Board elects Executive Committee and new Vice President

At the SMACNA Board of Directors meeting in July, the following officers were elected to terms beginning Oct. 19, 2016: President Joseph R. Lansdell, president of Poynter Sheet Metal Inc., Greenwood, Ind.; President-Elect Jack Knox, president of R.F. Knox Company Inc., Smyrna, Ga.; Secretary/Treasurer Nathan Dills, president of ACP Sheet Metal Co. Inc., Oklahoma City, Okla.; Vice President Angela Simon, president of Western Allied Mechanical, Menlo Park, Calif.; and Immediate Past President Guy Gast, president of The Waldinger Corp., Des Moines, Iowa.

Introducing Angela Simon, New SMACNA Vice President

Angela M. Simon, PE, president of Western Allied Mechanical, Menlo Park, Calif., was elected to serve as vice president. She has been actively involved in SMACNA leadership for years. A member of SMACNA’s Board of Directors from 2007 to 2011, she was the first woman to serve on the Board.

“I feel this will be a great opportunity for me to increase my contributions to SMACNA and the sheet metal industry, which has provided me with so much support throughout my years in this business,” said Ms. Simon.

Ms. Simon is currently co-chair of the Steering Council for Women in Construction Leadership. She has served as a SMACN-IFUS trustee, chair of the HVAC Contractors Council Steering Committee, and chair of the Products and Programs Coordinating Committee. She has also been a member of the Director Nominating Committee.

Board meeting: New projects, protecting SMACNA member interests

In July, SMACNA’s Board of Directors met and discussed a wide variety of issues and topics to provide a competitive advantage for SMACNA members. Following are highlights and decisions from that meeting.

A mid-year operating revenue budget of $11,723,190 and a mid-year operating expense budget of $10,689,564 were approved.

Preliminary findings of the 2016 update to the New Horizons Foundation “HVAC and Sheet Metal Industry Futures Study” were presented to the Board for discussion. Also joining the Board for this presentation and discussion were SMART General President Joseph Sellers and senior members of SMART’s staff leadership team.

Meets with...


Members of SMACNA’s Long Island Chapter recently had a breakfast meeting with New York State Sen. Jack Martins (R-7th Senate District). As the owner of a union construction firm himself, he impressed the chapter members with his understanding of the issues and challenges facing union construction firms.

Capitol Hill Update

Senate extends airport law, moves landmark energy package

With just hours to spare, the U.S. Senate passed (89-4) and the President signed a short-term, 14-month extension of the Federal Aviation Administration (FAA), after senators agreed to a unanimous consent agreement to pass the vital extension on July 14, one day before the FAA, airport operations, and construction authority was set to expire.

While SMACNA had supported a far broader reform package with increased funding for airport construction, the GOP House and Senate leadership was deadlock, preventing anything more than an extension of current law. This will allow another year to work out the differences that both sides on the Hill have with FAA reform.
I just came back from the SMACNA summer Board meeting and want to share some thoughts with you.

First, you need to know who represents you at the Board level. There are five members of the Executive Committee, plus Vince Sandusky, our CEO. There are 18 directors, representing all market segments, all sizes, and all geographies. Add SMACNA department heads—Eli Howard, Tom Soles, and Deb Wyandt—and there you have the group that devotes their time to your business.

A couple of years ago, Vince called former SMACNA President Tom Szymczak and me and asked us to attend an association leadership “training” session with him. What came of that was a decision to spend more of our Board time looking forward and less to overlooking staff work. Where the industry and SMACNA is going and how we get there together is what the Board is about today.

I’ve spent eight years with two Boards—four of those during my term as a Board member and four as a member of the Executive Committee. So I’m qualified to say that this Board had embraced this new approach. Your Board members buckled down and took on some challenges. All contributed; we disagreed; we had casualties. In the end, we walked out aligned. That’s a sign of a high-functioning group.

A few years ago, I read the book, “Good to Great” by Jim Collins, about companies who made the journey to iconic status and what principles were characteristic of great companies. I encourage a lot of people to read it.

