-26, St. Louis, Mo.
- Project Managers Institute – April 25-27, Raleigh, N.C.

May 2016
- Safety Surveys Due – May 6
- QCA National Issues Conference – May 10-12, Washington, D.C.

June 2016
- Council of Chapter Representatives – June 5-7, Vancouver, B.C.
- NJAB – June 20-23, Pittsburgh, Pa.

August 2016
- NJAB – Aug. 28-30, San Francisco

September 2016
- Project Managers Institute – Sept. 12-14, Raleigh, N.C.

Future SMACNA Conventions