In Memoriam: Phil Meyers

Former SMACNA President Phil Meyers, 69, of Pendleton, Ind., passed away on Thursday, June 2. He served as national SMACNA president from 2000 to 2001 and was a member of the Association’s board of directors from 1994 to 1997.

After leaving national office, Mr. Meyers continued as a dedicated member of SMACNA’s Labor Committee and arbitration board and was a trustee on the National Pension Fund.

He was instrumental in shaping SMACNA national’s labor policy and relationship with the Sheet Metal Workers’ International Association (now known as the International Association of Sheet Metal, Air, Rail, and Transportation Workers—SMART) for more than 20 years. He was inducted into SMACNA’s prestigious College of Fellows in 2001.

He was president of Bright Sheet Metal Company Inc., in Indianapolis, Ind. In 1965, Mr. Meyers got his start in the industry as an apprentice in Indiana serving his apprenticeship alongside Michael Sullivan, retired general president of the Sheet Metal Workers’ International Association.

He is survived by his wife, Sharen (Courter) Meyers; daughter, Amy Meyers; son, Hank (Jayma) Meyers; grandchildren, Ally and Olivia and another on the way.

Wilson St. Pierre Funeral Service and Crematory, Lahm Chapel, 311 E. State St., Pendleton, Ind., is handling funeral arrangements.

Memorial contributions, in lieu of flowers, may be made to The Children’s TherAplay Foundation, 9919 Towne Rd., Carmel, Ind. 46032, or online at childrenstheraplay.org.

Pension composite plans take center stage at National Issues Conference

Addresses misclassification, infrastructure, energy issues

SMACNA contractors discussed the latest developments in crucial issues facing the industry—composite pension plans, misclassification of workers, infrastructure, and energy legislation—during the QCA National Issues Conference in Washington, D.C.

More than 188 specialty contractors and association executives packed the three-day conference at Washington’s Newseum and the Georgetown Marriott in May. SMACNA members then took their concerns to their lawmakers in more than 150 visits on Capitol Hill.

SMACNA recognizes Canadian firms for safety excellence

SMACNA is proud to recognize Canadian member firms for their safety efforts in the inaugural SMACNA Safety Excellence Award Program–Canada (SSEAP-C).

Each year, SMACNA recognizes members based in the United States for their outstanding occupational safety and health performance through SMACNA’s Safety Excellence Award Program (SSEAP). SMACNA began the new Canadian Safety Excellence Award Program (SSEAP–C) this year.

SMACNA’s Safety Committee evaluated SSEAP surveys from Canadian firms designed to address specific Canadian provincial safety and health data. SMACNA would like to thank all the Canadian companies who submitted surveys and congratulates them for their successful safety and health efforts.

SMACNA welcomes new Premier Partner Milwaukee Tool

SMACNA is pleased to introduce the newest member to its Premier Partner Program—Milwaukee Tool of Brookfield, Wis.

This elite program is designed to connect SMACNA members to leading companies in the sheet metal and HVAC industry.

Milwaukee Tool is an industry-leading manufacturer of heavy-duty power tools, accessories, and hand tools for professional users worldwide. Since the company began in 1924, Milwaukee Tool has led the industry in both durability and performance. With an unwavering commitment to the trades, Milwaukee continues to lead with a focus on providing innovative, trade-specific solutions and is dedicated to delivering a steady stream of advanced solutions for the trades that offer increased productivity and unmatched durability.
President’s Column

Viewing safety as part of the high-performer’s culture

Five years ago, I agreed to attend the Iowa Governor’s Safety Conference—as the keynote speaker. The message was about “turning the big ship.” It’s a story I hear more and more from companies that have successfully improved their safety outcomes. It’s about getting the job done safely, sending home every man and woman as healthy as they started the day.

We didn’t always succeed at that. But today, we have a best of class safety program, and we get results. Someday, we may win the SMACNA Safety Excellence award, and if we don’t, I hope it’s because you did! It’s perhaps the only area where being second or third means you’re a winner!

For the construction industry, it’s been a long journey. We spent years regarding safety as a compliance issue, accidents as inevitable, and most safety professionals as traffic cops handing out tickets. We had a culture invested in compliance, without the necessary commitment it takes to be better. It was a classic case of “turning the big ship,” as we reinvented ourselves in safety.

The single biggest change we made was to view safety as part of our entire process, as part of the culture of being a high performer. Today, we use the term “safe production,” and we know that every high-performing contractor in our industry puts safety on the same level of importance as estimating, labor productivity, and quality.

