



**BAY AREA SMACNA'S**

# CUTTING EDGE

**MEMBER NEWSLETTER** | Third Edition | 2020



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**ASSOCIATION NEWS** | Updates from John Bagot

# PRESIDENT'S REMARKS



**John Bagot**  
**PRESIDENT**  
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There's no denying the impact of COVID-19 in our communities, homes and places of business. In just a few short months, we've had to overhaul many aspects of our day-to-day lives. We've worked through challenges we never expected to face and have come out on the other side better prepared for what's next. As we begin the return to work in a post-pandemic environment, there are a number of ways contractors can prepare.

California employers have long been required to establish and implement an Injury and Illness Prevention Program (IIPP) to

protect employees from worksite hazards — including infectious diseases. As of April, that now includes COVID-19. To continue to prevent the spread of this disease and keep our workforce and communities healthy, follow the CAL/OSHA guidelines on page 2.

I encourage you to visit SMACNA National's COVID-19 resources as well as California's COVID-19 Response webpage for the latest data, news and guidance as our state continues to reopen. We are doing our best to stay on top of the latest information and respond appropriately. For additional resources, visit the following websites: State of California Department of Industrial Relations, California Department of Public Health and California Labor and Workforce Development Agency, among others. The more educated we are as an industry, the better we can do our part to prevent the spread of COVID-19.

**John Bagot**  
AIM Sheet Metal

## CAL/OSHA GUIDELINES

### EMPLOYEE TRAINING



Be sure to properly train your employees on how to recognize the symptoms of COVID-19, what to do if they've been exposed to someone who has tested positive and best practices for preventing the spread of the virus. This includes equipping them with the proper PPE; in this case, cloth face coverings and masks will work, but respirators are best. Acceptable respirators are filtering facepiece and elastomeric negative or positive pressure half or full facepiece respirators equipped with N95, N99, N100, R95, P95, P99 or P100 filters. Keep in mind there may be other obstacles to clear, such as physicals and fittings, before respirators can be worn.

### CLEANING PROCEDURES



Whether you've performed business as usual since the start of the pandemic or will have remote workers returning to your building, you must have new cleaning procedures in place. Some administrative controls include:

- Encourage frequent and proper handwashing and sanitizing
- Limit in-person meetings as much as possible
- Disinfect high-touch surfaces (door knobs, hand rails, stairwells, common areas, elevators, portable toilets and hoists, to name a few)
- Designate a site marshal or project monitor and train them to monitor new cleaning protocols and manage COVID-19 supply needs

### SOCIAL DISTANCING



Keep your workers safe by limiting contact while at work or on the jobsite. Maintain six feet of distance when possible, stagger break and lunch times and limit crew size by staggering or increasing the number of work shifts. Continue to adapt your business model by allowing employees to work remotely whenever possible.





MEMBER HIGHLIGHT | Aaero Heating & Air Conditioning

# EXCEEDING AND MEETING STANDARDS



The Aaero Man has been a mainstay of Marin County since Aaero Heating and Air Conditioning was founded in 1960.

According to Dave Milano, the company's president, the iconic figure represents integrity, dependability and commitment to every customer.

Aaero was founded by David Eugene Milano, known as Dave Senior, as a full-service residential HVAC contractor. A longtime member of the Rotary Club of Novato, Dave Senior was passionate about his community and the idea of "service above self" – a philosophy that was adopted by his children and has become one of the driving forces of the Aaero business model.

"I don't want to sound like a boy scout, but we fight evil every day. There's a host of what I call slash and burn contractors who prey on the elderly and uninformed, which creates a negative image of residential HVAC contractors in our community," Milano said. "Every time I go out as a representative of Aaero, there's an opportunity to show that there are good people out there. We have a very practical approach to see what each of our customers really needs. It's a hands-on, customer-oriented business.

Milano and his sister, Cindy Milano, have each been part of the small 10-person operation for more than 43 years. Their team of experienced field technicians is on call and ready to provide quick, expert HVAC service and

installation – and all their work is guaranteed. They also specialize in custom sheet metal fabrication.

"If somebody comes to us and they need something unique built, we do it. It's just in our DNA," Milano said. "I have an artist in here named Adam who focuses on hood fabrication and it's amazing what he can do. He's very skilled in all the metals and we're glad to have his expertise. If we were ever to expand, I could see custom kitchen equipment as an opportunity in the future."

With an emphasis on the importance of indoor air quality since the start of the pandemic, Milano noted that Aaero has always provided high-quality solutions to customers.

"Because the Bay Area is on a peninsula, we have a very high rate of allergies here so we put in a good quality filter with every installation that we do," Milano said. "You could have the most

high-end system, but it won't work properly if you're not going to take care of it. It gets down to what you have and what maintenance you're willing to do. Air quality is so important, especially now, so we try to determine what is the right application for each person." At the end of the day, Aaero takes pride in a job well done and serving the local community.

"We try to do the best job for every person. They're all important to us," Milano said. "It all goes back to giving the best value I can to everyone I give a quote to. It gives me a reason to go to work every day."

“Everyone in the company is the **face** of the Aaero Man. People **depend** on us.”  
**DAVE MILANO**  
*President of Aaero Heating & Air Conditioning*

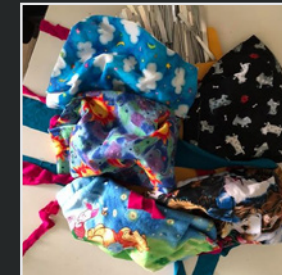


Medical staff wearing masks

## CONTRACTORS & LOCAL 104 EMPLOYEES GIVE BACK

What was one of the first things in hot demand when COVID-19 hit? Masks!

