New Cleveland ordinance requires certified fire life safety technicians

The city of Cleveland recently passed an ordinance that requires the building owner to repair or replace faulty dampers within 60 days of inspection. This development, and others across Ohio, was initiated by SMACNA members and signals new opportunities for contractors.

Five years ago, SMACNA contractors in Ohio set a course to educate city fire marshals and building inspectors on the importance of fire and smoke damper installation, inspection, and maintenance by qualified, certified technicians.

Continued on page 5

Early bird convention discount deadline July 15

Meets with...Reps. Sanchez and Peters of California

Members of Orange Empire SMACNA discussed composite plans and issues affecting the industry with Rep. Loretta Sanchez (D-46th-Calif.) in Washington, D.C., during the QCA National Issues Conference. Pictured (left to right) Sandy Wooldridge, Orange Empire SMACNA; Michael Tardif, Tardif Sheet Metal; Rep. Sanchez; and Mercy Tardif, Tardif Sheet Metal.

SMACNA’s San Diego chapter recently met with Rep. Scott Peters (D-52nd-Calif.) to talk about the challenge of bid listing, a big industry issue in California. They look forward to continuing discussions with Rep. Peters. Left to right: John Fusca, Jackson and Blanc and president of SMACNA of San Diego; Rep. Scott Peters; and Linda Baxter-Jennings, executive vice president, SMACNA of San Diego.

DOL: More eligible for overtime pay

President Obama and Department of Labor Secretary Thomas Perez recently announced the Department’s final rule updating overtime regulations.

The new rule “Overtime for White Collar Workers,” expands the number of workers who are eligible for overtime pay. This means that more full-time salaried workers will be entitled to overtime based on their salary.

While most employees covered by a collective bargaining agreement are already entitled to overtime that meets or exceeds federal requirements, SMACNA contractors should become familiar with the new requirements to assess whether

Continued on page 3
President’s Column

Who are your partners?

Guy Gast

I’m not a good dancer. My wife, on the other hand, loves to dance, and she’s good at it. So I took the floor with her at my nephew’s wedding. People said we looked good together.

That got me thinking about great partnerships. In a great partnership, both partners win. My wife gets to dance herself silly, and I get to look better than I am. That’s win-win!

In business, we enjoy success on projects when we feel like we’re partners with our general contractors and customers, or with our fellow subcontractors. It’s not an attitude that exists on all projects, and we work hard to find and keep those partners who make us look good on the dance floor.

SMACNA’s Premier Partners—Mestek Machinery, Federated Insurance, Daikin Applied, Titus HVAC, and Milwaukee Tool—demonstrate the value of partnership through the knowledge and support they provide us—as contractors and as an association. I’m confident that our partnership results in expanded business opportunities and growth for all.

Perhaps our most important partner is SMART, our labor partner, and like all partnerships, it’s only successful when we work at it, and when we both enjoy success. That’s why I’m pleased to say that we’ve committed to begin planning the 2018 Partners in Progress Conference. It will be a different look and feel, but we have one common interest—bringing labor and management together—progress.

You don’t have to wait till 2018 to begin strengthening that partnership at a local level. Look on the Partners website, pinp.org and read the PIP magazine for proven best practices of working together. Or, apply for a grant from the LMCF like others have to work on an important common issue. I encourage all to set the stage for the Partners in Progress Conference, meet with your labor partners regularly, maybe take a dance lesson or two. Let’s see if we can all look good together!

Sincerely,

Guy Gast
SMACNA President

SMACNA advocates landmark energy legislation

Will create greater efficiency, more jobs

SMACNA has spent many years pushing Congress to pass a variety of energy efficiency initiatives to benefit the residential, commercial, public, and industrial/manufacturing sectors. Therefore, SMACNA was elated when the House and Senate each passed complex energy packages late last year and earlier this spring.

Now SMACNA has a new goal—for the U.S. House and U.S. Senate to sit down in conference to work out a single compromise piece of legislation reflecting a House-Senate energy package by drawing from two different energy packages.

The Senate version is The Energy Policy Modernization Act (S. 2012), cosponsored by Sens. Lisa Murkowski (R-Alaska) and Maria Cantwell (D-Wash.), chair and ranking member of the Senate Energy and Natural Resources Committee.


