PUTTING SAFETY FIRST AT THE MILWAUKEE BUCKS ARENA

MG McGrath Inc. recently completed the most visible, and stunning, elements of the new $524 million Wisconsin Entertainment and Sports Center, fabricating and installing a total of 317,000 square feet of metal panels on the unique exterior of the new Milwaukee landmark.

continued on page 4 >>
FROM THE PRESIDENT

Developing a Safety Culture of Caring

As the economy continues to heat up and businesses continue to grow, an unwanted risk emerges in lockstep with the growing economy—an increase in safety-related incidents.

According to the 2018 Union Craft Labor Supply Study, by TALC (The Association of Union Constructors), two-thirds of the study participants believe that a labor shortage caused by a strong economy increases the number of safety-related incidents. As you know, the consequences to our workers and the effects on our companies can be significant and can jeopardize insurance ratings and the ability to win future work.

So why are jobsite accidents more likely to occur when the contractor’s business is growing? One reason is the temptation to stretch existing crews to cover larger projects, increasing the job requirements per person, which in turn puts pressure on both younger and older workers.

Another risk factor is asking older workers to do more physical labor than normal while working longer hours than they are accustomed to. As a result, they may become overly tired and stressed when performing certain tasks, creating a higher potential for accidents and injuries. While these workers may have the knowledge and skills to work smarter, physical limitations may prevent them from doing so.

The inverse applies to younger workers. They are expected to carry a heavier burden and do new and different work that may be unfamiliar to them. Younger workers may not have the perspective or experience required to quickly adapt to new processes. This uncertainty can create stressful situations made worse by the pressures to meet new deadlines.

Another issue that may arise with workers of all ages, is the reduced supervision as a result of supervisor schedules being stretched thin, leaving reduced time to effectively perform their supervisory responsibilities.

At R.F. Knox, we avoid growing pains like these by knowing that safety is more than a list of do’s and don’ts. We work hard to develop a culture of caring where employees look out for the person next to them. Each day we renew our focus on safety with our daily Tool Box Talks and then perform “JHAs” (Job Hazard Analyses) to discuss every activity that will take place that day and the safety-related issues connected to each activity.

We also know that accountability is key to making sure everyone follows the right procedures, even if it takes longer to complete a task. At the end of the day, we want everyone to head home the way they arrived at the start of the day—not injured. Showing you care will make a positive difference in your safety program.

So, while the good times continue, let’s all be aware of the growing jobsite risks associated with expanding work volumes. Take time to read this special safety and health issue of SMACNews and keep all the helpful information it contains top-of-mind as we strive to keep our employees safe. It’s my hope that after reading this issue, you will take the time to review your work procedures and put more preventative safety practices into action.

Sincerely,

Jack Knox
SMACNA President

SMACNA-Supported Energy Efficiency Legislation Awaits Passage

In August, members of Congress will head back to their home districts for a shortened August recess, return to Capitol Hill briefly in September, then head back out to the campaign trail.

With the Congressional agenda already building for a jam-packed lame duck session after the November elections, there is still time for both Houses of Congress to address long-sought energy measures favored by the industry and slated to stimulate construction activity.

This year, SMACNA won several legislative victories that were significant for industry contractors such as tax incentive measures and combined heat and power initiatives—but more top-priority legislation remains unfinished for the rest of the summer and the upcoming lame duck session.

Votes on comprehensive national energy efficiency policy are expected in Congress soon. After nearly a decade battling grid-lock, SMACNA continues working to pass a major energy package in both the House and Senate that contains residential, commercial, industrial, and public energy efficiency provisions to stimulate construction activity.

Energy legislation expected to be addressed during the late summer and fall includes: “The Energy Savings and Industrial Competitiveness Act” (S. 385 / H.R. 1443), which passed from the Senate Energy and Natural Resources Committee and awaits Senate passage. House passage is probable during this Congress. The legislation represents significant advances long-supported by SMACNA and energy efficiency leaders. SMACNA is also advocating for “The Energy Savings Through Public-Private Partnerships Act” (H.R. 723). Under the performance contract financing system, 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 this investment over time with funds saved on utility costs. Sponsored by Rep. Adam Kinzinger (R-Ill.) and co-sponsored by Rep. Peter Welch (D-At Large-Vt.), the bill passed from Committee and awaits a House floor vote later this summer.

An additional promising bill awaiting floor votes “The Master Limited Partnership Parity Act” (H.R. 4118), is bipartisan legislation that would greatly expand financing options for energy saving performance contracting (ESP), building retrofits, industrial market efficiency projects, and combined heat and power/waste heat to power (CHP/WHP) systems. This House bill, which has more than a dozen bipartisan co-sponsors, was introduced by Reps. Ted Poe (R-Texas) and Mike Thompson (D-Calif.) with key bipartisan co-sponsors. This legislation also has an identical bill in the Senate, which has more than a dozen bipartisan co-sponsors, was introduced by Sens. Chris Coons (D-Del.) and Jerry Moran (R-Kan.).

SMACNA members can support this comprehensive energy efficiency legislation by contacting their members of Congress now through SMACNA’s Take Action web page. www.smacna.org/advocacy/take-action.

SAFETY

Safety Pros Share How to Elevate Company Safety Programs

Members will learn how safety professionals identify “at-risk” behaviors, reduce injuries, and refine their safety programs into company-wide safety cultures during Elevating Your Safety Program to a Safety Culture, Wednesday, Oct. 17, at SMACNA’s Annual Convention in San Diego.