SMACNA, SMART, and SMOHIT make a wide assortment of tools available to you to support this effort. The SMACNA Safety Listserv is heavily-trafficked, and JATCs around the country have expanded education and training of our apprentices and journeymen. SMOHIT is providing a Safety Champions Conference in September. We truly have the best-trained workforce.

So my message this month is one of thanks—to all of you who have made safety a priority. And as a result, you’ve made the well-being of your employees and their families your priority.

Sincerely,

Guy Gast
SMACNA President

Everyone wins with new Product Show auction

SMACNA’s Product Show and SMAC PAC are teaming up to provide more opportunities to support SMACNA’s legislative efforts. New this year, the Product Show will expand the auction activities by bringing them directly onto the trade show floor. It certainly will add an element of excitement too. This auction is in addition to the traditional PAC Auction on Monday night.

All convention attendees will have the opportunity to bid on machinery, equipment, software, and more during the Product Show. These business items will be showcased directly in each exhibitor’s booth on Tuesday, Oct. 18. The Product Show will include both silent and live auctions benefiting SMAC PAC’s Administrative Fund.

Bidding will take place on the Product Show floor as attendees venture from booth to booth, bidding on silent auction items. The live auction, featuring items over $1,500 retail value, will take place during lunch in one of the New Technology Theaters.

The Product Show and SMAC PAC auction are open to all exhibitors and attendees. To participate, visit www.smacna.org/annualconvention for complete convention details.

All members and exhibitors need to complete a SMACNA Product Show Contract in order to exhibit, available on SMACNA’s Associate Membership web page, or contact Kristina Unger (kunger@smacna.org / (770) 632-0026).

There is no better place to reach your fellow SMACNA members to showcase your solutions than by exhibiting on Tuesday, Oct. 18, during SMACNA’s 73rd Annual Convention at the JW Marriott Desert Ridge in Phoenix.

This year’s Product Show gives exhibitors 6½ exclusive hours from 7:00 a.m. to 1:30 p.m. to showcase their newest products. In addition to visiting the exhibitors, convention attendees are invited to join their colleagues for breakfast and lunch, and participate in the silent and live auctions.

SMACNA’s 73rd Annual Convention takes place at the JW Marriott Desert Ridge, Phoenix, Oct. 16-19. Prime exhibitor booth space is limited and sells out quickly, so plan to participate by reserving your place now.

For complete details, take a look at the Exhibitor Prospectus, under the Product Show link on SMACNA’s Associate Member web page. View the expanded floor plan as well.
Congratulations to Modern Niagara, Ontario, Canada, the overall winner of the 2016 SSEAP-C award for outstanding efforts in safety and health. Canadian firms Vets Sheet Metal Ltd., Alberta, and Trade-Mark Industrial, Ontario, will receive honorable mention awards in the “greater than 100,000 man-hour category” and the “less than 100,000 man-hour category,” respectively.

Canadian firms who submitted surveys showing zero medical cases (those requiring no medical practitioner care) will receive a “SMACNA zero injury award.” The honorable mention and zero injury trophies will be shipped to the winners. Modern Niagara will be recognized and receive their award at SMACNA’s 73rd Annual Convention in Phoenix at SMACNA’s Annual Business Meeting on Wednesday, Oct. 19.

The criteria for recognizing Canadian companies for safety awards differs from the U.S. program because Canada safety regulatory efforts are calculated separately by provinces. In the U.S., OSHA defines the regulatory reporting categories for the entire country. Similar to the SSEAP, the Canadian program will track and trend the annual data to identify proven practices in safety and health efforts in Canada.

U.S. safety winners will be announced in the July edition of SMACNews.

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

SMACNA recognizes Canadian firms for safety excellence

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SMACNA’s new manual “HVAC Systems: Understanding the Basics,” 2nd edition, 2016, is a non-technical overview of HVAC systems used in residential, commercial, and institutional buildings. It covers system operation and components, and presents helpful diagrams and figures illustrating the systems.

Topics in the new manual include:
- HVAC system basics
- Central heating and central cooling equipment
- Hydronic and air distribution systems
- Central HVAC systems
- HVAC system controls and the components that comprise these systems

The 2016 update covers:
- Humidifiers
- Mini-split systems
- Geothermal systems
- Hydronic radiant cooling
- Other new technology and equipment

This unique resource is perfect for self-study, group training, or reference. Review questions at the end of each chapter make the guide more helpful as a learning tool and test the user’s understanding of the concepts discussed in each chapter.

