

**THE SHEET METAL AND AIR CONDITIONING CONTRACTORS'
NATIONAL ASSOCIATION, INC.
(SMACNA)
BOARD OF DIRECTORS MEETING
REPORT
February 2, 2026
Palm Beach, Aruba**

I. CALL TO ORDER:

President Hill called the meeting to order at 8:00 a.m. Atlantic Time.

A. Welcome – President Hill

President Hill welcomed the Board members to the meeting.

IN ATTENDANCE:

Members of the Executive Committee:

Tom Martin – Immediate-Past President

Todd Hill – President

A. Scott Vidimos – President Elect

Joseph Samia – Secretary-Treasurer

Gary Myers – Vice President

Members of the Board of Directors:

Dominic Bonitatis, Prime Sheet Metal, Inc., Warminster, PA

Chad Bunting, Schoppe Co., Inc., South Jordan, UT

Matthew Cole, Wings Testing & Balancing Co., Inc., Branford, CT

Matthew D. Cramer, Dee Cramer, Inc., Holly, MI

Peter Dietrich, Rozell, Inc., Cambridge, Ontario, Canada

Dan Hampton, The Waldinger Corporation, Des Moines, IA

Roeland Hoeke, H.T. Lyons, Allentown, PA

Paul Irwin, Bell Products, Inc., Napa, CA

Kathleen Kerber, KSM Metal Fabrication, Troy, OH

Paul Klaus, Icon Mechanical, Granite City, IL

Kenneth Kleeberg, Yankee Sheet Metal, East Hartford, CT

Bobby McCally, The Brandt Companies, Carrollton, TX

Joseph Passannante, Cleats Manufacturing Co., Inc., Chicago, IL

Mike Steidel, Castle Htg. & Air Inc., Warrensville Heights, OH

Staff:

Frank Wall, Chief Executive Officer

Susannah Forde, Executive Director, Marketing & Communications

Eli P. Howard, III, Executive Director, Technical Services

Linda M. Jennings, CAE, Executive Director, Membership Development & Innovation

Stan Kolbe, Executive Director, Government and Political Affairs

Tara Long, CMP, DES, Executive Director, Meetings & Convention

Jason Watson, Executive Director, Labor Relations
Nadine Witchel, Chief Financial Officer

Legal Counsel:

Daniel R. Kelly, Felhaber Larson, Minneapolis, MN

Guests

Nathan Cooper, Executive Director, SMACNA Colorado

B. Self Introductions

President Hill asked all attendees to introduce themselves and describe their current and past involvement with SMACNA.

C. Call for Additional Agenda Items

President Hill called for additional agenda items. Board members identified no additional agenda items.

II. CONSENT AGENDA

A. Board of Directors Meeting Report - July 2025

B. Executive Committee Meeting Report - October 2025

C. SMACNA Organizational Chart

D. Executive Staff Reports

1. Membership Development & Innovation – Ms. Jennings
2. Labor Relations – Mr. Watson
3. Technical Services – Mr. Howard
4. Communications & Marketing – Ms. Forde
5. Government Relations – Mr. Kolbe

A motion was made, seconded and passed to approve the Consent Agenda as presented.

III. OPERATIONAL AGENDA

A. Responsibilities of Directors – Mr. Kelly

Mr. Kelly reviewed and discussed the fiduciary duties and responsibilities of SMACNA Boardmembers.

B. Policy Review – Mr. Kelly

Mr. Kelly reviewed the following policies:

1. Ant-Trust Compliance & Procedures
2. Conflict-of-Interest Policy & Disclosure Statement
3. Whistleblower Policy

Mr. Kelly responded to questions from Board members. Mr. Kelly also requested that all Board members complete and return a Conflict-of-Interest questionnaire.

C. Election of Angelo Paris, Apollo Sheet Metal Ltd., Coquitlam (British Columbia) (to fill remaining term of Bernie Antchak through 2026)

A motion was made, seconded and passed to elect Angelo Paris to fill the remaining term of Bernie Antchak through 2026.