When the need for metal strips used to manufacture better-fitting protective gear for Bay Area's essential workers was made known, SMACNA contractors and Local 104 members answered that call by producing over 134,000 pieces and counting. Vince Sugrue of Local 104 worked with Make Me PPE Bay Area – a community of people who sew, stitch and are dedicated to making Personal Protective Equipment (PPE) – to coordinate the execution of getting the fabricated pieces ready for distribution. Several organizations, from Kaiser Hospitals, to homeless shelters and assisted living centers, were thrilled to receive quality masks at their doorsteps.



The need for critical PPE components at a crucial time was fulfilled, and a huge thank you goes to the many organizations who contributed to this community effort:

- Acosta Sheet Metal
- Bay City Mechanical
- Van Mulder
- Therma
- Southland
- Critchfield Mechanical Inc.
- N.V. Heathorn
- Air Systems
- Capitol D2

Kudos to the SMACNA Bay Area contractors and Local 104 partners for carving out the time and sharing their talent to help the community and essential workers.



Board getaway in Meadowood Napa Valley planned for October 11-13

EVENTS | 2020

## SCHEDULED AND CANCELLED EVENTS

Bay Area SMACNA is proud to host a number of exciting social, networking and educational events throughout the year. However, due to the uncertainty of the current pandemic and the restrictions put in place by the State of California, we've made the difficult decision to cancel a number of our usual events through the summer and fall months, including our Project Management Certificate Program. Be sure to check your email or call the office at (510) 635-8212 for more information.

At the moment, our annual Clay Shooting event on October 9 is still on the calendar, as well as the Board Getaway scheduled for October 11-13 and the Annual Dinner on November 14.

We will continue to keep a pulse on the situation surrounding COVID-19 as more information and guidelines become available and will keep members informed if events change.



Clay shooters ready to take aim on October 9



Annual dinner planned for November 14





**ASSOCIATE MEMBER HIGHLIGHT** | Gow Supply Company

# A FAMILY-RUN HVAC LEADER

Gow Supply Company began with a dream and a few good employees. It was founded in 1963 by Harold Gow, who led the company for 50 years as it grew and expanded through the building boom.

After Harold's retirement, his son Cameron assumed leadership. Cameron's sisters Gayle and Jeanette are now at the helm, making Gow Supply a family-run organization through six decades.

"I'm from Pennsylvania originally, and when I joined the service it brought me out to the Bay Area where I met and married Harold's daughter Jeanette," said Tom Meloy, vice president. "I've been with the company for 30 years now, and there are 13 of us who keep the

business running across six buildings, including my sons Cody and Josh. We've always been lucky to have the city pretty blanketed as far as getting materials to jobs."

The wholesale distributor of HVAC and roofing materials carries the top product lines from some of the most recognizable names in the industry. And energy efficient equipment is always a top priority as California continues to lead the country in successful sustainability efforts. "We keep up with the latest as far as efficiency ratings go," Meloy said.

In addition to staying current with California's energy standards, Gow Supply also keeps safety and training at the forefront of their business. Meloy conducts safety training sessions every quarter and employees

participate in various training opportunities through SMACNA and BLUE HAWK, an HVAC distributor cooperative that helps strengthen independent HVAC distributors.

Through the ups and downs of the construction industry, the Gow Supply team remains committed to providing superior customer service. The past several months have certainly turned the industry upside-down and required creativity throughout every facet of many businesses to keep their doors open, and Gow is no different. From the start of the pandemic, they turned their location into a contactless curbside pickup center for customers.

"We still don't have people coming into the building except our delivery drivers, so when a contractor needs something, they call and we take the materials out to the parking lot," Meloy said.

**"We've found that it's actually pretty efficient because by the time they arrive, their materials are ready for them and they're in and out."**

Gow also supports contractors through participation in Bay Area SMACNA events.

"We take part in their annual golf tournament and things like that, and many of the individual contractors have their own fundraisers and tournaments throughout the year that we also participate in," Meloy said. "They do business here and we like to do the same for them. We want everyone in the SMACNA group to know we're here for them as a vendor to support what they do in this industry."



	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>
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<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.**



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MARKETING | Business

# GROWING BUSINESS DURING UNCERTAINTY

Even though construction is considered “**essential business**,” the industry continues to navigate a number of changes that impede the way day-to-day business is done. Once you’ve made it through the survival phase of the pandemic, start to prepare your company for growth after the crisis.



## THINKING OUTSIDE OF THE BOX

No matter how large (or small) your business is, think like a startup. Consider non-traditional collaborations with partners throughout your supply chain. Explore ways to create new value for your customers. Use speed to your advantage and react with urgency. Above all, be adaptable and innovative in order to thrive.



## RECOVER AND GROW REVENUE

If you haven’t reviewed your business model recently, now’s the time. Reassess your customer base; who is it you’re trying to reach? Understanding who is being impacted is important. Make adjustments as necessary and invest in those who can help recover lost revenue fairly quickly, like customers whose industries and purchasing behaviors were minimally disrupted by the virus. Continue to spend time cultivating existing clients who were impacted more heavily so you don’t lose them to competitors when they’re in a better position to use your services again.



