



**BAY AREA SMACNA'S**

# CUTTING EDGE

MEMBER NEWSLETTER | Fourth Edition | 2020



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ASSOCIATION NEWS | Updates from John Bagot

# PRESIDENT'S REMARKS



**John Bagot**  
PRESIDENT

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Tel: 650-592-1801

The pandemic is far from over, but as the months go on, we continue to find ways to navigate and adapt appropriately both in the office and on the jobsite. That means additional safety measures have been put in place, like daily temperature checks, face masks, hand sanitizers and maintaining social distancing when applicable. All of this helps protect our physical health and safety – but what about the mental health of our workforce?

According to data from the Kaiser Family Foundation, more than one in three adults have reported symptoms of anxiety or depressive disorder during the pandemic (compared to one in 10 from the first half of 2019). Clearly, Americans are experiencing a type of stress unlike anything we're used to, and the continued disruption has left us with feelings ranging from isolation to uncertainty and everything in between. If you're among those whose mental health has been negatively affected by COVID-19, you're not alone. That last part bears repeating – **YOU'RE NOT ALONE**. This pandemic has us all navigating new realities, like juggling homeschool, working remotely and social distancing from our loved ones.

But here's some good news: There are plenty of healthy ways to cope with and reduce some of the stress you're feeling. The Centers for Disease Control and Prevention (CDC) recommends making time to unwind by doing activities you enjoy (yelling at your TV during football counts!). Exercise is another great outlet, and so is staying emotionally connected with your family, friends and people you trust. For more information and ways to maintain your mental health, check out the article on pages 11-12.

This year has been difficult for many in our industry, but our association has something exciting to look forward to before the close of 2020 – the launch of the new Bay Area SMACNA website! Later this fall/early winter, we're pleased to offer our members a comprehensive resource to turn to for the latest industry news, event information, featured contractor projects and more. Our intention is to remain at the forefront of the sheet metal industry, and this updated website is a continuation of those efforts to lead the charge toward excellence.

Learn more about our new website and promoting our members as "The Best in the Bay" on page 6. Members who have photos of interesting projects or events, should submit them to [events@bayareasmacna.org](mailto:events@bayareasmacna.org) for potential posting on the website or Cutting Edge newsletter.

**John Bagot**  
AIM Sheet Metal



**BAY AREA** | 2020-2021

## EXTENDING TERMS

Due to this year's cancellation of the SMACNA Area Advisory Meetings, the Bay Area SMACNA Board of Directors has elected to extend the current term for all Officers and Directors of Bay Area SMACNA for an additional year. All at-large board positions have also been extended for an additional year. Normal elections for Officers and Directors are expected to resume in 2021.

**UPDATE** | Eventbrite

## VIRTUAL LEARNING & EVENTS REGISTRATION UPDATE

2020 has brought many changes to how contractors do business, and Bay Area SMACNA (BAS) is no exception. In accordance with the Alameda County Health office guidelines, the SMACNA staff has worked remotely and has cancelled our face-to-face training programs for 2020. For 2021, we are hopeful to be able to offer in-person classroom training, including the well-attended Project Management Certificate programs. In the interim, the Bay Area SMACNA staff is continuing to look for the best in virtual learning and networking opportunities for our contractors, while partnering with our associate members.

Effective this summer, BAS rolled out training programs and event registrations online through Eventbrite. The majority of offerings for our contractors and associate members,

whether free of charge or on a paid basis, will now be handled through the Eventbrite web portal. Everyone is encouraged to make sure that Eventbrite is listed as a contact so that post registration communication isn't misdirected to a junk box. Look for future events and programs to be posted, not only through our BAS email communication, but on our updated website, rolling out this fall.

### FOR SUGGESTIONS & COMMENTS

Please email us at  
[events@bayareasmacna.org](mailto:events@bayareasmacna.org)



**ASSOCIATE MEMBER HIGHLIGHT** | Johns Manville

# PASSIONATE PEOPLE DRIVING SUCCESSES

The history of Johns Manville can be traced back to a tenement building in 1850s-era New York City.

Now – more than 160 years later – Johns Manville (JM) has become a leading manufacturer and marketer of premium quality insulation and commercial roofing, along with glass fibers and nonwovens for commercial, industrial and residential applications. The global company's products are used across all industries, including building products, aerospace, automotive, commercial interiors and more.

According to Paul Diamond, market development manager for northern California and western Nevada, quality and consistency have been key to the company's longevity and in setting JM apart from its competitors.

"Our duct liner insulation is one of the best in the business, and this shows in terms of consistency,

performance, fabricability and even appearance. For the sheet metal contractors who are installing our products, this can be a game changer in terms of efficiency and productivity," Diamond said. "Beyond that, our product management and technical team bring innovative new products to the market every single year. We also have exceptional technical expertise to help our customers – whether it's an engineer who has a question about specifications or a

contractor who is curious about codes or installation, our technical team has decades worth of experience that our customers can count on when they need support."

JM is committed to delivering positive and powerful experiences, and the company operates under

four core values: people, passion, perform and protect. These values lie at the heart of the company's culture and have recently been highlighted in the midst of the 2020 pandemic.

“Our duct liner insulation is **one of the best in the business**, and this shows in terms of consistency, performance, fabricability and even appearance.

**PAUL DIAMOND**  
*Market Development Manager  
Northern California/Western Nevada*



“As COVID-19 spread across the U.S., JM responded quickly to protect our employees while still remaining operational as an essential business,” Diamond said. “Many people think of insulation as material only for residential or commercial office buildings; however, it actually plays a critical role in many essential industries, like hospitals, health care facilities and data centers. These types of facilities were especially taxed during the COVID-19 outbreak and shelter-in-place orders, and JM quickly adapted to ensure that we could safely meet the needs of the essential businesses we help serve while still protecting our employees.”

JM prides itself on its ability to innovate and provide lasting solutions for all customers. As sustainable solutions become increasingly important, particularly in building products, the company promotes insulation as being “essential and important.”

“Just like you put your beverage in a can koozie, insulation keeps your home or business cold or hot,” Diamond said, using a relatable example. “I think it goes without saying that insulation is key in energy efficiency. As new technologies and data become

available, codes evolve and change, and the trend we inevitably see is that codes become more and more conservative in terms of energy usage. I think this is a trend we can expect to continue to see into the future, and it’s why using insulation in HVAC systems is so incredibly important.”

**Looking to the company’s future, Diamond is excited to develop relationships with more Bay Area SMACNA members.**

“As a SMACNA National Premier Partner, we strongly believe in supporting the HVAC sheet metal contractors throughout America who use our products,” he said. “For me, personally, joining Bay Area SMACNA provides the opportunity for me to learn about and partner with the member companies operating in the markets I serve. As someone with a civil engineering background who had to learn about the HVAC market when I started with Johns Manville, being a SMACNA member has helped me learn at an accelerated rate. I’ve made numerous friends who are eager to share their knowledge and experiences.”

**CUTTING EDGE ADVERTISING OPPORTUNITY!**  
MEMBER NEWSLETTER



	MEMBERS	NON MEMBERS
<input type="checkbox"/> <b>FULL-PAGE</b> 7.5" w x 9.5" h	<input type="checkbox"/> <b>\$900</b>	<input type="checkbox"/> <b>\$1,350</b>
<input type="checkbox"/> <b>HALF-PAGE</b> 7.5" w x 4.5" h	<input type="checkbox"/> <b>\$500</b>	<input type="checkbox"/> <b>\$750</b>
<input type="checkbox"/> <b>HORIZONTAL (A)</b> 7.5" w x 2.5" h	<input type="checkbox"/> <b>\$350</b>	<input type="checkbox"/> <b>\$525</b>
<input type="checkbox"/> <b>HORIZONTAL (B)</b> 4" w x 2.5" h	<input type="checkbox"/> <b>\$350</b>	<input type="checkbox"/> <b>\$525</b>
<input type="checkbox"/> <b>VERTICAL</b> 3" w x 9.5" h	<input type="checkbox"/> <b>\$350</b>	<input type="checkbox"/> <b>\$525</b>

Interested in advertising your business? Contact Nehlsen Communications at **309-736-1071** and get noticed in the next edition of Bay Area SMACNA's Cutting Edge Member Newsletter.

