



BAY AREA SMACNA'S

CUTTING EDGE

MEMBER NEWSLETTER | Second Edition | 2020



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PRESIDENT'S REMARKS



John Bagot
PRESIDENT

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The very nature of our industry is volatile. When the economy is good, we're kept busy with new construction, multi-million-dollar projects and more. When the economy slows, so does our workload. We're used to the highs and lows, but right now we're weathering a storm unlike anything we've ever seen.

COVID-19 has turned our country upside down. As an association, we're doing everything we can to monitor the situation and react accordingly to issues and concerns as they arise. We continue to work diligently to follow the guidelines outlined by our federal and

state governments while keeping the health and safety of everyone in our industry our top priority. Out of an abundance of caution, we have cancelled all association events through the month of July, including the annual Advisory Getaway, salmon fishing trip and golf tournament, among others.

It's imperative that we work together to adapt to our current situation and find creative ways that continue to move the construction industry forward during these challenging times. Most of our members have experienced disruption in some form, including a shift to a remote workforce. We've had to change the way we communicate through virtual meetings along with managing the general inefficiencies of working from home. But there are ways to stay engaged and productive! Check out page 10 for more information.

As we continue to navigate the new normal and make the necessary adjustments to our businesses and personal lives, we're confident that we will make it through these challenging times as a stronger organization. We're in this together, and we're here for you. If you have questions on how to receive financial assistance for your business, don't hesitate to reach out to the office staff for national resources.

John Bagot
AIM Sheet Metal



MEMBERS | COVID-19

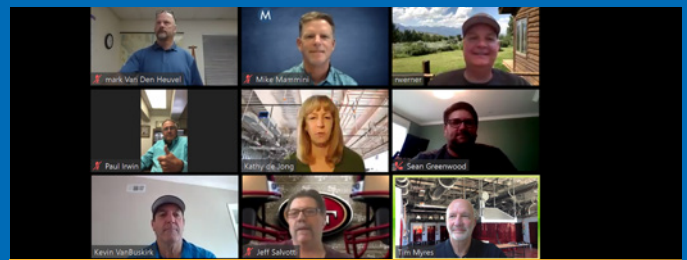
A SPECIAL NOTE TO MEMBERS

As the pandemic continues to sweep across our nation and into our communities, we've all made drastic adjustments to our normal business and personal routines.

Because of this, the Bay Area SMACNA team decided to omit our normal contractor and associate member feature articles **for this issue only**.

Many of our contractors and suppliers have begun performing emergency work for hospitals and critical care centers. Others are working to keep their doors open and their employees paid during these challenging times. We understand the difficulties everyone is facing and felt it best to let our members and associate members focus on their businesses and spend their time to do what is necessary for their businesses, employees and families.

When we begin to move forward from this crisis, we will be eager to revive these features with a renewed energy and commitment. Until then, stay safe and be well.



Sheet Metal Workers Local 104 and Bay Area Industry Training Fund Trust met in April via video conferencing.

TECH | Video Conference

EXPANDING COLLABORATION

Amid social distancing and shelter in place ordinances, Bay Area SMACNA contractors and trustees are getting business done and connecting through a multitude of technological options.

Last year, "zoom" was a phrase mostly used in Mazda commercials. This year, the Zoom app is rapidly being deployed as one of the premier virtual tools used daily in business. From videoconferencing meeting tools such as WebEx and GoToMeeting, to collaboration platforms like Slack and Microsoft Teams, many are quickly adapting to or expanding the use of the world of virtual collaboration and decision-making.

In April, the Santa Clara Apprenticeship (JATC) sub-committee piloted its first video conference meeting. Effectively run by coordinator Brad De Young and Foothill College, the hosts leveraged the use of waiting rooms for multiple apprentices enabling the committee to have confidential discussions. Other groups in our industry have used tech platforms in novel ways – from labor/trustee and Cal SMACNA board meetings, to Women in Construction program brainstorming and in the creation of a new COVID-19 related HR peer group.

All these groups, and more, are diving into the world of virtual collaboration and continually learning from the experience to fine-tune best practices.

MARKETING | Stay Connected

MARKETING THROUGH CRISIS

Business owners across the country have seen drastic changes in recent weeks, from a remote workforce to shutdowns and everything in between. As companies continue to navigate the situation surrounding COVID-19 and make the necessary adjustments to their business operations, it's a good time to reevaluate your internal and external communications strategy.

DON'T GO SILENT

On the contrary — it's more important than ever to stay connected to your customers. Social distancing has sparked a huge jump in online engagement, as millions of Americans have turned to technology for communication, work and entertainment. This is a great opportunity to reach a captive audience and provide them with information, interaction, positive thoughts and relevant resources.

Don't forget to keep your customers updated on how you're adjusting and whether your hours of operation and/or safety protocols have changed. They need to be reassured that if they interact with your company or employees, appropriate measures are in place.

