



BAY AREA SMACNA'S CUTTING EDGE

MEMBER NEWSLETTER | First Edition | 2020



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ASSOCIATION NEWS | Updates from John Bagot

PRESIDENT'S REMARKS



John Bagot
PRESIDENT

john@aimsheetmetal.com
Tel: 650-592-1801

As the California Energy Commission continues to strive for energy efficiency, it is important to understand the new Title 24 changes to the mechanical code and how it can impact your business and projects. Think of this report as a starting point to prepare your company for the future of Acceptance Tests.

Are you ready to accept Acceptance Testing? Acceptance Tests were included in the 2005 Building Energy Efficiency Standards to ensure that the installed HVAC equipment in nonresidential buildings was operating as designed and in compliance with the standards. The

Building Energy Efficiency Standard is constantly being updated and will likely be revised multiple times in the coming years as technology continues to improve.

How did we get here? HVAC systems use a significant amount of energy, and commercial buildings alone account for 40 percent of energy consumption. An October 2003 Public Interest Energy Research Program (PIER) report found such things as: 67 percent of economizers we not operating correctly, 46 percent of HVAC units were improperly charged, 38 percent of units found to cycle on and off, 30 percent of units operated continuously during unoccupied periods and more. Obviously, there is much room for improvement, and Acceptance Tests are the California Energy Commission's selected method to correct these inefficiencies.

What does this mean to your customer? This will provide verification that the system will achieve the design intent. It will also confirm that the system is working as efficiently as intended.

When will the Title 24 Acceptance Test be required? The 2019 Building Energy Efficiency Standards went into effect on January 1, 2020. However, a minimum threshold of 300 Acceptance Testing Technicians (ATTs) has to be met before the acceptance testing is turned on.

What does this mean to you and your business? There will be added time and cost to your project to complete the Mechanical Acceptance Testing. However, careful coordination can help save time and money by minimizing project interruptions and prevent unnecessary site trips.

Accept it. Improved efficiency is our future – and Acceptance Tests are here and not going away. Prepare yourself for the new standard and keep a watchful eye out for when it goes into effect. More information can be found on the California Energy Commissions web site <https://www.energy.ca.gov/title24/> and in the 2019 Nonresidential Compliance Manual.

John Bagot
AIM Sheet Metal

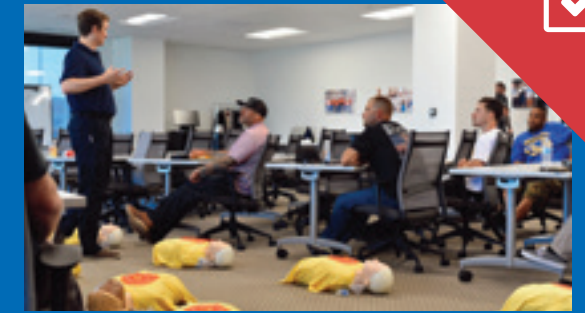


UPDATE | Directory COMING SOON!

To start the new decade, the Bay Area SMACNA team is excited to release an updated version of our Member Directory! We've worked hard to make sure this is a well-organized, comprehensive resource so you can stay connected with current members. The directory will be available soon, both as a hard copy and in an easy-to-use digital format. Stay tuned for details as we get closer to distribution.

We're also thrilled to announce plans for a new website! As an association, we strive to stay on the cutting edge of our industry's technological advancements, and making sure our website provides a dynamic and engaging experience for users is part of that. We're just starting the development phase with our marketing partner, but this powerful resource is being designed with each of our members in mind. In addition to a fresh, new look, the site will keep members updated on industry news, member programs, classes, events and more. This will be one of the best ways to stay connected to our association. Stay tuned for a release date as development continues!

We value our membership and are excited to bring you these new and updated tools. Incorporating these changes and improvements are what keep Bay Area SMACNA at the forefront of our industry!



SAVE THE DATE | March 19 CPR/FIRST AID TRAINING

Bay Area SMACNA is starting off the year in safe-mode! Please mark your calendars and sign up to attend the CPR/First Aid training and continue to expand our culture of safety. We all want to see our loved ones come home at the end of the day; you never know when your safety training will be put to the test and you'll help someone in need.

MARCH 19 THURSDAY, MARCH 19
Bay Area SMACNA Training Room
7677 Oakport St., 805
Oakland, CA 94621

Presented By

Safety Training Seminars

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 .5"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525



“We support a lot of things in our community, and **career tech education is one of them.**”

- Mike MacDonald, CEO

MEMBER HIGHLIGHT | 10-year anniversary

FIRES IGNITE CHANGE FOR NORTH BAY COMMERCIAL SERVICES

Mike MacDonald got his start in the industry installing HVAC equipment. Now, he's a successful business owner and CEO celebrating the 10-year anniversary of North Bay Commercial Services.

“It's hard to believe it's been 10 years,” he said. “It's been challenging and rewarding at the same time, but I think it was a good move.”

The mom 'n' pop shop employs a small-but-mighty crew of six, including Mike's wife, Dianna. Their son, Cole, is expected to join the company later this year after he graduates from the University of Hawaii.

“He's going to be groomed into a project manager, learn how to run the company and hopefully someday become a second-generation owner,” Mike said.

North Bay Commercial Services specializes in large-scale variable air volume (VAV) units, boilers, chillers and commercial service, repair and replacement. When it first started a decade ago, the company's main revenue came from providing solutions for owners of multiple

businesses on the commercial side of the industry.

“We're the biggest small shop you've ever seen, mostly because of the equipment we work on,” Mike said. “There are hundreds of contractors out there, but the majority can't work on units the size of locomotives. There are really only a handful of people who are good on the larger, more sophisticated equipment, and we pride ourselves on being one of them.”