A panel of three successful safety experts will share their strategies in developing and implementing an effective safety culture as well as their thoughts on the future of safety in the sheet metal industry. They will discuss their proven safety methods including instilling a safety vision and values, commitment from management and labor, preplanning, field observation, and safety refresher training.

What does it take to develop a safety culture? Ralph Natale, CSHM, safety director for McKamish Inc., will explain how commitment from management and team building have been integral to the company’s long record of safety excellence.

“Upper management’s acceptance of safety is an essential element of a successful business model,” he reflected. “Another factor is management’s support of safety at all levels of the construction phase, such as estimating, construction, and wrap-up. This leads to labor’s acceptance that management will support their efforts for a safe working environment.”

Natale, a 2017 SMOHIT Safety Matters award-winner and chair of SMACNA’s Safety and Health Committee, will illustrate how a key best practice, job safety analysis, improved safety and reduced hand lacerations.

“At the outset, many complained that a job safety analysis was a time-consuming task,” he said. “Our safety standpoint was that it was a team-builder by giving everyone a voice and role in the task. So comparable tasks were performed—one with a JSA being completed and one without—and the results confirmed that a team effort at the beginning was essential to the safe completion of the job. This team concept leads to bonding with fellow workers and a culture is developed.”

At University Mechanical and Engineering Contractors Inc., Dominic Caminiti, director of loss control and workforce development, will illustrate how the company’s Safety Observation Program helps to identify and eliminate at-risk behaviors and conditions early on to protect workers’ safety and health.

“We also correct work-area traps in the ‘Spot the Trap’ program, conduct safety refresher training, and actively coach personnel at all levels with the ‘Coach and Correct’ program,” he said.

Safety excellence starts off with a safety vision, noted Donovan Seeber, vice president of corporate safety with ACCO Engineered Systems. A key to the company’s award-winning safety performance is “a safety vision and values,” he said of their safety culture.

Another key factor to success, he said, includes commitment from management, first-line supervisors, and craftpersons to hold safety as a value. The company has quarterly Safety Leadership Team meetings, monthly safety meetings for each region and discipline, regular safety flashes on current issues, weekly site audits, and first-line supervision leadership training.

Another important factor is their Safety Programs and Systems such as pre-mobilization analysis, (“safety working closely with the project team to understand scope, risks, and mitigation plan”), site-specific safety plans designed specifically for the worksite, daily site safety meetings, and readiness reviews with safety “must-haves” prior to mobilizing to the site.

The session will conclude with a panel discussing the future of safety and how contractors can take advantage of opportunities to improve safety efforts. Elevating Your Safety Program to a Safety Culture, takes place Wednesday, Oct. 17, during SMACNA’s Annual Convention at the San Diego Marriott Marquis and Marina in San Diego, Oct. 14-17.
Putting Safety First at the Milwaukee Bucks Arena

The Maplewood, Minnesota company installed more than 9,000 VM Zinc panels with a custom patina and used champagne gold and pewter Centria metal panels to achieve a barrel look on the curved façade.

The Milwaukee Bucks Arena is the cornerstone of downtown Milwaukee’s new 30-acre sports and entertainment district, and serves as a striking addition to MG McGrath’s portfolio of architecture projects. While each architectural work created by MG McGrath’s Architectural Surfaces division is unique, every one of them share a common approach—outstanding safety performance.

“To everyone in our company, there is nothing more important than sending our men and women home safely every single day,” said Michael P. McGrath, president of MG McGrath. “We don’t leave safety up to chance. We make it a choice—a choice we make to be safe every day—in our shop and on every jobsite.”

Safety measures on the Bucks arena project often involved accessing the roof every day to inspect swing stage scaffolding and rigging, or to move the swing stage equipment. MG McGrath safety staff had a fall protection plan and an IWP (industrial weatherproof pressure) specific for those tasks.

Temperatures in Wisconsin in winter made the outdoor work a high-risk activity. Even the smallest amount of snow or dew on the roof made it extremely slippery. A minimum of two employees were required to be together on the roof at all times. Based on the condition of the roof, there were different protocols that the employees had to follow along with several different fall rescue options. There were no recordable safety incidents during the entire six-month project schedule for MG McGrath.

MG McGrath’s safety success earned the company the top Construction Health and Safety Excellence Award in 2017 from the Association of General Contractors of Minnesota and the Minnesota Department of Labor and Industry.

“MG McGrath as a company faces many unique challenges because we strive to be different when it comes to design and finishes,” said Rachel Brorson, safety and quality engineer for MG McGrath. “Taking on challenging projects that have so many different aspects and design factors is a safety challenge unto itself.”

During the project, MG McGrath employees showed how attention to safety can even be fun. Every day, before work started, they joined with other contractors at the jobsite for group stretching exercises together.
Any people would define the 100-year-old Cathedral Basilica of St. Louis as beautiful, maybe even breathtaking, especially the interior, which is decorated with one of the largest collections of mosaic art in the western hemisphere.

It is precisely this art collection that posed some unique challenges for the team at Integrated Facility Services (IFS) when they were asked to upgrade the renowned structure’s HVAC system.

To improve energy efficiency, enhance indoor air quality, and help preserve the historic mosaics, SMACNA contractor IFS of Fenton, Missouri, installed a new air-cooled chiller and replaced a single chilled water pump with a new dual-duty standing chilled water pump for redundancy.

The IFS team also replaced the air handler unit (AHU) for the altar sanctuary and installed new controls on all units and on three existing AHUs that had originally been installed in 1912. Variable frequency drives were added to the new air handling unit and pumps to improve performance and efficiency. The system can now be securely controlled via smartphone or over the internet.