D. Strategic Plan Update

The Board reviewed the current strategic plan and had no questions. Mr. Wall indicated that he would undertake a review of the current strategic plan as he becomes more familiar with SMACNA, and the progress which has been achieved toward the goals set forth in the strategic plan.

E. Wage Equalization – Yellow Label Certification – Mr. Martin

Mr. Martin and Mr. Watson discussed SMART’s process and issues related to the current wage equalization policy.

F. Financial Report – Ms. Witchel

1. 2025 Financial Review

Ms. Witchel reviewed the 2025 financial results and responded to questions from the Board.

2. Budget & Finance Committee Report – Dec. 7, 2025

Ms. Witchel reviewed the 2026 budget and responded to questions from the Board.

3. Technology Update

Ms. Witchel provided the Board with an update regarding SMACNA’s technology.

G. Ontario Chapter Dues

The Board entered executive session to discuss a letter received by the Ontario Chapter.

Mr. Dietrich left the meeting for the executive session.

H. Membership Development & Innovation – Ms. Jennings

Ms. Jennings provided the Board with an update regarding convention education and programing feedback, membership development, chapter education development, education and learning integration, construction technology and the SMACNA AI Project, market sector council update, contractor operations, New Horizons Foundation, and international membership applications (Hamad Fahad Al Awad, Bait Algaleed, Elegancia Arabia Trading Company WLL, HRCO, Yuhang Technology Development, Tadmit Hadasha LTD, Optimum Pulse Air, and Matic International Factory).

A motion was made, seconded and passed to approve the application of the following eight Affiliate International Contractor Members:

1. **Hamad Fahad Al Awad**
2. **Bait Algaleed**
3. **Elegancia Arabia Trading Company WLL**
4. **HRCO**
5. **Yuhang Technology Development**
6. **Tadmit Hadasha LTD**
7. **Optimum Pulse Air**
8. **Matic International Factory**

International Affiliate Dues

The Board discussed increasing the Affiliate International Contractor Member dues.

A motion was made, seconded and passed to increase the Affiliate International Contractor Member dues as follows beginning January 1, 2027:

| Year | Existing | New |
|-----------------|-----------------|------------|
| January 1, 2027 | \$5,000 | \$10,000 |
| January 1, 2028 | \$10,000 | \$10,000 |

I. Marketing & Communications – Ms. Forde

Ms. Forde provided the Board with an update regarding National Careers in Trades - Recap and Year 2, Website Enhancements - Interactive Map and Chatbot, National Award Recognition, and 2025 PR Coverage.

J. Labor Relations – Mr. Watson

Mr. Watson provided the Board with an update on the Labor Relations Department’s 2026 priorities, including SMACNA and SMART activities, joint regulatory efforts, the results of 2025 collective bargaining activities, the 2026 bargaining outlook, the 2026 Partnership Conference, BE4All activities and proposed metrics, and upcoming SMACNA labor-related educational programs. Management Co-Chair Kathy Kerber reported on the activities of the Best Practices Task Force.

A motion was made, seconded and passed to approve the proposed Be4All metrics.

K. Technical Services- Mr. Howard

Mr. Howard provided the Board with an update regarding the IAPMO Uniform Mechanical Code Appeal & Petition filed by SMART against SMACNA regarding proposed code changes, and the current development program for SMACNA Standards.

L. Government Relations – Mr. Kolbe

Mr. Kolbe provided the Board with an overview of the 2025 Congressional session and our achievements and the remainder of our agenda ahead in the 119th Congress. He also described the SMACNA Washington Issues Conference, the PAC program for 2026 and fundraising progress to date. Special focus will be given to the outside consultant-led effort to secure more prior authorizations.

M. Convention & Meetings Update – Ms. Long

Ms. Long provided the Board with an update regarding changes relating to the Convention and the members of her team.