ASSOCIATE YOUR BRAND WITH GOOD

Share feel-good content with your consumers and followers. During this time, people will remember brands for the ways they show the community they care. For example, many industrial facilities have changed their assembly lines to include the creation of face shields. Breweries and distilleries have repurposed their alcohol-manufacturing capabilities to mass-produce hand sanitizer. Your brand should find a creative way to do good with your unique capabilities. Donate materials, equipment or labor to local hospitals to aid during this time of crisis. Host a company-wide food drive and donate to your local food bank. You can bet people will remember these acts of kindness long after the pandemic has ended.

CALM, EFFECTIVE LEADERSHIP

Internally, your employees are relying on you to provide the most updated information regarding shutdowns, layoffs, payroll and more during the pandemic. As you communicate with them, maintain an FAQ mindset and always anticipate what your messaging really means to them. These are difficult times, and speaking with authority, clarity and empathy will go a long way in letting your employees know you're there for them and there will be light at the end of this tunnel. Keep in mind that some announcements may be better suited to a livestream or video call rather than an email.

CHECK IN ON CURRENT CUSTOMERS

Happy clients act as ambassadors for your business and share their experience with other potential customers. Right now, you need advocates and your customers have a lot of time on their hands to help.

- Ask for reviews and testimonials
- Ask them to share company updates on social media platforms
- Call clients and find out what you can do to assist their businesses

CREATE TIMELY AND RELEVANT CONTENT

Put yourself in your customer's shoes and find out what they need and want from you during these challenging times. Then, find a way to deliver (from a safe social distance, of course). Is it a product demo they're looking for? Host a webinar or create a YouTube video. What about when a customer has questions about your capabilities? A virtual facility tour might give them the answers they're looking for.

We don't know how long the pandemic will last, so it's important to have a strategy in place that will continue to move your company forward long after a sense of normalcy is restored.



Presented By: Kevin Dougherty, Industry Speaker

CLASS RECAP | February 27 - 28

GROWING & DEVELOPING FOREMEN

This construction industry thrives on continual education, allowing professionals to develop their skills, grow in experience and advance their careers. Bay Area SMACNA was proud to host February's Growing and Developing Foremen program, a productivity and leadership seminar for those in supervisory roles. The interactive course was so popular that we added a second day-long class. More than 100 Bay Area chapter attendees participated between the two days.

WHAT MEMBERS LEARNED

- How to establish effective time management habits
- The importance of good communication
- Ways to improve team performance
- How to use creative problem solving and motivational techniques
- How to deal with conflict

Presented By

Kevin Dougherty

**CUTTING
EDGE**
MEMBER NEWSLETTER

ADVERTISING OPPORTUNITY!

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.

	MEMBERS	NON-MEMBERS
<input type="checkbox"/> FULL-PAGE 8.5"w x 11"h	<input type="checkbox"/> \$900	<input type="checkbox"/> \$1,350
<input type="checkbox"/> HALF-PAGE (A) 7.5"w x 4.75"h	<input type="checkbox"/> \$500	<input type="checkbox"/> \$750
<input type="checkbox"/> HALF-PAGE (B) 8.625"w x 9.875"h	<input type="checkbox"/> \$500	<input type="checkbox"/> \$750
<input type="checkbox"/> QUARTER-PAGE 3.625"w x 4.75"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525
<input type="checkbox"/> VERTICAL 3"w x 9.5"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525

APPRENTICESHIP | Local 104 Union Members/Contractors

LEARNING OPPORTUNITIES

During challenging economic times, members should consider what they can do to leverage existing opportunities and invest in their own learning and development for future growth. Highlighted below are a few online options offered directly to SMW union members and/or contractors.

ITI COURSES OFFERED

Multiple iTi courses are offered for FREE to Local 104 apprentices and union members. A few of the learning opportunities (also found on <https://www.sheetmetal-iti.org/online-classes>) that Local 104 members might want to add to their tool belt include:

INTRODUCTION TO LEAN CONSTRUCTION

FOR ANYONE WANTING EXPOSURE TO
LEAN CONCEPTS

4 HOURS

INTRODUCTION TO MICROSOFT OFFICE TUTORIALS

FOR ANYONE WANTING EXPOSURE TO
WORD, POWERPOINT, EXCEL

4 HOURS

ICRA AWARENESS FOR THE SHEET METAL WORKER

(In partnership with SMOHIT)

FOR PARTICIPANTS PREPARING FOR THE INFECTION
CONTROL AWARENESS EXAM THROUGH ICB

10 HOURS

SUPERVISORY TRAINING

FOR ANYONE WANTING INTRODUCTORY INFORMATION

8 HOURS

TITLE 24 2019 MATT LEVEL 1

FOR PARTICIPANTS WITH 3 YEARS OF INDUSTRY
EXPERIENCE PREPPING FOR RELEVANT EXAM THROUGH ICB

16 HOURS

OTHER ONLINE OPTIONS

DETAILING WITH REVIT

The Joint Apprenticeship Training Program (JATC) has piloted an online journeyman upgrade course on REVIT. This popular class is taught by Julie Fifield, includes 48 hours of instruction and now has a waiting list. Look for future offerings at www.smwlocal104training.org.