While the Senate bill contains far more SMACNA-endorsed provisions, the House bill has a number of priority initiatives long favored by SMACNA as well, including school and infrastructure efficiency amendments.

Once the House-Senate conference is completed and it produces a compromise between the recently passed versions, experts expect it could significantly boost the use of energy efficiency technologies in residential, commercial, public, and industrial sectors of our economy to achieve greater building and facilities operating energy efficiency as well as incentivize job creation.

Show your support for this energy legislation and contact your House and Senator members at www.smacna.org/advocacy.
non-bargaining employees are impacted.

**Key provisions of the final rule**

Effective Dec. 1, 2016, the Final Rule focuses primarily on updating the salary and compensation levels needed for executive, administrative and professional workers to be exempt. Specifically, the final rule updates the rules as follows:

- **Sets the standard salary level at the 40th percentile for full-time salaried workers’ earnings in the lowest-wage Census Region, currently the South ($913 per week; $47,476 annually for a full-year worker).**
- **Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally ($134,004).**
- **Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles and to ensure that they continue to provide useful and effective tests for exemption. Future automatic updates to those thresholds will occur every three years, beginning on Jan. 1, 2020.**
- **Additionally, the final rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.**

**The bottom line**

The new rules will make it more difficult for employees to qualify for any of the Fair Labor Standards Act’s (FLSA) white-collar exemptions. The DOL calculates that more than 4.6 million workers currently classified as “exempt” will no longer be exempt under the new rules.

Read the Washington Post article on the new rule at [http://wpo.st/7rgi1](http://wpo.st/7rgi1). For questions and answers on the overtime rule, visit the DOL’s Frequently Asked Questions web page: [www.dol.gov/whd/overtime/final2016/faq.htm](http://www.dol.gov/whd/overtime/final2016/faq.htm). 

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**SMACNA salutes 2016 winners for safety excellence**

Each year, SMACNA recognizes our members for their outstanding performance in occupational safety and health through SMACNA’s Safety Excellence Award Program (SSEAP). This year’s results for the 2016 safety survey shows that safety and health are a high priority for SMACNA contractors.

SMACNA is proud to acknowledge the 2016 safety winners including three Canadian firms, winners in the inaugural Canadian SSEAP, and to salute the top chapters with the highest level of survey participants. Member winners are determined in the following man-hour categories. The Canadian safety awards include an overall first-place winner and two honorable-mention winners.

Second- and third-place winners will receive their trophies by mail this summer. First-place winners will be acknowledged and receive their trophies during SMACNA’s 73rd Annual Convention in Phoenix, Oct. 16-19.

The 2016 safety award winners are:

- **Over 500,000 hours**
  - **Corval Group – St. Paul, Minn.**
  - **SSM Industries Inc. – Pittsburgh**
  - **Temp Control Mechanical Corp. – Portland, Ore.**

**New SMACNA safety programs: Decommissioning old buildings, blood-borne pathogens**

Take advantage of two new model safety and health programs that SMACNA has just released: “Decommissioning of Laboratories, Industrial Facilities and Old Buildings” and “First Aid/Blood-borne Pathogens.”

Both programs are available free to members and are included in SMACNA’s safety series, “SMACNA Guide to Safety Procedures, Policies, and Model Programs.”

“Decommissioning of Laboratories, Industrial Facilities and Old Buildings” offers safety and health considerations to assist SMACNA members working in laboratories, old buildings, health care, research, and industrial facilities, which may have unique safety and health hazards.

Decommissioning is the dismantling and removal of building components, systems, and equipment, including decontamination, to renovate, retrofit, and re-utilize facilities or to reduce care and maintenance requirements.

These systems include building HVAC systems including ductwork and piping, potable and waste water piping, and such exhaust systems as kitchen and laboratory hoods, boilers, and cooling towers.

“First Aid/Blood-borne Pathogens,” a two-part program, provides guidance to firms with first-aid responders who are responsible for providing first aid to fellow workers.

OSHA regulations require different levels of training and expertise, depending on the location of the facility or worksite. Employees that potentially could contact bodily fluids as part of first aid or other responsibilities should be trained on blood-borne pathogens. The program addresses OSHA’s basic first aid requirements as well as compliance assistance on blood-borne pathogens related to occupational exposure to bodily fluids.