Image resolution required is 300 dpi and file formats accepted are PDFs or JPEGs. Ad deadlines will be specified for each edition.

Any ads received after the deadline will be considered for the following edition.

**BAY AREA SMACNA RESERVES THE RIGHT FOR FINAL APPROVAL ON ALL AD SUBMISSIONS.**

MEMBER HIGHLIGHT | Matrix HG

# SUCCESS STARTS HERE

Dan Greeson and Art Hoover, co-founders of Matrix HG, met while working together at the same company as air conditioning service mechanics in the special projects division. In 2002, the duo decided to go into business for themselves.

“We wanted some time off and a little more freedom!” Greeson said with a laugh. “But for the first 12-15 years it was pretty chaotic because we were working 12 to 14-hour days every day. Saturdays and Sundays were not days off – they were just another day to answer your phone.”

Despite the long hours spent getting their business off the ground, the team’s dedication paid off.

“We experienced excessive growth at a very rapid pace,” Greeson said. “From the time we started up until 2010, we doubled in size annually. Through it all we’ve held fast to the things that made us start the company, which are our employees and customers. Employee retention and customer retention are the keys to success.”

With 190+ employees across three offices in the East Bay, North Bay and South Bay, Matrix HG has become a recognized industry leader. Closing in at 20 years of

successful operations as a proven provider, they’ve continued to effectively execute rapid response solutions for more than 35,000 jobs to support valued commercial clients throughout the Greater San Francisco Bay Area. Their core markets include indoor vehicular environmental technology and science comfort as it relates to commercial offices, high-rise residential, educational, industrial, healthcare and hospitality.

Throughout nearly two decades in business, more than 2,500 commercial clients have relied on Matrix’s dependability and integrity. From engineering through partial and full-system design, coordination of multiple subcontractors, materials selection, fabrication and performance of mechanical and some electrical scopes of work, the Matrix team thrives on delivering creative solutions for each customer’s unique applications.

“In our world of doing things, everything’s a challenge. Systems that were put in 40 years ago, we figure out how to take it out and put something new in its place,” Greeson said. “Buildings are literally built around our equipment, so getting them out of that environment is exceptionally challenging. New construction has



drawings and plans you follow and it's like a roadmap. For us, there's no roadmap. We have to be completely creative from beginning to end while still hitting all the codes and necessary requirements."

Take, for example, the high-profile Morgan Stanley project at One Maritime Plaza — an iconic feature in the San Francisco skyline. The complex project needed to replace failing air conditioning chillers, pumps and cooling towers, while upgrading the chiller room. The challenges: The



building would be fully occupied with no room for significant service disruption, the chiller

was on the 26th floor with no outside access, and the 2,000-ton cooling tower was on the roof. The Matrix team got to work coordinating the chiller replacement and working closely with the City of San Francisco and a crane company to get the job completed on time, on budget and with minimal impact to tenants, tourists and businesses.

When Matrix was awarded the contract, the building owner took some risk in hiring a vendor new to the building. However, by the end of the project, the Matrix team earned preferred HVAC contractor status and continues to support the property with planning, budgeting and servicing work.

"Our **relationships with clients** are key. They know when we say we're going to do something, **we get it done**," Greeson said. "Sometimes it's a win for us, sometimes it's not, but we're always looking at the long-term effects of our decisions for our clients."

## FOR MORE INFORMATION

Visit [matrixhginc.com](http://matrixhginc.com) or call **925-459-9200**.



MARKETING | Update

## NEW WEBSITE COMING SOON

We're excited to announce the upcoming launch of the all-new Bay Area SMACNA website, coming in late fall/early winter!

Earlier this year, we partnered with our marketing vendor to develop a fresh overall look and design that will showcase Bay Area SMACNA members as "The Best in the Bay." In addition to providing important industry news and announcements at a glance, the new site will also focus on spotlighting members and their accomplishments, projects and more.

"Our members bring unmatched quality and professionalism to our association, and we wanted to be sure to highlight the important and innovative work they're doing so prospective members, developers, end users and the general community know what we're about," said Sean O'Donoghue, Bay Area SMACNA Executive Vice President. "This is the union difference. These are the contractors and the team you want on your projects."

Other highlights of the new site include a digital member directory, features and news from our Cutting Edge newsletter and an interactive calendar to keep members informed of upcoming chapter events, conferences, educational opportunities and a spotlight on women in construction. The improved calendar will allow a more quick, convenient format for members to register for events.

We look forward to the launch of this new resource in our efforts to stay current on digital trends, and hope that it better supports our members as they continue to elevate their businesses and be "The Best in the Bay."

**TRAINING DEADLINE** | January 1, 2021

# SEXUAL HARASSMENT PREVENTION TRAINING

California law now requires California employers with five or more employees to provide two hours of sexual harassment prevention training to all supervisory employees, and one hour of sexual harassment prevention training to all non-supervisory employees by **January 1, 2021**.

To satisfy these new requirements, the California Department of Fair Employment and Housing (DFEH) provides free online training for both non-supervisory and supervisor positions.

All California employers have an affirmative duty to take reasonable steps to prevent harassment in the workplace and to promptly correct harassment if it does occur. As part of this duty, California employers must have a written harassment, discrimination and retaliation prevention policy that is distributed to employees. The policy must meet certain strict requirements required by California law.

Bay Area SMACNA will also continue to offer ClickSafety harassment training for a net fee of \$18 for the one-hour course, and \$27 for the two-hour course per person. As an association, we believe our membership will strengthen as we all work toward a positive environment free of harassment.

The list to the right has some frequently asked questions, designed to keep your company in compliance. *This list is not comprehensive and was adapted from the DFEH.*

## FOR FREE ONLINE TRAINING

Please visit:  
<https://www.dfeh.ca.gov/shptfaq/>



### **MUST SEASONAL OR TEMPORARY EMPLOYEES BE TRAINED?**

Yes. As of January 1, 2021, employees hired to work for less than six months must be trained within 30 calendar days or 100 hours worked from date of hire, whichever comes first.



### **WHAT MUST TRAINING COVER?**

The training must include information and practical guidance regarding federal and state law concerning the prohibition against, and the prevention and correction of, sexual harassment and the remedies available to victims of sexual harassment. The training must also include practical examples of harassment, discrimination and retaliation, as well as information about preventing abusive conduct and harassment based on sexual orientation, gender identity and gender expression.



### **MUST TRAINING BE COMPLETED ONLINE? IN-PERSON? ALL AT ONCE?**

Employers may provide live classroom training, online training or may offer another interactive format. Training may be completed by employees individually or as part of a group, and may be completed in segments as long as the hourly requirement is met.



### **HOW OFTEN MUST EMPLOYEES BE TRAINED?**

Once every two years.





**LEGISLATION** | Proposition 13 and 15

# LEGISLATION UPDATE

## WHAT IS THE 1978 PROPOSITION 13 AND WHY IS IT IMPORTANT TO MAINTAIN LOWER PROPERTY TAXES?

Proposition 13, originally passed in 1978, placed a cap on property taxes for both residential and business properties; taxes were calculated based on 1% of their purchase price, and annual increases in property taxes were capped at 2% per year, which limited increases in property taxes, even when property values increased. The unity between residential and commercial property taxpayers has kept these original protections in place for 42 years.

## WHY IS PROPOSITION 15 ON THE NOVEMBER BALLOT IN 2020 AND WHY IS IT IMPORTANT?

Proposition 15, also called the Schools and Communities Initiative, undoes Proposition 13 protections from 1978 and is designed to significantly raise taxes on commercial and industrial property by requiring reassessment at current market value at least every three years, known as a split roll tax because it assesses business properties differently from residential. At this time, this initiative would only apply to commercial properties whose owners have more than \$3 million in holdings; but future initiatives may undo protections for residential properties as well. If passed, this initiative would raise between \$8.5 billion and \$12 billion property tax revenue per year for education and public services.

## PROS TO PASSAGE

- Additional public revenue is desperately needed, especially in light of the effects of COVID-19.
- The revenue will help fund public health services such as clinics and public hospitals, also burdened by COVID-19.