OSHA 10 AND 30

These online courses can also be taken through our partner, ClickSafety. Bay Area SMACNA has expanded the amount of credits available through ClickSafety to be reimbursed with additional credits for use by select contractors. Contact drobinson@bayareasmacna.org for more information.

ONLINE COURSES THROUGH ITI

The International Training Institute (iT*i*) supports apprenticeship and advanced training for sheet metal workers and is jointly sponsored by SMART, the International Association of Sheet Metal Air, Rail and Transportation Workers (formerly the Sheet Metal Workers' International Association) and the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA).





APPRENTICESHIP | Veterans

VETERANS SERVICES AND UPDATES

Sheet Metal Workers Local 104 and Bay Area Industry Training Fund are proud to have recruited and hired numerous veterans in our apprenticeship program. We are happy to announce that we have recently partnered with Foothill Junior College to offer services for our veteran apprentices. As a reminder, qualified veteran applicants may be able to schedule an interview through the JATC for direct entry into the program.



WANT MORE INFORMATION?

To view all resources available to veterans, visit our newly created web page at:

<https://smw104training.org/veterans/>



UPDATE | Apprentices

COVID-19 APPRENTICESHIP UPDATES

As of this printing, the following changes have been made to the apprenticeship program. For more detailed information and questions, please refer to the Total Track system or contact your local Joint Apprenticeship Training Center (JATC) Coordinators in the San Leandro, Fairfield and San Jose facilities.

5TH YEAR APPRENTICES GIVEN PRIORITY FOR TURNOUT IN JULY 2020

- All instructors are currently working remotely and are partnering with the JATC's Division of Apprenticeship (DAS) sponsor, Foothill Junior College and JATC administrators to quickly flex the curriculum to accommodate online, remote and social distance learning. Next steps for additional 1st - 4th year apprenticeship curriculum are in development within DAS guidelines.

SMO HIT ONLINE COURSES

- These and other existing training materials are being leveraged where possible.

A/C SPECIALISTS AND SERVICE TECHNICIANS

- Those who have received sponsorships as direct entry hires have now been approved by the CA Division of Apprenticeship standards.

FIRST AND SECOND YEAR APPRENTICE ROTATIONS

- Rotations originally scheduled for April 6, 2020 will now resume again on October 5, 2020. Apprentices employed at the same shop through another rotation period, will receive an additional 6-month period rotation credit.

COMMUNICATION | Kathy de Jong

TRANSFORMATIONAL CHANGE

Contractors, employees and union members are all facing an external environment with business, social, economic and political changes not seen within a generation. This unprecedented time presents dynamic and ever-present challenges and opportunities for organizations. The key is to focus and align resources on objectives needed for today while continuing to strive for a new vision. How leaders drive and communicate through this changing landscape is critical. Can your key employees, leaders and customers foresee your organization navigating the current choppy waters successfully?

There are three primary types of change that organizations face.

DEVELOPMENTAL CHANGE

The first one is developmental, such as the gradual improvement of resources or skills. Participants attending a targeted training is an investment in developmental change.

TRANSITIONAL CHANGE

The second type is moving from an old state to a new existing state – such as building a high-rise complex or automating existing processes within a scope of a set time and budget. The transformational change we are now facing, however, is where the desired goals or vision may not be clear. Steps must be constantly made and adjusted to adapt to a fluid environment.


TRANSFORMATIONAL CHANGE

Moreover, transformational change requires a new behavior, a different mindset and a novel way of communicating in order to navigate the changing tides. People may already be aware of what they are being asked to let go of, and for many in today's workplace the itemized list could be daunting. What they need to know next is what they are moving toward within their organization.

During this time of transformational change, contractors are looking at changing customer and employee needs in addition to governmental, social, political and organizational requirements. Many are now facing system-wide changes, including: determining what business model to use, reviewing evolving products and

services, re-evaluating existing talent and technology needs, reviewing office space needs and more. The challenges can seem overwhelming. However, the best way to create a solid path for transformational change is to spend the time upfront in the planning stage of aligning people, processes and resources toward the right vision. (See books by John Kotter and William Bridges and *Being First.com* for outstanding resources on leading change.)

Transformational change can't move forward without buy-in from the right people. This includes seeking maximum appropriate involvement from those affected by the change to establish new objectives. Because change can be inherently emotional and intimidating, getting others to participate early in the process can minimize resistance and speed up adoption. There are countless stories of IT rollouts where thousands of dollars have been spent to automate organizational processes – however, the purchased software either sits dormant by end users or is underutilized. Studies show that failed change initiatives such as these often never had enough buy-in from stakeholders and/or end user product functionality built in the execution process from the beginning.