## ENHANCE THE CUSTOMER EXPERIENCE

Companies that prioritize profit over people will likely lose the trust and loyalty of some of their long-time customers, so address the challenges you face as a company and how you’re evolving to better meet the needs of your customers. After all, change helps drive innovation. For example, if there are ways for you to make your services contactless or more convenient for the end user, do so. People have overwhelmingly relied on technology for goods and services throughout shelter-in-place orders, so utilizing tech in a way that benefits them will also benefit your business. Or, maybe your company has discovered other ways to better your business while serving your customers; communicate these new practices with your clients!

“We’re all in this together” is something we’ve heard a lot lately, but it’s true. Being honest and sharing your struggles and solutions is an experience your customers and employees will value now and long after we return to “normal.”

Additionally, consider hosting a mask or hand sanitizer giveaway or even handing out “back to business” welcome packs to new and existing clients. While it may not grow your business necessarily, it can help put your clients’ minds at ease knowing you’re looking out for their well-being.



## MODIFY SUPPLY CHAIN AND PREFAB STRATEGY

With a bulk of building materials coming from China and other global suppliers, disruptions and delays have been inevitable throughout the pandemic. Prefabrication and offsite construction, already a growing trend in the construction and sheet metal industry, may become even more desirable solutions in a post-pandemic world. The benefits of greater efficiency and cost-effectiveness are well documented, not to mention increased safety for workers who can better maintain distancing in a controlled environment. These solutions will take time, but being proactive with your strategy will bring you a step closer.

Being essential doesn’t mean you’re immune to the overarching effects the pandemic has had on nearly every industry throughout the country. But seizing the opportunities presented in the current challenging climate can help you do more than survive as a business — it can help you grow.



**APPRENTICESHIP** | VR Program

# SERVICE APPRENTICES PILOT VR PROGRAM

An apprentice tries out the new Oculus virtual reality software, developed for the sheet metal industry in conjunction with the iTi

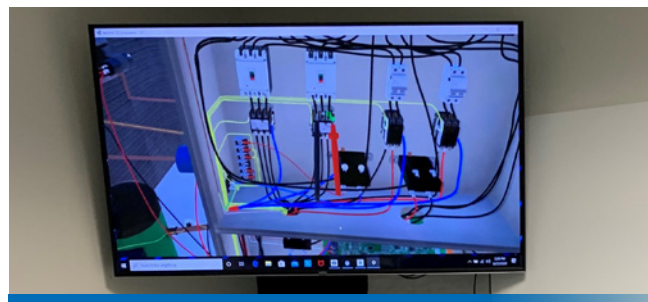
With a multitude of systems on the commercial and residential market, purchasing and maintaining service equipment for the apprenticeship program can be costly, time consuming and slow to adapt to changing industry needs. The new Oculus virtual reality curriculum, developed for the sheet metal industry in conjunction with the iTi, seeks to change that by providing simulated, timely and cost-effective learning. The Sheet Metal Workers Local 104 and Bay Area Industry Training Fund is one of two places in the country that is kicking off this exciting new program.

According to Apprenticeship program TAB instructor Chris Coatsworth, the Oculus and accompanying app “Interplay” will be piloted in the District 1 Bay Area locations of South Bay, East Bay and North Bay. Described as a detailed, cumulative program that is “very hard to put down,” it is predicted to be very engaging for the younger generation of learners. Some of the systems covered in the guided learning include trouble shooting for: gas boilers, residential, heat pumps, rooftop units, gas furnaces, residential and commercial A/C split systems.

One of the strengths of the curriculum is its ability to provide guided, multi-step learning for diagnosis and troubleshooting, without significant safety risks or the high cost of making mistakes. One example of this is

the critical need to educate students in electrical measurement. The Oculus’s live electrical voltage trouble shooting scenarios are anticipated to be a huge benefit for both service and TAB apprentices, while significantly minimizing liability.

Other potential uses for the virtual learning program could include fire and smoke damper testing, basic refrigeration for TAB, measuring refrigerant charges, and for basic controls. The opportunities to expand, and even mobilize the training for different locations, are boundless. As importantly, the flexible curriculum enables hybrid online and in lab learning; while giving students a chance to refresh and be assessed in certain concepts as needed. For more information about the system, please contact the local Training Coordinator in your area.



*New Oculus VR training launched in the Bay Area*

**TIPS** | Working Remotely

# VIRTUAL OVERLOAD



Many of us have spent the last several months working remotely and connecting with colleagues and customers via Zoom calls and other video meeting apps. While the first few meetings were exciting and different, the glamour quickly faded and we’ve been left feeling surprisingly drained ever since.

## TECHNICAL ERRORS



For many in the workforce, this quarantine has been the first time they’ve been expected to work remotely using their laptop or other personal device. They’re not IT experts, so experiencing technical difficulties and not knowing how to fix them can be stressful. If you are spending more than 10 or 15 minutes on a tech question, leverage a co-worker for some quick IT support.

## SMILE, YOU’RE ON CAMERA!



Regardless who you’re meeting with, turning your camera on shows you’re an active participant in the conversation. That means taking extra care with hair, makeup, shaving, etc. — even if you’re still wearing your lounge pants that no one can see. But a day filled with video conferencing can get exhausting from trying to look your best. Adequate lighting can help minimize flaws and make you look more professional, so be sure to invest in a quality lamp or use natural lighting. Still stressed about your appearance? Turn your camera on when you join a meeting for a quick hello, then turn it off again.