Through the years, North Bay Commercial Services has developed close relationships with a number of commercial clients in the area, including the Santa Rosa Entertainment Group. Customer comfort and satisfaction are critical in the movie theater industry, and Mike's company helps these systems perform at peak efficiency to ensure a positive guest experience. More recently – as the medical marijuana industry has flourished in California – North Bay Commercial Services has found significant opportunity with CannaCraft, the largest cannabis manufacturer in the state of California.

“I was reluctant to be involved with a medical marijuana facility, but with 13 large commercial buildings, they have

kept us busy with their unique needs and wants,” Mike said. “We're doing a project with them right now that includes extremely efficient equipment and an explosion-proof room. We've transformed a clean room into a laboratory where they're going to make medical edibles and soft gel products, and we're currently installing a unit for the facility's winterization room.”

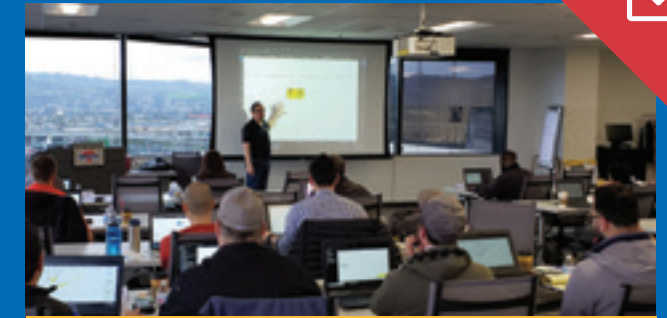
Although North Bay Commercial Services was built on commercial projects, the majority of their workload today is residential. When the October 2017 fires swept through Santa Rosa and devastated the entire community, Mike heard that out-of-state contractors were going to come in to rebuild. A fierce advocate for local labor, Mike steered his company into a new market.



“The housing crisis has absolutely influenced my business,” Mike said. “We went out of our comfort zone and diversified, for sure.”

As he looks to the next 10 years and beyond, Mike hopes to expand his business and continue to build up Sonoma County by using local talent. Since the fires caused a shortage of homes, qualified workers have become scarce, but Mike and his family will always champion efforts to promote the trades as a viable career path.

“We support a lot of things in our community, and career tech education is one of them,” Mike said. “The trades as a whole are starving for qualified applicants to come in and get trained. We just need kids to know it's an option.”



Joel Marquez, Bluebeam Certified Instructor

CLASS | March 16-18

SAVE THE DATE: BLUEBEAM TECHNOLOGY TRAINING

Join Joel Marquez, Bluebeam Certified Instructor, for an informative hands-on training session of Bluebeam Revu – a powerful PDF management program for the construction industry! Attendees will receive an overview of Revu core basis, and will be guided through practical exercises to apply the knowledge learned. This course is free to member firms.

SIX SESSIONS INCLUDE:

- Bluebeam Revu basics
- Basic Bluebeam workflows
- Bluebeam Revu for iPads
- Advanced Bluebeam for project managers

Registration is limited to the first 25 students per session.

MARCH
16

MARCH
18

MONDAY, TUESDAY & WEDNESDAY

MARCH 16 - 18
8:30 a.m. - 4:30 p.m.

Bay Area SMACNA
Training Room
7677 Oakport St., Ste. 805
Oakland, CA 94621



LUNCH IS PROVIDED

“Our customers trust us and we pride ourselves on having **the quickest counter of all the wholesalers in town.**”

- David Attanasio, CEO

ASSOCIATE MEMBER HIGHLIGHT | T&A Supply

COMFORT IS KEY WITH T&A SUPPLY

“Start your day with T&A.” At T&A Supply, that’s more than a slogan – it’s the company’s promise to their customers that they carry the most reliable equipment that will power their day.

“We’re open from 6 a.m. to 4:30 p.m., and opening early helps the contractors get in and get out,” said David Attanasio, president and CEO.

The full-line heating and air conditioning wholesale distributor is a one-stop-shop for Bay Area clients, stocking the top brands in the industry. Their large selection of inventory includes everything from A/C equipment, furnaces and duct systems, to ventilation equipment, fan coils, accessories and more. T&A’s 50,000 square-foot facility is conveniently located in San Jose near the intersection of Highways 101 and 880.

Since 2001, T&A Supply has offered solutions for all residential, commercial and industrial clients – including specialty equipment and replacement and repair parts – while always keeping the highest levels of comfort and efficiency in mind. Contractors interested in upgrading or retrofitting their building with environmentally friendly systems will find innovative models available that are designed to reduce

energy usage and cut costs – which, over time, can help boost an owner’s bottom line.

“Our customers trust us and we pride ourselves on having the quickest counter of all the wholesalers in town,” Attanasio said.

The CEO has been in the business for the better part of 40 of his 62 years – a testament to his dedication to the industry.

A small but efficient team of 11 professionals make up the team at T&A Supply. To them, every customer is an opportunity to build lasting personal relationships and become a trusted partner for all their HVAC needs. Together, these trained and qualified experts bring more than 100 years of experience in the industry, and an unmatched level of professionalism.

“We are a proud associate member of Bay Area SMACNA, and find great value in the association,” Attanasio said. “We’re very active in supporting whatever SMACNA does for this tight-knit group of industry leaders in the area, and look forward to continuing our efforts in helping fund their scholarship program for the continued training of our industry’s future workforce.”

ASSOCIATE MEMBERS | Welcome

WELCOME NEW ASSOCIATE MEMBERS!

Bay Area SMACNA represents more than 200 sheet metal and air conditioning contractors throughout 17 Northern California counties. We are committed to providing each of our members with the best training and educational opportunities, programming and all-around value as we continue to grow as an association. Join us in welcoming our newest Associate Members!