## CONS TO PASSAGE

- Will lead to a full repeal of Proposition 13.
- Will harm consumers and the economy by increasing business owner's operating costs, which will be passed on to consumers, i.e. higher rent for small businesses already struggling to keep their doors open.
- Will not provide funding for affordable housing developments and lower the government's incentive to do so in favor of more taxable commercial development.
- Will increase the cost of living (food, utilities, daycare and healthcare will increase), therefore creating a larger gap in income equality.
- Could lead state and local governments to use the funds to pay off their unfunded pension liabilities rather than reforming pensions.
- A lack of accountability; revenues could be diverted to benefit special interest groups. Only **30%** of revenues will go towards schools; **70%** will go to the state and local governments to spend however they want.

LEGISLATION | AB 841

# CONTRACTORS GET READY

Governor Newsom signed **AB 841** at the end of the 2020 Legislative Session, creating the School Reopening Ventilation and Energy Efficiency Verification and Repair Program (SRVEERP).

This is a long-awaited victory for HVAC contractors and their partners. The program will direct upwards of \$600 million in energy efficiency funding to test, adjust and repair heating, air conditioning and ventilation (HVAC) systems in public schools over the next three years.

With an airborne virus like COVID-19, the riskiest place for a person is an indoor environment with poor fresh air ventilation, such as a classroom. There's already extensive evidence that thousands of California schools have poor

indoor air quality and will likely not be able to improve fresh air ventilation without making time-consuming and costly repairs.

In a 2013 study, Lawrence Berkeley National Laboratory researchers found that the majority of classrooms they visited – including 95% of Central Valley classrooms – were not adequately ventilated. In a joint 2020 study,

Lawrence Berkeley and UC Davis researchers found that only about 15% of classrooms they studied met the state's ventilation standard. The passage of AB 841 will help school districts finally fund the testing adjusting and repair of existing HVAC systems.

This is an exciting opportunity for the industry, creating new **work** for Bay Area SMACNA contractors and highlighting the **importance** of properly functioning ventilation systems in public spaces.

Bay Area SMACNA contractors can attend workshops provided by CAL SMACNA and the National Energy Management Institute (NEMI) to prepare.



There are also certification requirements for contractors and technicians to participate in the SRVEERP. These include:

### QUALIFIED TESTING PERSONNEL

To participate in the testing portion of the program, contractors will be required to use technicians considered to be "Qualified Testing Personnel" defined as either a certified TAB technician, or a MATT Level 1 or MATT Level 2 technician.

### QUALIFIED ADJUSTING PERSONNEL

To participate in the adjustment portion of the program, contractors will be required to use technicians who are either a certified TAB Technician (TABB, AABC or NEBB) or a skilled and trained technician (graduate of a sheet metal apprenticeship program) operating under the supervision of a TAB tech.

### REPAIR/EQUIPMENT REPLACEMENT PERSONNEL

To perform repairs or replacements, contractors must use a "skilled and trained workforce" defined as 60% of the technicians on the job (or equivalent manhours) and must be graduates of the Sheet Metal Apprenticeship program.

CAL SMACNA is working with SMART and each of the JATCs to ensure that all contractors have access to the MATT certification programs for their technicians. This certification isn't just required by AB 841, it's also required for Title 24 mechanical acceptance testing.

The benefits of this bill passage are many. Not only will it help save energy, but it will create jobs in a time of economic crisis and provide direct support to schools and children in underserved communities.

*PLEASE NOTE: "Qualified Testing Personnel" and "Qualified Adjusting Personnel" certifications are provided for CAL SMACNA members through ICB and offered through your local JATC. Interested technicians should contact your local JATC Coordinator ASAP.*

## FOR MORE INFORMATION

Email **Emily Mills** at [emily@cal-smacna.org](mailto:emily@cal-smacna.org).



**CLASS** | Update

# REIMBURSEMENT: CPR & FIRST AID TRAINING

Bay Area SMACNA will reimburse member firms that host their own CPR and Basic First-Aid Training and Certification. SMWIA Local 104 members, managers, and office personnel who attend the training will receive \$60 each!

The Safety Training Seminar (STS) 4-hour CPR and First-Aid Course can be held at your company location anytime between 8am-5pm, Mon-Sun for minimum/maximum groups of 16-20 people, as long as 6-foot social distance areas are provided for each participant and strictly observed. Masks must also be worn at all times.

Attendees will also learn about bleeding control, burns, shock, poisoning, hot and cold extremes, fractures, seizures, diabetic emergencies, insect bites and other life-threatening emergencies. CPR and First-Aid Cards are valid for two years.

Upon completion of the course, submit your request for reimbursement to Kelly Avila at [kavila@bayareasmacna.org](mailto:kavila@bayareasmacna.org) with a copy of your STS invoice and sign-in sheet. Indicate if the employee is:

- a) an office staff or manager
- b) a Local 104 member, or
- c) a member from another union on the sign-in sheet.

## FOR MORE INFORMATION

Please contact

Donja at [drobinson@bayareasmacna.org](mailto:drobins@bayareasmacna.org)  
or Nancy at [npirrone@bayareasmacna.org](mailto:npirrone@bayareasmacna.org).



**SAFETY** | Mental Health

# COVID'S EFFECT ON MENTAL HEALTH

With the onset of **COVID-19** and juggling to restructure our workplaces, homes, schools, etc., we all learned quickly what we needed to do to reduce the risk of becoming infected and **prevent** the spread if we contracted the virus. Quarantining, wearing a mask, maintaining a six-foot distance from others and proper handwashing were at the top of the list — and still are.

In addition to being diligent about the practices to remain **safe** while performing everyday activities, the majority of us adjusted to a different work environment. Offices were closed and **work-from-home** was the new normal — and for some, it still is. Into that mix was thrown children, who could no longer go to school and/or daycare; not to mention most have been forced to **restrict** socializing. Our lives have been turned upside down and, honestly, have yet to be turned right side up. As if that's not enough, according to the country's leading infectious disease expert Dr. Anthony Fauci, "We need to **hunker down** and get through this fall and winter because it's not going to be easy."

It's no wonder many of us are experiencing some sort of mental stress. There are those who are more affected by these changes than others, but it's overwhelming and stressful for everyone. The **list below** includes symptoms from the Center for Disease Control (CDC) that could manifest due to the stress of COVID-19. This is not a comprehensive list and you should always follow your gut if you feel you need some extra help:

- Fear and worry about your own health and the health of your loved ones
- Your financial situation or job, or loss of support services you rely on
- Changes in sleep or eating patterns
- Difficulty concentrating or staying focused
- Worsening of chronic health problems (hypertension or diabetes)
- Worsening of mental health conditions
- Increased use of tobacco and/or alcohol and other substances

Everyone reacts differently to stress and stressful situations. You may be feeling something that no one else is going through, but that doesn't make your symptoms any less real. Recognizing that you're not feeling quite right and having a hard time getting through the day is enough. Mental health issues that go unchecked can lead to more serious consequences and can interfere with your physical well-being. Depending on your level of stress, a phone call to a professional counselor or therapist is a good start. You may even be able to schedule a telehealth appointment over the phone. Perhaps one appointment will be enough to help you understand what's happening and provide the steps to take toward feeling better. People with pre-existing mental health conditions or substance abuse disorders are especially vulnerable and should call their healthcare provider if they begin to feel out of control.



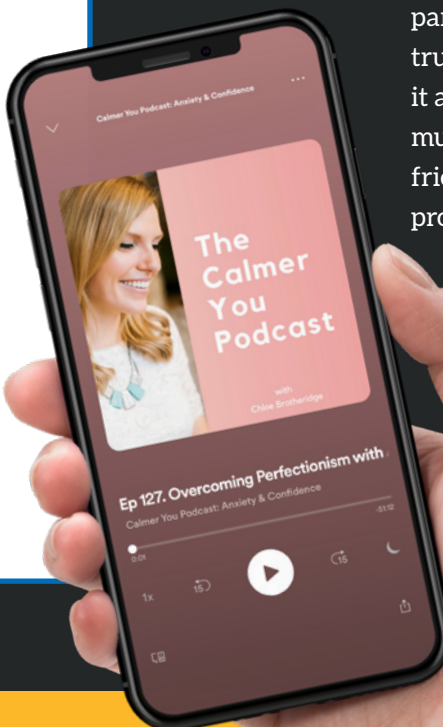
Employers are paying closer attention to the mental health of their employees and are looking at overall engagement, the number of work absences and the resurgence of chemical dependency. In response, they are expanding access to behavioral health benefits such as Employee Assistance Programs (EAP). In addition, worksite supervisors are being trained to recognize the signs of employees who may be struggling. This is also happening at Local 104 where leaders have been trained in the nationally offered SMART MAP programs. This program focuses on leaders and team members providing mental health awareness, solutions and support for union members and their families.