## BODY LANGUAGE - OR LACK THEREOF



Video communication can be tiring. Human interaction involves our whole bodies and non-verbal cues, like facial expressions and eye contact, can provide a better idea of how the person really feels about what they’re saying or their overall temperament at the time. This type of information is helpful in assessing how we should react or follow up. With online communication, we must pay closer attention and minimize distractions so that we can truly hear the person speaking and don’t miss out on important clues.

## WORK/LIFE BALANCE



With offices now in kitchens and other common areas, our work lives have blended into our home lives, sometimes blurring the distinction between the two. Plus, nearly everyone is expected to use Zoom and other online communication platforms for meetings during the day, but also to keep in touch with family members and friends. In a way, we’re getting the interaction we crave, but it can be a bit overwhelming to be plugged in all day. So, how can we reduce the fatigue we feel from constant online interaction? Ask yourself whether the meeting really needs to happen; maybe a phone call or email will take care of what needs to be done. If you can, schedule some extra time between virtual meetings to allow you to clear your head and stretch your legs. Finally, disconnect when you need to and remember to take some time for yourself every once in a while.



**SAFETY** | Milwaukee Tool

# CLEANING TOOLS DURING COVID-19

As the **largest** sheet metal association in the U.S., it's our responsibility to set an example of how to work safely to others in our organization as well as all associations across the country. Because we **value** the health and safety of our members and their workers, families and businesses — and in our continual efforts to assist members while working during the **pandemic** — we're providing the following safety measures to pass along to your workers on properly cleaning the tools of the trade.

A big **thank you** to our associate member, **Milwaukee Tool**, for sharing their process for safely cleaning the tools that allow us to continue to do our work!



## CLEANING TOOLS TO HELP PREVENT SPREAD OF COVID-19

Should a tool need to be cleaned that does not have blood or visible bodily fluids on it, Milwaukee® recommends the following protocol. This protocol is subject to the recommendations of the Centers for Disease Control (“CDC”), OSHA, and those of State and Local health departments. Please follow applicable guidelines of these agencies.

- People handling tools should wash their hands or use a proper hand sanitizer before and after use to help prevent contamination.
- People handling tools should be properly trained and protected using necessary Personal Protective Equipment (PPE).
- Clean tools with mild soap, a clean damp cloth, and, as needed, an approved diluted bleach solution only. Certain cleaning agents and solvents are harmful to plastics and other insulated parts and shouldn't be used.
- Milwaukee® does not recommend cleaners that have conductive or corrosive materials, especially those with ammonia. Some of these include gasoline, turpentine, lacquer thinner, paint thinner, chlorinated cleaning solvents, ammonia and household detergents containing ammonia.
- Never use flammable or combustible solvents around tools.

### MILD SOAP & REST

If no blood was present on the product, it can be cleaned with mild soap and a damp cloth to remove the fluids and then left to rest for three days. This is based on CDC advisement that the virus may live on plastic surfaces for up to 72 hours, which suggest that the virus would no longer be harmful after the resting period. After this, the tool can be cleaned again.

*\*Recommended for batteries*

### MILD SOAP & DILUTED BLEACH

If no blood was present on the product, it can be cleaned with a mild soap and damp cloth to remove dirt and grease and then decontaminated with a diluted bleach solution, which is consistent with CDC advice. The full diluted bleach cleaning procedure can be found to the right.

*\*Not recommended for batteries*

**NOTE:** *If blood was on the product, advance cleaning is needed. Follow established Bloodborne Pathogen protocols for your business. Under OSHA requirements, anyone required to perform this type of cleaning should be trained in Bloodborne Pathogens and the use of the necessary PPE for this work.*

## BLEACH CLEANING PROCEDURE:

- 1.** Clean the product surface with mild soap and water to remove dirt and grease.
- 2.** Dip a clean cloth into the diluted bleach solution.
- 3.** Wring out the cloth so it is not dripping wet.
- 4.** Gently wipe each handle, grasping surfaces, or outer surfaces with the cloth, using care to ensure liquids do not flow into the tool.
- 5.** No other cleaning material should be used as the diluted bleach solution should never be mixed with ammonia or any other cleanser.
- 6.** Allow the surface to dry naturally.
- 7.** The cleaner should avoid touching their face with unwashed hands and should immediately wash their hands after this process. A properly diluted bleach solution can be made by mixing:  
  
5 tablespoons (1/3 cup) bleach per gallon of water; or 4 teaspoons of bleach per quart of water.





**LEGISLATIVE** | Resources

# LABOR RESOURCES AND GUIDANCE

SMACNA contractors are often signatory to more than one collective bargaining agreement (CBA), and often this becomes a challenge when looking for information and answers. Specifically, contractors need to know that the CBA contract doesn't overrule state and federal laws and statutes. COVID-19 has created additional confusion, and company principals and HR professionals have sought clarification on topics such as sick pay for union employees and updated Cal OSHA requirements.

With a broad spectrum of resources and services available to help sheet metal contractors, SMACNA's goal is to help interpret the labor questions that arise. SMACNA National's website, [www.smacna.org](http://www.smacna.org), provides extensive member source materials on the searchable and frequently visited Labor Relations or COVID-19 pages. [www.calsmacna.org](http://www.calsmacna.org) also offers numerous articles for up-to-date information on state laws and statutes, in addition to upcoming trends impacting our industry.

The SMACNA Bay Area Chapter frequently receives requests by its employers for interpretation and application of Local 104's CBA contract and provides dissemination of Memorandums of Agreement (MOU's) updates. A new CBA, also called a Standard Form of Union Agreement (SFUA), is currently being finalized and will be distributed to all members in the near future.

