SMACNA embraces initiative to save lives

SMACNA is committed to helping create a movement to build a zero-suicide industry. The Association recently joined the Construction Industry Alliance for Suicide Prevention to help provide information and resources for its prevention and for mental health promotion in construction.

The Association has joined nearly three dozen industry organizations dedicated to helping shape the construction industry through promoting the safety and well-being of our companies’ most valuable assets, our human capital.

Established by the Construction Financial Management Association (CFMA), the Alliance notes that construction is the number one industry for the number of suicides and number two in suicide rates. It is essential to change the mental health stigma and create caring cultures within our industry. Michael McCullion, SMACNA director of market sectors and safety, will represent SMACNA on this worthwhile effort.

To learn more and download helpful resources, see the Industry and Advocacy section of the Alliance website at www.cfma.org/suicideprevention or visit #SuicidePreventionCFMA. For information on Alliance meetings and progress, contact Mike McCullion (mmccullion@smacna.org / (703) 995-4027).

Partners in Progress Conference: “Communicate, Commit, Deliver”

Bring your enthusiasm, optimism, and great ideas, because the 2018 Partners in Progress Conference is an opportunity you don’t want to miss.

Featuring an outstanding educational program, fresh ideas, and constructive conversation, the 2018 conference will take place Feb. 13-14, 2018, in Orlando, Fla. The event will set the stage for the exchange of thoughts and establish a dialogue between labor and management to better understand the market and our competitive strengths.

The 2018 conference’s theme is “Communicate, Commit, Deliver,” because we know together we are stronger when these values happen. Those who have attended previous conferences know how beneficial this program can be. This year will be no different. Mark your calendar now and plan to attend.

Continued on page 3

Meets with...

Rep. Brian Fitzpatrick of Pennsylvania

The Sheet Metal Contractors Association of Philadelphia and Vicinity chapter recently hosted a legislative dinner meeting with Rep. Brian Fitzpatrick (R-8th-Pa.). Pictured (left to right) Pennsylvania State Association Executive Vice President John Wanner, Congressman Fitzpatrick, and SMACNA’s Director of Legislative Affairs Stanley E. Kolbe Jr.

The Queen Extravaganza
“A rock celebration in the royal tradition”

SMACNA’s 74th Annual Convention will come to an electrifying conclusion celebrating the music of the legendary rock band Queen. The Queen Extravaganza, the official tribute band, features the stunning music of Queen, performed by a talented new generation. The show takes place after dinner Wednesday evening, Oct. 25, in Maui.

The 90-minute show features more than 20 Queen classics from the band’s biggest hits: “Bohemian Rhapsody,” “Another One Bites the Dust,” “Crazy Little Thing Called Love,” “Under Pressure,” “We Will Rock You,” “We Are the Champions,” “Somebody to Love,”...
SMACNA leaders are thinking about . . .

The recent Association Leadership Meeting of 40+ SMACNA chapter contractor leaders, including all five of our Premier Partners, was more like a mini-focus group of construction industry leadership. I walked away with a pretty good idea of concerns and exciting opportunities facing SMACNA members nationwide. I’d like to share some of them with you.

Workforce shortages—we are no exception

Recruiting, training, and retaining employees continue to be the greatest challenge in all sectors of the industry, and ours is no exception. Attracting qualified apprentices and developing solid foremen in the face of aging field talent will require innovative applications of social media techniques and fast-track concentrated training.

Efficient project planning and execution—applying new technology tools and practices—is helping to offset labor shortages, and that trend will continue. Also, the continued acceptance of low-bid contract awards versus negotiated work and a collaborative approach delays innovation, results in wasteful re-work and impairs productivity.

Recruiting—time to get creative

To solve the recruiting problem, we learned that some non-traditional education and recruiting efforts by SMACNA members, chapters, and our labor partners are underway. Contractors and their labor partners are reaching out to middle and high schools, both students and counselors, to educate them about the benefits of working in a trade. Shop tours with lunch and candid question and answer sessions are popular. Working directly with Helmets to Hardhats, the organization helps place veterans into construction industry jobs, doesn’t necessarily provide the youngest pool for apprentices, but the applicants are well-qualified and have those soft skills often lacking in other applicants.