Kurt Voss, IFS vice-president of engineering, found the project exciting, partly because it was so unusual. It involved some creative thinking to determine an efficient way to give the cathedral chilled water redundancy to improve air quality and preserve the artwork at the same time.

The original system ran with wild coil, which means it had no control valves on it and therefore the chillers would not run as efficiently. “They don’t run as efficiently, and we don’t get as much capacity out of the chillers if we don’t have full control over where we’re sending our chilled water to,” he said. So, the team spent some time “trying to figure out how we could make the new chiller work with the existing power sources, what kind of features were needed, and what sequences we had to control in order to dehumidify and save energy at the same time.”

One challenge was working on the project when the neo-Byzantine Romanesque Revival cathedral was open and in use during the upgrade, including holding a daily Mass along with other events.

A second challenge involved getting from the cathedral to the cathedral’s central plant. Much of the work took place in the central plant, which was connected to the cathedral’s basement through a tunnel that ran under the parking lot. Workers had to crawl through the tunnel while avoiding piping and utility wiring.

The cathedral was built in 1907, which meant that planning the project with building information modeling (BIM) wasn’t an option. No models exist for a building of that age and layout, Voss explained. The team did, however, draft everything using 3D modeling.

Safety concerns on the project were minimal, so IFS focused on keeping the workers comfortable. The central plant wasn’t air-conditioned, so fans helped moderate the temperature and extra lights brightened up the work area.

The cathedral’s 83,000 square feet of mosaic art will be well preserved by the new air-cooled chiller, which will remove moisture from the air.

“If we have an air handler running at normal speed with 45-degree water, we would expect somewhere around 55-degree air to come off the coil,” Voss explained. “But if we slow that air flow down and still have our 45-degree water going through it, we might be able to get 47-degree air off of it, which allows us to ring out a lot more of the moisture, really drying that air out.”

“There’s a sense of pride there,” Voss added, “knowing that we’re helping the facility be preserved. It’s not just air conditioning for the visitors, but we are actually preserving history.”
Indoor Air Quality: A Consultative Approach

The U.S. Environmental Protection Agency includes poor Indoor Air Quality (IAQ) among the top five environmental health risks. Molds, allergens, smoke, fumes, and contaminants can cause respiratory problems and lead to illness.

SMACNA residential contractors are offering tailored solutions for their customers by freshening, purifying, and dehumidifying indoor air with products such as dehumidifiers, air purifiers, and high-efficiency air filters, which can reduce customers’ medical expenses and build company referrals along the way.

“As SMACNA contractors, we can set ourselves apart from the competition by doing everything possible to help homeowners with their indoor air quality concerns,” said Paul Heimann of Welsch Heating and Cooling Company of St. Louis, Missouri, and a member of SMACNA’s National Residential Contractors Council Steering Committee. “We aren’t out to make a quick buck—we want to be the best, you have to study.”

“You can’t just read a brochure. You have to understand what you are installing, and why you are installing it,” Goad explained. “Many air quality products are sold to make money, not to help people. It can feel like a gamble to tell customers to pay a carpenter $200 to simply plug a hole instead of selling them a $600 product. But customers will gain confidence in your ability to diagnose and fix problems. In the future, they will be more willing to buy a product because they won’t be afraid of making a mistake.”

Specific products help with different situations. Many homes benefit from a fresh air intake, but that increases humidity. Welsch Heating and Cooling recommends adding whole house dehumidifiers to control humidity, which reduces mold growth. GP Systems mounts Second Wind air purifiers in the return air to mediate airborne biological components before they reach the air filter. J. E Shekell Inc. installs GPS and O2 Prime plasma systems to freshen the air. And high-efficiency air filters can help any homeowner by removing particles and allergens.

Regarding hazardous substances like asbestos, mold, or radon, Shekell encourages members to comply with federal, state, and local laws. “For example, Shekell Inc. is not licensed to do asbestos abatement or mold remediation,” he noted. “If we were to spread black mold and a customer became ill, we would be liable.”

“When we find hazardous materials, we refer customers to certified specialists who have the licensing and insurance for the situation,” he said. “We come back after they are done.” He advised contractors to “keep up your city and state licenses and your insurance to stay current and professional.”

Knowledge: Key to Success

“Our salesman has done his research,” Heimann noted. “He knows how mold grows at different temperatures and humidity levels. He understands building science, so he can look at the whole building envelope, not just the HVAC system. To become the best, you have to study.”

EPA INDOOR AIR QUALITY WEBSITE
www.epa.gov/indoor-air-quality-iaq

LEARN ABOUT INDOOR AIR QUALITY
www.iaqa.org

GUIDE TO AIR CLEANING DEVICES:
smac.news/guidefcf72

CANADIAN CENTRE FOR OCCUPATIONAL HEALTH AND SAFETY
smacnews/indoolt98dd

IS YOUR AIR IS UNHEALTHY?
smacnews/howto0eb81
Virtual Welding Enhances Learning and Safety

The need to remain cost-effective while enhancing worker safety is increasing the use of virtual reality to train welders in the construction industry. As Joint Apprenticeship Training Centers (JATCs) increase the use of this method in their training, the International Training Institute (ITI) is building relationships with companies that provide virtual welding equipment and training, says Mike Harris, ITI welding program director.

“We allow vendors to bring their products to our sites to show our instructors how they can be used to enhance the reach and scope of training,” Harris said.