## A BROAD SPECTRUM OF SERVICES IS AVAILABLE TO CONTRACTORS, SOME OF WHICH INCLUDE:

- Affirmative Action
- Audit (Trust Funds) Assistance
- California Labor Code
- Contract Administration and Compliance
- Davis Bacon Act - Davis Bacon Rates
- Discharge/Discipline/Risk Management
- Drug & Alcohol - Abuse & Testing Policy
- Grievance & Arbitration Advocacy
- Jurisdictional Disputes Assistance
- Meal & Rest Period Compliance
- National Labor Relations Board Assistance
- Project Labor Agreement Guidance
- Subcontracting Assistance
- Unfair Labor Practice Assistance
- Union Wage and Fringe Rate
- Union Employee Benefit Plans
- Withdrawal Liability
- Work Preservation

### FOR MORE INFORMATION

If you have questions or need more information or clarification, contact **Kathy de Jong** or **Sean O'Donoghue** at the Bay Area SMACNA office.



2019 apprentices in class, pre-COVID-19

## APPRENTICE | Update TIMELY TURNOUT ACCOMPLISHED

With the onset of COVID-19 and the region-wide shelter-in-place ordinance, the Local 104 and Bay Area Industry Training Fund (JATC) had to dramatically and quickly shift the curriculum methods, technology and staffing needs to effectively train apprentices. The District 1 Local 104 instructors worked diligently with their training coordinators and administrators to begin the redesign of curriculum for online/remote learning.

By leveraging the in-house expertise of the instructors, using the resources of Foothill College and with extra hours and commitment, the team was able to turnout 95 fifth-year apprentices on their original July schedule! Restructuring this type of foundational learning with all its moving components was possible because of the dedication and commitment by everyone involved. Co-administrators Ben Rivera and Tim Myres expressed high praise to the training coordinators and instructional team. The apprenticeship's quality education was delivered in new formats, during a challenging time, thereby enabling deserving students to graduate on time.

With the support of the JATC Coordinators Brad de Young (Santa Clara), Dave Gaucho, (San Leandro) and newly hired Emilio Mariscal (Fairfield), numerous other updates have been implemented, or are in development, for the District 1 apprenticeship programs and facilities, including:

- iPad to be distributed for all apprentices
- Curriculum re-design starting for 2nd year BTSM apprentices
- Curriculum review/redesign for detailing
- Oculus Virtual Reality Training program for Service/TAB students
- On-site learning/labs initiated 7/1/20, starting with 5th and 4th year down
- TAB lab enhancements/continued MATT Level 1 & 2 Testing
- Extensive COVID-19 on-site safety protocols in place



## CONFERENCE | October 13-15, 2020 SAVE THE DATE: THE SMACNA EDGE CONFERENCE

SMACNA has cancelled the 2020 Annual Convention and is now offering The SMACNA Edge Conference: A Virtual Education Forum from October 13-15. This premiere digital event will offer attendees the opportunity to learn, network and interact with service providers and suppliers.

### ATTENDEES WILL RECEIVE:

- More than four hours of educational sessions per day
- A virtual product show filled with demos, presentations and representatives ready to answer questions
- The opportunity to catch up with peers, friends and colleagues

SMACNA members will receive all-company access to this exciting event for just \$250 or individual access for \$100 per seat! Bay Area SMACNA will reimburse any of our chapter members for the cost of the conference.

### MORE INFORMATION

Questions? Contact John Franco or Kristin De Guzman in the SMACNA Meetings Department.

To register, visit [www.smacna.org/annualconvention](http://www.smacna.org/annualconvention)

<b>OCT</b> <b>13</b>	-	<b>OCT</b> <b>15</b>	<b>OCTOBER 13-15</b> Virtual Conference Access instructions provided after registration
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WIC | #WICfit

# WIC GROUP GETS FIT

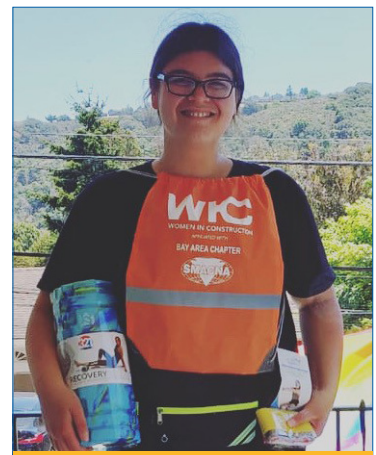
Best photo winner: Team WIC Rocks - Antonia and friend

When the going gets tough, the tough get moving! After Bay Area county health officials announced a second month of shelter in place for May, the Women in Construction (WIC) team decided to launch a fitness challenge to help keep everyone physically and mentally fit. Called #WICfit, the contest paired remote partners and encouraged them to add or detract points seven days per week. Over 48K minutes of exercise were logged in by the teams who participated in hiking, biking, kayaking, and simply walking their dog. As one participant commented, "THANK YOU for putting this all together. I appreciate it and so does my couch (it needs a break from my body - HA!)"

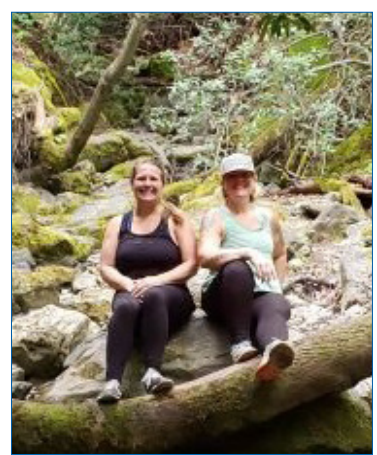
Cinthya and Vanessa of Team Squirtle Squad were the winners with a perfect score of a minimum of one hour of exercise, seven days a week. They received an exercise gift pack for their outstanding results. Congrats team! In addition, many WICFit participants posted photos for the photo contest. Winners are Cherie N., Jesseka Z., Antonia S., Lauren M., Jessica P. and Melody C.