Predictions of the future—energy and IoT

Some of SMACNA’s Premier Partners shared their industry market research and predictions about how the industry of the future is going to look and what it will take for us to get there.

Titus noted its product offerings will look different in the future, particularly with integrating technology into almost all products such as lighting integrated into diffusers. This is making the product more interesting to younger workers. They believe a softer management style for millennials is needed. Titus is shifting its training to use virtual reality and 3D technology to “get inside” systems and products to make them appear more interesting and cutting edge.

Daikin stated that energy, energy efficiency, and climate change have been driving their worldwide business development. They believe standards cannot be met with equipment only but will require whole building design and operation. They believe the Internet of Things is going
Strengthen relationships, explore new markets

The 2018 conference also offers you the unique opportunity to exchange ideas with other chapters and locals across the country. You will gain the tools to strengthen or establish your local labor-management relationship, improve communication with workers, labor, and management, and explore ways to sustain and expand markets.

Together we will address complex industry problems and examine solutions. The exceptional educational program will foster a spirit of cooperation between labor and management. Enthusiasm, optimism, and great ideas will be the by-products of these efforts.

The 2018 conference will be held Feb. 13-14, 2018 at the recently renovated Hilton Buena Vista Resort in Orlando, Fla. The program has been completely restructured to maximize your learning opportunities. Watch the Partners in Progress and SMACNA websites for more details on the program.

Health care, infrastructure, jobs, and energy top SMACNA’s agenda

Taxing employer-provided health-care benefits wrong

In a recent letter to the U.S. Senate, SMACNA expressed strong opposition to taxing employer-provided health-care benefits in any form or at any level. The Association also opposed taxing other employer-provided fringe-benefit programs negotiated through collective bargaining.

“We strongly believe that it is time for Congress to act to stop irresponsible employers who do not provide coverage for their workers, from shifting the cost of providing care for uninsured and underinsured workers to employers and employees who forgo wages and profit to secure health-care benefits for individuals and families,” Stanley E. Kolbe Jr., SMACNA director, legislative affairs explained.

Infrastructure investments—key priority

SMACNA expressed enthusiastic support for boosting comprehensive infrastructure investments as a key priority for any tax reform package by ensuring the FY 2018 budget resolution includes the necessary provision to initiate this process. Letters were sent to members of Congress, the U.S. Senate, and Senate leadership.

As the Senate prepares to advance an FY 2018 budget resolution, SMACNA noted, our organization would like to emphasize the importance of infrastructure, specifically the federal transportation investment to growing the U.S. economy and creating skilled jobs. The budget process provides several key opportunities for needed investment to maintain and upgrade the nation’s critical transportation infrastructure network.

Smart manufacturing leadership


SMACNA encourages senators to cosponsor this vital legislation that will help America’s manufacturers become more efficient by boosting energy retrofits and offer technical assistance to small- and medium-sized manufacturers. It also will encourage developing a national manufacturing plan with the Department of Energy and offer state leadership grants in smart manufacturing.

Energy savings through public-private partnerships


Under the performance contract financing mechanism, private-sector service companies finance and install new energy and water efficient equipment at minimal or no upfront cost to the federal government. Federal agencies repay...
Architectural Contractors Forum

Getting out in front of virtual design is a smart move

Planning construction in a digital environment is about as obvious a move as a company can make to improve the bottom line and broaden market share; doing it with others is trickier. The world is moving toward collaborative digital definition for several reasons: speed of execution, effective risk management, and even environmental implications.

The reality is that the digital environment simply makes good business sense.

