



BAY AREA SMACNA'S

CUTTING EDGE

MEMBERSHIP NEWSLETTER | Second Edition | 2019

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ASSOCIATION NEWS | Updates from Paul Irwin

PRESIDENT'S REMARKS



PAUL IRWIN
PRESIDENT

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Summer is here, and our industry is rife with rewarding opportunities for new graduates. Although the construction industry has seen a labor shortage in recent years, statistics are starting to show an upward trend in trade school enrollment as students realize there are more paths to success than obtaining a college degree. The Bay Area Joint Apprenticeship Training Centers' five-year programs offer an exciting career path

for students and adults alike, and interested individuals can find out all about the benefits on the NEW apprenticeship program website that launched this summer! Find out more about this new initiative on page 16.

As co-chair of the Bay Area Training Trust, I'm proud to say our current enrollment is more than 1,000 highly-qualified apprentices in the residential, building trades, TAB and commercial and residential service categories. These individuals represent the future of our industry – a future that will thrive as long as we continue to work with our labor partners to recruit and train a skilled and motivated workforce. Additionally, we have indentured 125 new apprentices, who will receive the tools they need for a successful career within our network of state-of-the-art training centers.

Effective this academic year, we are excited to announce that all new indentures will be issued iPads from the International Training Institute to complement the high-quality training they will receive throughout their apprenticeship. This effort reduces the cost associated with printed books and, more importantly, allows us to embrace a culture of innovation and technology to bring digitized information to all levels of the apprenticeship program.

Offering apprentices a quality education benefits the industry as a whole, but we don't stop there. Bay Area SMACNA members are also encouraged to register for continuing education and training seminars to ensure our association stays current on all industry practices, certifications and training. Stay tuned for a full list of upcoming educational programs, to be released in late summer/early fall!

CONGRATS | Melrose Metal Products

CONTRACTOR OF THE YEAR



Mitch Hoppe and his wife, Yvonne Hoppe

CONGRATULATIONS, MITCH HOPPE!

Congratulations to Mitch Hoppe of Melrose Metal Products for receiving the 2019 Ed Banks Memorial Award for Contractor of the Year! This prestigious honor is awarded to a member who participates at every available opportunity, while providing leadership and a willingness to be a team player when a situation calls for collective action. Mitch certainly exemplifies those qualities.

Throughout his years of service in the industry, Mitch has served on many of SMACNA's boards and committees, both locally and nationally. A CAL SMACNA board member since 2013, Mitch currently serves on the Executive Committee and participates on the Future Workforce Committee and Industry Promotion and Recruitment Committee. He has also contributed as a Budget Committee member.

Mitch is also on the Bay Area Chapter's Board of Directors, and is a local 104 Health Care Management Trustee. He is recognized for many accomplishments throughout his 39 years in the industry, including serving as president of Melrose Metal Products for 20 years. He actively works to better the industry in any way he can, by providing Legislative shop tours and assisting with grassroots letters for CAL SMACNA.

Thank you, Mitch, for your tremendous service in our industry!



Control Air

WELCOME! | New Contractor Member

CONTROL AIR ENTERPRISES, LLC.

MIKE PENCE
Executive Vice President
mpence@canorth.com

NEW
30655 San Clemente St., Hayward, CA
controlac.com
510-441-1800



LEGISLATIVE | Day at the Capitol

13TH ANNUAL DAY AT THE CAPITOL

In February, more than 30 SMACNA members participated in the 13th Annual Day at the Capitol in Sacramento. Participants attended a welcome reception with several assembly members and senators, followed by a presentation the next morning by Chairman of the Assembly Education Committee Patrick O'Donnell (D- Long Beach).

Attending from the Bay Area were current CAL SMACNA President Duane Davies, SMACNA Board members Theo Garcia, Paul Steckel, Bob Tuck, Mike Pence, Jon Mohs and Mitch Hoppe, along with Lisa Tuck, Charlie Throssel, Kathy de Jong and Sean O'Donoghue. Overall, CAL SMACNA members met with 43 legislative offices to inform them about our current business climate, advocate for specific pieces of legislation and continue to develop relationships with legislators and staff for awareness of measures that impact the sheet metal and HVAC industry.