Virtual reality has become a part of some JATC and shop programming, Harris explained. A member signs up to take a welding class, and the instructor determines how much virtual reality to use.

If a JATC does not have virtual reality (VR) machines, the ITI will contact its vendors and arrange for a demo at the JATC. “Only a few JATCs out of 153 have these machines since this is still a relatively new space in our industry, and the machines are still fairly expensive,” Harris said.

Trainees traditionally learn to weld with an instructor, in a quiet booth outfitted with the equipment needed and materials to practice on—metal, wire, filler rod and gas, and stainless sheet metal and steel in different gages and weights.

In virtual reality training, trainees work in a virtual jobsite environment with real sounds and visual effects like light and sparks. The program can also be viewed on a large screen for group learning.

Welding, in and of itself is “probably some of the most-expensive training we offer,” Harris said, “because everything you’re creating, you’re throwing away.” A major advantage of virtual training is the cost savings on materials.

In addition, “the virtual reality machines can track and score everything the welder does, and provide instant feedback on how they handle tasks,” he noted. “It can identify issues and compensate for errors faster. That is important to the younger generation,” he added, “so virtual training can help recruit millennials to the trade.”

Virtual training can also be more effective in helping trainees improve hand-eye coordination and be flexible with how much time a trainee spends on specific skills and assignments.

Virtual training is also safer than hands-on training because there are no smoke, fumes, or sparks. However, “the caveat is that you have to be very careful not to become complacent,” Harris cautioned.

“Sometimes when you work with actual welding equipment, you have to remind trainees about potential safety issues. There is no penalty in the virtual world. You are creating muscle memory of what to do and how to use the equipment, but you have to be extra aware of the safety aspects. It doesn’t take long to be aware of the risks once you get burned.”

“All manufacturers are now coming out with what I call hybrid virtual training programs,” Harris added. “You are in an actual shop and really doing welding, but with sensors all around you—even speakers in your helmet—to guide you. You’re getting real experience, including the safety aspects, with immediate feedback. It’s the best way to use that technology for greater safety.”

Since the reality is that “when you weld, you will feel heat. If you can practice in a virtual space, you’ll have a better starting point,” he said. “You might only need 150 hours in the booth instead of 200.”
When it comes to helping employees address the risk of suicide, experts agree that construction companies have a tough task on their hands.

According to the Centers for Disease Control, workers in the construction industry have the second-highest suicide rate of all occupational groups. That’s at a time when suicide rates are climbing across the country.

Sheet metal and HVAC contractors now have a number of strategies and tools at their disposal to assist employees who are at risk of suicide and struggling with mental health issues.

**Overcoming Obstacles**

The most effective employer-run mental health programs start with a strong message from the top, according to Sally Spencer-Thom- as, a Colorado-based clinical psychologist and widely recognized mental health professional, speaker, and trainer who works with construction companies and industry organizations.

Spencer-Thomas emphasizes that executives can serve as role models by sharing their own experiences with employees. “I’ve had some leaders say, ‘Who hasn’t gone through a difficult time? When I went through a difficult time, I reached out, and I got support, and I’m better for it.’”

Assisting employees in overcoming the hurdles put in place by cultural stigmas is key, according Chris Carlough, director of education for the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART). He notes that construction workers tend to pride themselves on being self-reliant.

“I think that when we’re talking about trying to get people the help that they need, the general feeling in construction is, ‘tough luck,’” Carlough says.

**Getting Involved**

Tracy Wilson, executive director of the Sheet Metal Contractors of Central Indiana and Fort Wayne, also points out that people such as shop foremen and operations managers within a company or a union are generally in the best position to observe warning signs among their employees.

“Those are the people who are actually going to be talking to [employees] about suicide,” she says. “Those are the people who need information.”

SMART’s Members Assistance Program (SMART MAP) works to...
help employees deal with fears that their employers and co-workers will look down on them, according to Randall Krocka, administrator of the Sheet Metal Occupational Health Institute Trust (SMOHIT). The program focuses on peer-to-peer intervention, and many of the workers who volunteer to get involved in SMART MAP have been through rehabilitation programs for drug and alcohol addiction, according to Carlough.

“We’re not training people to be drug and alcohol counselors,” Carlough says. “We’re training them to recognize what the issue looks like, to be available for emotional support, and guidance to get people into the treatment options that best suit them and their situations. We’re asking [SMART MAP volunteers] to be more visible and available.”

Krocka says his experience with SMART MAP has shown that once employees get involved with the program, initial reticence usually gives way to a willingness to share their own personal experiences.

“We’re building an infrastructure of members all across the country and in Canada who have trained in our class,” Krocka says. About half of the roughly 400 people who have gone through the training have offered to serve as contacts for employees who need help.

Using Humor
Spencer-Thomas says the humorous “Man Therapy” campaign provides a useful template to help at-risk men screen themselves for depression, anxiety, substance use, and anger.

“We wanted to do something that was significantly different in an effort to try to link these guys, to try to help them connect the dots well before their despair became life-threatening,” she says.

According to Spencer-Thomas, research and interviews with men who survived suicide attempts showed that they wanted the information from a relatable source who could give them actionable steps to get help. That led to the creation of a media campaign centered around fictitious doctor Rich Mahogany.

“He’s ‘manning up’ mental health with his dry wit and his way of engaging men to help them think through the sometimes traditional, stereotypical ideas of masculinity that help men be resilient, but sometimes prevent men from getting the care they need or getting the support they need to be their best selves,” Spencer-Thomas says.