BuildingPoint Pacific

833 Montague Ave.
San Leandro, CA 94577
www.buildingpointpacific.com
510-618-2550

Tiffany White, Operations Manager
twhite@buildingpointpacific.com

Authorized Trimble distribution partner for design-build-operate solutions.



Epic Insurance Brokers & Consultants

3000 Executive Pkwy., Ste. 325
San Ramon, CA 94583
www.epicbrokers.com
925-244-7700

Michael Brown, Senior Principal
michael.brown@epicbrokers.com

Full service commercial insurance brokerage, including property and casualty, bonding, employee benefits, specialty insurance programs and private client services.



Program presenter *Stephane McShane, Director at Maxim Consulting Group.*

CLASS | April 6

SAVE THE DATE: CHANGE ORDER MANAGEMENT

Effective change order management can dramatically reduce a subcontractor’s risk and increase profitability. This four-hour interactive course explores the change order process from a subcontractor’s viewpoint and provides participants with hands-on training in recognizing, scoping, pricing and negotiating change orders. This course culminates in a mock negotiation where participants can immediately practice the skills they’ve learned.

What You’ll Learn

- Learning how to identify and categorize potential changes orders
- Reviewing contract terms and conditions that affect the change order process
- Understanding how to price direct and indirect costs
- Learning how to identify and quantify impact costs
- The FIRST critical change a contractor must make
- Learning best practices for change order documentation
- Learning techniques for effective change order negotiation



MONDAY, APRIL 6
8:30 a.m. – 12:30 p.m.

Bay Area SMACNA Training Room
7677 Oakport St., Ste. 805
Oakland, CA 94621

THERE IS NO CHARGE FOR MEMBER FIRM ATTENDEES

Register via email to drobinson@bayareasmacna.org

Presented By

Stephane McShane
Maxim Consulting Group

APPRENTICESHIP | New Training Coordinators

NEW TRAINING COORDINATORS EAST & SOUTH BAY

Please join us in welcoming the two new leaders of the East Bay and South Bay JATCs!

DAVE GUCHO
SAN LEANDRO JOINT APPRENTICESHIP TRAINING CENTER

Dave Gucho was promoted to Training Coordinator in the San Leandro Joint Apprenticeship Training Center (JATC) last fall after Brandon Dills retired. Dave, a Local 104 apprenticeship graduate with 17 years of experience in the sheet metal industry, demonstrates expertise in field layout and detailing, trade coordination, coordinated labor, field installation, fabrication, along with service and controls. His additional trade experience includes the following: HVAC foreman for a local mechanical contractor; EPA certification; OSHA 10; Bluebeam; BIM; and 3D laser scanning. He has also participated in several Bay Area SMACNA classes. Dave holds an Associate of Arts from Laney College in Oakland.

BRAD DE YOUNG
SANTA CLARA JOINT APPRENTICESHIP TRAINING CENTER

In January, Brad De Young moved to the Training Coordinator position in Santa Clara. With more than 18 years of experience in the areas of safety meetings and planning, field layout, detailing, coordination of subcontractors and design assistance, Brad is excited to share the educational opportunities he has benefited from since he was an apprentice at Local 104. Based on his expertise as a General Foreman for 15 years, Brad feels the three most important aspects to our trade are safety, communication and ongoing training for continuous learning.

2020 IMPORTANT APPRENTICESHIP DATES



APRIL & OCTOBER

- NEW apprenticeship rotation dates (notifications will be sent through Total Track 30 days in advance)

JULY & DECEMBER

- Apprenticeship evaluations due

SEPTEMBER

- Apprentice Turnout/Graduation Ceremony



**SATURDAY,
SEPTEMBER 19**

Apprentice
Turnout/Graduation
Ceremony



EDUCATION | Classes

JOURNEYMEN UPGRADE CLASS AVAILABLE: IS YOUR TEAM READY?

The construction industry is cyclical, and studies have shown it is also lagging in technology adoption and productivity compared to other industries. Now is the time to encourage professional and Local 104 tradesmen and women to upgrade their skills to maintain a competitive advantage!

A number of classes are scheduled, or currently underway, through the local JATCs, including:

**INTRODUCTION TO REVIT
FOR THOSE CONSIDERING DETAILING**

**REVIT FOR DETAILING
NEW ONLINE CLASS**

**REVIT FOR DETAILING
CLASSROOM INSTRUCTION**

**TITLE 24 MECHANICAL ACCEPTANCE
TEST TECHNICIANS (MATT) LEVEL 1
NEW ONLINE CLASS**

**WELDING
CERTIFICATION CLASSES**

FOR MORE INFORMATION VISIT

WWW.SMW104TRAINING.ORG



SAVE THE DATE | April 15-18

CAL SMACNA'S 54TH ANNUAL CONVENTION

Registration is open for the 54th Annual Convention, set at the beautiful Monarch Beach Resort – one of Orange County's premier luxury resorts on the coast.

Join us for this year's event, which will feature captivating stories and life lessons from respected visionary and keynote speaker Chris Bertish, a leadership workshop by Kris "Tanto" Paranto and a workshop covering data and technology led by James Benham. Our business session will dive into topics that are important to our association and the industry as a whole. Various awards will also be presented to some of our chapter's most exceptional contractors and individuals.

The Bay Area SMACNA Board of Directors has once again approved a reimbursement for Bay Area chapter members to attend. Once registered, use the link provided on the website to book your hotel room. Should you have any questions regarding your reimbursement allowance, please contact Bay Area SMACNA.

If you have any questions regarding the CAL SMACNA Convention, please contact Nancy Pirrone at Bay Area SMACNA, npirrone@bayareasmacna.org or Veronika Darrach at CAL SMACNA, veronika@cal-smacna.org

Reservations made after February 14 will be accepted on a space- and rate-available basis.