“The trouble with the **future** is that it usually arrives **before** we’re ready for it.”

- Arnold H. Glasow

Once leaders determine the who, what, why, where and how to align initial processes toward the best long-term strategy, communication to engage key stakeholders is crucial. Since transformational change is significantly different than transitional or developmental change, communication must be planned to engage all stakeholders – from employees to customers to vendors. It must be tailored and aligned to demonstrate a vision of the future that incorporates your organizational identity and culture.

The bottom line is that transformational change does not have an “end state” and requires the heavy lifting of new organizational skills, open mindsets and rededicated commitment to succeed during challenging times. As a result, the necessary corresponding communication needed to sustain it should not be an event, but rather a process. How organizations choose to embrace and learn from transformational changes – while generating engaging and fluid communication strategies – will be foundational to their success.

TRANSFORMATIONAL CHANGE COMMUNICATION STRATEGIES:

DO

- Model leadership behaviors
- Communicate more frequently
- Involve other influencers/ experts
- Ask how change will benefit participants (and have your own examples)
- Mix up formats – example: Zoom employee of the month, generate how-to videos, peer groups or board postings
- Acknowledge and understand the emotional cycle of change
- Flex communication as needed
- Provide options for participants to engage where possible
- Choose virtual (face-to-face) communication for more emotional content
- Get feedback – two-way communication

DON'T

- Walk different than your talk
- Wait solely for “big events or decisions”
- Rely only on leaders
- Assume participants know how change benefits them
- Rely on traditional forms of communication
- Assume that all hear the same message and are in the same emotional state
- Communicate on set timetables
- Force one-way options for participants stuck in their emotions
- Eliminate opportunities to receive non-verbal feedback
- Rely heavily on “informing” others



TRAINING DEADLINE | January 1, 2021

SEXUAL HARASSMENT PREVENTION TRAINING

New California law requires California employers with at least five 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.

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.

But employers should not just think of training as a box that needs to be checked for compliance purposes. All businesses in the construction industry and beyond will be well-served to create a workplace culture of mutual respect and good conduct.

BAY AREA SMACNA MEMBERS HAVE THREE OPTIONS TO TRAIN EMPLOYEES:

- Elizabeth M. Pappy of Burke, Williams & Sorensen, LLP, a Bay Area SMACNA associate member, will present both one- and two-hour classes in the Bay Area SMACNA Training Room in Oakland during scheduled dates in October, November and December 2020. These courses will be at no cost to member firm employees. Registration information will be sent in September.
- Schedule a private class for your employees at your company location with Elizabeth Pappy. Email Elizabeth at epappy@bwslaw.com and mention you are a Bay Area SMACNA member for a discount. Upon program completion, email Kelly Avila at kavila@bayareasmacna.org to submit a request for reimbursement from Bay Area SMACNA for 50 percent off the instructor fee.
- Save time and money by meeting California's sexual harassment training requirements online. Bay Area SMACNA continues to offer convenient ClickSafety online safety training to all Bay Area member firms at no cost. Email Nancy Pirrone at npirrone@bayareasmacna.org or Donja Robinson at drobinson@bayareasmacna.org to have units added to your account. If you don't have a ClickSafety account, create an account at www.clicksafety.com/smacna. Having trouble assigning these courses? Contact support@clicksafety.com

TIPS TO ENGAGE REMOTE WORKERS

In the weeks since COVID-19 began to sweep across the U.S., many companies have transitioned to a largely remote workforce. Help minimize work disruption and keep your operations running smoothly with these tips to keep remote workers engaged.

1. GET EVERYONE COMFORTABLE ON VIDEO.

Many employees have probably never used online video conferencing before. They come to the office every day and interact with the people they need to talk to, so why should they? But COVID-19 has disrupted how offices and teams operate, and video conferencing is quickly becoming the norm. Platforms like Zoom and GoToMeeting have surged in popularity and offer features like screen sharing and chat functions to help teams stay connected in real time. Consider hosting how-to webinars for employees who may not be familiar using remote collaboration tools or need practice leading online meetings.

2. COMMUNICATE IN NEW WAYS.

Give your team the right tools for the job to help them be as efficient and productive as possible in their new “office.” Collaborative team tools, like Microsoft Teams or Slack, cut down on team emails and increase interaction. Instant messaging features keep employees connected to the entire group or one-on-one through focused chats, and everyone has the ability to hop on a call or screen share. Supervisors can keep projects managed and on track by using online file sharing programs like Google Drive or Dropbox. Now is a good time to review how effective digital collaboration can establish better processes and minimize rework. From streamlining workflow to tracking time and managing employees, there are dozens of applications to choose from.