*NOTE: Apprentices or Local 104 members who are feeling depressed, suicidal or need help with addiction, should contact their Local 104 MAP representative or sign up with the Beat IT programs.*

Sometimes, trying different coping methods to help reduce stress is enough to get yourself back on track, reduce your stress level and help prepare yourself for what lies ahead. Knowing you're in a better head space is good for you, your family, co-workers and your community in general.

## HERE ARE SOME METHODS YOU CAN TRY ON YOUR OWN:

- If you think you've contracted the virus, call your healthcare professional and get tested.
- Cut back on watching the news and reports regarding the pandemic.
- Eat a balanced diet and get plenty of rest; when your body is fueled properly, you're able to think more clearly.
- Talk with friends and family; sometimes sharing concerns helps put things into perspective.
- Take time for yourself; find a hobby, read a book or listen to music.
- Exercise or short walks can help clear your head.
- Meditate to help focus your attention elsewhere; plus, the benefits extend beyond improving your mood.



Consider adding different resources and methods that you haven't used before. A few **FREE** resources and apps to help with your mental, spiritual, physical and financial well-being are:

### CHANGE YOUR HEADSPACE: APPS

- Stop, Breathe and Think
- Calm
- Slumber
- Happify

### PODCASTS WHILE DRIVING

- The Anxiety Guy
- The Calmer You
- The One You Feed
- The Overwhelmed Brain

### CHANGE YOUR FITNESS: APPS

- No gym required
- MyFitness Pal

### CHANGE YOUR FINANCES: APPS

- Mint
- You Need a Budget

### OTHER OPTIONS INCLUDE:

- NAMI - free assistance: National Alliance on Mental Illness at: <https://www.nami.org/>
- National Suicide Prevention Lifeline at: 1-800-273-TALK(8255) OR CONTACT THE Crisis Text Line by texting TALK to 741741

All of us have been affected by the pandemic in one way or another. We're truly in this together, so don't go through it alone. If you feel like you can't handle much more, reach out to a trusted friend, relative, coworker or a medical professional. Together we'll see this through to better, more normal times.

*NOTE: The information noted in this article is not meant to replace medical or clinical advice and it is not intended to be used as a diagnosis or treatment. This commentary is for general purposes only.*

EVENT RECAP | October 9

# CLAY SHOOTING ANNUAL EVENT

With clear blue skies and perfect weather, **October 9th** turned out to be a great day for our 8th annual sporting clays event. More than 110 participants joined us at Birds Landing Hunting Preserve for an exciting day of “**golf with a shotgun.**” Our friendly competitors engaged in various challenges throughout the course, designed to simulate the unpredictability of live-game shooting.



## FIRST PLACE

Bay City Mechanical  
341 points

Chad Bartlett  
Craig Bartlett  
Jeff Moan  
Ron Sel

## SECOND PLACE

Fairview Heating and A/C  
335 points

Joe Poupore  
Robert Conner  
Ryan Fithian  
Brad Conner

## THIRD PLACE

Critchfield Mechanical  
329 points

Greg Dondono  
Robert Trangmar  
Ryan Kearns  
Antonio Gigliotti

## HIGH OVERALL SHOOTER

Chad Bartlett

## HIGH OVERALL LADY

Ellenor Louie

## DUCK AND COVER

Donna Amo





Joseph Powell, Secretary-Treasurer of SMART, during the Labor Update session following comments from SMART President Joseph Sellers.

**RECAP** | October 13-15

# SMACNA EDGE CONFERENCE

The SMACNA Edge: A Virtual Education Forum, SMACNA's first virtual conference held from October 13-15, had something for everyone, including personal or professional development, aligning organizational strategy, getting better insights on new technologies and navigating changing business practices with COVID. Thousands of participants across the country joined 35 exhibitors and numerous experts to network, add resources and learn more about targeted topics to assist them in growing their businesses or careers.

Kicked off by SMACNA National President Angie Simon and CEO Vince Sandusky, the three-day event covered topics from change management, system leakage standards, diversity and inclusion, labor updates, managing a remote workforce and more. Contractors were reminded that although some projects or bids have been on hold, there are always opportunities in emerging markets. Persistence and staying connected was reiterated in the expert contractor panel discussion. Effective leaders navigate the changes and continue to build internal and client relationships through good times and bad. Carol Duncan, owner and CEO of General Sheet Metal, commented that contractors need to

keep on working to build trust with their clients and staff.

Although at times it seems like the obstacles come faster than desired, Eric Anderton stated in the Strategic Selling session that "the best salespeople see (and look for) the red flags." He shared that courageous determination, both

in locating true decision makers and communicating with them, is crucial. How contractors capitalize on realigned strategies like new technologies, staff potential and environmental regulations could provide a competitive edge in challenging times. At the end of the conference, Angie Simon added that "opportunities and challenges may shift quickly in the coming months" and SMACNA National and our local

chapters will be there to assist with valuable information and resources.

Bay Area SMACNA is proud to have more than a dozen member companies, totaling more than 200 Bay Area Chapter attendees, who participated in the first national virtual conference. The dedication shown to attend these informational sessions is what keeps the Bay Area Association at the forefront of the sheet metal industry.

“We are the **go-to** industry to minimize the spread of the virus, increase energy savings and minimize carbon impact.”

**JOE SELLERS**  
SMART President

WIC | 2020

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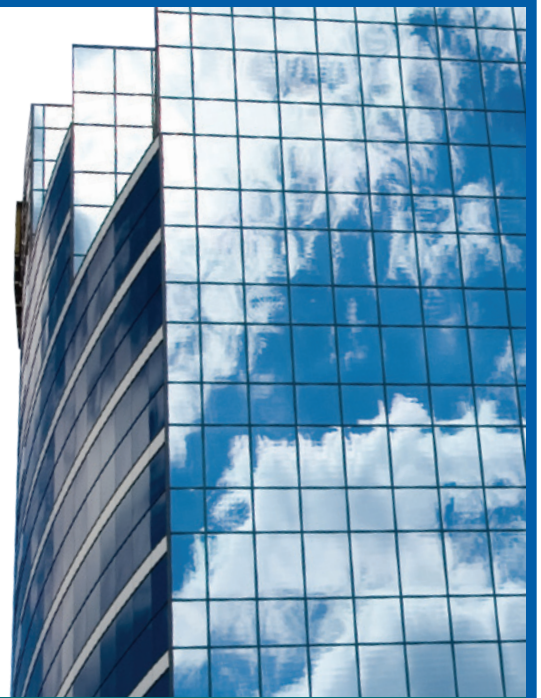




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**WIC** | Fit Challenge: Part Two

# WIC FIT CHALLENGE

In addition to working remotely and disrupting our normal routines, the pandemic has also sidetracked us from heading to the gym. That's why our Women In Construction group began hosting **#WICFit** Challenges to really motivate members to tap into more opportunities to network and stay fit.

This second group of **#WICFit** workout warriors consisted of 10 teams, this time in trios, to keep each other motivated, active and moving. For the second challenge, additional hikes were added on Saturdays so **WIC** member families and friends had the chance to exercise in the sunshine along beautiful trails in the Bay Area; starting with the East Bay Oakland hills. Included in the lineup was a hike that began at the Los Gatos Creek trail, a six-mile exploration of Golden Gate Park, and finished at the Quarry Lakes California Trail in Fremont.



One member of the winning team – Lauren M. of Team Wash Your Hands



WIC Fitness Challenge



WIC members and friends enjoy a hike at Golden Gate Park





**WIC** | Blood Drive

## **WIC BLOOD DRIVE HELPS SAVE LIVES**

Did you know that one pint of blood can save up to three lives? What an admirable way to spend 10 minutes of your day!

The recent wildfires ravaging our state coupled with the ongoing pandemic have created an urgent need for blood donations, so the Bay Area SMACNA Women in Construction group stepped in to do their part. Throughout the month of October, the group hosted a blood drive for all interested members to pledge their commitment to donate to the Red Cross.

Thank you to all individuals and member organizations who donated to help save precious lives in our communities!