Construction Industry Alliance for Suicide Prevention
SMACNA has also teamed with dozens of industry organizations to form the Construction Industry Alliance for Suicide Prevention. The alliance aims to eliminate suicide from the construction industry by providing information and resources for suicide prevention and promoting mental health.

Part of the alliance’s goal is building a better dialogue about successful strategies and issues that need to be addressed, says Mike McCullion, SMACNA’s director of market sectors and safety.

“We’re trying to get the word out about suicide in construction,” he says. “We’re doing our part in advertising the need for understanding and to get the stigma off of these issues.”


He describes the alliance as “a cultural transformation effort.” The construction industry needs to focus on “integrating mental health, suicide prevention, and addiction recovery into safety culture,” according to Beyer. In his view, contractors should treat mental health issues much like on-the-job injuries.

“Embrace mental health and suicide prevention as the next frontier in safety,” he says. “It’s not enough to get people home safely at the end of their shifts. For people at risk, it’s more important to get them back to work safely from home.”

According to Wilson, efforts such as the alliance have succeeded in bringing more awareness and visibility to the issues of suicide and mental health in the construction industry. Overall, observers seem united in the idea that despite the challenges facing the construction industry, contractors as a whole are taking laudable steps to help their employees address mental health risks. They point to the proliferation of support groups and concerted efforts such as the SMART MAP program as evidence that the industry takes these issues seriously.

“I’ve been in this space of workplace suicide prevention for probably longer than anyone else on the planet. I’ve been doing it for 13 years, and it was banging my head against the wall for the majority of it,” Spencer-Thomas says. “In the construction industry, everybody is very pragmatic, leaning in, moving forward very quickly. It’s very refreshing.”
SMOHIT Offers Free Health and Wellness Screening at Convention

Members can roll up their sleeves, hold out their arms, and lean more about their health at SMOHIT’s free Health Fair and Wellness Screening during SMACNA’s 75th Annual Convention, Sunday, Oct. 14, from 8 a.m. to 4 p.m.

Convention participants will receive a free health screening for blood pressure, oxygen saturation, pulse rate, body fat, bone mass, and more. Members can even see how their grip force stacks up against others during the Grip Strength Challenge.

To make positive changes in their health, members need to know where to start as they learn these vital health measurements. SMOHIT’s Health Fair can help members measure these important benchmarks.

SMACNA’s Annual Convention will be held at the Marriott Marquis San Diego Marina in San Diego, California, Oct. 14-17. The health fair will be on Sunday, October 14, in Grand Ballroom 12, from 8 a.m. to 4 p.m.

SAFETY

Turning “Near Miss” Moments Into Teaching Moments

How many “near misses” do workers encounter on the job? According to the National Safety Council (NSC) a near miss incident is defined as “an unplanned event that doesn’t result in injury or death, but could have.” Perhaps an employee stumbles over an extension cord, but recovers before falling, or a distracted driver nearly misses hitting another vehicle and swerves out of the way in a nick of time.

NSC reports that organizations who utilize near miss reporting systems have been known to save costs and prevent injuries, increase employee participation, and drop their OSHA recordable number dramatically. Members can learn more about near miss reporting systems on the National Safety Council website at www.nsc.org.

SMACNA members can also learn how to implement these kinds of safety policies in their workplace in the “Injury, Illness and Accident Policy” section of SMACNA’s Guide to Safety and Health Policies, Procedures, and Model Programs.

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SAFETY

For Safety Tips, Join SMOHIT’s “Safe Me” Program

The Sheet Metal Occupational Health Institute Trust (SMOHIT) is committed to minimizing injuries on the job with safety programs like “Safe Me” that drive awareness of exercise, physical fitness, and how to manage stress and minimize fatigue, with the ultimate goal of maximizing health, minimizing injury, and being safer.

The “Safe Me” program is part of SMOHIT’s “New Me. Know Me” safety campaign.

Participants can also receive safety tips and information via text messages through their smartphones. Individuals can text “SAFEMe” to 555888 to receive tips on their mobile devices. Participants can also follow SMOHIT on Twitter at twitter.com/SMOHIT NewMeKnowMe and on their Facebook page.

Members can opt-in and learn more about the program on the SMOHIT website www.smohit.org.
Welcome New SMACNA Members

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<td>Oertel Metal Works</td>
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SMACNA and SMART Team Up On Davis-Bacon Surveys

SMACNA and SMART are partnering to help local parties effectively respond to Davis-Bacon Surveys that are being conducted by the U.S. Department of Labor (DOL).

Recognizing labor and SMACNA contractors both benefit when the collectively bargained wage rate prevails for Davis-Bacon work, SMACNA and SMART have embarked on a new joint project to educate local parties on the Labor Department’s Davis-Bacon survey process. This will help local parties develop an effective strategy to ensure a high response rate from union contractors to the survey.

The purpose of Davis-Bacon prevailing wage determination is to have a wage rate that reflects the prevailing area wages. Without significant employer participation, wage rates may not reflect actual wages or may create incomplete wage determinations which may render SMACNA contractors at a disadvantage to non-union contractors who may not provide a living wage to their workers.

“The U.S. Department of Labor can only accomplish this with strong participation by employers in the construction industry.” These DOL surveys are conducted infrequently. Therefore, it may take over a decade for contractors, chapters, and unions to re-establish their collectively bargained rate as prevailing if they fail to respond in force to a Davis-Bacon Survey when it comes up in their area.