WIC Fit Challenge Winner  
Team Squirtle Squad - Cinthya



WIC Fit Challenge Winner  
Team Squirtle Squad - Vanessa



WIC Fit Challenge 2nd Place  
Team JLo - Jessica & friend



WIC Fit Challenge 3rd Place  
Double Trouble - Cherie and Jesseka



WIC/WiOps leaders kick off the session

WIC | Education Recap

# WIC LEADERSHIP WEBINAR

The Women in Construction group piloted Bay Area SMACNA's first webinar on June 24 with more than 125 participants titled "Getting Your Shift Together: 5 Ways to Go from Doing to Leading." It was presented by Jo Miller and co-hosted by Western Allied Mechanical and WiOps. The 90-minute program provided practical and relevant tips — especially during this challenging time of COVID-19 when working the way it was always done is no longer sufficient. Reinforcing the famous motto and book by Marshall Goldsmith, "What Got You Here, Won't Get You There," Miller encouraged others to think beyond their current level of expertise and to look to the horizon.

According to one study, 84% of teams (and teamwork) are matrixed. Miller reinforced that changing both one's mindset and actions to effectively lead transformative change and be recognized for them is necessary. She shared that those "who lead without positional power are set for life." In addition, she encouraged others to listen to what inspires people and to become truly authentic leaders — which studies show have happier followers.

One of the **highlights** of the webinar was the breakout sessions, where smaller groups discussed specific "shifting strategies" they were going to try.

Webinar participants received a copy of the leadership qualities, slides and other resources from Miller's firm, Be Leaderly. Bay Area SMACNA members will find a copy of the webcast on our updated website this fall.





WIC | 2020

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**SCHOLARSHIP** | 2020 Bay Area SMANCA Scholarship Winners

# 2020 SCHOLARSHIP RECOGNITION

2019 Scholarship Golf Tournament recipients, Haley and Hannah Pence.

On January 1, 2020, the Trustees established **29 tuition and book scholarships** in amounts up to **\$6,000 each**, plus an additional **50% (up to \$3,000)** for those who participated in the Bay Area SMACNA Summer Intern Program. In addition, the Trustees established one (1) Hardship Scholarship in the amount up to **\$15,000** to be awarded to a deserving applicant, studying directly in the field of sheet metal and HVAC, who demonstrates a financial hardship. This summer, **46 scholarships** were awarded!

Scholarships are open to all applicants and were awarded based on the criteria established by the Bay Area SMACNA Scholarship Committee. Stipulations for award recipients include:

- The scholarships may be paid directly to the university or college by the Scholarship Fund.
- The scholarships shall not exceed the amount of the tuition AND books AND may be used only for tuition and book expense.
- A scholarship recipient may be given preference to paid employment positions in the Bay Area SMACNA Summer Intern Program.

After being awarded a scholarship, a recipient who works fulltime to pay for her college tuition stated, "This is so awesome!! Thank you! Now I won't have to get a new loan for school this semester!"

"Wow, **thank you** so much! I want to thank you and the scholarship committee and let you know just how much the **Bay Area SMACNA scholarship** means to me. It allows me to continue to study and complete my degree in **Mechanical Engineering** – something I could not do without the generous help of organizations like yours."

The mission of the Bay Area SMACNA Scholarship is to provide educational opportunities to students who have demonstrated exceptional excellence and commitment in Academics, Community Service and Extra-Curricular activities. We envision a community that recognizes the importance of educational attainment and assures positive educational outcomes are accessible to all, regardless of economic circumstance or financial barriers.

We are encouraged by the number of those who participated in this year's scholarship program and we are confident each and every recipient will achieve great things going forward in life. Those who submitted their applications after the May 31 deadline for 2020, will be considered for the 2021 program.



Bay Area SMACNA is proud to announce the following  
**2020 SCHOLARSHIP WINNERS!**



KIRK ARENA	JOSEF HAND	JOSEPH KASTELIC	COLLIN RIKKLEMAN
JACK BAGOT	CALEB HARDESTY	LISA LUHRS	TAYLOR ROLLINS
MATTHEW BAGOT	CONNER HARDESTY	HARRISON MILLS	JEREMY SANTOS
SAMUAL BALLENGER	COLE HEATHORN	CARNEY MORROW	LIAM SHORE
CAMDEN BOSHART	KRISTEN HEISE	GAVIN NAPIER	HALLE STECKEL
MARINA BUCINI	JAROD HEISE	BRADLEY NURISSO	SARA THOMAS
KYLEE CORTEZ	RYAN HEISE	GILLIAN O'LEARY	BRAELYNN WESTJOHN
MAGGIE DENNEHY	JOHN HEISE	MICHAEL O'LEARY	AUBREE WESTJOHN
DANIELLE DENNEHY	BRANDON HILL	EMMA ONETO	MOLLY WESTLAKE
TAYLOR FATEMI	ASHLEY HILL	HANNAH PENCE	MATTHEW WILLIAMS
JORDAN FATEMI	GABRIELLE HYLAND	EVAN PICKLER	
KENDRA FOSTER	LOGAN JOHNSON	DYLAN POWELL	



**Education** is the most **powerful** weapon which you can use to **change the world.**

- NELSON MANDELA





**COMMUNICATION** | Efficiency Recommendations

# CALIFORNIA SCHOOLS INDOOR AIR QUALITY

Indoor air quality and proper ventilation are two key issues facing California schools. With the hope of re-opening schools while in the midst of the COVID-19 pandemic, there's a renewed urgency to address these topics.