**FOR
DETAILS
VISIT**

[https://www.cal-smacna.org/events-overview/
cal-smacnas-54th-annual-convention/](https://www.cal-smacna.org/events-overview/cal-smacnas-54th-annual-convention/)



**APRIL 15-18
8:30 a.m. – 4 p.m.**

Monarch Beach Resort
One Monarch Beach Resort
Dana Point, CA 92629

TRAINING COORDINATORS' LIST CONTINUED

APPRENTICESHIP | Fall 2019

TRAINING COORDINATOR'S LIST

CONGRATULATIONS, TOP PERFORMERS!

TRAINING COORDINATORS' LIST

- | | | | |
|------------------------------|-------------------------|-----------------------|--------------------------|
| ABUAN, JEFFERSON C. | BLAIR, MATTHEW A. | CASTANEDA, ERNESTO | DELEONARDIS, DOMONIC HL |
| AGUON, MICHAEL DENE F | BONILLA, MICHAEL E | CASTANEDA, GREG P | DEMARTINI, JOHN M |
| ALCANTAR, ARTHUR | BOTELHO, CODY R | CATALLI, ROBERT L. | DOBZENSKY, DAVID |
| ALDANA, BRUCE C. | BRAUNBERGER, HAYDEN J. | CHAN, YAT Y | DUPRAT, RYAN A. |
| ALVAREZ TORRES, ALEXANDER E. | BROWN, RYAN C. | CHAPA, ISRAEL | EDER, SAM A. |
| ALZA, ORLANDO J | BROWN, VICTOR A | CHAVEZ, JUAN | EVANGELHO DUTRA, TIAGO A |
| AMBRIZ, MIGUEL | BRUMIT, TYLER C | CHEGE, JAMES G | FENG, HUAJUN |
| ARIAS, ANDREW | BUI, DIN H | CHON, SCOTT B. | FERNANDEZ, KEITH B. |
| ASCENCIO, CECILE N | BULLARD, JR., JOSEPH M. | CHU, CHI CHIU "DEVIN" | FRADES, CODY D |
| AVILA, DEMPSEY M | BUNTING, JUSTIN T. | CIRE, EDWARD J. | GADAYAN, ALEX G. |
| BARRAGAN, LUIS | BUONACORSI, ZACHARY R. | CLARK, SHANA L. | GADOW, NATE |
| BEAVERS, WILLIE M | BUSHEY, JACOB W. | COLIN, PEDRO Y | GALLEGOS, JESUS |
| BELLEFEVILLE, ANDREW | BYERS, SAMUEL J. | COOPER, NATHAN P | GAMMON, CASEY P. |
| BENGOLEA, ANIBAL J | CADEMAS, LOUIELAR E | COX, DEREK G | GARDUNO, DANIEL |
| BERTI, MATTHEW C. | CALDWELL, SAMUEL | D'AMICO, JUSTIN R. | GARRO, LUCAS G. |
| BEST, BAILEY A | CANEDO, CHRISTIAN D. | DAVLANTIS, REID L.M. | GEILFUSS, ARIK |

- | | | | |
|------------------------|-------------------------------|------------------------------|-------------------------|
| GHILARDUCCI, KYLE S | KATOA, VAKA S. | NUTT, ROY D. | SPENCER, SIMEONE J |
| GLINES, DREW R | KEELE, MICHAEL J. | OCHOA, NIZVAN | SPOHR, RYAN |
| GOMEZ, JR., JORGE | KETTLE, DEVIN A. | OIEN, MICHAEL A. | STAMPER, MICHAEL M |
| GOMEZ, MATEO F. | KHONG, YOUNG T | PALMA, FRANCISCO | STARKEY, JOSHUA S |
| GOMEZ, ROBERT | KOLINSKI, DAN M. | PARAJULI, SUJAN | STOUWIE, CODY A |
| GOODALL, SEAN G. | KORST, DANIEL B. | PORTESI, PETER J | SUAREZ, OMAR I |
| GOODWIN, SARAH J. | KRUGER, MICHAEL R | PUSATERI, DANIEL F. | SWINK, BRADY |
| GREEN, RONALD H | LANE, CHRISTOPHER N. | QUARESMA, ANTHONY R | TANAKA, HIRONAO |
| GUTIERREZ, MICHAEL D | LANGLOIS, JASON A. | QUINTERO, NICHOLAS | TRAN, TAN T |
| GWIZDAK, THOMAS C. | LAPITAN, REY | QUITORIANO, ANDREW A | TRAN, TRI B |
| HAGAN, ALEXANDER A. | LEWIS, ISIAH N. | RAMIREZ, JOSE GUADALUPE | TSUI, JERRY |
| HAMID, MAZIN | LEYDON, LUCAS A. | RAY, KRISTOPHER M. | UHT, AUSTIN T |
| HAMILTON, II, JERRY L. | LI, JUNRU | RENNER, ANDREW P. | VAN NOSTRAND, SEAN |
| HANDOR, CHRIS L. | LI, ZHIWEI | REYNOSO, ULISES A. | VANCUREN, JACOB A. |
| HANSEN, GARRETT R | LIEVANOS, JESUS | RIGLING, KEVIN C | VASQUEZ, JESUS R |
| HARO, DAVID E. | LINEHAN, SEAN P. | RIZZO, NICHOLAS MARK | VEGA, JOSE A. |
| HATTEN, ROBERT A. | LOPEZ, CARLOS | ROBLES, RICARDO R | VILLAGRANA, VALENTINO J |
| HAYWORTH, MATTHEW R. | LUNDBERG-PALACIOS, ANTHONY C. | RODRIGUEZ, BENJAMIN "ALEX" A | VILLALOBOS, JAMES |
| HEALEY, ANDREW J | MARTINEZ ESPINOZA, DANIEL | ROMERO, JESUS E. | VILLARREAL, RAMON R. |
| HENDERSON, JOSHUA C | MARTINEZ, ABEL M.C. | ROSSI, ANTHONY J. | VU, WILLIAM N. |
| HERRERA, RICHARD A | MARTINEZ, LEE D. | ROZOWSKI, PAUL | WATSON, MICHAEL B. |
| HOCKETT, JOSEPH D | MASTERS, EVAN D. | RUIZ, ANDRES | WEBB, GREGORY T |
| HOGAN, ANDREW | MEDINA, JERRY A | RUSSELL, FREDERICK | WILLIAMSON, JOSEPH |
| HONG, DAVID | MEYERS, NATHAN | SABO, THOMAS M | WOOLLEY, DAVID C |
| HUDSON, TRISTAN J. | MILLER, GRAHAM | SAELEE, KHAO KOU EI J. | YOU, WESLEY T. |
| HUYNH, DAN | MONASTERIO, VINCENT E. | SAUNDERS, JAMES R | ZHAO, GUANNING |
| IBARRA, MICHAEL A | MONTOYA, MATTHEW D. | SCOTT, JENNIFER A. | ZHU, ZHI FENG |
| JAMES, BRYAN | MURRAY, DERYKE S. | SHAPIRO, PATRICK | |
| JARA, FELIPE A. | NEITZ, DAVID | SIEBERT, SCOTT | |
| JOHNSON, COLTON L. | NETO COLLINS, ARRIC | SIN, JASON Z. L. | |
| JOHNSTON, DANIEL J | NIELSEN, MICHAEL J. | SPARMAN, NICHOLAS M | |