N. ITI/NEMI/SMOHIT Update – Mr. Cramer

Mr. Cramer provided the Board with an update regarding ITI, NEMI and SMOHIT.

O. Best Practices Update – Ms. Kerber

Ms. Kerber provided an update regarding the work of the Best Practices Committee.

P. Leadership – President Hill

President Hill provided the Board with an update on the following:

1. Board Liaisons Assignments and Engagement

2. Officer & Board Chapter Visits

3. Director Nominating Committee Members

Mr. Hill announced the Nominating Committee.

4. Appointment of Officer Nominating Committee

Mr. Hill announced the Officer Nominating Committee.

A motion was made, seconded and passed to approve the Officer Nominating Committee.

Q. December Council Meeting Report - Mr. Cooper

Mr. Cooper provided the Board with a report summarizing the December Council Meeting.

R. Associate Member Program – Ms. Jennings/Mr. Kelly

The Board considered the following two recommendations from the Council of Chapter Representatives:

A motion was made, seconded and carried to recommend that the SMACNA Board of Directors review the bylaws, policies, and procedures relating to the Associate Member program.

A motion was made, seconded and carried to recommend that SMACNA maintain a database of Associate Members listing their signatory status by location for SMACNA contractor members to access.

Following an extensive discussion, a motion was made, seconded and passed to:

1. **Affirm the existing Associate Membership Board Policy.**

2. **Instruct creating an updated Associate Membership logo which retains the SMACNA logo and colors, but embeds within the overall logo the level of membership of the Associate Member, the use of which will begin January 1, 2027. Associate Members would be allowed to utilize the existing Associate Member logo on printed materials until they have exhausted the supply of such materials.**

3. **Establish a policy to ensure annual compliance of each Associate Member with**

SMACNA's Associate Member Policy.

S. Product & Services Guide – Ms. Jennings/Mr. Kelly

The Board discussed concerns raised by one contractor that non-union manufacturers were allowed to advertise in SMACNA's Products and Services Guide.

T. Testing & Research Institute - Mr. Howard

Mr. Howard provided the Board with an update regarding the services provided by the Testing & Research Institute to SMACNA members and non-members.

U. Appointment of Legal Counsel – Mr. Kelly

President Hill referred to the memo from Dan Kelly outlining the service provided to SMACNA by Felhaber Larson in 2025.

A motion was made, seconded and passed to retain Felhaber Larsen as SMACNA legal counsel for 2026.

IV. OPEN DISCUSSION

A motion was made, seconded and passed to approve the 2026 budget as proposed by the Finance Committee and modified by the Executive Committee.

The Board then went into a closed-door executive session without staff.

Adjournment

**THE SHEET METAL AND AIR CONDITIONING CONTRACTORS'
NATIONAL ASSOCIATION, INC.
(SMACNA)
BOARD OF DIRECTORS MEETING
REPORT
July 14, 2025
Whistler, BC**

I. CALL TO ORDER:

President Martin called the meeting to order at 8:05 a.m. Pacific Time.

A. Welcome – President Martin

President Martin welcomed the Board members to the meeting.

IN ATTENDANCE:

Members of the Executive Committee:

Tom Martin – President, T. H. Martin, Inc., Cleveland, OH

Todd Hill – President-Elect, Ventcon, LLC, Allen Park, MI

A. Scott Vidimos – Secretary-Treasurer, Vidimos, Inc., East Chicago, IN

Joseph Samia – Vice President, Central Consolidated, Inc., Wichita, KS

Carol Duncan – Immediate Past-President, General Sheet Metal, Clackamas, OR

Members of the Board of Directors:

Bernie Antchak, Ventus Sheet Metal, Ltd., Port Coquitlam, BC, Canada

Dominic Bonitatis, Prime Sheet Metal, Inc., Warminster, PA

Todd Byxbe, Miller Engineering Co., Rockford, IL

Matthew Cole, Wings Testng & Balancing Co., Inc., Branford, CT

Matthew D. Cramer, Dee Cramer, Inc., Holly, MI

Peter Dietrich, Rozell, Inc., Cambridge, Ontario, Canada

Mitch Golay, Corn States Metal Fabricators, Inc., West Des Moines, IA

Douglas Gudenburr, Ductmate Industries, Inc., Charleroi, PA

Matt Hildreth, The Waldinger Corporation, Wichita, KS

Paul Irwin, Bell Products, Inc., Napa, CA

Roy Jensen, MechOne, Colorado Springs, CO

Kathleen Kerber, KSM Metal Fabrication, Troy, OH

Paul Klaus, Icon Mechanical, Granite City, IL

Kenneth Kleeberg, Yankee Sheet Metal, East Hartford, CT

Bobby McCally, The Brandt Companies, Carrollton, TX

Gary Myers, Intech Mechanical Company, Inc., Roseville, CA

Joseph Passannante, Cleats Manufacturing Co., Inc., Chicago, IL

Matthew Sano, Fisher Balancing Co., Williamstown, NJ

Staff:

Aaron Hilger, Chief Executive Officer

Susannah Forde, Executive Director, Marketing & Communications

Eli P. Howard, III, Executive Director, Technical Services

Linda M. Jennings, CAE, Executive Director, Membership Development & Innovation

Stan Kolbe, Executive Director, Legislative & Political Affairs

Tara Long, CMP, DES, Executive Director, Meetings & Convention

Jason Watson, Executive Director, Labor Relations

Nadine Witchel, Chief Financial Officer

General Counsel:

Daniel R. Kelly, Felhaber Larson, Minneapolis, MN

Guests

Dr. Anirban Basu, MPP, MA, JD, Ph.D., Sage Policy Group, Baltimore, MD

Jason Hanson, Chair, Council of Chapter Representatives and President, Dakota Metal Fabrication, Manvel, ND

B. Call for Additional Agenda Items

President Martin called for additional agenda items. Board members identified no additional agenda items.

C. Self-Introductions

All attendees introduced themselves and provided an industry update regarding their locale.

II. Consent Agenda

A. Board of Directors Meeting Report – January 2025

B. Executive Committee Meeting Report – July 2025

C. SMACNA Organizational Chart

1. Staff Narrative Duties
2. New Staff Bios

D. Executive Staff Reports

1. Membership Development & Innovation – Ms. Jennings
2. Labor Relations – Mr. Watson
3. Technical Services – Mr. Howard
4. Marketing & Communications – Ms. Forde
5. Government Relations – Mr. Kolbe
6. Meetings & Convention – Ms. Long

A motion was made, seconded and passed to approve the consent agenda.

III. Guest Speaker – Anirban Basu, MPP, MA, JD, Ph.D

Topic: Monetary Masala

IV. Operational Agenda

A. CEO Update. Mr. Hilger provided the Board of Directors with an update regarding progress toward goals included in the strategic plan.

B. Financial Report - Ms. Witchel

1. **May 2025 Statements/Financial Review.** Ms. Witchel reviewed SMACNA's year-to-date financial statements and investment account performance.

a. Gutter Testing. She also described, with the assistance of Executive Director Howard, the request to fund a gutter testing project.

A motion was made, seconded and passed to approve the addition to the budget for gutter testing.

b. Budget Committee Proposal for Additions to Budget/Activities. Ms. Witchel described a recommendation from the Budget & Finance Committee at the June 1, 2025 meeting relating to mid-year adjustments. More specifically, the Budget & Finance Committee recommended that, if the current year cost of an additional budget item is \$30,000 or less and is approved by the Committee Chair, the Executive Director in charge of the Committee, SMACNA's Secretary/Treasurer, and SMACNA's CEO, SMACNA can proceed to spend the requested funds on that specific project. The Board of Directors will be notified of the project at the next Board meeting following the decision to proceed with the project.