One of the first areas to announce a new Davis-Bacon Survey since this joint project started was the State of Maryland. SMACNA Labor Relations Services staff along with attorney Liz Nadeau, who is an expert on Davis-Bacon Surveys retained by the national Labor Management Cooperative Funds (LMCF), met with SMART Local 100 and the leadership of the SMACNA Mid-Atlantic chapter during their local LMCF meeting. The meeting provided an overview of the survey process and encouraged the local parties to work jointly on this initiative.

SMACNA and SMART will continue to work with those local areas who are currently undergoing surveys in 2018, and based on current work, will develop best practices and guidelines that other areas can use when these DOL Davis-Bacon Surveys come up in their areas.

Being a SMACNA Associate Member increases your visibility and opportunities to engage SMACNA members.

To learn more about becoming an Associate Member, visit smacna.org or contact Scott Groves at sgroves@smacna.org.

Welcome 2018 Associate Members

PLATINUM

GOLD

SILVER

SMACNA welcomes returning Silver Associate Member Thermaduct of Perrysburg, Ohio.

BRONZE

Being a SMACNA Associate Member increases your visibility and opportunities to engage SMACNA members.

To learn more about becoming an Associate Member, visit smacna.org or contact Scott Groves at sgroves@smacna.org.

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Ensure Company Photos and Videos are “Safety Friendly”

When taking a photo, has anyone ever “photo-bombed the picture?” There are many times where the subtle unexpected images in the background grasp a person’s attention.

The same can be true of construction images. Safety hazards sometimes go unnoticed in the background, but people can see them and think that is the proper set-up or technique, when in reality, it could be quite dangerous.

Safety violations in photos and videos distract from the contractor’s message. As leaders in the industry, SMACNA members need to ensure that their personnel in company promotional videos and photos are not unintentionally propagating safety hazards.

Some of these safety hazards include:

- Workers handling sheet metal with no gloves on.
- Shop personnel reaching into a press brake’s point of operation.
- Workers not wearing eye protection.
- Workers up on a roof without any fall protection.

These are just a few real-world examples of videos seen by SMACNA staff that show how a video or photo can move from “promotional” to “hazardous.”

During a video shoot, members should consider having their safety manager work closely with the video scriptwriter, director, and photographer. Safety managers can help set up safe photo shoots for photographers as well. Often, photographers and video production people don’t have the safety expertise and would likely welcome the opportunity for a safe and well-done video and photo shoot.

Members shooting video or photography should feel free to contact Mike McCullion, SMACNA director of market sectors and safety, to discuss any shot in question at (703) 995-4027 or mmccullion@smacna.org.

SAFETY

H.M. White Employees Save Co-Worker’s Life Thanks to CPR Training

Several quick-thinking employees who jumped right in one day and helped save the life of a fellow co-worker at H.M. White in Detroit, Michigan, were recognized with a SMOHIT Safety Matters Award for their heroic actions.

The Sheet Metal Occupational Health Institute Trust (SMOHIT) acknowledged the workers, all Local 80 members, for keeping Kevin Koslowski alive until help came. Koslowski had suffered a massive heart attack on the shop floor.

“Safety is at the top of the pyramid, but pyramids have broad shoulders,” said Chris Hulbert, president of SMACNA contractor H.M. White. “Training, tools, and technology are keys in our shops for safety and productivity. It’s stuff you thought you would never use until it happens and a guy falls.”

Nearly a victim of a “widow-maker” heart attack, Koslowski, who was 45, had been at work that day in October 2016 for just a few minutes. He hadn’t been feeling well that morning, but decided to come into work anyway. Thinking back on it, if he had stayed home, he may not have survived. He collapsed on the shop floor.

Luckily, Koslowski’s friends and co-workers had been trained in cardiopulmonary resuscitation (CPR) and on how to use an automated external defibrillator (AED). John Frech performed CPR, Jay Jaszewski grabbed and applied the AED, and Joe Floyd made sure dispatch knew where paramedics could find them.

“It was a good reaction by everybody,” Hulbert noted.

They had the training and tools to save his life, because Hulbert decided way back in 2001 to add AEDs to the fabrication shop. Two years later, Hulbert’s own boss suffered a heart attack in the office and died because the only person in the office at the time did not know how to use the machine.

“I lost my boss, and it hit me like a ton of bricks,” Hulbert said. “What good is a tool without training?”

Hulbert began implementing CPR and AED training throughout the company. In fact, just two weeks before Koslowski collapsed, 17 of his co-workers completed a CPR and AED training class. Now, AEDs are placed in multiple locations throughout the company and also in every trailer on the jobsite. Thankfully for Koslowski, the life-saving training came just in a nick of time.

“This is a prime example of how working together pays off,” said Randall Krocka, SMOHIT administrator.

For more safety and health resources, visit the SMOHIT website www.smohit.org.
SMACNA is pleased to welcome Johns Manville, a Berkshire Hathaway company, to its Premier Partner Program. Johns Manville is the sixth Premier Partner to join SMACNA’s program, which maximizes awareness and engagement between partners and members.

Johns Manville (JM) is a leading manufacturer and marketer of premium-quality building and specialty products. Founded in 1858, Johns Manville employs 7,500 people and operates 43 manufacturing facilities in North America, Europe, and China. JM services a wide spectrum of markets with the insulation and roofing industries including aerospace, automotive and transportation, air handling, HVAC, building, flooring, interiors, and wind energy.

Dave Skelly, director of sales for JM’s Performance Materials and Industrial Insulation Group (IIG), leads the field sales and account management organization responsible for mechanical, HVAC and industrial insulation products in North America.