Members may download SMACNA’s “HVAC Systems: Understanding the Basics” free of charge. The discounted price of $95 is available to architectural and engineering firms and their employees (provided they are not in the contracting business, as well), educational institutions, government agencies, government departments, and code officials. Non-SMACNA members and non-discounted purchasers pay list price: $145.

OSHA to require electronic reporting of workplace injuries

Most sheet metal and HVAC firms, except those with fewer than 20 employees, will be required to follow OSHA’s recent new recordkeeping final rule. It requires employers to electronically submit injury and illness data, which employers are already required to keep under existing OSHA regulations.

Under the new rule, all establishments with 250 or more employees must submit injury and illness data to OSHA electronically. This includes OSHA Forms 300 (log), Form 300A (log summary), and Form 301 (injury/illness incident report).

Establishments with 20 to 249 employees must electronically submit information from OSHA Form 300A only.

NPF: No required contribution increases anticipated for 2018–2019

SMACNA is aware that in recent years, the majority of negotiated wage package increases in our industry have been allocated to benefit funds, including pension funds. Accordingly, there has been a great deal of interest in Sheet Metal Workers National Pension Fund (NPF) required contribution increases.

On April 22, the NPF announced that “barring any catastrophic events impacting the Plan,” there will be no mandated increases for the NPF in 2018 and 2019.

The NPF’s Funding Improvement Plan provides for required contribution rate increases under both the First Alternative Option and the Second Alternative Option. In both cases, the schedule of rate increases provided only for increases through 2017. NPF trustees met earlier this year to review rate increases to determine what, if any, additional increases would be required in 2018 and beyond.

Funding Improvement Plan Increases for 2016 and 2017

At a meeting with SMART Business Agents, held at the Building Trades Legislative Conference, the NPF announced that Funding Improvement Plan increases will be unchanged for 2016 and 2017. They will be:
- First Alternative Schedule – 7 percent increases for 2016 and 2017

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Pension composite plans take center stage at National Issues Conference
Addresses misclassification, infrastructure, energy issues

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Regulatory issues including affirmative action requirements for registered apprenticeship programs and the recent executive orders on fair pay and paid sick leave kicked off the conference. (See related article in June SMACNews online edition.)

Composite plans—a flexible model that will work

“We want to make certain pensions will be there and make your businesses more secure,” stated Randy DeFrehn, executive director, National Coordinating Committee for Multiemployer Plans (NCCMP).

A major piece of the comprehensive pension reform package that was passed by Congress two years ago still needs to be enacted, that is composite plans, he said.

A key element of composite plans is that it will not have withdrawal liability going forward, Mr. DeFrehn explained.

“The new model allows you to cap that liability and over the years pay down the existing liability, when in the future you can get to the point of no more withdrawal liability.

“The most important part is instead of having a shrinking pool of employers we will be able to bring in new employers,” he said. “Now the real retirement security is being able to bring in new blood and new employers into the system, rather than see it continue to shrink. It really gives you a model that will work going forward.

Composite plans do not abandon our current retirees,” he added, “—a concern of some in Congress with regard to the legacy plans.”

Misclassification hurts legitimate businesses

“We have a system today where all businesses are losing together,” noted Rep. Tom MacArthur (R-3rd-N.J.), “when you hire temporary employees and make them into independent contractors so you can avoid paying benefits. When you do that, it is not only wrong, but it hurts other legitimate businesses—and that is what you are, legitimate. You are paying a fair wage.

Increasingly, U.S. corporations are keeping their cash overseas. If they want to bring it back into our country, the company has to pay an additional 15 percent tax. They are not paying the tax and not bringing the money back. Now $2 trillion in cash is trapped overseas.”

“The U.S. economy is being starved of this capital. Let’s change the system. Take away the double tax and we would generate a huge amount of money for the government.”

Expanding markets with energy legislation

“When you focus on energy efficiency, contractors see the real possibility of saving their customers’ money and creating jobs,” said Rep. Peter Welch (D-A.L.-Vt.). “Jobs are the universal language on the Hill.”

Investing in infrastructure to drive economic growth

“There is nothing better for the local economy than a lot of construction work. We are reinvesting in our airports, putting the money into our infrastructure,” said Rep. Lou Barletta (R-11th-Pa.). “If we don’t have a sustainable funding source, then we are telling people it is not a priority. You’ve got to talk about sustainable funding sources.”