A motion was made, seconded and passed to approve the recommendation relating to approving additions to the budget.

C. Membership Development & Innovation - Ms. Jennings discussed the following topics:

1. Convention Education Programming
2. Membership Development
3. Chapter Executive Development
4. Education Integration
5. SMACNA AI Project
6. Women in Leadership
7. Market Sector Council Update
8. Contractors Operations
9. International Membership Applications

Ms. Jennings requested that the Board approve the application for the following three affiliate international contractors:

1. Insulation Polyurethane Chemicals (South Africa)
2. Duct Net (Thailand)
3. Al Ajwaa A/C Systems Ind LLC (United Arab Emirates)

A motion was made, seconded and passed to approve the affiliate international contractor applications listed above.

D. Marketing & Communications. Ms. Forde discussed the following topics:

1. National Careers in Trades Week
2. Website Phase 2
3. Trade Show Collaboration
4. SMART/SMACNA Initiatives

E. Labor Relations. Mr. Watson discussed the following topics:

1. SMACNA Update
2. SMART Update
3. 2025 Bargaining
4. Upcoming Programs

F. Technical Services. Mr. Howard discussed the following topics:

1. ASME AG-1 Committee (Nuclear)
2. Testing Programs (Ductwork, Architectural)
3. Technical Resource Bulletins (TRB)
4. IAPMO / Code Issues
5. Standards & Manuals
 - a. Translation Project
6. Videos

G. Government Relations. Mr. Kolbe discussed the following topics:

1. Legislative Policy Overview and 199th Congress
2. Political Fundraising and Prior Approval Plan
3. Tariff Impact and Trade Policy
4. CHO Staff Update

H. Meetings & Convention. Ms. Long introduced herself and provided a brief background regarding her work in the hospitality and event-planning industry. She also provided the Board with a Convention update.

I. ITI/NEMI/SMOHIT Update. Mr. Cramer provided a thorough update regarding the recent activities of ITI, NEMI, and SMOHIT, including the recent hiring of Michael Harris as Executive Director of the three entities and other personnel updates.

J. Best Practices Update. Ms. Kerber provided the Board with an update regarding the activities of the Best Practices Committee.

K. New Horizons Foundation Update. Mr. Hilger provided an update regarding the New Horizons Foundation, including upcoming changes in the leadership of the New Horizons Foundation.

L. Leadership. President Martin discussed the following topics:

1. Board Liaison Engagement – President Martin discussed improving the Board Liaison program and engagement with Chapters. Board members offered ideas on how to improve Chapter engagement.

2. Officer & Board Chapter Visits
3. Future Board Meeting Locations:
 - a. January 31, 2026: Hilton Aruba Caribbean Resort & Casino, Palm Beach, Aruba
 - b. July 18, 2026: Fairmont Banff Springs, Banff, Canada
 - c. January 16, 2027: J.W. Marriott Saint Maarten Beach Resort & Spa, Dawn Beach, Saint Maarten
 - d. July 17, 2027: Waldorf Astoria Monarch Beach Resort & Club, Dana Point, CA

There was discussion at the Executive Committee meeting, as well as this meeting concerning the ASHRAE/AHR Expo overlapping with the January 2026 Board Meeting. SMACNA Staff and Leadership will ensure there is adequate coverage for the booth at the AHR Expo.

4. Director Nominating Committee Report (Meeting Scheduled for July 22)
5. Officer Nominating Committee Report. President-Elect Hill provided the report of the Officer Nominating Committee and listed the slate of Officer recommended by the Committee. Mr. Hill asked for additional nominations. No nominations were offered.

A motion was made, seconded and passed to approve the following slate of officers to begin serving their respective terms following the annual meeting in October:

President – Todd Hill
President-Elect – A. Scott Vidimos
Secretary-Treasurer – Jospeh Samia
Vice President – Gary Myers

6. Committee Appointment Policy & Procedure. Mr. Hilger and President Martin discussed the Committee Appointment Policy & Procedure.