LEGISLATIVE | CEA National Issues

INDUSTRY ADVOCATES

SMACNA President Elect Angie Simon with Rep. Cheri Bustos (D-IL)

For several years, SMACNA National has partnered with specialty signatory construction associations through the Construction Employer's Association (CEA). The CEA hosts an annual legislative conference, which provides direct advocacy opportunities between contractors and their congressional representatives, along with targeted information on pending or proposed legislation that impacts our industry.

This year's CEA National Issues Conference was held from May 7-9, and included more than 60 SMACNA members from 20 states who attended more than 100 meetings with their legislators to discuss ramifications of specific issues on their businesses, employees and the industry. The program featured policy experts on subjects such as multiemployer pension plans, pharmacy benefit issues, and paid family and sick leave. During the conference, legislators from both sides of the aisle shared their views and insights on infrastructure, energy efficiency, procurement, paid leave and other issues important to the industry. Featured speakers included Sen. Cory Gardner (R-CO), Rep. Scott Peters (D-CA), Rep. Pete Stauber (R-MN), Rep. Cheri Bustos (D-IL) and Rep. Gerry Connelly (D-VA).

SMACNA members also participated in a legislative dinner, where members and chapter executives were recognized for their contributions to SMAC-PAC.

Interested in learning more about the CEA conference and attending next year? Contact Kathy de Jong at the Bay Area SMACNA office.



EVENT | November 18

SAVE THE DATE: CRAB COMBO FISHING TRIP

All aboard a private charter for one of our most anticipated events of the year! The day-long crab combo fishing trip includes complimentary boat charter, breakfast, lunch and beverages for two people per member firm. Rods, reels and tackle kits will be available for purchase. Space is limited to the first 75 people who register!

NOV
18

MONDAY, NOVEMBER 18

- 5 a.m. - Check-in
- 6 a.m. - Boats depart marina
- 4 p.m. - Return ETA

Emeryville Sportfishing
3310 Powell St.
Emeryville, CA 94608



**SPACE IS LIMITED TO
THE FIRST 75!**

NEW



WELCOME! | New Associate Member

ISAT TOTAL SUPPORT

BART CHAMBERLAIN IV
Western Regional Sales Manager
bart@tomarco.com

14848 Northam St., La Mirada, CA
isatsb.com
858-863-3120



SAFETY | Legal Marijuana

HIGH TIMES: NAVIGATING MARIJUANA IN THE WORKPLACE

Under federal law, marijuana use is still illegal. However, a growing number of states support legalization in some form. To date, 33 states and the District of Columbia have legalized the drug for medical or recreational use, or both. California led the country in legalized medical use back in 1996 under the Compassionate Use Act, with recreational use decriminalized by voters in 2016.

With more public support for pot than ever before, construction industry employers are caught between a rock and hard place. How do we maintain our high safety standards while navigating weed in the workplace?

MARIJUANA AND THE IMPACT ON JOB SAFETY

Marijuana is not inherently bad, but it is a psychoactive drug. Its short-term effects include memory issues, difficulty thinking and problem-solving, distorted perception and loss of coordination. For someone operating heavy machinery, like a fork lift in a fab shop, or installing product on the roof of a building, these effects can be harmful – even deadly.

According to a National Institute on Drug Abuse report, employees who tested positive for marijuana had 55 percent more industrial accidents, 85 percent

more injuries and 75 percent increased absenteeism compared to those who did not have the drug in their systems. Additionally, companies with employees using the drug experienced:

- ✿ Decreased productivity
- ✿ Higher turnover
- ✿ Increased claims for worker and unemployment compensation
- ✿ Lawsuits

With broad legalization, contractors are faced with a growing pool of candidates who test positive for weed. According to statistics from New Jersey-based Quest Diagnostics, a company that compiles data on 10 million tests per year, failure rates in the construction industry as a whole have risen from 2.78 percent in 2015 to 3.23 percent in 2017. These tests only detect use, as there is currently no standard for impairment like there is with alcohol.

OPTIONS FOR CONTRACTORS

As labor shortages become more commonplace, traditional zero-tolerance policies may no longer apply. Consider this example: A reliable foreman uses marijuana at home to ease pain that stems from a medical condition. He remains sober while at work, yet if your company implements random drug testing, this individual would test positive for weed. As an employer, you have an obligation to assess the employee's duties and determine if any safety procedures have been violated or if the individual was impaired on the job. In today's climate of acceptable use, termination based on marijuana use – or perhaps even reassignment to a less safety-intense position – remains the decision of the employer.