Both of these documents can be edited to fit your company’s needs. They are available free to members only in SMACNA’s “Guide to Safety Procedures, Policies and Model Programs,” available on SMACNA’s Safety webpage.

For more information, contact Mike McCullion, SMACNA’s director of market sectors and safety (mmccullion@smacna.org / (703) 995-4027).
SMACNA salutes 2016 winners for safety excellence

Continued from page 3

400,001-500,000 hours
• Apollo Mechanical Contractors – Wilsonville, Ore.
• Icon Mechanical and Engineering LLC. – Granite City, Ill.
• M.G. McGrath Inc. – Maplewood, Minn.

300,001-400,000 hours
• Bel-Aire Mechanical Inc. – Phoenix
• Martin Petersen Co. Inc. – Kenosha, Wis.
• Broadway Mechanical Contractors Inc. – Oakland, Calif.

200,001-300,000 hours
• Climate Engineers – Hiawatha, Iowa
• Alliant Systems LLC – Beaverton, Ore.
• Arctic Sheet Metal Inc. – Portland, Ore.

100,001-200,000 hours
• CMC Sheet Metal Inc. – Capitol Heights, Md.
• Couts Heating and Cooling – Corona, Calif.
• University Mechanical and Engineering Contractors – Tempe, Ariz.

50,001-100,000 hours
• Lyon Sheet Metal Inc. – St. Louis
• Corn States Metal Fabricators Inc. – West Des Moines, Iowa
• Sheet Metal Werks – Arlington Heights, Ill.

25,001-50,000 hours
• Norpac Sheet Metal – Billings, Mont.
• Hunter Mechanical – West Chester, Pa.
• Brady Air Conditioning Inc. – South San Francisco, Calif.

1-25,000 hours
• Cromedy Construction Corp. – Philadelphia.
• Archview Metals Systems Co. – Columbia, Ill.
• Luthe Sheet Metal Inc. – Cherry Hill, N.J.

Chapter Participation Awards
• SMCA of Philadelphia and Vicinity
• SMACNA Western Washington
• Columbia Chapter SMACNA

Canadian Safety Winners
Overall Winner:
Modern Niagara – Toronto, Ontario

Honorable Mention – Over 100,000 hours:
Vets Sheet Metal Ltd. – Edmonton, Alberta

Honorable Mention – Under 100,000 hours:
Trade-Mark Industrial Inc. – Cambridge, Ontario

SMACNA congratulates all our award winners on an excellent year. We want to thank all our members who participated in the program and we invite all SMACNA members to continue to strive toward the goal of improved safety excellence.

SMACNA research shows
BIM brings profitability, bidding opportunities

Building Information Modeling (BIM) has become a requirement on most mid-sized to large commercial construction projects. But sheet metal and HVAC contractors want to know--do the benefits of BIM justify the cost?

SMACNA’s new members-only white paper “The Business Case for BIM” reveals the evidence that can help contractors justify the cost of investing in BIM capabilities.

This new research demonstrates that the benefits of BIM can be substantial—increasing profitability, bidding opportunities, and manufacturing efficiency and volume.

The researchers made some interesting discoveries. First, everyone in the construction industry has a different definition of BIM. Many in the sheet metal industry have not engaged with it because they lack a clear, practical understanding of what BIM could mean to them.

Second, the majority of sheet metal and HVAC companies with annual gross receipts of $8 million and above—that work on mid to large HVAC commercial construction projects and have yet to integrate BIM into their practice—are much further along than they may realize. Many companies have the procedures for implementing BIM already in place. This practice sets a good foundation for companies to take the next step to adopting BIM.

Third, BIM has evolved. More than half of the firms interviewed attribute some of their success with BIM to what they learned from Lean Construction practices.

The research paper includes a chapter on how BIM expertise can bring new opportunities and provides even more details such as the basic requirements for acquiring BIM capability and a sample budget annual expense of BIM implementation.

Take a look at what implementing BIM could mean to you and your business. SMACNA’s white paper “The Business Case for BIM” is available free to members only on SMACNA’s HVAC Market Sector webpage and on the Building Information Modeling webpage.
New Cleveland ordinance requires certified fire life safety technicians

Continued from page 1

“It’s all about a safer environment,” said SMACNA member John E. Sickle Jr., president of Duct Fabricators Inc. in Cleveland. “It’s fire life safety. It’s about getting people out and firefighters in. This is a good thing. It’s a really good thing, but it’s nothing that’s going to happen overnight. The education has been going on for four or five years, and it will continue.”