M. June Council Meeting Report. Mr. Hanson gave an update of the June Council of Chapter Representatives Meeting. Mr. Hanson discussed various presentations which occurred at the meeting. The Council of Chapter Representatives had no recommendations for the Board at this time.

- V. A. Open Discussion.** The Board held an open discussion regarding the following:
 1. PLA's
 2. Local Labor Management Concerns
 3. Other Topics

VI. Adjournment to Executive Session

There being no further business, the meeting moved into Executive Session with the Board only.

A motion was made, seconded and passed to adjourn the Board Meeting.

**THE SHEET METAL AND AIR CONDITIONING CONTRACTORS’
NATIONAL ASSOCIATION, INC.
(SMACNA)
EXECUTIVE COMMITTEE MEETING
October 25, 2025
Maui, Hawaii**

1. CALL TO ORDER

A meeting of the SMACNA Executive Committee was held on October 25, 2025 at the Grand Wailea, Maui, Hawaii. President Tom Martin called the meeting to order at 8:00 a.m.

ATTENDEES:

Members of the Executive Committee:

Tom Martin – President
Todd Hill – President-Elect
A. Scott Vidimos – Secretary-Treasurer
Joseph Samia – Vice President
Carol Duncan – Immediate Past-President
Gary Myers – Vice President-Elect

Staff and Legal Counsel:

Aaron Hilger, Chief Executive Officer
Susannah Forde, Executive Director, Marketing & Communications
Eli P. Howard, III, Executive Director, Technical Services
Linda M. Jennings, CAE, Executive Director, Membership Development & Innovation
Stan Kolbe, Executive Director, Government & Political Affairs
Tara Long, CMP, DES, Executive Director, Meetings & Convention
Jason Watson, Executive Director, Labor Relations
Nadine Witchel, Chief Financial Officer
Daniel R. Kelly, Felhaber Larson – SMACNA General Counsel

Request for New Business Items. President Martin requested new business items. No new items were added to the agenda.

2. STRATEGIC PLAN

A. Strategic Plan Update. Mr. Hilger provided an update regarding progress against the Strategic Plan. He provided a summary of each area of progress referencing the written materials provided to the Executive Committee. Discussion focused on jurisdictional disputes, educational offerings, the new website, convention sponsorships, Fab Forum, PAC fundraising, social media, Peer Groups, and Chapter Executive education programs.

B. Future Strategic Plan. Mr. Hilger reported will propose engaging a consultant to undertake a new strategic plan process beginning next year.

3. MEETINGS & CONVENTION

Ms. Long provided an update regarding the convention schedule. She also reported that, going forward, planning for the convention will begin earlier, including site visits more than one year in advance. She previewed the 2026 Convention activities.

Ms. Long discussed future convention housing plans. The Executive Committee met briefly in executive session to discuss related legal issues.

4. FINANCIAL & TECHNOLOGY REPORT

Ms. Witchel provided a year-to-date financial update, reviewing the balance sheet and income and expense summary. She then reviewed the detailed expenses by department.

Ms. Witchel reported that she is in the process of preparing the 2026 budget for review by the Budget and Finance Committee. The Executive Committee discussed ensuring that SMACNA remain diligent in reviewing all expenses. Ms. Witchel also sought input from the Executive Committee regarding the hours assumption for the 2026 budget.

Ms. Witchel provided an update regarding the Association Management Software project and reported that the project remains under budget.

Ms. Witchel sought input regarding whether SMACNA should consider purchasing an expense reimbursement software solution. The Executive Committee directed Ms. Witchel to research options.

Finally, Ms. Witchel reported that each Executive Director completed their respective quarterly employment reviews.

5. TECHNICAL SERVICES

Mr. Howard provided an update on the specifics of SMACNA National Appeal of the IAPMO Uniform Mechanical Code Committee decision to “ban” the use of gypsum for any Return Air systems in all buildings, thereby rendering the Return Air system to be fully ducted.