To maintain the safest workforce possible, a firm's drug policy must be clearly outlined and communicated to all current and future employees. Contractors may consider implementing pre-employment drug testing as a proactive measure to protect the company against any negative or harmful effects of using on the job. Random drug testing throughout employment may act as a further deterrent.

However you choose to react to the growing legalization of weed, it is advisable to periodically review your current policy and make any necessary updates to reflect changing laws and company attitudes. Always have a lawyer review your drug policy and screening practices to ensure they comply with state laws.



EVENT | October 11

SAVE THE DATE: SPORTING CLAYS

Engage in some competitive "golf with a shotgun" during our annual sporting clays event! Bay Area SMACNA member firms each receive two free shooters, plus 100 targets, ammunition, safety instruction, ear and eye protection and a chance to win prizes. Additional shooters may register at a cost of \$140 per person.



FRIDAY, OCTOBER 11
Birds Landing Hunting Preserve
2099 Collinsville Rd.
Birds Landing, CA 94512

WIC | 30 women and 4 men come together to help

WIC SHEBUILDS PILOT A SUCCESS

Jessica, and son | Bullard's Heating and Air

"I am always **very proud** of my apprentices and members, and I have run crews for the majority of my years in this trade. I have had women on my crews, but this was a first to have all onsite excluding four men. **The atmosphere was about solutions and getting things accomplished.** It has been said, and I agree, 'If I had a crew of all women, we could get things done.' These folks this weekend proved that and more!"

On April 27, known as National Rebuilding Day, the Bay Area SMACNA Women in Construction (WIC) group partnered with SMART Local 104 Tradeswomen and Rebuilding Together Peninsula for the inaugural SHEBuilds event.

Led by Local 104 fifth-year apprentice Connie M., a group of 30 women and four men completed major repairs on the home of a family in need in East Palo Alto. Repairs and updates included welding and repairing a security door, installing new siding on

the home and painting the exterior, installing a kitchen backsplash, painting the interior, installing smoke detectors and rebuilding the property's fence.

The event raised \$5,000 in donations from local contractors and associate sponsors. It was rumored that the group was given one of the more challenging rebuilding projects in the Bay Area, but the team of volunteers accomplished a truly impressive home transformation.



WOMEN IN CONSTRUCTION 2019 SPONSORS



WIC | Committed to raising awareness

WIC EVENTS & PROGRAMS

Local 104 tradeswoman | SHEBuilds

The Bay Area's WIC group is committed to raising awareness of the opportunities available to women in the sheet metal industry, and helping grow the role of women and enhance their successes. Our continued efforts include many free programs and extended lunch events to accommodate the busy schedules of interested participants.

April's Promoting Yourself and Your Value program was well-attended. Too often, women sell themselves short or struggle to be heard in our industry. Facilitated by Chris Bennett, an instructor for our Project Management Certificate program, program participants learned valuable tips and techniques designed to help them further their careers and when speaking with leaders and clients.

We hope to see some new and familiar faces at our other WIC events scheduled this year!

SAVE THE DATES

- August 16** - Speed Mentoring
- October 11** - Leadership Panel Discussion
- November 22** - Year-End Social



WIC BY THE NUMBERS

We are proud of the momentum the Bay Area SMACNA Women in Construction (WIC) group gained during its first year! This dedicated group began with just 30 members, and has increased exponentially since its inception in 2018.

PILOT YEAR PARTICIPANTS

- 136** SMACNA AFFILIATED WOMEN AND MEN
- 40** BAY AREA SMACNA CONTRACTORS
- 10** LOCAL 104 TRADESWOMEN/MEN
- 4** BAY AREA ASSOCIATE MEMBERS

FUNDRAISING

- \$22,000** SPONSOR DONATIONS
- \$5,500** DONATIONS TO REBUILDING TOGETHER PENINSULA (RTP) AND CAMP FIRE VICTIMS



MEMBER HIGHLIGHT | Founded in 1934

85 YEARS AND COUNTING: ACCO ENGINEERED

The construction industry is not without its share of challenges — labor shortages, the slow adoption of new technologies and a general uncertainty over things like trade, tariffs and the economy are among them. But through indomitable leadership and a commitment to innovation, ACCO Engineered Systems has continued to build relationships and expand its services throughout more than eight decades to become one of the largest mechanical firms in the nation.