During the Architectural Contractor’s Forum at SMACNA’s Annual Convention in Maui, Hawaii in October, you will glimpse the future of construction planning and management and learn how to bridge the gap between design and construction by using a single communication platform. You will receive an introduction to:

- The big picture overview of Virtual Design for Construction (VDC) techniques and how it fits into the world of building information modeling (BIM).
- How design can be virtually connected to construction and how information can flow between them.
- Industry trends and long-term expectations.
- Examples of real-world return on investment (ROI).

You will also gain improved awareness of opportunities to use VDC and how to collaborate in a BIM environment; discover how to use virtual design to identify and plan for risks and opportunities, and learn to use digital definition for project lifecycle management.

The Architectural Forum is presented by Tom Zahner, chief operating officer of A. Zahner Co. Inc. (ZAHNER), Kansas City., Mo. He has been involved in constructing complex, cost efficient art, and architectural structures for more than 20 years. ZAHNER is at the forefront of digital definition for manufacturing and construction.


Health care, infrastructure, jobs, and energy top SMACNA’s agenda

Continued from page 3

this investment over time with funds saved on utility costs. The private-sector contractors measure, verify, and guarantee these energy savings.

In 2011, President Obama released a directive tasking federal agencies to issue more than $2 billion worth of performance-based contracting for energy savings over a two-year period.

SMACNA and its allied business efficiency coalitions supported that directive and now support its continuation. SMACNA’s membership from coast to coast urges the administration to extend this program for another five years.

Take action

How can you help the industry? Take action on these bills and more by reaching out to your members of Congress through SMACNA’s Advocacy webpage.

Act now on even more industry topics—find them on SMACNA’s Advocacy webpage under “Letters and Testimony.”

Meet—and inform—your new members of Congress

With a new Congress and a new Administration, plan to meet and educate your new lawmakers about the issues when they are back in your home district this year. We need your voice to work for what matters to our industry.

Issues that make a difference to the specialty contracting industry—pension reform, Davis-Bacon, and project labor agreements—could be dropped in the new Congress.

Invite your representatives and senators to your shop during these recesses and urge them to support the issues that affect your business.

U.S. Senate Recess Dates

May 29-June 2
July 3-7
July 31-Sept. 4

U.S. House Recess Dates

May 5-15, 20-21, 26-31
June 1-5, 10-11, 17-19, 24-25
July 1-10, 15-16, 22-23, 29-31

Find your lawmakers on SMACNA’s Advocacy webpage. Give them a call. Then meet them in person to let them know where you stand on the industry’s issues.

Project Managers Institute another sell out

Congratulations to the newest graduates from SMACNA’s Project Managers Institute. Project managers are critical to SMACNA members, so the Association offers an outstanding curriculum to teach the skills these people need to excel in this highly competitive field. These project managers were fine-tuning their leadership and management skills as they learned how to build powerful project teams.

Capitol Hill Update

Health care, infrastructure, jobs, and energy top SMACNA’s agenda

Continued from page 3

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The power of social media should not be underestimated, if used strategically. It can make any business seem cool. Plus, earlier engagement of potential workforce was encouraged. For example, we must let kids see, feel and touch, and manipulate things—tools and equipment—as early as middle school, so that they see the businesses for these products in a better light.

Strategic Planning—yields a focused organization

SMACNA is working on updating its strategic plan. Once the national plan is complete, hopefully our chapters and fellow contractors can use some of the findings in their own plans. Chapters should consider integrating elements of the national plan locally for an industry-wide effort to achieve our important objectives.

It is a well-known fact that a focused organization is more meaningful to its members and a focused organization energizes the leadership on all levels.