He also reported preliminary results from the SMACNA Testing & Research Institute testing of 16ga TDC/TDF transverse joint, and architectural sheet metal gutter testing for compliance to the IBC.

Mr. Howard described contractor-specific and chapter-specific Teams training sessions the Technical Department has recently provided. He also discussed upcoming Tech University programs.

6. MEMBERSHIP DEVELOPMENT & INNOVATION

Ms. Jennings discussed the development of a chapter map which will be featured on the SMACNA website and will provide chapter-specific information.

Ms. Jennings sought input from the Executive Committee regarding Associate Membership requirements. The Executive Committee discussed Associate members fabricating UL listed products and concerns raised by SMACNA Regular Members.

Ms. Jennings also demonstrated the new website Chatbot and the new Reference Manual for Labor Units online tool.

The Executive Committee discussed SMACNA's Bylaws and directed counsel to conduct a review of the Bylaws and recommend any necessary changes.

7. LABOR RELATIONS

Mr. Watson presented updates on SMACNA and SMART initiatives, the 2025 bargaining process, the 2026 Partners in Progress Conference, Emerging Leaders training, Trustee training and forthcoming SMACNA labor-related educational programs.

8. MARKETING & COMMUNICATIONS

Ms. Forde provided an update on phase 2 of the website, an update on what is in store for the second year of National Careers in Trades Week, and an overview of the trade shows in which SMACNA and SMART are participating in 2026. She also showcased recent awards the marketing team has won for their work.

9. GOVERNMENT RELATIONS

Mr. Kolbe discussed the following topics in his update:

- The legislative, regulatory and policy developments through October and into the next session of Congress
- Tariff policy remediation efforts underway
- The progress and plans for the PAC and prior approval campaigns underway and planned for the coming months
- SMACNA staff's outreach to key GOP Members of Congress to move SMACNA's agenda to the attention of the White House and agency policy team. (Treasury / Commerce / DOL / GSA / DOE)

10. ANNUAL BUSINESS MEETING

The Executive Committee briefly discussed preparation for the Annual Business Meeting.

11. GOVERNANCE

As a result of Gary Myers' election to the Executive Committee, a Director position is left vacant. Article IV of the Constitution grants the Board of Directors authority to fill the vacant position until the next regular election.

A motion was made, seconded and carried to recommend that the Board of Directors elect Chad Bunting to fill the vacant position.

12. OLD BUSINESS

None.

13. ADJOURNMENT

The meeting adjourned to Executive Session at approximately 2 p.m.

**THE SHEET METAL AND AIR CONDITIONING CONTRACTORS’
NATIONAL ASSOCIATION, INC.
(SMACNA)
EXECUTIVE COMMITTEE MEETING
January 31, 2026
Palm Beach, Aruba**

I. CALL TO ORDER

A meeting of the SMACNA Executive Committee was held on January 31, 2026 at Hilton Aruba Caribbean Resort & Casino, Palm Beach, Aruba. President Hill called the meeting to order at 8:00 a.m., Atlantic Time.

ATTENDEES:

Members of the Executive Committee:

Tom Martin – Immediate-Past President
Todd Hill – President
A. Scott Vidimos – President Elect
Joseph Samia – Secretary-Treasurer
Gary Myers – Vice President

Staff and Legal Counsel:

Frank Wall, Chief Executive Officer
Susannah Forde, Executive Director, Marketing & Communications
Eli P. Howard, III, Executive Director, Technical Services
Linda M. Jennings, CAE, Executive Director, Membership Development & Innovation
Stan Kolbe, Executive Director, Government and Political Affairs
Tara Long, CMP, DES, Executive Director, Meetings & Convention
Jason Watson, Executive Director, Labor Relations
Nadine Witchel, Chief Financial Officer
Daniel R. Kelly, Felhaber Larson – SMACNA General Counsel

A. Request for new business.

President Hill requested new business items. The attendees offered no new business items.