Founded by Ira Prentiss Fulmor in 1934 as Air Conditioning Company (ACCO), the company originally began as a distributor of Carrier air conditioning products.

Now — 85 years later — ACCO has become a leader in the design, installation and service of industrial, commercial, high-rise residential and institutional air conditioning, heating, ventilation, plumbing, process piping, electrical and DDC control systems. The company and its subsidiaries currently employ more than 4,200 field technicians and office personnel across 32 locations in the western United States.

An appropriate start to celebrating 85 years in business, the company recently moved 400 employees into its new corporate headquarters in Pasadena, California. According to ACCO Director of Marketing Damion

Martin, the new facility spans four of the building's six floors and covers roughly 130,000 square feet of commercial office space. It houses ACCO's back office support, construction operations, engineering, sales/project management and facility service sales functions.

To fully serve the company's operations, ACCO also houses a number of fully automated computer-aided fabrication facilities in the Bay Area, Los Angeles, Sacramento, Santa Cruz and Vacaville, plus Reno, Nevada. Companywide, ACCO produced roughly 12.7 million pounds of sheet metal in 2018 — up from 9.8 million pounds the prior year.

"We've been proud members of Bay Area SMACNA for 35 years," said Milt Goodman, executive vice president of construction operations. **"The knowledge and experience our signatory sheet metal craftspeople bring to our shops and jobsites allows us to maximize quality and value for ACCO's customers, and ultimately leads to repeat business."**

In addition to continual process improvement, the ACCO team works to differentiate themselves from competitors and deliver the best possible solutions to clients by

utilizing an uncommon business approach.

"Our business model centered on project management is fairly unique in the industry," Martin said. "Our project managers operate as a single point of contact for their customers, and each one is expected to oversee everything from start to finish, including estimating and sales, to warranty and closeout. This way, the customer has one point of contact and can call the project manager who is intimately involved in every aspect of the project delivery process."

Safety is a core value at ACCO, and the employees are very proud of their collective safety commitment.

"Safety is of paramount importance, and we have made safety a core component of our culture," said Jeff Marrs, president and CEO. "We've recently won two awards from CAL SMACNA — one for outstanding safety record and the other for most improved contractor, and we are really proud of those achievements. From the top down, everyone has the responsibility and opportunity to look out for and improve safety, and it's our goal to continue to be a leader in safety culture."

From engineering capabilities to safety practices, ACCO prides itself on its ability to evolve and adapt in an ever-changing market with increasingly complex project demands — and continue to deliver exceptional solutions.

SALESFORCE TOWER (SAN FRANCISCO)



- One of the tallest commercial office buildings on the West Coast
- Designed to achieve LEED Platinum standards through innovations that included an underfloor air distribution system, unique floor by floor tri-path AHUs, cogeneration systems, individual floor outside air and relief systems, and mid-rise mechanical rooms to allow for a hydraulic pressure break

UCSF INSTITUTE FOR REGENERATIVE MEDICINE (SAN FRANCISCO)



- ACCO took the lead for 3D coordination, HVAC, plumbing, process piping and controls for this IPD delivery project
- Project required LEED Silver, but the team exceeded the goal and delivered LEED Gold to the client resulting in 22% energy savings compared to ASHRAE 90.1

LEADERSHIP | New CAL SMACNA President

CONGRATS DUANE DAVIES



Join us in congratulating Duane Davies, executive vice president of National Air Balance Company, Inc. (NABCO), on becoming the 2019-2020 president of CAL SMACNA!

Duane began his career at NABCO as a field technician in 1977, after completing his education at Laney College in Oakland, California. He has been involved in numerous cutting-edge projects

throughout his career, including semiconductor, bio pharma, healthcare, higher education, high rise office and residential buildings and manufacturing.

In his spare time, Duane enjoys spending time with his wife, Dawn, and their boys in Patterson. Together, they enjoy hunting, fishing, hiking, boating and many other outdoor activities.

We look forward to seeing all the great things our new president will bring to this remarkable organization!