EVENT RECAP | Chapter Night

SAN JOSE SHARKS CHAPTER NIGHT

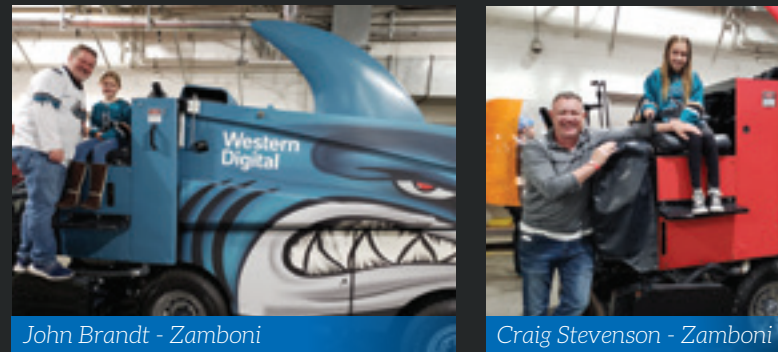
Following a win by the 49ers in the NFL divisional round on January 11, Bay Area spirits were high as 200 Bay Area Chapter members and friends arrived at the SAP Center to cheer on the San Jose Sharks as they took on the Dallas Stars. During an emotional tribute before the game, the Sharks honored former captain Joe Pavelski, now playing for Dallas. Later, attendees were energized to watch Patrick Marleau score the winning goal in his 1,700th NHL game.

All attendees received a Sharks "Shirsey" at the door, and were treated to a pregame dinner and beverages and opportunity to network in the Penthouse Plaza Suite.

Craig Stevenson and John Brandt (Siemens) were the lucky raffle prize winners, which allowed their very excited daughters to ride the Zamboni during the second intermission.



Irwins and Enfantinos



John Brandt - Zamboni

Craig Stevenson - Zamboni



Rich Buckley, John Bagot, Mike Pence, Jon Aude



CLASS | March 24

PERFORM LIKE THE BOSS

What are smart sheet metal contractors doing to develop the next generation of construction workers? Nic will share with you what he's discovered as the main difference between the existing sheet metal worker and the emerging sheet metal worker and what smart contractors are doing to develop the next workforce generation. He will also dig deep into the ROI of professional development, as well as connecting the dots to the cost of NOT taking action. Nic will also discuss the next steps a contractor can take to develop the workforce on a company level as well as identify simple tools and tips to determine how well your current leaders are performing.

What You'll Learn

- The 4 Core Competencies lacking in most of the workforce entering the industry today
- Necessary steps to develop the 4 Core Competencies
- Why traditional teaching styles are not effective
- Three common mistakes being made with current training
- The FIRST critical change a contractor must make
- What happens when you DON'T develop your workforce
- The cost of NOT taking action
- How to get your current leaders to own the role of mentor
- How to identify if your current foreman is the right fit for the job
- Tools and tips to determine if you're promoting the right person

THERE IS NO CHARGE FOR MEMBER FIRM ATTENDEES

Register via email to drobinson@bayareasmacna.org

MARCH
24

TUESDAY, MARCH 24
8:30 a.m. – 12:30 p.m.