3. CHECK IN WITH YOUR TEAM.

Managing remote employees takes effort, but it’s well worth it to help keep your working relationships healthy. Try to have weekly or bi-weekly one-on-one virtual meetings to keep employees on track and discuss current priorities and areas that could be improved. Let them know you’re there to offer support and want to keep the lines of communication open during the work-from-home phase.

4. BE FLEXIBLE.

Keep in mind that working from home naturally comes with its own inefficiencies – kids may be home that need to be taken care of, workers may experience connection issues and clogged WiFi, plus a host of other distractions. Focus less on the number of hours worked and more on the output and goals met. Many leaders are managing their teams from a distance for the first time. There will naturally be some obstacles to overcome, but setting clear expectations from the start and communicating often will help everyone be successful in navigating this new normal.



SAFETY | COVID-19

SLOWING THE SPREAD OF COVID-19

ClickSafety is joining the effort in communicating our industry knowledge to provide current information appropriate to assist in slowing the spread of the **COVID-19** virus in the workplace. As the impacts of this pandemic continue to develop, sources of information are being shared constantly, every day, and certainly the world of occupational health and safety is not immune. In these uncertain times, organizations are scrambling to do what is necessary to follow federal, state, local, tribal, and/or territorial (SLTT) guidance and recommendations as well as implement best management practices to keep their employees (and families) healthy and safe. **OSHA** has taken steps to advise employers how to best manage the **COVID-19** pandemic and prepare for others which may arise in the future. These recommendations include:

Developing a comprehensive Infection and Disease Preparedness Program that plans for contingencies and addresses the following:

- Sources of worker exposure
- Completing employee risk assessments utilizing the four risk levels of the COVID-19 occupational risk pyramid
- Implementing the hierarchy of controls
- Providing adequate training regarding business practices, policies and workplace controls
- Working with insurance providers and health agencies to provide updated information and education about the pandemic
- Continued compliance with the OSHA general duty clause through providing every worker with “employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm.”

Implementing the hierarchy of controls

- **Engineering controls**
 - Increased ventilation
 - Physical barriers
- **Administrative controls**
 - Employee Training
 - Use of virtual communication
 - Alternating days and shifts (to reduce worker population)
- **Personal protective equipment**
 - Respirators (e.g. N95, other filtering face-piece types)
 - Eye and Face protection (e.g. face shields)
- **Continuance of essential operations with increased absenteeism**

Development of flexible business policies during pandemic emergencies

- Sick leave is consistent with public health guidance
- Halt requirement for “doctors notes” upon return to work
- Accommodate the need for employees to care for sick family members

In addition to issuing the Guidance on Preparing Workplaces for COVID-19, OSHA has also implemented a temporary enforcement halt on respiratory fit testing requirements and related enforcement specifically targeted at healthcare employees. This enforcement halt is in effect from March 14, 2020 until further notice. It reduces fit testing requirements from quantitative (machine measurement) to qualitative (relies on sense of smell or taste for detection) for N95 respirators. OSHA field offices also have the choice to refrain from citing an employer for violations of select fit testing requirements.

OSHA is also reminding employers that COVID-19 is not exempt from injury and illness reporting, as regulated under 29 CFR 1904 Subpart E. Employees who contract COVID-19 at work, must be recorded on OSHA Form 300 (Log of Work-related injuries and illnesses). While common colds and flu are generally exempt from recordkeeping requirements even if contracted at work, COVID-19 is not exempt and is classified as a recordable illness. For further

information regarding determination of work-relatedness, OSHA guidance is found in 29 CFR 1904.5

As businesses across the nation begin to alter their way of doing business to minimize the spread of COVID-19, which includes construction projects in many SLTT jurisdictions, many in the business community are coming together and taking steps to protect those still in occupational settings which expose them to COVID-19 by donating materials including PPE such as N95 respirators.

As we are all aware, the COVID-19 pandemic is continuing to make an enormous impact on the United States. The unprecedented steps OSHA is making to assist employers in complying with regulatory requirements while balancing work tasks and keeping employees safe are significant. However, many organizations are finding themselves unprepared for the consequences of this pandemic on their operations and their employees. As a result, it is important for organizations to focus their efforts on current COVID-19 response efforts and to plan for the possibility of future pandemics

by creating and implementing effective Infection and Disease Preparedness Programs which wouldn't be complete without comprehensive worker training and education.

Our safety experts are monitoring developments closely and will provide information as we get it on the latest regulatory changes. We also have two new online courses to help your team navigate these challenging times.

- **Filtering Facepiece Respirators Awareness for All Industries**
- **Handwashing and Illness Prevention in the Workplace for All Industries**

For more information regarding the regulatory updates in response to COVID-19 – including assigning appropriate worker training and ways to help keep your employees safe – Bay Area SMACNA members should contact the Bay Area office at drobinson@bayareasmacna.org.