Sincerely,

Joseph Lansdell
SMACNA President

Welcome new SMACNA members

SMACNA National is pleased to welcome the following new members:

- **Advanced Roofing and Sheet Metal Co. Inc.**, Belleville, N.J. – Sheet Metal Contractors Association of Northern New Jersey
- **Air Handlers Supply Inc.**, Anaheim, Calif. – SMACNA Southern California
- **CIC Mechanical Systems**, Butler, Pa. – SMACNA of Western Pennsylvania Inc.
- **DMJ Industrial Contractor Inc.**, Indianapolis – S/M Contractors Association of Central Indiana Inc.
- **Davis-Houk Mechanical Inc.**, Urbana, Ill. – Mid-State Sheet Metal and Air Conditioning Contractors Association
- **Elmer W. Davis, Rochester, N.Y.** – SMACNA-Rochester Inc.
- **Show-Me Heating and Air Conditioning Inc.**, Hartsburg, Mo. – Central Missouri Chapter of SMACNA
- **Supplied Industrial Solutions**, Granite City, Ill. – SMACNA-St. Louis Chapter
- **Temp Control Mechanical Corp.** (dba TCM), Los Lunas, N.M. – Mechanical Contractors Association of New Mexico Inc.

Make a difference—serve on the Board or a Committee

Don’t miss your chance to offer your wisdom and knowledge to benefit the sheet metal and HVAC industry. Serving on SMACNA’s Board of Directors, committees, and task forces gives you a unique opportunity to make a difference.

Share your expertise by serving on SMACNA National’s Board or a specialty committee or task force. You will meet like-minded individuals and actively help SMACNA advance our industry’s goals. If you are interested in strengthening your leadership skills, getting involved with SMACNA National is a step in the right direction.

Share your expertise on the Board of Directors

The Director Nominating Committee is seeking nominations for the Board of Directors. Currently there are four openings on the Board, all for four-year terms. The online Director Nomination Form can be filled out and submitted online. It is located on the Chapter Executives section of SMACNA’s website.

All Board nominations should be submitted online by Friday, June 16.

Join a Committee or Task Force

You can also give back to the industry and volunteer for a SMACNA committee or task force. We need your expertise to achieve our industry objectives.

Continued on page 7

Last chance! Join SMACNA’s Bargaining Conference Calls

Do you have questions on labor topics such as bargaining trends, collective bargaining, and negotiations? Get them answered during SMACNA’s final remaining collective bargaining conference call this year on June 1 at 11:00 a.m. (EDT). Don’t miss your chance!

More than three dozen contractors have gained knowledge and insight from each of these conference calls. Topics discussed include setting negotiations goals, bargaining authorization, and the importance of keeping good minutes.

You will learn from the collective wisdom of dozens of participating contractors and chapters. You may ask questions of SMACNA’s Labor Relations Department staff and outside counsel and improve your understanding through your colleagues’ experiences.

You may also share proposals, industry bargaining trends, bargaining experiences, and other issues that have arisen during negotiations.

Don’t miss your last chance to take part in this annual bargaining conference call series. SMACNA chapters and contractors who want to participate should contact Jason Watson at SMACNA National (jwatson@smacna.org / (703) 803-2981).
Reserve your booth!
Be a Product Show exhibitor

Showcasing your newest products at SMACNA’s popular Product Show gives you a chance to reach the country’s top leaders in the sheet metal and HVAC industry—all in one place. This year you can be among the exhibitors at SMACNA’s popular Product Show, Tuesday, Oct. 23, in beautiful Maui, Hawaii.

As an exhibitor, you will have access to a “who’s who” in the industry—company owners, CEOs, presidents, and project managers. Our attendees are top decision-makers who need your products and services in their shops and jobsites. SMACNA’s convention in tropical Hawaii is always highly-attended.

SMACNA’s highly rated Product Show provides the perfect platform to present your newest technologies, CADD, CAM, and BIM software, augmented reality, AC and ventilation machinery, duct manufacturing lines, fire and smoke dampers, safety and health equipment, welding gear, and tools.

SMACNA contractors want to see, experience, and interact with you and your products and services. Attendees are looking for new products and they are ready to purchase with the authority and budgets.

SMACNA’s annual Product Show takes place during SMACNA’s 74th Annual Convention in Maui, Hawaii, at the Grand Wailea and Wailea Beach Resort-Marriott, Maui, Hawaii. Reserve your booth today.

For more information, contact smacna@naylor.com or call (703) 259-6123.