Speaking from their Denver, Colorado headquarters, Dave shared his thoughts on JM’s commitment to listening to contractors to help meet their needs.

What products and services do you offer SMACNA members?
While Johns Manville offers a wide range of insulation and roofing products as well as reinforcing and specialty fibers, our group specializes in insulation products and technology for HVAC and mechanical applications, for both the commercial and residential markets.

We try to pay close attention to the trends in the metal industry and what the implications are for our products. We then advise members on the most cost-effective ways to use them.

In the HVAC area, we provide several core products to sheet metal contractors including external duct wrap and internal duct liner.

For large projects, we offer external insulation, such as fiberglass duct wrap, for sheet metal duct work to help prevent the duct from losing energy. The ductwork is externally wrapped with duct wrap, which controls condensation and reduces energy loss. If a contractor does not insulate the duct, it may sweat and drip over the ceiling tiles.

The biggest product line we sell to sheet metal contractors is fiberglass duct liner, which is insulation that goes on the inside of sheet metal ductwork. It provides great thermal performance, and since it’s on inside, it provides good acoustical performance as well. The liner helps contain noise associated with air flow and cross-talk.

For contractors that need thermal performance and a reduction in noise (such as fan noise and other sounds that might be transmitted inside a building), duct liner is an excellent solution.

What challenges can you help our members solve?
Since we ship to distributors who sell to contractors, we don’t always get direct feedback from our customers. Therefore, we actively create opportunities to dialogue with contractors so we as a manufacturer can do a better job to meet their needs.

Our primary means to do this is our Contractor Advisory Councils (CACs). These are meetings for sheet metal and HVAC contractors that we host throughout the year. We invite small groups of contractors to come speak to us in an open face-to-face forum about the challenges contractors are facing in the industry. We want to know what keeps them up at night, and what can we be thinking about to help them find solutions. These CACs give us the perfect opportunity to hear directly from the contractors, and give us a chance to respond and react to their needs.

From these meetings, we’ve developed new products, including a propriety trail-blazer for lining spiral ducts that’s better suited for round applications.

How can we work together?
We have a number of great relationships with major fabrication shops around the country.

Many years ago, there was no such thing as a fabricator. Today, there is a big trend in doing nothing but fabricating. By participating in trends like this, we ask members to keep an open door and an open mind to help us keep developing new products.

We welcome and encourage members to take part in our CACs. It’s also useful if contractors invite us to help work with them in their shops. This experience often leads to helpful tips for the contractor and helps us develop new products and ideas and can even allow us to adapt our products to better meet their needs for a specific job, optimizing their processes and helping them save money.

What is the best advice you can give to our members?
A good company culture is almost unbeatable. Johns Manville is a family company. We provide products that keep your shop floor employees happy. The people on the shop floor are the ones who are winning for you each and every day. Value your employees. Value them and listen to them.

You can tell great contractors by the spirit of the employees on the shop floor. You can also tell when their opinions are valued and listened to by company management. They know their magic formula. It’s the culture in their shops that causes them to win. When you have the culture in your line employees as well as your management, you’re going to win market share. That’s your special sauce.

For more information visit www.jm.com.
SMACnotes

2019 Safety Champions Conference

The annual Safety Champions Conference is a continuing effort to help create an improved safety culture in the sheet metal industry.

At this year’s conference, SMACNA contractors will have an opportunity to interact with management and labor representatives who are interested in protecting workers and promoting safety excellence in the sheet metal industry. The conference will take place at the Tempe Mission Palms Hotel in Tempe, Arizona, on February 24-26, 2019.

The tentative agenda includes presentations and discussions about safety cultures, adult learning and training, the aging workforce, and new technologies that are shaping the future of safety and health.

Registration is now open for this year’s conference. To register, members can visit the SMOHIT website at www.smohit.org/safetychampionsconference. For more information, members can contact Mike McCullion, SMACNA director of market sectors and safety at mmccullion@smacna.org.

SMACNA Recognizes 2018 Winners for Safety Excellence

Each year, SMACNA recognizes its members for their outstanding performances in occupational safety and health through SMACNA’s Safety Excellence Award Program. With increased participation above last year, the 2018 safety survey results demonstrate that protecting safety and health continues to be a high priority for SMACNA contractors.

SMACNA is proud to acknowledge the following 2018 Safety Excellence Award winners, and to salute the top chapters with the highest level of survey participants.

Winners of the Safety Excellence Award Program are determined by man-hour categories and OSHA incidence rates.

The Canadian Safety Excellence Award Program recognizes an overall first place winner and two honorable mention winners, which are determined based on regional statistics specific to Canadian safety programs.

Second place, third place, and honorable mention safety winners will receive their trophies by mail this summer. First place winners, and the overall Canadian winner, will be recognized and will receive their trophies during SMACNA’s annual business meeting on Wednesday Oct. 17 at SMACNA’s 75th Annual Convention in San Diego.

SMACNA congratulates all the award winners on an excellent year and thanks to all the members who participated in the program. All SMACNA members are encouraged to participate in the program, and continue to strive toward the goal of improved safety excellence.

To read the 2018 SMACNA Safety Statistics Profile, visit SMACNA’s Safety Award webpage www.smacna.org/safety/surveys-statistics.

SMACNA’s 2018 Safety Award Winners Are:

Over 500,000 man-hours
Winger Contracting Company, Ottumwa, Iowa
Corval Group, St. Paul, Minn.
J.B. Henderson Construction, Albuquerque, N.M.