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## APPRENTICES | Recruitment Campaign

**CHOOSE  
BIGGER.COM**  
CALIFORNIA SHEET METAL INDUSTRY



The California sheet metal industry prides itself on recruiting the brightest talent to design and build everything from museums and entertainment venues to hospitals and high-rises throughout the state. And they're looking for the next group of young, hungry individuals ready to enter a career with unlimited benefits – whether through the sheet metal HVAC apprenticeship program or as a degree-holding professional.

To help generate awareness of and interest in a career in the skilled trades, CAL SMACNA has launched Choose Bigger California, a recruitment program for industry professionals both in the field and in the office.

### HOW DOES THE PROGRAM WORK?

Choose Bigger California was designed with two distinct audiences in mind: apprenticeship candidates and students who are working toward, or have obtained, a college degree.

#### APPRENTICESHIP

Here, potential applicants to the apprenticeship program can browse an overview of a career in California's sheet metal industry, including average wages, career benefits and requirements of a successful candidate.

#### COLLEGE DEGREE

Those with a college degree can discover how to use their education in a challenging and rewarding field. Once on the site, students can filter opportunities in the sheet metal industry by type of degree, interest or career options, like design engineer or financial controller.

to continue the excellence and quality of workmanship our state and country is accustomed to," said Chris Walker, CAL SMACNA executive vice president. "Our association represents the interests of more than 600 union sheet metal and air conditioning contractors throughout California, and we're committed to investing in the resources that will provide rewarding opportunities to bright young men and women to keep the pride of our industry moving forward into the 21st century."

The recruitment campaign also extends to the parents, school counselors and other influencers in a student's life. Even if a student isn't actively looking for a career, it's possible someone they trust can guide them to choose a bigger future for themselves among one of the industry's many diverse career specialties. In the coming months, each target audience will be exposed to Choose Bigger California messaging through various digital platforms. With careful monitoring and proven strategies, getting more students on the path to a bigger future will become an achievable goal.

We're excited to be a part of this valuable recruitment program and look forward to using this new tool to recruit the next generation of California's sheet metal professionals!

### FOR MORE INFORMATION

Visit [ChooseBigger.com/California](https://ChooseBigger.com/California)





**EDUCATION** | Recap

# PANDEMIC IMPACT WEBINAR

On September 25, Bay Area SMACNA hosted the Pandemics and Productivity: Quantifying the Impact webinar for chapter members. Information was shared from the New Horizons study that quantifies MEP contractors' loss in risk mitigation and productivity due to new requirements and practices during COVID-19. The trio of expert panelists included Managing Director Michael McLin and Director Stephane McShane, both of Maxim Consulting, and Guy Gast, President of the Iowa Division of the Walingier Corporation and past president of SMACNA National.

The panelists shared examples and stories of how the scope of the study was determined, who the partners were in the study, and discussed strategies on how to mitigate losses for current and future projects. As McLin stated, "For many contractors, a 10% hit in productivity is equivalent to 100% loss in productivity." A calculator was sent to program participants to assist in quantifying costs and to inform negotiations or potential change order discussions.

McShane reinforced that contractors should request general contractor COVID requirements and norms up front and in writing, if possible, to best determine the

cost of extra materials and time. Gast shared that his organization had successfully negotiated the additional costs on a large project but stated that it isn't easy to do — especially on private projects. At a minimum, he affirmed that contractors should quantify and share the impact even if they don't request additional funds from the owners or GCs.

SMACNA members can download a free copy of the Pandemics and Productivity: Quantifying the Impact report at [newhorizonsfoundation.org](http://newhorizonsfoundation.org).

## Key findings from sheet metal and HVAC contractors across the U.S. showing that:

**8.7%** of hours available on projects were lost due to mitigation requirements

**9.2%** average productivity impact (time lost in installation labor)

**17.9%** is the total result of contractor productivity loss

INTERNSHIP | Summer 2020

# SUCCESSFUL INTERN PROGRAM

For 20 years, Bay Area SMACNA has introduced local students to the variety of career opportunities available within the sheet metal industry through our successful Intern Program. We are proud to be one of the only associations in the country who has an agreement with our Local that allows interns to work in both the shop and field.

Our 2020 program saw participation from 15 member firms, with 22 bright and ambitious students learning everything from project management, field construction and service to engineering, estimating and design. Some received hands-on training in the shop and/or field while others learned the workings of the industry from inside the office.

Although our highly anticipated annual Intern

Training Day – which typically includes a facility tour of a member contractor and Q&A session – was cancelled due to the pandemic, it didn't dampen the spirits of the enthusiastic students.

“Air balance work **exceeded** my expectations. I'm looking forward to the next break when I can intern again,” said **Connor Davies**, who interned at National Air Balance Company (NABCO).

Michael Zell, an intern at Western Allied Mechanical, appreciated several members of the team he was placed with for taking time to help them learn even when the sheet metal professionals were busy.

## FOR MORE INFORMATION

For more information on our scholarship and internship programs, or how to get involved with Intern Training Day, contact **Donja Robinson** at [drobenson@bayareasmacna.org](mailto:drobenson@bayareasmacna.org).



"I am very thankful for the opportunity to learn and grow through this program and to gain experience in the workplace, as I intend to go into the construction management field," said Kaiya Madorin, who interned at Therma. "Additionally, the people that I work with and work around set a great example of a successful, professional workplace."

The contractors involved in the Summer Intern Program are pleased with the quality and professionalism of the applicants, even during challenging situations.

"Michael was a great help and a great team member throughout the whole internship," said Duncan Green of Western Allied Mechanical. "Working remotely because of COVID was less than ideal but he was able to get work done and still learn during his time."

Ty Curtis of NABCO commented that his intern, Connor, was an asset to the company and "we look forward to seeing him in the industry, should he pursue it."

### **THE COMPANIES THAT PARTICIPATED IN THIS YEAR'S INTERN PROGRAM INCLUDE THE FOLLOWING:**

- Brady Air Conditioning
- Coldcraft, Inc.
- Crown Sheet Metal & Skylights, Inc.
- Fairview Heating & Air Conditioning
- MTB
- National Air Balance Company, Inc.
- N.V. Heathorn Company
- Peterson Mechanical, Inc.
- R.J. Mechanical, Inc.
- R.M.I. Mechanical
- Southland Industries
- Therma
- United Mechanical, Inc.
- Van-Mulder Sheet Metal, Inc.
- Western Allied Mechanical



**UPDATE** | Apprentices

## **NEW JATC APPRENTICESHIP BUILDING**

For the past several years, the Sheet Metal Workers 104 and Bay Area Industry Training Fund Building Committee has searched for an ideal facility to replace the aging San Leandro JATC. After a thorough vetting process, this group of labor and management trustees recommended a new site to the full Board of Trustees for approval this summer. A new property was put in escrow in September.

The warehouse location at 1401 Greenville Rd. in Livermore, will be an exciting improvement for the East Bay and the apprenticeship program overall. It is anticipated that the sale of the existing San Leandro property will be equivalent to the purchase price of the Greenville location, pre-buildout. "The much newer building is in a good location, has great parking and is easily customizable to fit our shop, classroom and technology needs," said Ben Rivera, Co-administrator.

Building committee member and JATC trustee Chad Johnston from Marelich Mechanical agreed, stating that it shows well and has a clean slate to turn it into the training facility we need. The investment in this facility will provide enhanced learning opportunities through improved classroom and shop design, technology expansion and capacity, and streamlined office space.

Look for more updates on the construction with a grand opening projected in 2022.

APPRENTICES | Veterans

# VETERANS MAKING A DIFFERENCE

The Sheet Metal Workers' Local 104 and Bay Area Industry Training Fund are proud to offer a direct entry program for qualified veterans.

All veterans are encouraged to apply through the JATC. Once their application is submitted, they're appointed to an interview with a panel of labor and management representatives, including a Local 104 veteran consultant. Those who pass the interview screening and selection are then eligible for a direct entry spot, enabling them to be indentured sooner than their testing ranking alone.

Veterans are highly valued within the sheet metal industry because of their strong work ethic and desire and ability to accomplish projects as part of a team.