TO VIEW THIS DOCUMENT IN ITS ENTIRETY, PLEASE VISIT:

<https://tinyurl.com/osha-pdf>

TO SEE THIS ARTICLE IN ITS ORIGINAL FORMAT, PLEASE VISIT:

<http://blog.clicksafety.com/preparing-workplaces-for-covid19>

OSHA. (2020, March 14). DOL Issues Temporary Enforcement Guidance for Respiratory Fit Testing in the Healthcare Industry. Source: OSHA. Guidance on preparing workplaces for COVID-19, Guidance on preparing workplaces for COVID-19 (2020) Retrieved March 17, 2020, from <https://www.osha.gov/news/newsreleases/national/03142020>

Note: The views and opinions in this blog are those of the author and do not necessarily reflect the official policies or positions of OSHA, the CDC or other organizations. Statements in this blog do not comprise medical or legal advice and are subject to change, particularly with respect to evolving public health issues and related guidance. We advise all readers to carefully monitor developments and advice of OSHA, CDC, WHO, and other public health experts and officials.

TO VIEW THE CAL/OSHA SAFETY & HEALTH GUIDANCE, PLEASE VISIT:

<https://www.dir.ca.gov/dosh/coronavirus/COVID-19-Infection-Prevention-in-Construction.pdf>

EVENT RECAP | February 25 - 26

PARTNERS IN PROGRESS CONFERENCE

Bay Area SMACNA contractors and leaders were “All In” with a record number of participants attending the SMART and SMACNA sponsored Partners in Progress conference February 25-26 in Las Vegas. The conference featured numerous speakers and breakout sessions reinforcing key concepts and ideas. Angie Simon, SMACNA National President, discussed that everyone should “be as successful as possible, together as one unified front, and as competitive as possible as businesses.” Simon and SMART General President Joseph Sellers stated that although there are challenges along the way, our sheet metal union members and SMACNA contractors have more in common than not – including securing more market share, investing in technology and empowering our people.

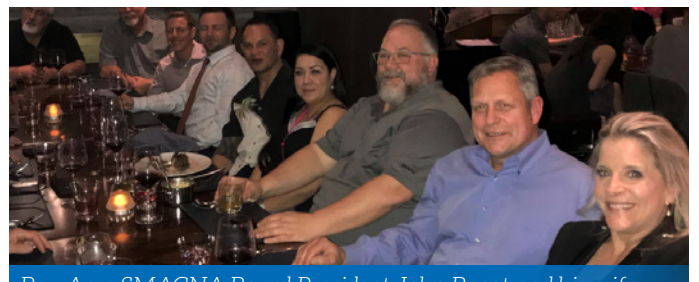
With over 500 attendees participating in numerous breakout sessions on topics from Championing Innovation Culture to Safety Trends and Compliance, contractors, union leaders and SMACNA chapter executives found ideas to apply within their businesses and in partnership with union members. The educational and motivational messages shared, coupled with the opportunities for additional networking, added to a key objective: to further develop working relationships for our collective future outcomes.



SMART General President Joe Sellers joins SMACNA President Angie Simon for a Ladies of Labor dinner.



Bay Area SMACNA and Local 104 leaders enjoy dinner.



Bay Area SMACNA Board President John Bagot and his wife Wendy (forefront) are joined by Local 104 leaders at dinner.



FUNDRAISER: WOMEN IN CONSTRUCTION AIDS PRE-APPRENTICES

The 28 women enrolled in Women Building the Bay, a 10-week construction training program through Rising Sun Center for Opportunity, have had their training interrupted due to COVID-19. Some of them have been unemployed or underemployed for a long time, and were counting on the construction industry to sustain themselves and their families. Bay Area SMACNA's WIC group and individuals are proud to have helped the Women Building the Bay Financial Relief Fund achieve their goal. Donations made to Rising Sun are directly benefiting these deserving women to make a positive impact in their lives.

WIC is now proudly sponsoring a second food drive for Alameda County Community Food Bank to help those in crisis.

TO MAKE A DONATION, VISIT:

<https://www.vfd-accfb.org/grouphome.aspx?ID=7374>



TO STAY UP TO DATE ON
OTHER BAY AREA WIC NEWS
FOLLOW @WICBAYAREA ON FACEBOOK.



COMING NEXT

Be on the lookout for more information on these upcoming **WIC** events:

- **WIC PILOT WEBINAR
SUMMER 2020**
- **WICFIT COMPETITION**
- **ALAMEDA COUNTY
FOOD BANK DRIVE**
- **VIRTUAL LEADERSHIP
PANEL Q&A
FALL 2020**

WIC
WOMEN IN CONSTRUCTION

AFFILIATED WITH

BAY AREA CHAPTER





NATIONAL WIC WEEK | March 2 - 6

WIC WEEK CELEBRATION

Bay Area SMACNA was thrilled to pilot four events celebrating National Women in Construction Week.