Bay Area SMACNA Training Room
7677 Oakport St., Ste. 805
Oakland, CA 94621

Presented By

Nic Bittle

EVENTS | 2020

SAVE THE DATES: 2020 EVENTS

MARCH 16-17
Bluebeam Training

MARCH 19
CPR/First Aid
Training

MARCH 24
Perform Like the Boss

APRIL 6
Change Orders
Seminar

APRIL 15-18
CAL SMACNA
Convention,
Monarch Dunes

APRIL 24
San Francisco Giant's
Baseball Game and
BBQ

MAY 20
Project Planning
and Leadership

JUNE 5
Salmon Fishing Trip
Chapter Event

JUNE 11-13
Advisory Getaway,
Edgewood Lake Tahoe

JUNE 19
Oakland A's Baseball
Game and BBQ

JULY 13
Scholarship Trust
Golf Tournament,
Castlewood

JULY 30
Intern Day

OCTOBER 22
Sheet Metal & HVAC
Project Management
Certificate Program

SEPTEMBER 27-30
SMACNA Convention,
Broadmoor, Colorado

OCTOBER 11-13
Bay Area Board
Getaway,
Meadowood Napa

OCTOBER – TBD
Sporting Clay Chapter
Event

OCTOBER 19
Advanced Estimating

NOVEMBER 14
Bay Area SMACNA
Annual Dinner
San Francisco

NOVEMBER – TBD
Crab Combo Fishing
Trip Chapter Event

ONBOARDING | 90 Day Experience

LAUNCHING SUCCESSFUL NEW HIRES

Good onboarding positively impacts a new employee's ability to perform, helps them to understand the priorities and organizational culture of a company and increases their opportunity for success. Despite today's competitive market for talent, many organizations neglect the process of providing an effective onboarding plan and undervalue its significance on engagement and retention.

According to the results of a Bersin by Deloitte study, 22% of new employees leave their employer within the first 45 days -- costing organizations more than 3x the employee's salary. Another study by the Society of Human Resource Managers states that half of all senior outside hires fail within 18 months. By putting together an effective onboarding strategy with multiple checkpoints and key stakeholders, supervisors can better ensure that their employees are informed, motivated and productive.

Many experts agree that onboarding plans should cover the first 90 days, at a minimum, to ensure that employees receive the necessary tools and resources, along with consistent

two-way feedback. This enables them to confidently achieve organizational objectives and understand expectations. Large organizations might use new hire portals/technology for the onboarding process, while smaller organizations might rely on written onboarding plans. For both, the key is to establish a consistent but customizable strategy that ensures your individual employees are better able to quickly adjust to your organization's social and performance expectations. After taking into account unique aspects of specific roles and levels, there remains a few general concepts that apply across the spectrum for professional hires.

QUICK TIP

From BambooHR or Zenefits online platforms, to free checklists from LinkedIn and Jobsite, whatever tools are used, the key is to start before the starting gate and assist new hires with the clarity, connections and compliance to make sure they are equipped for success in the race to secure and retain top talent. **Your bottom line depends on it.**

PRE-BOARDING

Before the employee's first day, it's important to setup the people, processes, equipment, and the employee's first day agenda.

- These items could include: Sending a customized welcome letter (some organizations include company swag), setting up a clear workspace, having all software/ equipment ready, and preparing a first day schedule. If organizations are scrambling to find equipment, locate HR forms, or simply don't have the key champions available to welcome new hires, new employees could interpret the disorganization as a sign of disinterest, resulting in an unproductive employee.

FIRST DAY EXPERIENCE

If the employee is not involved in a group orientation, at a minimum, make sure the first day's agenda is planned. Providing a first week agenda for mid-level + hires is ideal.

Meetings and Connections

- Direct supervisor - discuss employee's role, preferred communication times /methods, team dynamics, department history etc. If time permits, a lunch is a great way to further establish rapport and put the new hire at ease.
- Buddy/ mentor assigned for first 90 days+ who can assist with Q&A on primary focus areas (ex: organizational: structure, culture or customers).
- HR or administrator to discuss benefits, company policies, employee handbook.
- Office assistant/other person to provide a field/ office tour and "lay of the land" including safety, copier/phones /parking, timecards, lunchroom, etc.

Forms

- Ensure all documents are complete, from I-9 and W-4 forms to non-disclosure agreements.

Private Learning

- Give new employees time/space to process, i.e. read files or sample contracts, practice on proprietary software, a deeper dive on employee policies, or review relevant industry videos/ publications.

Safety

- Provide emergency preparedness plans and equipment, notification of harassment training and employee assistance programs and shop and field protocol. Make sure new hires are informed of all the available resources.

FIRST WEEK EXPERIENCE

- Provide relevant experiential learning experiences such as completing computer tutorials, research, file reviews, or provide copies of industry or SMACNA newsletters.
- Provide client/project overviews, directories, source material with discussions on sample case studies and customer service expectations and boundaries.
- Ensure all technology used in the role is referenced and accessible.
- Provide a resource guide or "roadmap" for where to go for more information. Options include one-page templates (supervisory or support staff onboarding checklists for the employee to use), to more sophisticated tools on the web or intranet. One large construction firm designed a "Roc the Docs" online learning program for new PE's and PM's combined with a fun scavenger hunt on the intranet to engage next generation new hires.
- Have new hires attend team meeting(s) or job shadow another in a similar role.
- Give new hires a quick win. Early self-efficacy is key to engagement and success. Provide them relevant opportunities for contributions and accomplishments.

Follow Up As Needed

- Supervisor check-in for Q&A, feedback, performance goals and current project discussions
- Buddy or mentor meeting for Q&A, feedback, and more on organizational history, culture, and best practices
- Project colleague, if applicable

FIRST MONTH - 90 DAY EXPERIENCE

- Customer meeting with mentor or supervisor - establish expectations for internal or external customer practices where relevant.
- Determine parameters for success: further flesh out how the employee's performance will be measured so that they can confidently address the objectives, timelines and responsibilities of their role.
- Performance check-up. Feedback is the breakfast of champions. Schedule a time to reinforce or redirect desired behaviors and outcomes.
- Ensure hires in supervisory roles are informed and have access to all applicable HR forms and policies at their disposal.
- Discuss development plan: good hires want to stretch/grow. Make sure to chart a mutual path for next steps on their upward journey that benefits them and the organization.