One characteristic of great companies is their ability to confront the brutal facts. It’s best done in a culture wherein the truth can be heard. It’s best done when people share honestly how they feel, lead with questions, and make good decisions by confronting brutal facts.

The culture of SMACNA—and certainly of its Board—would make Jim Collins proud. It makes me proud and grateful to serve. So when you see a member of the Board of Directors, thank them for taking this trip on your behalf—the trip from Good to Great!

Sincerely,

Guy Gast
SMACNA President
SMART’s MAP program helps workers with mental health, substance abuse problems

During the past two years the SMART International Union has been strengthening its Members Assistance Program (MAP), that is designed to help their members and members’ families having difficulty with depression, substance-use disorders, and other mental health-related problems.

WHAT is SMART MAP?

The SMART MAP is a network of compassionate, respected, and competent union representatives and volunteers throughout SMART’s jurisdiction who work together and assist members and their families in finding the support they need. The MAP network serves as a bridge to third-party Employee Assistance Programs (EAPs) that provide necessary professional help. Currently SMART’s local union staff is undergoing training to strengthen their basic skill sets necessary to respond to many of these challenges. To sum it up, SMART determined they needed to do more than just pass along an 800 number to members in need of assistance.

SMART MAP begins with an intensive training process of theory and practice of basic skills necessary for working with crisis interventions. SMART has been able to partner with several experts in the field of mental health and this expertise is reflected throughout the weeklong training. Ultimately they seek to build a climate of safety and wellness by creating a workplace culture shift that no longer ignores, stigmatizes, or disciplines sheet metal workers struggling with mental-health problems.

SMART MAP representatives will focus on three areas:

• Early Intervention – Recognizing the signs and symptoms of substance abuse and mental health problems and offering “emotional first aid” as well as developing a proactive intervention by helping members deal with the problem
• Understanding the Members’ Benefit Plan – Identifying appropriate resources and directing members to help within the members’ eligible health plan
• Follow-up – Supporting the members returning back to work and assisting in coordinating the member’s continuing care plan to sustain a successful continuation of their recovery from the problem

Recently SMART has developed a second-level Peer-to-Peer Training program for local unions, which is an advanced training for MAP volunteers working in the shop and on the jobsite. They are also working to build a national support network for their local union area MAPs including advocacy in accessing treatment centers, trusted Inpatient and Intensive Outpatient (IOP) options, recovery resources, and other areas of support for members and their families.

What part can contractors play?

SMART MAP is an internal union program. However, SMART has invited contractor education on the program.

Board meeting: New projects, protecting SMACNA member interests

Continued from page 1

This is the first time SMART leadership had ever attended the Board of Directors meeting. General President Sellers took the opportunity to update SMACNA’s Board on SMART industry initiatives and encouraged additional dialogue between SMART and SMACNA.

New projects approved were:

• A second Project Managers Institute, Sept. 12-14, 2016
• Selection of a Learning Management System platform to provide self-study educational e-learning programs
• Material testing for the “Thermoset FRP Duct Construction Manual”
• Webinar to promote the new “Thermoset FRP Duct Construction Manual”
• Testing to verify technical data for the “HVAC Duct Construction Standards—Metal & Flexible”
• Silica Exposure Prevention Model Program

The Board addressed a recommendation from the Council of Chapter Representatives for National SMACNA to provide necessary resources to assist chapters in monitoring and acting on state and local legislative initiatives impacting SMACNA members. Further research and an options paper are being developed for Board consideration.

The Board adopted revised policy statements on SMACNA’s positions on federal contract standards policy, Miller Act Reform, alcohol and substance abuse policy, and employee risk notification policy.

SMACNA’s ‘HVAC Bid Specification Reference Manual’—updated

In an effort to help contractors prepare more accurate and competitive bids, SMACNA’s HVAC Contractors Council Steering Committee has just released the newly revised “HVAC Bid Specification Reference Manual.”

Changes include new information in Division 23—heating, ventilating, and air conditioning—as well as revised diagrams and updated references to SMACNA technical manuals and standards.