Tom Martin, president of Cleveland-based T.H. Martin Inc., says the benefits of the ordinance extend beyond fire life safety—to attracting more customers.

“We like it because it gives us another customer,” said Tom Martin, president of the SMACNA-member firm. “More importantly, it gives contractors the opportunity to generate more customers, to prove our quality of work, and show them what we can do. That’s all we really want as a contractor. Once we’re in a facility, it’s our job to sell our services and hopefully maintain that customer.”

This International Certification Board and Testing Adjusting Balancing Bureau (ICB/TABB) program is the first one to gain ANSI accreditation under ISO 17024 for certification in the HVAC testing, adjusting, and balancing and Fire Life Safety industry. ICB/TABB is part of the National Energy Management Institute Committee (NEMIC), a nonprofit organization jointly funded by SMACNA and SMART. NEMIC identifies opportunities to create and expand employment for SMART members and programs that assist SMACNA contractors. Visit the NEMIC fire life safety website at www.hvacfirelifesafety.org.

SMACNA welcomes new Southern California chapter

The memberships of Orange Empire SMACNA and SMACNA-Los Angeles have voted to form a single association covering their areas to become SMACNA Southern California Inc. Kevin O’Dorisio will be executive director of the new chapter.

The new association will operate under the by-laws of the Sheet Metal and Air Conditioning Contractors of Southern California Inc.—SMACNA Southern California—and is effective July 1, 2016.

“The industry is grateful to the chapter officers and members who gave their time and efforts to create a vehicle of representation that serves the interests of SMACNA members in Southern California, their companies, and the ever-challenging construction marketplace,” Mr. O’Dorisio said.

2016 sheet metal contract settlements

Chapters and contractors find information on contract settlements valuable to stay up-to-date on market trends and settlements.

To date, the average first-year 2016 sheet metal contract increase is 3.0 percent ($1.61). The average second-year sheet metal increase is 2.8 percent ($1.61), and the average third-year sheet metal increase is 2.7 percent ($1.64).

The most common sheet metal contract term this year is three years, however, there have been one 2-year agreement, two 4-year agreements, three 5-year agreements, and one 6-year agreement.

For additional information on 2016 sheet metal settlements, contact Jason Watson, SMACNA’s director of labor relations (jwatson@smacna.org / (703) 803-2981).

Meet the Board: Art Williams of San Jose, Calif.

Art Williams, president of Air Systems Inc., San Jose, Calif., was elected to SMACNA’s Board of Directors on Sept. 30 at the close of SMACNA’s 72nd Annual Convention.

Mr. Williams would like to help SMACNA “make a difference to our contractors and to our industry. I feel I have been an effective leader in my local chapter and gained valuable industry insights that are needed to balance the national board.”

Dedicated to the industry for years, he has served on SMACNA’s Architectural Sheet Metal Council Steering Committee. Locally, he has served as president, vice president, and on the board of the Bay Area SMACNA chapter.

He entered the industry in 1971 as a material expeditor. A few years later, he received two bachelor of science degrees, one in environmental engineering and one in engineering technology, from California Polytechnic State University at San Luis Obispo.

Mr. Williams believes in building rich relationships with his employees, customers, and the community. Established in 1974, Air Systems has pioneered new ideas and methods through the years, including Direct Digital Controls, integrated contracting models, prefabricated equipment, and comprehensive energy solutions.

Air Systems has 500 employees delivering design/build total facility solutions for HVAC installation, architectural sheet metal and custom metal roofing, preventive maintenance and service, and LEED energy management systems. Projects include high-rise office buildings and a range of medical, laboratory, co-generation, entertainment, and biotech facilities.

Smoke and fire dampers help contain smoke in affected areas.

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Convention early-bird registration ends July 15

Embrace your chance to grow

Make your plans now to attend SMACNA’s 73rd Annual Convention, Oct. 16-19 at the fabulous JW Marriott Desert Ridge in Phoenix.

Seize your chance to develop personally and professionally at this magnificent resort surrounded by the stunning 316-acres in the Sonoran Desert. This opportunity doesn’t come along every day.