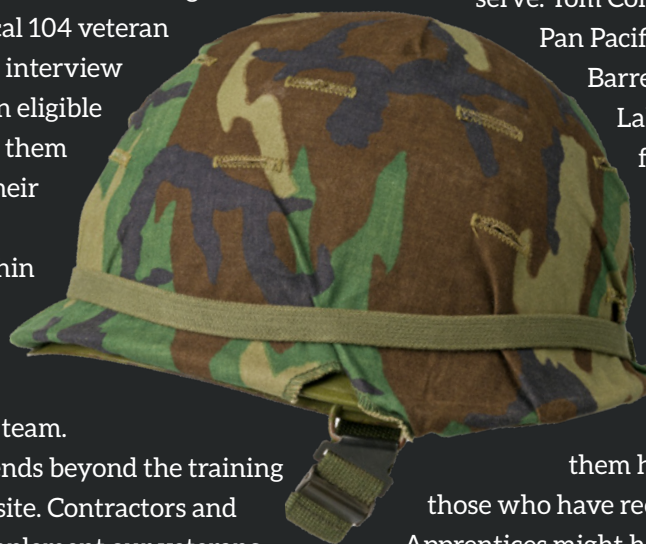
Their level of commitment extends beyond the training center and onto the shop or jobsite. Contractors and labor supervisors routinely complement our veterans on their discipline, promptness and attention to detail.

Member company Pan Pacific is a big supporter of their veteran workforce and consider them to be a great asset to their organization and the sheet metal industry as a whole. The pride and value veteran workers hold throughout the industry is evident as many become future leaders in the companies they serve. Tom Conroy, Director of Operations at Pan Pacific, and General Foreman Rob Barrett are both former Marines.

Lake Culpepper, Superintendent, is former U.S. Army. Together these men have a sincere interest in their veteran workforce.

According to Culpepper, approximately 10% of his crew are veterans, and he understands that some of

them have unique needs — especially those who have recently returned to civilian life. Apprentices might have challenges adjusting. Some might have PTSD and some simply need assistance





adapting to new workplace habits. Culpepper and Barrett are diligent in reaching out to veterans to help ease any concerns they might have and point out other veterans working at Pan Pacific. They have also provided hard hat stickers for veterans so they are easily identified by their fellow workers.

As part of their veteran support, leadership at Pan Pacific ensure that service men and women know they can reach out, confidentially, to speak to a veteran colleague on an as-needed basis. Sometimes veterans feel isolated and lost after the routine of the military. By becoming unofficial sponsors, the leadership team identifies personal challenges before they grow, and helps develop and support the future leaders of the organization. As a Learning Educational Agency (LEA) partner to the apprenticeship program, Foothill College also offers targeted support to veterans (see box).

Phil, a 5th year apprentice who entered through the direct entry program in 2016, states that he's "blessed to have leadership that is way more understanding" of the needs and wants of veterans. One example of the flexibility provided to veteran workers is that there isn't any hassle if a veteran needs to go the Veterans Administration for a hard-to-reschedule appointment. The gratitude felt by veterans is equal to how the contractors and Local 104 leaders feel about their veteran workforce.

“

The vast majority of **veterans** can motivate other people to come along and they differentiate themselves by seeking great **accomplishments** and wanting to prove themselves.

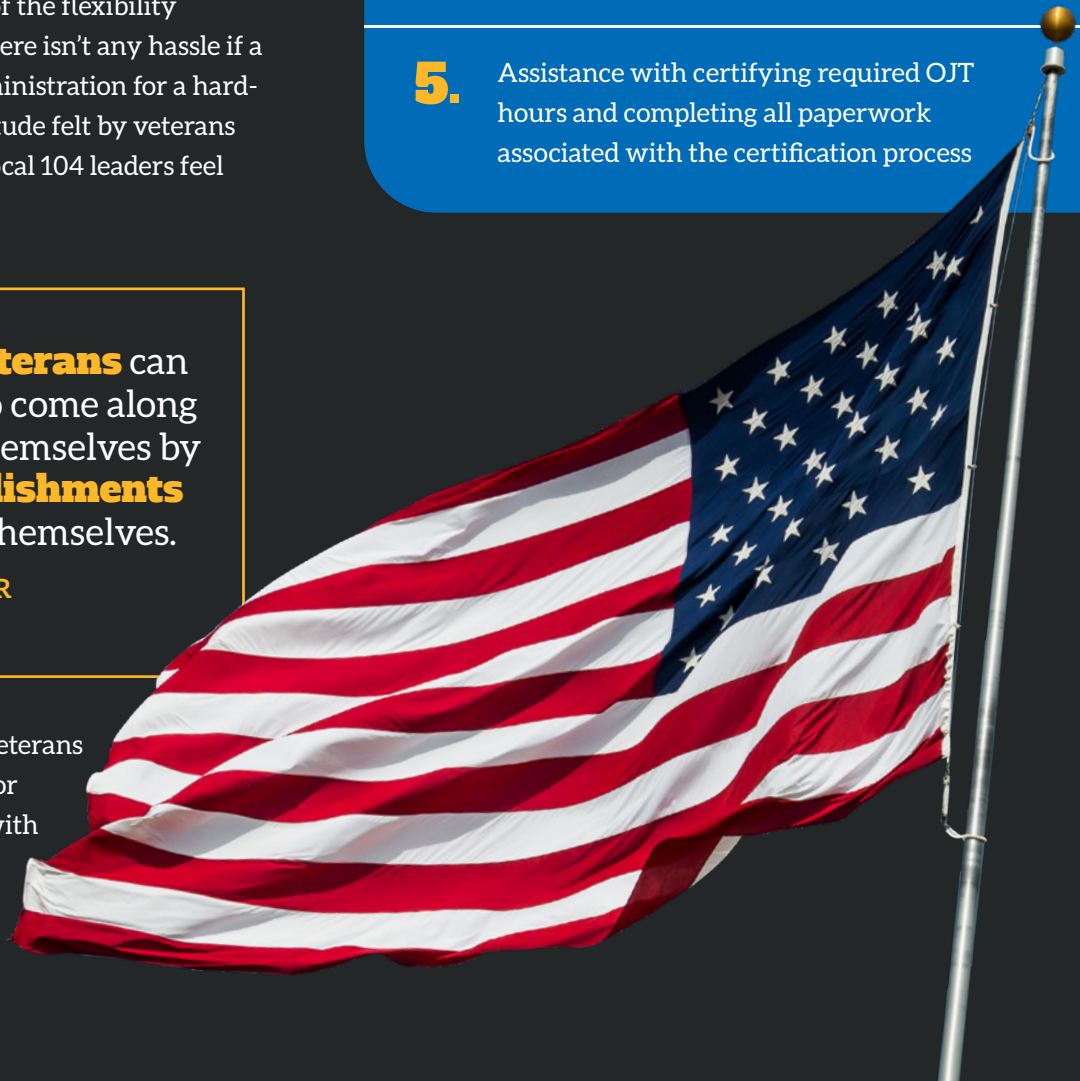
**LAKE CULPEPPER**  
*Superintendent*

Contractors and Local 104 thank all veterans for their service to our country, and for making a difference in our industry with their continued commitment and contributions on the job.

## FOOTHILL COLLEGE OFFERS TARGETED SUPPORT

For Local 104 Apprentice veterans through the Veteran's Resource Center (VRC)

- 1.** Vouchers (funding) for any items needed for the apprenticeship such as tools and boots
- 2.** Free academic counseling
- 3.** Eligible to work with the VRC (Veteran Resource Center) and apply for grants and scholarships
- 4.** Testing for accommodations for any educational needs
- 5.** Assistance with certifying required OJT hours and completing all paperwork associated with the certification process



APPRENTICE | Graduation

# APPRENTICE GRADUATING CLASS

In our July edition of **Cutting Edge**, we were excited to report how well our Local 104 and Bay Area Industry Training Fund adapted to shifting their curriculum, technology and staffing needs, due to **COVID-19**, in order to train and graduate this year's fifth-year apprentices - on time!

In this edition, we are happy to list the **112 women and men** who turned out on time with certificates of completion in Building Trades Sheet Metal, BT Service or BT TAB graduates! Your diligence and persistence of the past five years has paid off - in the classroom, on the job and pivoting quickly to virtual learning! We **congratulate** the following members of the **2020** graduating class!

Without the **hard work** and dedication from our outstanding instructors, training coordinators, administrators and Foothill College, the continued training and successful graduation of our apprentices would not have been possible. You truly deserve **recognition** for going above and beyond to help make this 2020 graduation class happen.