“There is a simple solution to drive economic growth,” agreed Rep. John Delaney (D-6th-Md.). “We should be making infrastructure our top priority.

“Where do you find the kind of money that’s needed to make a transformative investment? Ironically it is overseas.

Sen. John Barrasso (R-Wyo.) warned about “government regulations that prevent us from moving ahead further. The message is that the federal government is preventing companies from doing business.

“Government can either create opportunity or crush opportunity,” he said. “The private sector should be the engine of the economy, not the enemy of the economy.”

Rep. David McKinley (R-3rd-W.Va.) discussed the Congressional Building Trades Caucus, that he recently formed to advocate on behalf of construction.

“I am one of two engineers in Congress, out of 535 members on the Hill,” he said. “That’s why we started our caucus, because we need people

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**OSHA to require electronic reporting of workplace injuries**

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OSHA currently requires most employers in the sheet metal and HVAC industry to keep a record of injuries and illnesses. Until this new rule, little or no data about worker injury and illness information, which employers are required to collect, was made public.

Sheet metal and HVAC employers will submit OSHA injury and illness data electronically through a dedicated OSHA web page. This data will be posted on the agency’s website and available for public review.

The final rule also has certain criteria for implementing a program for reporting injuries and illnesses that focuses on promoting an open reporting policy. Specifically, this addresses fear of retaliation and incentive programs.

OSHA requires employers to establish and implement “reasonable” reporting procedures that employees must follow—including the right to report work-related injuries and illnesses without fear of retaliation, discrimination, or disciplinary actions. The procedures should not include “incentive programs” that result in under-reporting of incidents due to employees’ fears of losing a bonus or prize for “zero injury” awards.

**The new requirements take effect August 10, 2016. Phased-in data submissions begin in 2017.**

These requirements do not add to or change an employer’s obligation to complete and retain injury and illness records under the Recording and Reporting Occupational Injuries and Illnesses regulation.

For more information, read OSHA’s news release and visit OSHA’s web page on the final rule, which includes links to a fact sheet and frequently asked questions, www.osha.gov.

For additional information and guidance, see SMACNA’s related Safety Bulletins on SMACNA’s Safety web page or contact Mike McCullion, SMACNA’s director of market sectors and safety (mmccullion@smacna.org / (703) 995-4027).

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**Pension composite plans take center stage at National Issues Conference**

**Addresses misclassification, infrastructure, energy issues**

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to understand. We have to teach them. It’s an education process, working with the 242 attorneys in Congress so they can grasp more and understand how it affects us. We are talking with people that don’t understand the infrastructure problem. If we are going to restore the economic growth that we are missing in this country, we are going to need your voice. Being a voice on the Hill is a powerful opportunity.”

We have not seen anything like this before Welcome to the political world of 2016,” noted Gloria Borger, CNN chief political analyst. “Donald Trump is the Republican nominee. None of us saw it coming. The new reality is seeing new voters engaging, to Trump and Sanders. The candidates seem to offer them some relief from the same old, same old politics.

“I think in the end this is not going to be a persuasion election. It is about mobilization. It is about each side getting out their supporters. Getting them to the polls, getting them enthusiastic.”

The conference concluded with an address by Sean McGarvey, general president, North America’s Building Trades Unions, and a panel discussion on multiemployer retirement topics including plan design, withdrawal liability, and guidance on health care.

SMACNA is a member of the Quality Construction Alliance (QCA), that sponsored the National Issues Conference. The QCA is a coalition of five leading specialty construction associations that raise awareness of the value of quality construction at the local, state, and national levels.

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**NPF: No required contribution increases anticipated for 2018-2019**

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- Second Alternative Schedule – 3.5 percent increases for 2016 and 2017
- Default Plan – No increases for 2016 and 2017

**Funding Improvement Plan Increases for 2018 and 2019**

Additionally, the NPF announced that “barring any catastrophic events impacting the plan, there will be no mandated increases” for any of the schedules in 2018 and 2019.

**Funding Improvement Plan Increases for 2019 and Beyond “To Be Determined”**

During the NPF presentation, SMART General President and NPF Co-Chair Joseph Sellers Jr. stressed that while NPF increases may not be mandated in 2018 and 2019, that does not imply that there will be no increases required after 2019.