Convention session
How your Board of Directors can enhance company performance

As a CEO or senior executive, you don’t have to lead in a vacuum. Learn how to get help with business challenges, share ideas, and tap outside resources to improve your strategic thinking during the education session “Using a Board of Directors, Peer Groups, and Other Resources to Challenge and Enhance Performance,” a New Horizons Foundation project, at SMACNA’s 74th Annual Convention in Maui, Oct. 22-25.

Construction industry companies are seeking solutions to the challenges they face in today’s competitive business environment. One area increasingly being adopted is the use of high-functioning boards of directors, peer groups and additional external resources to provide objective input to enhance performance.

Michael Mangum will share the firsthand experience of running his own company and working with industry leaders to help you get the best results from these resources.

Participants will learn:
• How a board of directors links with your company’s vision and mission
• How to prepare for challenges as your company evolves and grows
• How sharing new ideas with outside players taps into powerful resources
• That you aren’t the only one facing business challenges
• How to tap into outside resources to improve strategic thinking
• How to share ideas and get help with business challenges
• Why leadership is not a singular activity

As a principal with the FMI Corporation’s Center for Strategic Leadership, Mr. Mangum brings 35-plus years of experience in the construction industry to bear on the challenges confronting today’s leaders. He is passionate about driving organizational change through strategic thought and personal transformation. He was born into a family construction business in Raleigh, N.C., and served as its president and CEO.

SMACNA’s 74th Annual Convention takes place at the Grand Wailea and Wailea Beach Resort-Marriott, Maui, Oct. 22-25, in stunning Hawaii. Be sure to get your early-bird discount by July 15. Register today on SMACNA’s Annual Convention webpage.

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Sen. Jerry Hill of California

California state Sen. Jerry Hill (D-District 13) recently toured the shop of SMACNA contractor Western Allied Mechanical Inc. in Menlo Park, Calif. During the engaging session, he visited with shop staff and members of the Bay Area SMACNA chapter.

Pictured (left to right): Chris Walker, executive vice president of CAL-SMACNA; Duane Davies, executive vice president/CMO of National Air Balance Co. Inc.; Sen. Jerry Hill; Randy Attaway, vice president of Bay Area SMACNA; Angela M. Simon, president of Western Allied Mechanical and SMACNA National vice president, and Kathy de Jong, labor relations manager of Bay Area SMACNA.
Welcome 2017 Associate Members!

Platinum

It’s Our Business to Protect Yours
FEDERATED INSURANCE

VICON

Gold

DAIKIN

Milwaukee

MESTEK MACHINERY

Titus

quotesoft

Mechanical Estimating

GREENHECK

Building Value in Air

Silver

AUTODESK

DURO DYNE

K-FLEX USA

CLWARD

Kingspan

Trimble

HCP

TSI

TRANE

DUCTMATE

CADDY

MAJESTIC STEEL USA

Bronze

ALAN Manufacturing Inc.

GRIFFIN

thermaduct

Lloyd Industries

CONSOL

Make a difference—serve on the Board or a Committee

Continued from page 5

The online Committee Member Candidate Form and Task Force Application Form can be filled out and submitted online. These forms are available on the Chapter Executives section of SMACNA’s website. Please submit your committee and task force applications by Friday, June 2nd. Looking for an opportunity to make a difference? Now’s your chance to make that difference today.
SMACNA reminders

May 2017

June 2017
- Council of Chapter Representatives – June 4-6, Coeur d’Alene, Idaho
- NJAB – June 12-13, Pittsburgh

September 2017
- NJAB – Sept. 11-12, St. Louis
- Project Managers Institute – Sept. 24-27, Seattle

October 2017

December 2017

January 2018
- Chapter Executive Institute – Jan. 28-30, San Diego

February 2018
- Partners in Progress Conference – Feb. 13-14, Orlando, Fla.
- Business Management University – Feb. 25-March 1, Tempe, Ariz.

Future SMACNA Conventions