**ADAMS, CAITLIN A**  
BT Sheet Metal JRYM

**ADAMS, JAMES**  
BT Sheet Metal JRYM

**ALIOTO, SIMON E.**  
BT Sheet Metal JRYM

**AMARILLAS, CARLOS R**  
BT Sheet Metal JRYM

**ANDERSON, SPENCER M.**  
BT Sheet Metal JRYM

**AZEVEDO, DONALD B.**  
BT Sheet Metal JRYM

**BARTLETT, CHAD A.**  
BT Sheet Metal

**BASMAN, RYAN P.**  
BT Sheet Metal JRYM

**BEERBOWER, GARY M.**  
BT Sheet Metal JRYM

**BELLEFEUILLE, JAMES**  
BT Sheet Metal JRYM

**BETZOLD, JAY D.**  
BT Sheet Metal JRYM

**BLANKENSHIP, RANDY J**  
BT Sheet Metal JRYM

**BONNEMA, JOSEPH T**  
BT Sheet Metal - STZ

**BRAVO, JOSEPH D**  
BT Sheet Metal JRYM

**BRITTON, COLTON J**  
BT Service JRYM

**BUBAK, KEITH V**  
BT TAB JRYM

**CAMPA, CHARLES M**  
BT Sheet Metal JRYM

**CASINI, DANIEL M.**  
BT Sheet Metal JRYM

**CASTANEDA, ERNESTO**  
BT Sheet Metal JRYM

**CHAPA, ISRAEL**  
BT Sheet Metal JRYM

**CHEGE, JAMES G**  
BT Sheet Metal JRYM

**CLAY, KEVIN M**  
BT Sheet Metal JRYM

**CRANDON, JOSHUA**  
BT Sheet Metal - STZ

**CRIDER, RICKY L.**  
BT TAB JRYM

**CROCKER, CLEMENT**  
BT Service JRYM

**DANG, THANH C**  
BT Sheet Metal JRYM

**D'ANGELO, MICHAEL VINCENT**  
BT Service JRYM

**DE MONTAIGU-MACNEEL, ORION A**  
BT Sheet Metal - STZ

**DHUYVETTER, JASON R.**  
BT Sheet Metal JRYM

**DOMINGOES, RICHARD A.**  
BT Sheet Metal JRYM

**EISENBERG, SAMUEL C.**  
BT TAB JRYM

**ESCOBEDO, ANTHONY MARTIN**  
BT TAB JRYM

**FELIPE, JULIUS A.**  
BT Sheet Metal JRYM

**FLORES, GUILLERMO**  
BT Sheet Metal JRYM

**GALLEGOS, ANTONIO J**  
BT Sheet Metal JRYM

**GARCIA, EDGAR**  
BT Sheet Metal JRYM

**GARDUNO, DANIEL**  
BT Sheet Metal JRYM

**GARRETT, SHAWN B. JR.**  
BT Sheet Metal JRYM

**GIL, AGUSTIN**  
BT TAB JRYM

**GLINES, DREW R**  
BT Sheet Metal JRYM

**GUIDRY, CHARLES JR.**  
BT Service JRYM

**HALL, ERIC J**  
BT Service JRYM



Congratulations to the 2020 **graduating** class,  
listed with their current employers:

**HANSEN, GARRETT R**  
BT Sheet Metal JRYM

**HARRIS, DAVID A**  
BT Sheet Metal JRYM

**HERNANDEZ, ANTHONY B.**  
BT Sheet Metal JRYM

**IBARRA, MICHAEL A**  
BT Sheet Metal JRYM

**INIGO, FELIX J**  
BT Sheet Metal JRYM

**JACOBSEN, MITCHELL T.**  
BT Service JRYM

**JAMES, KEVIN W.**  
BT TAB JRYM

**JENSEN, JORDAN T.**  
BT TAB JRYM

**JOVEL, JOSE G.**  
BT Sheet Metal JRYM

**KAWZINSKI, DAVID**  
BT Sheet Metal JRYM

**KERNER, CHRISTOPHER L.**  
BT Sheet Metal JRYM

**LANDA, MANUEL A.**  
BT Sheet Metal JRYM

**LANZARIN, AARON R.**  
BT Sheet Metal JRYM

**LEANILLO, II, ALBERT D.**  
BT Sheet Metal JRYM

**LOCKWOOD, JEFFREY R.**  
BT Sheet Metal JRYM

**LOFTON, CALEB R.**  
BT Sheet Metal JRYM

**LUNA, CESAR L.**  
BT Sheet Metal JRYM

**MAHAN, MICHAEL G.**  
BT Sheet Metal JRYM

**MANOQUERRA, MICHAEL**  
BT Sheet Metal JRYM

**MARTIN III, KENNETH J.**  
BT Sheet Metal JRYM

**MARTINEZ, JESUS O.**  
BT TAB JRYM

**MAZZIE, JAMES J.**  
BT Sheet Metal

**MCGUIRE, KYLE**  
BT Sheet Metal JRYM

**MCKINLEY, NICHOLAS**  
BT Sheet Metal JRYM

**MEDINA, JERRY A.**  
BT Service JRYM

**MENDIAS, DANIEL T.**  
BT Sheet Metal JRYM

**MOLINA, ALFRED P.**  
BT Sheet Metal JRYM

**MULE-DAVISON, JESSE R.**  
BT Sheet Metal JRYM

**NGUYEN, NAM H.**  
BT Sheet Metal JRYM

**NIELSEN, JACOB D.**  
BT Sheet Metal JRYM

**NUNES, LOUIE A.**  
BT Sheet Metal JRYM

**OEFFINGER, WILLIAM H.**  
BT Sheet Metal JRYM

**OHAGIN, KEVIN P.**  
BT Sheet Metal JRYM

**PANERIO, ROBERT D.**  
BT Sheet Metal JRYM

**PATINO, ESTANISLAO**  
A/C Specialist JRYM

**PERRY, JOHN D. III**  
BT Service - MSB

**POPE, CHRISTOPHER T.**  
BT TAB JRYM

**PRATT II, DONALD R.**  
BT Sheet Metal JRYM

**PRATTE, MICHAEL A.**  
BT Sheet Metal JRYM

**PULLER, BERNARD A.**  
BT TAB JRYM

**PUSATERI, DANIEL F.**  
BT TAB JRYM

**RAMOS, ALEXANDER M.**  
BT Sheet Metal JRYM

**RAWSON, BRAD E.**  
BT Sheet Metal JRYM

**RIGLING, KEVIN C.**  
BT Sheet Metal JRYM

**RIVERA, VICTOR A.**  
BT Sheet Metal JRYM

**RODRIGUEZ, RANCES L.**  
BT Sheet Metal JRYM

**ROSS, CHRISTOPHER M.**  
BT Service JRYM

**RYAN, JAKE D.**  
BT Sheet Metal JRYM

**SANCHEZ, MAXIMILIANO D.**  
BT Sheet Metal JRYM

**SCOTT, CHRIS A.**  
BT Sheet Metal JRYM

**SEWARD, JASON R.**  
BT Sheet Metal JRYM

**SITHOUNNOLAT, SENGPHET**  
BT Sheet Metal JRYM

**SLOAN, CARLOS J.**  
BT Sheet Metal JRYM

**SPARMAN, NICHOLAS M.**  
BT Sheet Metal JRYM

**STOKER, WILLIAM C.**  
BT Sheet Metal JRYM

**STURDEVANT, GREGORY M.**  
BT Sheet Metal JRYM

**TAPELLA, ROBERT J.**  
BT TAB JRYM

**THOMPSON, SEAN**  
BT Sheet Metal JRYM

**TOBIN, GARRETT**  
A/C Specialist JRYM

**TORRES, RICARDO J.**  
BT Sheet Metal JRYM

**TRAN, LONG D.**  
BT Sheet Metal JRYM

**VALDOVINOS, JUAN**  
A/C Specialist JRYM

**VANDENHEUVEL, CASEY J.**  
BT Sheet Metal - MSB

**VILLARREAL, JAMES R.**  
BT Sheet Metal JRYM

**VOLORE, NICHOLAS T.**  
BT Sheet Metal JRYM

**WATSON, MICHAEL B.**  
BT Service JRYM

**WILLIAMSON, JOSEPH**  
BT Sheet Metal JRYM

**WONG, WILSON H.**  
BT Sheet Metal JRYM

**WOOLLEY, DAVID C.**  
BT Service JRYM

**YOUNG, FRANKLIN**  
BT Sheet Metal

**APPRENTICE** | Training Coordinators' List

# APPRENTICES WHO MADE THE LIST

We also congratulate our apprentices who have earned, or continue to earn, a spot on the Training Coordinators' list as of **July, 2020**. These deserving apprentices achieved this recognition because of their outstanding grades and class attendance, on the job performance and community service obligations.