Please contact SMACNA’s Labor Relations Department (jblanscett@smacna.org / (703) 803-2997) with any questions on this issue or to request copies of CBA language that may be negotiated to determine the allocation of any increases by or between labor and management.
Re-imagine your business and grow market share

Dr. Schleifer shares how to lead in customer service

Since the advent of the Deep Recession in 2008, marketing has become a major priority for HVAC and sheet metal contractors. During the session, "A New Era of Customer Service: How to Manage Customer Relationships," Thomas E. Schleifer Ph.D. will explain why re-imagining the HVAC contractor’s business is an essential first step in the process of acquiring a greater share in a shrinking market.

Dr. Schleifer will discuss his research on this New Horizons Foundation project during SMACNA’s 73rd Annual Convention in Phoenix, Monday, Oct. 17.

He will provide a step-by-step process on how to alter your company’s culture by carefully and unobtrusively adjusting beliefs throughout your organization. Dr. Schleifer uses case studies to demonstrate how contractors have used this process to radically transform underperforming organizations into growth companies—some becoming recognized industry leaders in customer service.

You will learn:

- How to change long-held, but ineffective beliefs
- A step-by-step program for altering a company’s culture
- Who most customers really are and what they really want
- That customer service should be our only product
- And how the entire process improves profitability

It takes time and effort to effect a change like this in a company’s sense of itself and its mission. The business environment continually evolves and customer attitudes and expectations keep changing. This program defines the successful contractor of the future.

Don’t miss this popular construction expert’s findings and insights that will impact your business. Sign up for SMACNA’s Annual Convention by July 15 and get your early-bird discount. Register today on SMACNA’s Annual Convention web page.

Still time to get your convention discount!

Early-bird rate ends July 15

Don’t let the early bird fly away! Register for SMACNA’s 73rd Annual Convention by July 15 and receive your early-bird discount.

You’ll prepare your business for a 21st century world at SMACNA’s 73rd Annual Convention, which takes place at the JW Marriott Desert Ridge in Phoenix, Oct. 16-19. The convention is packed with stimulating world-class educational sessions, internationally respected industry experts, and the popular Product Show, capped with entertainment by the legendary Doobie Brothers.

Don’t let your discount slip away. Sign up today on SMACNA’s Annual Convention web page.

Architectural Forum

Commissioning—it’s not just for HVAC systems

Commissioning verifies product performance and installed systems that, in the early stages, used to relate just to the HVAC part of the building.

Today, this concept, along with its many benefits, is expanding into the architectural market as well. In the session, “How Building Envelope Commissioning Supports a Functioning Building,” Monday afternoon, Oct. 17, during SMACNA’s 73rd Annual Convention in Phoenix, building enclosure expert Colin Murphy will discuss the current building envelope commissioning process and how it relates to overall building performance.

He will explore the test procedures these elements and assemblies may be subject to and the test standards currently in place. Further discussion will cover methods to pre-qualify shop-fabricated elements in order to compete with factory-fabricated elements.

Standard details for many envelope-related sheet metal elements will be studied to provide guidance to designers and specifiers to assist in promoting job-specific, shop-fabricated elements for projects.

Colin Murphy, a registered roof consultant, is a principal of a building science and envelope consulting firm and has written many papers on building enclosure, laboratory analysis of building systems and components, and field testing of enclosure elements.

There’s still time to get your early-bird discount! Sign up for SMACNA’s Annual Convention by July 15. Register today on SMACNA’s Annual Convention web page.

SMACNA welcomes new Premier Partner Milwaukee Tool

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The SMACNA Premier Partner Program is a powerful sales, marketing, brand, and relationship-building tool offered within the SMACNA business environment.

SMACNA Premier Partners showcase their brands, products, and services to the sheet metal and HVAC industry through a multitude of SMACNA events, publications, and digital platforms year-round, including the SMACNA Annual Convention and Product Show, the industry’s premier trade show and gathering.

Learn more about Milwaukee Tool at www.milwaukeetool.com.
Welcome 2016 Associate Members!

Platinum

![Vicon](#)

It's Our Business to Protect Yours

![Federated Insurance](#)

Gold

![Mestek Machinery](#)

![Daikin](#)

![Titus](#)

![Johns Manville](#)

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Silver

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![Pentair](#)

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![Alan Manufacturing Inc](#)
SMACNA reminders

June 2016
- NJAB – June 21-22, Pittsburgh

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

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

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

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