SMACNA EDUCATION | Registration Open

SPRING 2020 EDUCATIONAL PROGRAMS

Bay Area SMACNA believes that keeping our members educated will benefit the association, and the sheet metal industry as a whole. We encourage all of our members to take advantage of our educational offerings, and will reimburse **50%** of the tuition registration fee upon completion of the five programs offered below. Each of these **unique programs** will be taught by industry experts, and will delve deeply into the topics of business management, project management, executive leadership, supervisor training, financial management and business ownership.

PROJECT MANAGERS INSTITUTE

MARCH 29-APRIL 1
RALEIGH,
NORTH CAROLINA

Participants will learn all the essential skills of effective project management, including management/leadership, project planning, ethics and integrity in project management, financials, time management, change order management, standards and best practices.

Registration fee:
\$2,190 before February 28
\$2,390 after February 28

Additional registrants from the same company will receive a \$200 discount which will be applied upon verification of second registrant application.

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM

APRIL 5-9
CHAPEL HILL,
NORTH CAROLINA

For current and future executive-level personnel, this program covers leadership awareness, management talent, power and influence, leading change and succession planning. Sessions are taught by the distinguished professors of the University of North Carolina's Kenan-Flagler Business School.

Registration fee:
\$6,000 before March 4

Includes program materials, 4 nights' hotel accommodations and meals during the program.

ADVANCED PROJECT MANAGERS INSTITUTE

APRIL 19-22
RALEIGH,
NORTH CAROLINA

Participants will simulate the experience of running a sheet metal project with many of the associated challenges, including: understanding and managing project scope, estimating the cost to complete, billings and cash flow, change order management and the key operational aspects of a project, from site logistics to project tracking and forecasting.

Registration fee:
\$2,490 before March 6
\$2,690 after March 6

BUSINESS MANAGEMENT UNIVERSITY

MARCH 1-5
TEMPE, ARIZONA

This program has been designed specifically for future managers and owners. Participants will learn critical skills such as financial management, strategic planning, contractor survival skills, negotiation, leadership, productivity and time management.

Registration fee:
\$2,890 after January 10

Additional registrants from the same company will receive a \$200 discount which will be applied upon verification of second registrant application.

FINANCIAL BOOT CAMP

MAY 18-20
TEMPE, ARIZONA

Go in-depth on financial management issues, how to interpret financial statements, how to calculate financial ratios, working with credit, developing cash flow projections, understanding equipment acquisition and leasing and using financial information for strategic and business planning.

Registration fee:
\$1,885 before April 3, 2020
\$2,085 after April 3, 2020

ONE REIMBURSEMENT

Per Program, Per Member Firm



Donja and Sheri donate \$1,000 to Alameda County Community Food Bank (ACCFB).

WIC | Food Drive

WOMEN IN CONSTRUCTION GIVE BACK

The WIC Community Involvement Group, led by co-chairs Susan Nichol and Sheri Learmonth, spearheaded a virtual and onsite food drive at the year-end social event at CMI. Kudos to the team for doubling their original goal and raising over \$1,000 for the Alameda County Community Food Bank (ACCFB). According to Kathryn Weber, Corporate Partnership and Events Manager, this donation will provide 2,380 meals to those in need.

WIC | Sponsors

THANK YOU UMI!

In putting together the December edition of Bay Area SMACNA's Cutting Edge, we inadvertently omitted UMI's logo in thanking our WIC sponsors. We apologize and want to point out how valuable UMI has been in their support of the Women in Construction group by providing both leadership and financial support.

Thank you UMI for your continued support!



EI Classroom

WIC | Class Recap

EMOTIONAL INTELLIGENCE PROGRAM

Andrea Hoban of Oji Labs facilitated a fascinating, fun and informative program where over 40 men and women learned about being self-aware of their emotions and how those who effectively regulate their own emotions can have a greater impact on others. By practicing mindfulness, positive self-talk and identifying how they looked at their current, daily emotion filled "roller coaster", participants walked away with tools and steps to put them in the driver's seat of being better able to balance their reactions and create positive experiences.



Carna and Andrea



RECAP | March 1-7

NATIONAL WOMEN IN CONSTRUCTION WEEK

Bay Area SMACNA was pleased to offer four outstanding events in partnership with contractor and associate member sponsors during national Women in Construction Week, March 1-7.

Women, men and guests from industry-related organizations were invited to attend each event throughout the week. These included an informative

leadership panel with networking, an interactive lunch and learn on solving problems using lean thinking, a session on increasing productivity with technology and innovation, and a workshop teaching mindfulness approaches to reduce stress and increase confidence.

Thank you to everyone who attended and made this another successful WIC Week!

<p>MAR 3</p> <p>LEADERSHIP PANEL</p> <p>North Bay Sonoma</p>	<p>MAR 4</p> <p>LEAN CONSTRUCTION</p> <p>East Bay Southland Industries Union City</p>	<p>MAR 5</p> <p>TECHNOLOGY & INNOVATION</p> <p>East Bay Hilti Walnut Creek</p>	<p>MAR 6</p> <p>MINDFULNESS AND STRESS MANAGEMENT</p> <p>South Bay Air Systems San Jose</p>
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WIC | Sponsorship
WOMEN IN CONSTRUCTION SPONSORSHIP OPPORTUNITIES

As we plan our events for the 2020 programs, we are able to offer a unique opportunity for contractors and associate members to sponsor one of the fastest growing segments in the construction industry – the hiring and engagement of professional women and tradeswomen!

A limited number of sponsorships are still available, with benefit highlights listed below.

STAINLESS LEVEL \$3,500	ALUMINUM LEVEL \$1,500
12 Available	12 available
Host or Co-host one WIC event	Sponsorship rights to one Bay Area SMACNA WIC event
Ad in BA SMACNA newsletter	WIC logo promotion in 3 Bay Area SMACNA newsletters
WIC logo promotion in 3 Bay Area SMACNA newsletters	Ongoing logo display at all Bay Area WIC events and on promotional items
Ongoing logo display at all Bay Area WIC events and on promotional items	

MORE INFORMATION

Contact Kathy de Jong or Donja Robinson at the Bay Area SMACNA office.