B. SMACNA Organization Chart.

II. DISCUSSION ITEMS FOR EXECUTIVE COMMITTEE

A. Wage Equalization – Yellow Label Certification. Mr. Martin and Mr. Watson discussed wage equalization and options for modifying the current system.

B. Bylaws & Policy Update. Mr. Kelly and Ms. Witchel discussed the process of updating SMACNA’s policies and Bylaws.

- C. Associate Member Program. Ms. Jennings previewed her Board presentation regarding the Associate Member Program, use of SMACNA’s logo and resolutions of the Council of Chapter Executive regarding the Associate Member Program.
- D. Products & Services Guide. Ms. Jennings discussed non-union advertisers in the 2026 Products & Services Guide. The Executive Committee directed staff to publish the 2026 Products & Services Guide with the existing advertisers.
- E. IFUS/Dues – Chapter Discrepancies. Ms. Witchel discussed an objection from the Ontario Chapter relating to the dues increase.

Ms. Jennings discussed the Southeastern Sheet Metal Contractors’ Association of Wisconsin. The Chapter has SMACNA members and non-members, neither of which are contributing the correct current dues and are considering withdrawing from SMACNA. The Executive Committee directed staff begin the process of revoking the Chapter charter.

Ms. Jennings also discussed Wisconsin Fox Valley Chapter, consisting of two members, which contribute SMACNA as direct members.

Lastly, Ms. Jennings described the Central Missouri Chapter. The members contribute directly rather than through the Chapter. Ms. Jennings will explore options for the Missouri Chapter to contribute as a group through a third-party administrator or otherwise.

- F. Testing & Research Institute. Mr. Howard discussed the cost of Shop Standards Verification.

A motion was made, seconded and carried to recommend that the Testing & Research Institute establish a non-SMACNA-Member rate for Shop Standards Verification.

III. 2025 FINANCIAL REVIEW

2025 Financial Review. Ms. Witchel provided the Executive Committee with an update regarding changes to the budget, year-end draft Financials and the stipend for the President.

A motion was made, seconded and carried to include in the budget for approval by the Board of Directors, an increase in the President’s annual stipend from \$7500 to \$15,000 retroactive to 2025, and to increase the stipend annually by three percent.

IV. OPERATIONAL UPDATES

- A. Membership Development & Innovation. Ms. Jennings discussed changes to the proposed budget for CON OPS projects and local education programs. Following a discussion regarding the proposed budget, the Executive Committee decreased the strategic planning budgeted amount by \$50,000, adjusted the committee travel budget to align with actual expenses, increased the Local (Chapter) education budget by \$50,000 and increased the CON OPS budget by \$100,000.
- B. Labor Relations. Mr. Watson provided the Executive Committee with updates on the 2026 partnership conference, the BE4All initiative, and a local labor management issue.
- C. Technical Services. Mr. Howard provided the Executive Committee with an update regarding the IAPMO Uniform Mechanical Code Appeal & Petition filed by SMART against SMACNA regarding proposed code changes, and the current development program for SMACNA Standards.
- D. Communications & Marketing. Ms. Forde provided the Executive Committee with an update regarding National Careers in Trades - Recap and Year 2, Website Enhancements - Interactive Map and Chatbot, National Award Recognition, and 2025 PR Coverage.
- E. Government Relations. Mr. Kolbe provided the Executive Committee with an overview of the 2025 Congressional session and our achievements and the remainder of our agenda ahead in the 119th Congress. He also described the SMACNA Washington Issues Conference, the PAC program for 2026 and fundraising progress to date. Special focus will be given to the outside consultant-led effort to secure more prior authorizations.
- F. Convention & Meetings. Ms. Long provided the Executive Committee with an update regarding changes relating to the Convention and the members of her team.

VI. ADJOURNMENT

The Executive Committee adjourned.

Respectfully submitted,

Daniel R. Kelly
Recording Secretary