400,001-500,000 man-hours
University Mechanical and Engineering Contractors Inc., Tempe, Ariz.
Martin Peterson Company Inc., Kenosha, Wis.
Stromberg Metal Works Inc., Beltville, Md.

300,001-400,000 man-hours
Auburn Mechanical, Auburn, Wash.
Climate Engineers, Hiawatha, Iowa

200,001-300,000 man-hours
CMC Sheet Metal, Capitol Heights, Md.
Broadway Mechanical Contractors Inc., Oakland, Calif.
Marelich Mechanical, Hayward, Calif.

100,001-200,000 man-hours
Lo-Mar Mechanical, Pennsauken, N.J.
Smith-Boughan Mechanical Services, Lima, Ohio
AerDux Incorporated, Bellmar, N.J.

50,001-100,000 man-hours
Key Air Conditioning Contractors Inc., Santa Fe Springs, Calif.
Ray Hellwig Mechanical Company Inc., Santa Clara, Calif.

25,001-50,000 man-hours
Ohio Fabricators Inc., Akron, Ohio
Graves Sheet Metal Co. Inc., Kokomo, Ind.
Air-Ex Air Conditioning Inc., Pomona, Calif.

1-25,000 man-hours
Hawaii Sheetmetal and Mechanical Inc., Hilo, Hawaii
Argo Blower and Manufacturing Co., Seattle, Wash.

Chapter Participation Awards

SMACNA of Philadelphia and Vicinity
SMACNA Western Washington
SMACNA Hawaii

Canada Safety Excellence Award Winners

Overall Winner
Vets Sheet Metal, Edmonton, Alberta, Canada

Honorable Mention, Over 100,000 man-hours
Lancaster Group Inc., Hamilton, Ontario, Canada

Honorable Mention, Under 100,000 man-hours
Vollmer Inc., Windsor, Ontario, Canada
WORKFORCE

Recruiting at the Source: SMACNA Mid-Atlantic Combines Recruitment with Tours of Sheet Metal Facilities

As part of SMACNA Mid-Atlantic’s strategy to recruit younger workers to the sheet metal and HVAC industry, the chapter organized a June tour of local sheet metal facilities, including Southland Industries and W.E. Bowers.

Along with representatives from the U.S. Department of Labor, recruiters and instructors attended from the Edison School of Technology in Montgomery County, Maryland, and the Phelps School in Washington, D.C. Both schools have construction, architecture, and engineering tracks in their respective curriculums.

“I believe these tours are invaluable as it helps educators better understand and describe what the sheet metal industry is about,” said Bernie Brill of SMACNA Mid-Atlantic. “The attendees had little first-hand experience about our industry and this opportunity gave them an insight and a better appreciation for the work our contractors perform. It also

Karen Fox of Precision Air Balance Co. offers some values her group discussed at the meeting.

Scott Sheppard, sheet metal operations manager at W.E. Bowers, discusses blueprints for a recent project.

Women in Construction Convene Leadership Summit

SMACNA’s Women in Construction Leadership Council held their first summit this June in Boston, Massachusetts. Co-chairs Angie Simon, president of Western Allied Mechanical Inc., and Julie Muller Neff, executive vice president of the SMACNA Western-Washington chapter, welcomed women leaders from SMACNA member companies as well as several women invited as guests from the Mechanical Contractors Association of America (MCAA).

Facilitated by Mona Haggag and Kelcey Hender-son of the Continuum Advisory Group, the discussion kicked off with a brainstorming session on the mission, vision, and values of the council. Then the group focused on key goals moving forward, including strategies for mentorship and recruitment.

“What an amazing and productive day we had with Mona and Kelcey leading us in a successful strategic plan!” said Angie Simon. “It was great to collaborate with all the amazing SMACNA women—including our counterparts in MCAA.”

One key takeaway from the meeting is that, for change to happen, it must take place at both the local and national level.

Update: The SMACNA Board of Directors recently recommended that the group present SMACNA with a request to create a council within the formal SMACNA structure.

To learn more, contact Bernie Brill or Kyle Tibbs at SMACNA Mid-Atlantic at (301) 446-0002 or bernie@smacnaatl.org.

Look for more information from the Council at this year’s Annual Convention in October.
SMACNA CALENDAR

SEPTEMBER 2018
Sept. 9-11
NJAB
Minneapolis, Minnesota

OCTOBER 2018
Oct. 7-10
Advanced Project Managers Institute
Raleigh, North Carolina

Oct. 14-17
Annual Convention
San Diego, California

DECEMBER 2018
Dec. 2-4
Council of Chapter Representatives
Miami, Florida

Dec. 4
Industry Fund Seminar
Miami, Florida

JANUARY 2019
Jan. 27-29
Chapter Executive Institute
Austin, Texas

FEBRUARY 2019
Feb. 24-26
Safety Champions Conference
Tempe, Arizona

MARCH 2019
March 3-7
Business Management University
Tempe, Arizona

March 12
Collective Bargaining Orientation
Dallas, Texas

March 14-15
Association Leadership Meeting
Dallas, Texas

MAY 2019
May 7-9
2019 CEA National Issues Conference
Hyatt Regency, Washington, D.C.

May 10
Safety Surveys Due

May 19-22
Financial Boot Camp
Tempe, Arizona

FUTURE SMACNA CONVENTIONS
Oct. 14-17, 2018
75th Annual Convention
San Diego Marriott Marquis and Marina, San Diego, California

Oct. 20-23, 2019
76th Annual Convention
JW Marriott, Austin, Texas