Abreu, Ricki V.  
Aguirre, Antonio  
Aguon, Michael Dene F.  
Alcantar, Arthur  
Aldana, Bruce C.  
Ambriz, Miguel  
Andrew, Michael Evan  
Andrew, Patrick R.  
Arias, Andrew  
Ascencio, Cecile N.  
Auchard, Layna M.  
Baciocco, David J.  
Bailey, Zane D.  
Ballard, Alex A.  
Barragan, Luis  
Barrera, Antonio R.  
Bartlett, Chad A.  
Bautista, Christopher J.  
Bellefeuille, Andrew  
Berti, Matthew C.  
Beyda, Louis B.  
Blair, Matthew A.  
Blake, Matt A.  
Bolanos, Steven N.  
Bongiorno, Nicholas D.  
Bonilla, Michael E.  
Braunberger, Hayden J.  
Bristoll, James L.  
Bronson, Kenneth S.  
Brown, Ryan C.  
Brumit, Tyler C.  
Bruno, Thomas P.  
Buchanan, Patrick M.

Bui, Din H.  
Bullard, Jr., Joseph M.  
Bunting, Justin T.  
Buonacorsi, Zachary R.  
Cademas, Louielar E.  
Cain, Andrew F.  
Carlsen-Bullock, Miranda  
Carrera, Mario  
Castaneda, Greg P.  
Catalli, Steven G.  
Chan, Joseph R.  
Chan, Yat Y.  
Chon, Scott B.  
Cire, Edward J.  
Colin, Pedro Y.  
Colon, Nicholas J.  
Cooper, Nathan P.  
Cornejo, Jacob P.  
Cox, Derek G.  
D'Amico, Justin R.  
Dang, Ha  
Dang, Jim T.  
Dang, Viet L.  
Danli, Jason R.  
Davlantis, Reid L.M.  
Deforest, Corey D.  
Deleonardis, Domic H.L.  
Delgado, David L.  
DeMartini, John M.  
Diaz, Jacob  
Dobrzensky, David  
Dong, Eugene Y.  
Dorst, Joseph R.

Eaton, Christopher R.  
Eder, Sam A.  
Evangelho Dutra, Tiago A.  
Feng, Huajun  
Fernandez, Keith B.  
Fessel, Thomas N.  
Figueroa, Jose  
Frades, Cody D.  
Gabriele, Carmen Michael  
Gadow, Nate  
Gale, Sean  
Galindez II, Martin J.  
Gallegos, Jesus  
Gammon, Casey P.  
Garcia, Victor  
Garro, Lucas G.  
Gastelum, Erik T.  
Geilfuss, Arik  
Ghilarducci, Kyle S.  
Godinez, Gabriel  
Gomez, Jr., Jorge  
Gomez, Jr., Rodolfo  
Gomez, Mateo F.  
Gomez, Robert  
Gonzalez, Freddy  
Green, Aipolo P.  
Green, Ronald H.  
Guan, Wei Bin  
Gutierrez, Michael D.  
Hagan, Alexander A.  
Halter, Sean A.  
Hamilton, II, Jerry L.  
Hamilton, Jason A.

Handor, Chris L.  
Hanoum, Jordan R  
Hatfield, Brad L.  
Hemm, Nicholas J.  
Henderson, Joshua C.  
Hockett, Joseph D.  
Hoss, Andrew  
Howes, Christopher A.  
Huang, Robert J.  
Huynh, Dan  
James, Bryan  
Johnson, Chase W.  
Johnson, Colton L.  
Johnston, Daniel J  
Jovanovic, Luka K.  
Khong, Young T.  
Kien, Tam T.  
Kramer, Ryan R.  
Kruger, Michael R  
Kuhne, Erik W.  
Langlois, Jason A.  
Lester, Michael W.  
Li, Junru  
Linehan, Sean P.  
Llanas, Gilbert D.  
Loftin, Evan J.  
Lopez Guillen, Emanuel D.  
Lopez, Jairo  
Malave, Jeremy  
Marks, Robert A.  
Marsh, Nicholas S.  
Martinez, Abel M.C.  
Martinez, Lee D.



## Congrats to those on the 2020 **Training Coordinators'** list!

Masters, Evan D.  
Matosich, Renee G.  
Maxwell, Tyler B.  
McCarthy-Acosta, Morgan K.  
Medrano III, Juan  
Mercado, Garrett S.  
Monasterio, Vincent E.  
Moreno, Miguel A.  
Moya, Edgar  
Murdoch, Bradly W.  
Nahial, Drennon J.  
Nguyen, Andy  
Nielsen, Michael J.  
Nielsen, Nicholas D.  
Norman, Philip J.  
Nutt, Roy D.  
Oddone, Hunter D.  
Palacios, Victor M.  
Palma, Francisco  
Pantoja, Luis  
Parajuli, Sujan  
Parr, Neil A.  
Perea, Stephen J.  
Pinheiro, Brian A.  
Portesi, Peter J.  
Quaresma, Anthony R.  
Quitoriano, Andrew A.  
Ramirez, Jose Guadalupe  
Ramos, Lorenzo  
Rebiejo, Travis S.  
Reed, Christopher W.  
Repiedad, Kevin N.  
Reynoso, Ulises A.  
Ribera, Andrew J.  
Rizzo, Nicholas Mark  
Rodriguez, Benjamin "Alex" A.  
Rodriguez, Elias J.  
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Romero, Jesus E.  
Romesberg, Jason J.  
Romiti, Earl A.  
Rossi, Anthony J.  
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Ruano, Efren B.  
Ruiz, Andres  
Rutherford, John R.  
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Saenz, Timothy A.  
Salvotti, Nicholas R.

Salvotti, Timothy R.  
Sams, Kyle D.  
Sarabia, Eriberto  
Sarabia, Victor M.  
Schlieff, Brian R.  
Schumacher, Tyler  
Scott, Jennifer A.  
Senate, Zachary  
Siebert, Scott  
Simmonds, Leland N.  
Sin, Jason Z. L.  
Singleton, Michael B.  
Spencer, Simeone J.  
Stamper, Michael M.  
Stidger, Travis J.  
Stocker, Shane  
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Villarreal, Ramon R.  
Volpe, Brian N.  
Vuong, Vu H.  
Webb, Gregory T.  
Wu, Yuan Fu  
Yanlan, Jean  
Yuen, Kevin K.  
Zaragoza-Uribe, Brandon  
Zhao, Guanning  
Zhu, Zhi Feng  
Zhuravskyy, Mykhaylo



**CLASS** | Update

## REGISTER FOR **DIVERSITY EQUITY & INCLUSION PROGRAM**

The Bay Area SMACNA Women in Construction group is proud to host an interactive two-part series that explores a hot-button issue in our industry today: Diversity, Equity and Inclusion (DEI).

The first session in this free online series, held on October 30, highlighted the “why” of diversity, equity and inclusion and included a discussion on setting company culture and opportunities lost and gained. Bobby Bramlett of Aire Sheet Metal, Ann Poppen of McCarthy Building Companies and Peter Andersen and Vanessa Jackson, both of Hilti North America, facilitated the panel.

Session two, set for 10 a.m. to noon on November 13, features program facilitators Silvia Siqueira and Vanessa Jackson, both of Hilti North America. They’ll speak to participants on the following topics:

- How to develop your company’s diversity, equity and inclusion strategy
- Creating a DEI friendly culture and the importance of executive sponsorship
- How everyone contributes to DEI, from senior leaders to team members
- Tips on measuring success

### REGISTER FOR PART TWO

There's still time to register for Part 2 of this informative program! Visit the link below to secure your spot!

<https://www.eventbrite.com/e/diversity-equity-and-inclusion-program-session-2-tickets-124332416605>

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