A show of hands for a successful celebration!

WIC | Year End Social

WRAPPING UP 2019 WITH FUN

A “Let it Snow” theme set the stage for the WIC year-end social event with over 50 women and men enjoying appetizers and drinks while networking with new and familiar faces. Hosted by Critchfield Mechanical (CMI), the afternoon was filled with lively conversation, beautiful decorations and fun activities for our WIC members and guests. In addition to the photo booth and prizes, a special collection was taken for Alameda County Community Food Bank (ACCFB).

Our women's group is proud to partner with area non-profits and give back to our community.



WIC Program Committee Member Michelle and colleagues



CLASS RECAP | Tech U

LEARNING FROM THE EXPERTS AT TECH U

Many thanks to SMACNA Technical Department for presenting Tech University to approximately 40 Bay Area Chapter members on January 8-9. The two-day educational event focused on key SMACNA standards to help contractors understand how to design and construct projects properly and efficiently.

Tech U featured SMACNA experts Eli Howard and Mark Terzigni engaging participants in open discussions and hands-on learning. The program included:

- HVAC Duct Construction Standards
- HVAC Air Duct Leakage
- Fire, Smoke and Radiation Dampers for HVAC Systems
- Industrial Duct Construction Standards for HVAC Applications

The event was well-received by attendees, with one commenting, "It was a great, thorough presentation. I would definitely recommend." Another participant was "pleasantly surprised by how great the training was. I learned a lot and would love to take more classes and have this class again for a few of my coworkers."

Tech U was presented in the Bay Area SMACNA Training Room in Oakland.



Mark Terzigni, Director, Engineering & Technical Resources



Eli P. Howard, III, Executive Director, Technical Resources



Tech U Class



Presenters pictured (left to right): Mark Terzigni, Director, Engineering & Technical Resources | Shawn Ohara, Project Manager | Patrick J. Brooks, Senior Project Manager | Eli P. Howard, III, Executive Director, Technical Resources



EVENT RECAP | January 28

HOME BUYING SEMINAR LUNCH & LEARN

Bay Area SMACNA Associate Member Provident Credit Union presented a Home Buying Lunch and Learn session on Monday, January 28. Guest presenters, Mike Mendenhall with Keller Williams Realty, and David Herrera, Senior Mortgage Consultant with Provident Credit Union, explained the benefits and buying process of home ownership.

The group's thorough presentation included:

- **Ownership objectives and how to achieve them**
- **How to buy a home at the best price with the most favorable terms**
- **An explanation of financing options**
- **The necessary documents required to purchase a home**

The majority of those who attended were first-time home buyers and commented that they were glad various points of home buying were highlighted and discussed. Because home buying can become quite complicated, they were thankful for the opportunity to hear experts explain the process a bit more.

Provident Credit Union is a Bay Area based non-profit institution that was founded in 1950 to serve the California Teachers Association. They work with many of the top employers in the Bay Area such as Oracle, California Teachers Association, Port Of Oakland, KQED, American Heart Association and Builders' Exchange of Santa Clara County. They have 67+ years of experience, 19 locations located in the Bay Area and offer free access to 30,000 ATMs nationwide.



David Herrera, Provident Credit Union Senior Mortgage Consultant provides valuable information to first-time home buyers.

Provident Credit Union offers New Account Cash Bonuses, free checking accounts and interest earning Super Rewards Checking to Bay Area Chapter Member firms and their employees.

Contact Art Pimentel, Provident Account Executive, at apimentel@providentcu.org or by phone at (650) 508-0300 ext. 2088

**FOR MORE INFORMATION
REGARDING BENEFITS**



EVENT | April 24

SAVE THE DATE: CHAPTER NIGHT AT ORACLE PARK

Join us at Oracle Park on Friday, April 24, as we watch the San Francisco Giants take on the 2019 World Series Champions, the Washington Nationals!

Bay Area SMACNA members will receive two gratis tickets per member firm. Additional tickets will be \$78/each. Each lower box seat ticket includes a \$50 splash credit for food and beverage at the concession stands and/or merchandise at the Giants' Dugout stores!

- A limit of eight additional tickets per firm and are subject to availability. Ticket orders must be received and paid for by April 15, 2020.

Mark your calendars and plan to spend the evening mingling with colleagues and taking in the excitement of the 2020 baseball season.

**APRIL
24**

FRIDAY, APRIL 24

Oracle Park
24 Willie Mays Plaza
San Francisco, CA 94107

RESERVE TICKETS AT

drobinson@bayareasmacna.org

LOCAL 104 | 2020

HOLIDAY SCHEDULE

NEW YEAR'S DAY

Wednesday, January 1

**MARTIN LUTHER
KING'S BIRTHDAY**

Monday, January 20
(District 1, District 3 and
Fresno only)

PRESIDENTS' DAY

Monday, February 17

GOOD FRIDAY

Friday, April 10
(District 1, District 3,
and Sacramento/
Redding only)

MEMORIAL DAY

Monday, May 25

**INDEPENDENCE
DAY**

Friday, July 3
(Observed)

**FRIDAY BEFORE
LABOR DAY**

Friday, September 4
(District 2 only)

LABOR DAY

Monday, September 7

**VETERANS
DAY**

Wednesday, November 11
(District 2 and District 3
only)

**THANKSGIVING
DAY**

Thursday, November 26

**DAY AFTER
THANKSGIVING**

Friday, November 27

**CHRISTMAS
DAY**

Friday, December 25

**DAY AFTER
CHRISTMAS**

Monday, December 28
(District 1 only)

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