California school districts are required to keep schools in good working order, including ensuring that their HVAC systems are functional and supply adequate ventilation to classrooms and maintain interior temperatures within an acceptable range. This is a requirement of the California Education Code, and yet, a 2003 report by the California Air Resources Board and State Department of Health Services found significant indoor air quality problems, including problems with ventilation, temperature and humidity, air pollutants, floor dust contaminants, moisture, mold, noise and lighting.

CAL SMACNA contractors and SMART Locals 104, 105 and 206 have joined together to support a Ventilation and Energy Efficiency Verification/Repair Program. This program will not only help schools reopen, but will also certify that school facilities have functioning air ventilation and filtration systems that meet or exceed OSHA and California Energy Commission requirements and the necessary recommendations for future efficiency and safety upgrades.

## WHAT ARE THE REQUIREMENTS OUTLINED IN THE PROPOSAL?

1. Assess, maintain, adjust and, if necessary, repair existing heating, ventilation and air condition (HVAC) systems to ensure proper and efficient operation. Must comply with health and safety standards.
2. Install carbon dioxide (CO<sub>2</sub>) sensors in classrooms to verify that proper ventilation is maintained throughout the school year.
3. Prepare an HVAC Assessment Report that documents the work performed and identifies any additional system balancing, upgrades, replacements or other measures recommended to improve the health, safety and/or efficiency of the HVAC system.

Schools that meet these requirements will receive a COVID-19 Re-opening Ventilation Verification Certificate to post in their facility.



## COMFORT, VIRUSES AND CO<sub>2</sub>

Research shows that underventilation of classrooms is common and negatively impacts student health and learning. But as California works toward getting schools ready for students, they now have to consider protecting all occupants from preventing the spread of COVID-19 and other viruses.

In a 2020 paper written by the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), it was explained that viruses like COVID-19 can spread through the air via large droplets that travel between 5 and 7 feet before dropping to the ground. Smaller droplets are more concerning as they will evaporate and remain airborne for an extended period. By increasing the filtration levels and ventilation rates, the viruses are diluted or removed, reducing the risk of infection.

In addition to reducing the spread of various viruses, CO<sub>2</sub> levels also need to be monitored. The maximum concentration of CO<sub>2</sub> levels should not exceed 1,100 ppm (parts per million), and yet it was discovered that 20% of classrooms had a daily average of CO<sub>2</sub> concentrations above 2,000 ppm. Short-term CO<sub>2</sub> exposure can affect cognitive performance and reduce concentration. Exposure to levels above 2,000 can also cause headaches, increased heart rate and nausea.



## EFFICIENCY MATTERS

Proper installation of an HVAC system is crucial to ensure high efficiency levels. The California Energy Commission found that over 50% of new HVAC systems and 85% of replacement systems were installed incorrectly, resulting in a 20-30% increase in energy use.

We must make sure that our technicians installing the **HVAC** units have the proper technical training, knowledge and skill to guarantee that all systems work at **peak** performance.

The Ventilation and Energy Efficiency Verification/Repair Program, proposed by CAL SMACNA's contractors and Locals 104, 105 and 206, will prepare schools to open with a properly functioning HVAC system that has been tested, adjusted and repaired or replaced by qualified personnel. An HVAC assessment report with ventilation rates will be completed and submitted to the program administrator and available to the public upon request.

### MORE DETAILS:

This article was summarized from a white paper prepared by Christopher Ruch, NEMI - Director of Training, Theresa Pistochini, UC Davis Energy and Efficiency Institute - Engineering Manager.

To read this paper in its entirety please visit: <https://bit.ly/37ThFSC>.



COVID-19 | Workplace Adjustments

# FLEXING IN THE NEW WORK ENVIRONMENT

After the onset of COVID-19, employers have had to make significant adjustments that impact employees and how their work gets done.

New strategies, like realigning the physical environment, reimagining processes and performance measurement, and diving into new technologies are but a few of the foundational pieces that are evolving every day for employers. Purchase orders for re-opening offices, shops or field projects have dramatically changed to include new forms of PPE, blue tape and social distancing icons, as well as a plethora of hand sanitizing stations. Contractors who assigned safety leaders for the field are now assigning specific safety leads for the office.

Preparing for re-opening while meeting state, county and federal guidelines takes planning, coordination and effective communication. Workspace planning must be

thoughtfully determined and executed, including touch points and foot traffic. For example, is the local copier or water cooler in a place that minimizes exposure to those working around the area? At the local sheet metal apprenticeship training center, even restroom pathways and usage are being re-evaluated for safety so apprentices are not using the same facilities as other classes during the same time period.

**For many organizations, “pivoting” during this unprecedented time has, and will, continue to evolve.**

Sheri Learmonth, CEO of Marina Mechanical, stated that sales staff and estimators continue to primarily work remotely. However, their organization has flexed for those who prefer to work in the office.