This manual was first published in 2007 as a guide to assist HVAC contractors in preparing bids, designers in preparing construction documents, and owners in preparing bid and contract documents. Originally based on the HVAC specific sections of the 2004 CSI MasterFormat, the new document has been updated to match the 2016 CSI MasterFormat.

The manual is available free to members on SMACNA’s Project Management webpage, and for sale to others in the SMACNA Bookstore for $185.

For more information on this updated manual, contact SMACNA’s Director of Market Sectors and Safety Mike McCullion (mmccullion@smacna.org / (703) 995-4027).
Continued from page 3

in order to strengthen its effectiveness. SMART is hoping that SMACNA contractors can offer support for the program by helping facilitate a much-needed culture change that destigmatizes an employee seeking help for substance use disorder or mental health-related issues.

Additionally, contractors may want to encourage employees to consider being SMART MAP volunteers. SMART is seeking volunteers who have: 1) high credibility in the local, 2) strong interpersonal skills and attentive listening skills, 3) a natural desire to help others, and 4) a willingness to learn and an availability of time.

Why SMART MAP?

According to the National Council on Alcoholism and Drug Dependence Inc. (NCADD), substance use disorders costs employers $276 billion annually. Of course, SMACNA contractors are not immune from the costs associated with substance abuse or mental health problems. They cost contractors and their local unions in productivity as well as market share.

The social and economic costs of substance use disorders in America are staggering. Consider these numbers:

- 92 percent of people with alcohol problems never get diagnosed.
- Absenteeism is up to 16 times greater among all employees with alcohol and other drug-related problems.
- 76 percent of all current adult illegal drug users are employed.
- Non-alcoholic members of alcoholic families use ten times as much sick leave as members of families where alcoholism is not present.
- Drug-using employees use three times as many sick benefits as other workers. They are five times more likely to file a workers’ compensation claim.
- Savings that result from investing in substance use treatment can exceed costs by a ratio of 12 to 1.
- Once treatment begins, total health-care utilization and costs begin to drop, reaching a level that is lower than pre-treatment initiation costs after a two- to four-year period.
- There have been cases where well-run MAPs have established a return on investment ratio as high as 27 to 1 (in the case of the Red Block MAP in SMART’s transportation industry, Amtrak, and CSX).

For more information, contact Joye Blanscett in SMACNA’s Labor Relations Department at jblanscett@smacna.org.

Holiday observed

The SMACNA National offices will be closed Monday, Sept. 5, in observance of Labor Day.

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Capitol Hill Update

Senate extends airport law, moves landmark energy package

Continued from page 1

The bill, The Federal Aviation Administration Reauthorization Act of 2016, authorizes FAA programs at current funding levels through September 2017.

On a related matter, Senate Minority Leader Harry Reid (D-Nev.) blasted Republicans for breaking a promise to include renewable energy investment tax credit (ITC) extenders on the short-term FAA patch.

Democrats say the investment tax credits were accidently left out of a major tax package last year that were intended to boost combined heat and power and waste heat to power (CHP/WHP), as well as thermal and solar tax credits. Sen. Reid threatened but stopped short of objecting to the overall legislation because of the failure to include extending the ITC.

Senate passes landmark energy package

The Senate voted on July 12 (84-3) to move quickly forward with its wide-ranging energy policy bill, setting up an expedited process on Capitol Hill when Congress returns in September.

Lawmakers in each chamber will now reconcile the Senate’s energy bill passed in April with a House package passed in May, which includes its energy bill from last year and dozens of previously passed Republican-backed measures.

The preconference agreement came after weeks of negotiations between Senate Democrats and Republicans and moves the bill closer to the Senate version containing more efficiency incentives for residential, commercial, industrial, and public facilities. The energy package is moving nearer resolution after an eight-year journey.

The Senate’s bill, dubbed the Energy Policy Modernization Act, has many provisions meant to modernize energy policy, including speeding natural gas exports, updating the electric grid, encouraging energy efficiency, and more. The House’s bill was twice as long, but had meager efficiency provisions.