More than 127 attendees from 32 companies attended, including new guest participants from ASHRAE, the National Association of Women in Construction (NAWIC) and Lean Construction Institute (LCI).

The week kicked off with the North Bay's first-ever event incorporating three leaders' interesting insights of current and future trends in leadership and the construction industry. Barbie Richardson of Simpson Sheet Metal, Jennifer Butler of *sitelogIQ* and Paul Irwin of Bell Products, Inc., provided engaging dialogue on what matters and lessons learned in their various roles and experiences within the HVAC industry.

Day two incorporated an informative and interactive session on "Solving Problems with Lean Construction Thinking" hosted by Christina Gedeon, Jessica Kelley and Wendy Montgomery at Southland. Attended by SMACNA National President Angie Simon and Southland Industries' EVP Rick Blazier, participants tackled the challenge of what organizations can do to recruit and retain more women by utilizing the lean construction process and tools – and why it matters in our industry.

Hilti, a Bay Area SMACNA associate member, hosted numerous attendees at their Northwest region office on

the third day of the week's events. Pre-apprentices to company presidents enjoyed the three stations that provided expertise on how construction innovation and investment impacts productivity, how tool improvements dramatically improve ROI and how diversity and inclusion make a marked difference on organizational creativity and impact.

The week's events wrapped up at Air Systems, Inc., with a timely session on building mindfulness at home and at work, facilitated by Nichole Proffitt. With the advent of the coronavirus just beginning to become a significant factor in people's lives, the discussion and activities helped participants to identify how effective mindfulness practices not only increase resilience when navigating uncertain waters, they also help to build a feedback loop of confidence and competence.

Thanks to our many Women in Construction leaders, WIC sponsors and host organizations of Southland Industries, Hilti, Air Systems and Sunrise Ranch Winery, who made the inspiring week of events possible. We are looking to build on existing partnerships with our sponsors and other partnerships for even greater offerings next year.



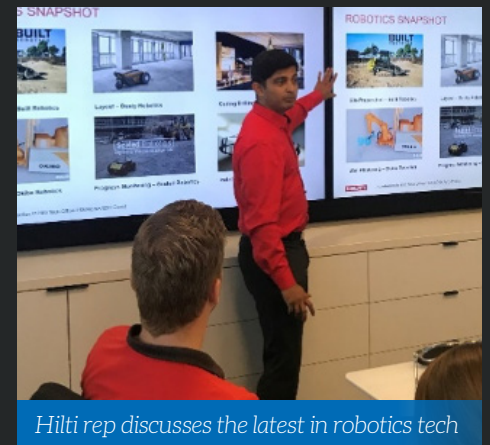
Mindfulness practice



Air Systems - Mindfulness



Group discussions apply Lean Thinking



Hilti rep discusses the latest in robotics tech



Hilti's Innovation in the Construction Industry event was a success!



Christina, Wendy and Jessica shared why Lean Construction Thinking makes a difference in productivity and results.

WIC | 2020

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INTERNS | Scholarship Deadline is May 31, 2020

SCHOLARSHIP OPPORTUNITIES FOR INTERNS

If your organization is hiring interns this summer through your own recruiting network or ours, make sure they take advantage of potential Bay Area scholarship opportunities. By completing a brief registration form, interns working for you who qualify for scholarships will be eligible for a 50% increase in their award. Last year, over 57 scholarships were awarded totaling over \$237,500. Firms can participate in the internship program by hiring either a shop/field person (per our MOU with Local 104) or an office intern.

Although SMACNA will not be hosting an Intern Training Day this year with a collective group from all Bay Area SMACNA contractors, we want to ensure that qualifying students are able to bump up potential awards. Scholarship applications are due by May 31 and can be found at <https://www.bayareasmacna.org/scholarships>.

Bay Area SMACNA continues to actively recruit and refer intern candidates as needed and has participated in several career fairs at SJSU, UC Berkeley, UC Davis and CSUEB. In April we participated in our first virtual career fair at Cal Poly San Luis Obispo – a pilot program set up due to the coronavirus.

Contractors looking for assistance finding and placing interns within their organization, or who want to complete an intern registration form with their own candidates, should contact drobinson@bayareasmacna.org.



Checking out VAV

FOR MORE INFORMATION

<https://www.bayareasmacna.org/scholarships>
Applications are due by May 31, 2020



Project Management Graduates - Class of 2019

SAVE THE DATE | September 15 - October 22

PROJECT MANAGEMENT CERTIFICATE PROGRAM

Develop valuable skills that will benefit both you and your company — enroll in our Project Management Certificate Program! Learn how to successfully orchestrate the people, resources and tasks it takes to execute projects on time and within budget, while developing better relationships with staff and clients. This program is designed for students who have a minimum of one year's experience in project management.