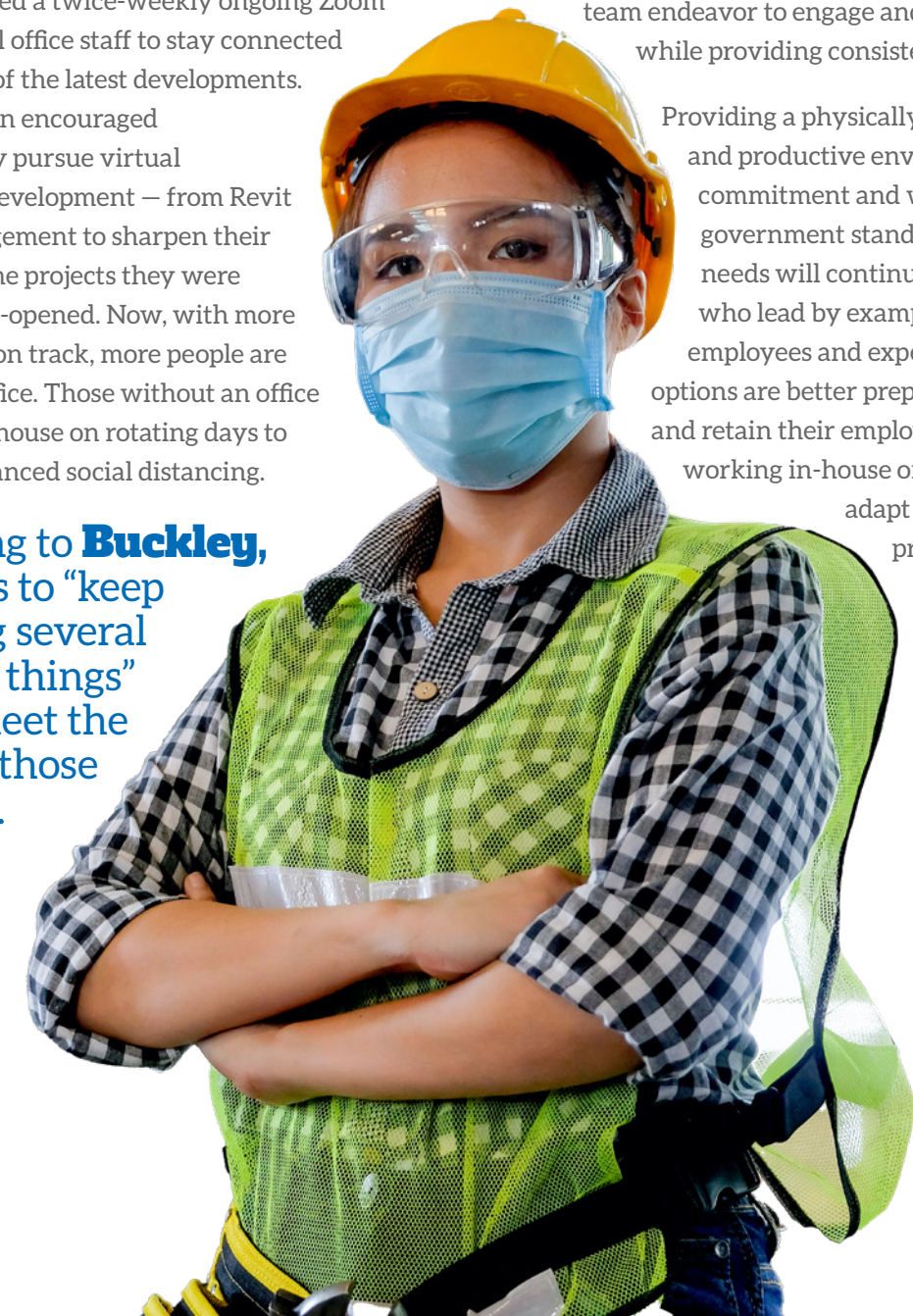
Even more important than evaluating the new physical workspace, Learmonth reinforced that managers continue to check in with employees on a one-to-one basis. By connecting with employees on how they’re doing both personally and professionally, Learmonth noted that leaders are having productive conversations with employees about mental health and things that are “not just work-related.”

Frequent touch points also seem to be the order of the day for Anderson, Rowe and Buckley, according to Vice President Rich Buckley. After COVID-19 started, AR&B instituted a twice-weekly ongoing Zoom meeting for all office staff to stay connected and apprised of the latest developments. Staff have been encouraged to aggressively pursue virtual professional development – from Revit to time management to sharpen their skills before the projects they were working on re-opened. Now, with more projects back on track, more people are back in the office. Those without an office may work in-house on rotating days to allow for enhanced social distancing.

**According to Buckley, the key is to “keep on trying several different things” to best meet the needs of those involved.**

Bobby Bramlett, President of Aire Sheet Metal, expressed that he’s been pleasantly surprised with how fluidly and effectively his office team has navigated the changing work environment. All of Aire Sheet Metal’s office employees have the “full liberty to stay and work from home if they choose to” and are enabled by the systems and servers to get their job done. Even payroll is a run off-site, and all are continually striving to go paperless wherever possible – including encouraging subcontractors to do the same. By periodically visiting employees and offering scheduling flexibility when needed, Bramlett and his team endeavor to engage and retain team members while providing consistency with clients.

Providing a physically and mentally safe and productive environment takes commitment and work. Moreover, government standards and employee needs will continue to change. Contractors who lead by example, listen to their employees and experiment with different options are better prepared to safely engage and retain their employees – whether they’re working in-house or remotely. Those who adapt and recalibrate best practices for the physical environment, revisit processes and add needed tools are better able to thrive in this new world of work.





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