In addition, the White House had threatened to veto the House bill before it even passed last year, so big changes were required by House negotiators or the entire effort might have failed for the eighth straight year.

Rep. Fred Upton (R-6th-Mich.), chair of the House Energy and Commerce Committee with jurisdiction, said that his goal is to get a bill signed. “At the end of the day, my goal is to get something to the president that he will sign into law.”

As Congress returns in September, few doubt the President will sign a bill before the election that most will find acceptable and that HVAC industry firms would benefit from as the energy efficiency market expands.

To voice your support for this legislation, contact your House and Senator members at www.smacna.org/advocacy.
2016 College of Fellows scholarship winners named

SMACNA’s College of Fellows has awarded its 2016 scholarships—four from the College of Fellows and 11 endowed scholarships from SMACNA members and chapters.

All of the scholarships are administered by SMACNA’s College of Fellows. The four scholarships funded by SMACNA’s College of Fellows provide funds annually for four undergraduate academic years. Eleven endowed scholarships were also awarded.

Join us in congratulating these students and wishing this next generation of professionals the best in college and their careers.

<table>
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<tr>
<th>Winner</th>
<th>City, State</th>
<th>Affiliated Contractor</th>
<th>Scholarship Term</th>
<th>Scholarship Sponsor</th>
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<td>Corinne Merline*</td>
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<td>SSM Industries Inc.</td>
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<td>Benjamin Simon*</td>
<td>Redwood City, Calif.</td>
<td>Western Allied Mechanical</td>
<td>Four years</td>
<td>Richard DeBrine Endowment/SMACNA Bay Area Chapter</td>
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<td>Amanda Cregan*</td>
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<td>GMC Sheet Metal LLC</td>
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<td>Kaitlyn Finley*</td>
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<td>Sheet Metal Contractors of Oklahoma Inc.</td>
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<td>J.B. Rodgers Endowment/SMACNA Arizona</td>
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<td>The Waldinger Corporation</td>
<td>Four years</td>
<td>SMACNA National</td>
</tr>
</tbody>
</table>

(*Endowed scholarships.)

SMACNA welcomes new Associate Member

SMACNA is proud to welcome its newest Silver Associate Member, Thermaflex of Abbeville, S.C.

If you know industry suppliers who would benefit from strong relationships with SMACNA contractors, let them know about SMACNA’s Associate Member program.

Learn more on SMACNA’s Associate Member webpage or contact Kristina Unger (kunger@smacna.org / (770) 632-0026).
**Catch convention spirit**

Take a look at SMACNA’s new convention brochure to see the great things planned for you during SMACNA’s 73rd Annual Convention in Phoenix, Oct. 16-19.

From the opening entertainment and Product Show to world-class education sessions and the closing concert with the legendary Doobie Brothers—SMACNA’s 73rd Annual Convention at the fabulous four-diamond JW Marriott Desert Ridge Resort and Spa will reward you personally and professionally.

Seize your chance to grow and register for SMACNA’s 73rd Annual Convention today!

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**HVAC Forum: Experience organizational transformation**

The future is certain to bring more changes to the industry—the accelerated challenges of schedule compression, pricing pressures, and manpower shortages—and the industry will be forced to innovate at a heightened clip.

But most contractors are trying to solve these massive industry issues with tactical solutions involving the same approach used for years—and it’s not working. At the HVAC Contractors Forum “Transform Your Organization for the Future,” Monday, Oct. 17, at SMACNA’s 73rd Annual Convention,” industry expert Michael McLin will identify what customers value and help you develop a process map to focus on meeting customers’ orders.

Best-in-class contractors are using value-stream mapping to visualize work systems (prefabrication, IT, financial systems, etc.) and identify the gaps, overlaps, and roadblocks in how the customer’s request/order is completed. He’ll demonstrate how a new business model is evolving to address these challenges with strategic, long-term solutions.

Michael McLin, managing director of Maxim Consulting Group, has construction industry experience spanning nearly two decades, starting as a laborer and progressing to project executive. His résumé includes some of the most complex construction projects in the country, with nearly eight years working on Boston’s “Big Dig” Central Artery/Tunnel project.