Don’t let the early bird fly away with your convention registration savings. Register on SMACNA’s Annual Convention webpage today. Early-bird discounts end Friday, July 15. After that, you’ll pay regular rates. Take a look at the convention brochure to see what’s planned.

Who can’t use one good idea, one new friend or colleague, one more smile or laugh? We’ve got a stellar line-up of expert speakers, industry leaders, and fellow contractors who will give you hundreds of practical ideas and gladly share their tricks of the trade. Plus, don’t miss out on the more than 30 educational sessions to keep you connected and looking ahead to future opportunities.

Don’t miss the early bird discount! Register on the Annual Convention webpage today.

Women: Making a difference in construction—and the world

Through her inspiring personal story and experience in construction management, Julie Lewis, founder of 30/30 Project, will provide valuable insight on the need for women leaders in construction during her session “Making a Difference: Women in Construction Leadership and Global Development” at SMACNA’s 73rd Annual Convention, Oct. 16-19, in Phoenix.

Her life experiences reflect a deep understanding of what it takes to succeed in the construction industry against all odds. She will discuss the challenges of construction management, how to succeed in the face of adversity, and how collaboration and lasting partnerships can foster effective leadership and quality work.

If you are seeking inspiration and insight on female leadership and the unique way women are making a difference through their life experiences, this session is for you.

Julie Lewis is a 30-year HIV survivor and mother to Grammy award-winning producer, Ryan Lewis. With this passion and dedication, she and the Lewis family founded the 30/30 Project with the goal of building 30 medical facilities worldwide in partnership with Construction for Change, a Seattle-based nonprofit construction company.

View the convention brochure on SMACNA’s Annual Convention webpage for all the exciting events and more stimulating programs like this one.

Don’t miss out on the early bird discount! Register on SMACNA’s Annual Convention webpage by July 15.

Strategic thinking: A crucial leadership skill

To succeed in a constantly changing business environment, leaders need to reexamine the way they think about their business, their strategies, and their people. Join Jake Appelman, principal of FMI Corporation, on Oct. 17 and Oct. 18, for his session, “Leadership and Strategic Thinking,” during SMACNA’s Annual Convention in Phoenix. He will explain why strategic thinking is a critical leadership skill. The early bird deadline ends July 15. Don’t miss your discount and register today.

You will learn what is required to increase your own strategic thinking capability to make strategic business decisions. Jake is a professionally trained executive coach who will take you down the path of using such strategic thinking soft skills as mental flexibility, intellectual curiosity, and creativity. He’ll even show you how to use intuition to enhance your natural leadership ability and industry experience toolbox.

We have many more outstanding sessions just like this one.

This is your chance to grow! View the Annual Convention brochure and register today.

SMACNA welcomes newest associate member

SMACNA welcomes returning Silver Patron Associate Member Sheet Metal Connectors Inc. of Minneapolis, Minn.

Do you know sheet metal or HVAC suppliers who would benefit from long-term relationships with SMACNA contractors? Tell them about the advantages of SMACNA’s Associate Member program.

Learn more on SMACNA’s Associate Member Web page or contact Kristina Unger (kunger@smacna.org / (770) 632-0026).
Welcome 2016 Associate Members!

**Platinum**
- FEDERATED INSURANCE
- VICON

**Gold**
- MESTEK MACHINERY
- DAIKIN
- Titus
- Johns Manville
- Chemical Estimating
- Milwaukee

**Silver**
- armacell
- Kingspan
- CLWARD
- TSI
- Autodesk
- Applied Software
- PENTAIR
- Project DocControl
- DUCTMATE Industry, Inc.
- RUSKIN
- FAST EST. Inc.
- K-FLEX
- Trimble
- CARLISLE
- MAJESTIC STEEL USA
- TRANE

**Bronze**
- GRIFFLE
- Fleetmatics
- FIRESAFE FIRE RATED DUCTWORK
- muller
- therma duct OUTDOOR DUCT SOLVED
- BETA MACH.
- Llored Industries
- GRIPNAI INDUSTRIAL METAL FASTENERS
- ALAN Manufacturing Inc.
SMACNA reminders

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

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.

February 2017

May 2017

June 2017
- Council of Chapter Representatives – June 4-6, 2017, Coeur d’Alene, Idaho

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