Each week, registered attendees will explore what it takes to be a successful, efficient and productive leader within their company from some of the most respected industry professionals.

SEP
15

OCT
22

SEPTEMBER 15 -
OCTOBER 22

Tuesdays, Wednesdays
& Thursdays
3-7 p.m.

SESSIONS INCLUDE:

- Project Management Intro and Overview
- Time Management for Project Managers
- Pre-Construction Cost Management
- Job Cost Management
- Change Order Management and Delay Damages
- Conflict Management
- Negotiation Skills
- Construction Law
- Influence Others Without Authority
- Building Relationships to Enhance Your Career
- Sheet Metal Estimating
- Contract Administration: Crossing the T's and Dotting the I's
- Panel Discussion and Certificate Awards

CLASSES FILL UP FAST!

Be on the lookout for registration forms when they become available in **July!**

EVENT RECAP | February 20

WARRIORS CHAPTER NIGHT

Before the sporting world began cancelling events indefinitely, Bay Area SMACNA members were able to get together at the Chase Center in February for an exciting basketball game.

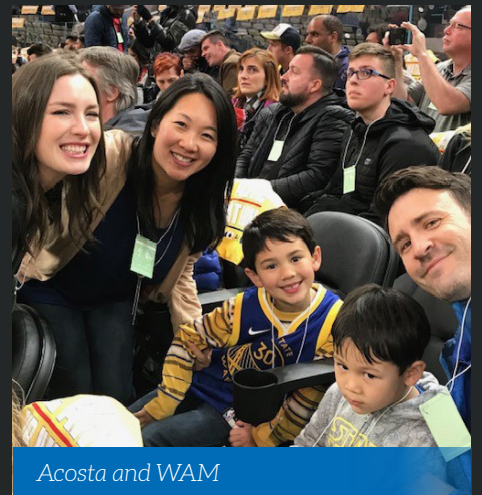
More than 250 attendees watched as the Golden State Warriors took on the Houston Rockets. Although we witnessed the Warriors' fifth straight loss, everyone had fun connecting with friends and colleagues over tasty food, beverages and camaraderie.



A break in the action during our Chapter Night at the Warriors game.



Hilti and Broadway Mechanical



Acosta and WAM



EVENTS | 2020

SAVE THESE DATES: 2020 EVENTS



Ladies of Labor hard at work

LADIES OF LABOR HELP THE HOMELESS

In early March, the Ladies of Labor – a virtual group consisting of women throughout the Bay in support of unionized organizations – put together more than 150 bags of essentials for those experiencing homelessness on our community’s streets.

Led by Donna Amo of Kaiser Permanente and Amanda Burnham of Delta Dental, 12 women met to assemble packages full of necessities. Donations came from numerous industry organizations, including Bay Area SMACNA and a few of our associate members, Kaiser Permanente and BeneSys. This generous group collected a variety of items, including nonperishable food, clothing, flashlights and toothbrushes. Those who distributed the items to City Team in Oakland and the overnight shelter South Hayward Parish were rumored to be just as moved as those receiving the gifts.



Nonperishables are all bagged up



Basic clothing needs ready to be donated

JUNE 5

Chapter Event: Salmon Fishing Trip
CANCELLED

JUNE 11-13

Advisory Getaway, Edgewood Lake Tahoe
RESCHEDULED FOR: JUNE 10-12, 2021

JUNE 19

Oakland A's Baseball Game and BBQ
EVENT PENDING, SUBJECT TO CHANGE

JUNE 23

DFG Lunch and Learn
CANCELLED

JUNE 24

Chapter Event: San Francisco Giants Baseball Game
RESCHEDULED - TBD

JULY 13

Scholarship Trust Golf Tournament
CANCELLED, 2021 DATE TBD

OCTOBER 9

Chapter Event: Sporting Clay Shooting

OCTOBER - DECEMBER

Harassment Training

SEPTEMBER 15 - OCTOBER 22

Sheet Metal & HVAC Project Management Certificate Program

SEPTEMBER 22

Project Planning Seminar with Stephane McShane

SEPTEMBER 27-30

SMACNA Convention, Broadmoor, Colorado

OCTOBER 11-13

Bay Area Board Getaway, Meadowood Napa Valley

OCTOBER 19

Advanced Estimating Seminar with Kevin Dougherty

OCTOBER 22

Change Orders Seminar with Stephane McShane

NOVEMBER 14

Bay Area SMACNA Annual Dinner, Westin St. Francis

SUBJECT TO CHANGE

This is the status of events as of this writing. Due to COVID-19, dates could change.

2020 BAY AREA SMACNA OFFICERS



John Bagot
President
A.I.M. Sheet Metal, Inc.



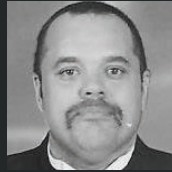
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