SMACNA’s Annual Convention offers many outstanding sessions like this along with exciting events and fun at the four-diamond JW Marriott Desert Ridge Resort and Spa in Phoenix, Oct. 16-19.

View the convention brochure and sign up today on SMACNA’s Annual Convention webpage.

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**Learn about safety culture at Safety Champions Conference**

There’s still time to sign up for the SMOHIT Safety Champions Conference, at the Talking Stick Resort, Scottsdale, Ariz., Sept. 11-13. Be sure to register and take advantage of this great opportunity to learn more about safety cultures in the sheet metal industry.

Once again, the conference is open to a diverse list of attendees ranging from the union and JATCs to contractors. They are invited to listen to presentations and engage in open discussions on this important topic. The keynote speaker is Phillip C. Ragain, an expert in safety intervention, leadership, and safety culture training.

The conference is free to all SMOHIT trust fund contributing contractor representatives, so those firms would only need to pay for travel and hotel accommodations. Visit the SMOHIT conference webpage for registration, golfing, and hotel information.

On the opening evening, SMOHIT’s Safety Matters Awards will be presented to individuals who reach out and spread the word of safety and health through the SMOHIT Safety Champions Program, to those who demonstrate safety through example and have a passion for keeping workers safe and healthy.

The conference is sponsored by the Sheet Metal Occupational Health Institute (SMOHIT) with assistance from SMACNA and SMART.

For more information, contact SMACNA’s Director of Market Sectors and Safety Mike McCullion (mmccullion@smacna.org / (703) 995-4027).

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**Project Managers Institute: Back for an encore in September**

Just a few seats are left for the September 2016 Project Managers Institute, Sept. 12-14, in Raleigh, N.C. The spring program sold out quickly so if you have been thinking about taking this popular program now is your chance.

Project managers will build their skills in project planning, communication, leadership, and business and work in teams during this intensive 2½-day program with interactive, industry specific exercises. They will return to your company ready to take ownership of their projects.

Designed for project managers with two-to-five years of project management experience, topics include leadership, project planning, customer-focused construction, change order management, financial management, developing profitable customer relationships, and leading powerful, integrated project teams.

This course is taught by industry experts Andrew Patron and Richard P. Reese, senior consultants with construction industry consultants, FMI Corp.

Don’t miss this outstanding program. Reserve your spot on SMACNA’s Project Managers Institute registration webpage today.

For more information, contact Bridgette Bienacker, SMACNA’s director of business management and membership, bbienacker@smacna.org.
Welcome 2016 Associate Members!

Platinum

It's Our Business to Protect Yours

FEDERATED INSURANCE

VICON

Gold

MESTECK MACHINERY

DAIKIN

Titus

Johns Manville

quotesoft

Mechanical Estimating

Milwaukee

Silver

armacell

Kingspan

W

CLWARD

TSI

BD

AUTODESK

alliantgroup

Thermaflex

SysQue

Applied Software

Project

DocControl

DURO DYNE

Foster

Pentair

RUSKIN

K-FLEX

FAST Est. Inc.

Estimating Software

Trimbble

CARLISLE

MAJESTIC STEEL USA

Bronze

GRIFFLE

Fleetmatics

FIRESAFE

muller

HCP

thermaduct

BETA

GRIPNAIL

ALAN

Manufacturing Inc
SMACNA reminders

August 2016
- NJAB – Aug. 29-30, San Francisco

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

October 2016
- SMACNA 73rd Annual Convention – Oct. 16-19, JW Marriott Desert Ridge, Phoenix

December 2016
- Council of Chapter Representatives – Dec. 4-6, Amelia Island, Fla.
- Industry Fund Seminar – Dec. 6, Amelia Island, Fla.

January 2017
- Chapter Executive Institute – Jan. 29-Feb. 1, Maui, Hawaii

Future SMACNA Conventions
- 76th Annual Convention – Oct. 20-23, 2019, JW Marriott, Austin, Texas