WELCOME! | New Associate Member

NEW

WESTERN INSULATION CONTRACTORS ASSOC. (NORTHERN CALIFORNIA)



CRAIG ROSSI
Executive Director
craigrossiwicanc@gmail.com

📍 278 W. Angela St., Pleasanton, CA
🌐 wica1.com
☎ 510-750-3926

APPRENTICESHIP | Diversity

WORKPLACE DIVERSITY

Not only is a diverse and inclusive workforce beneficial to the economy, but diversity also brings fresh ideas and perspectives to our member companies and the sheet metal industry as a whole. Bay Area SMACNA is proud to have a racially diverse apprenticeship program that is representative of our local communities — but we know more has to be done.



Miranda | Southland Mechanical

The California Division of Apprentice Standards, in conjunction with our trustees, continually track and monitor statistics that help strengthen the industry. One of our goals for the coming year is to recruit more women to the apprenticeship program. By partnering with SMACNA's Women In Construction group, Local 104 JATC administrators and coordinators, Tradeswomen, Inc., the Rising Sun Center for Opportunity and other organizations, we are actively seeking to increase female representation within our industry.

Advancing women in the field has huge economic benefits. According to the Peterson Institute, companies in the top 25 percent in workforce gender diversity were 46 percent more likely to outperform their industry average! One of Bay Area SMACNA's contractor members who finds female employment highly beneficial is Southland Industries.

"Miranda Carlsen started with Southland as a pre-apprentice," said Ron Heise, general foreman. "She was very ambitious and motivated to learn. With her natural mechanical aptitude, she quickly stood out as a good worker and was a valuable member of the team."

Carlsen is proud to help Bay Area SMACNA evolve and become more inclusive.

"Being a woman in the sheet metal trade, for me, is empowering. I am proving to myself day after day that I am capable of doing anything I set my mind to, from constructing a fitting to constructing a building," Carlsen said. "Overall, it's the most rewarding career that I could have chosen."

Know any female students who would excel at a sheet metal apprenticeship? Connect her with Bay Area SMACNA or Local Union 104!



GETAWAY HIGHLIGHTS | Ritz Carlton Resort in Lake Tahoe

ADVISORY GETAWAY

This year's Advisory Getaway was held at the Ritz-Carlton Resort in Lake Tahoe from June 23-25. The event was equal parts exciting and impactful, with members meeting to examine the important issues that face our businesses today. Topics included the rise and progression of technology, how upcoming changes in legislation and future funding will affect businesses, as well as the necessary involvement and growth required at the state and national level.

From SMACNA National, we had the pleasure of hosting President Nathan Dills and Executive Director of Technical Resources Eli Howard. Both men led the conversation on how the industry is progressing and changing as new technologies are introduced. Dills educated our members about the importance of succession plans and preparing your business by planning for the future of your company. Howard spoke about the industry's technological advancements, such as app developments.

During the meeting, reports were provided on what SMACNA is doing in partnership with our contractors to continually evolve and promote the industry. Reports on the status of Trust Funds and the importance of recent MOU's came from Bay Area SMACNA Executive Vice President Sean O'Donoghue. Kathy de

Jong, our labor relations manager, gave an update on the latest developments of the Sheet Metal Workers' Local 104 apprenticeship program and the increase in apprenticeship indentures throughout the past several years to meet rising demand. She also explained the importance of SMACNA's Women in Construction (WIC) group and highlighted all that WIC is doing to help contractors recruit, engage and support more women in this tight recruiting market.

Bay Area SMACNA also officially welcomed several new members! Join us in welcoming Control Air Enterprises, LLC, as our newest contractor member, and Capital One Bank, ISAT Total Support and Western Insulation Contractors Association as our newest associate members! We are delighted they have joined our team, and look forward to partnering with them on industry initiatives.

The few days we spent in the beautiful mountains of Lake Tahoe provided an energizing opportunity for productive discussions, impactful decisions and solidified networking engagements that enabled our contractors to gain knowledge and insight that will grow our industry. Thank you to everyone who attended!



Bob Bramlett accepts resolution honoring his late father.

GETAWAY HIGHLIGHTS | Member Recognition **CAL SMACNA HONORS EUGENE BRAMLETT**

During our Advisory Getaway, Bay Area SMACNA member Bob Bramlett of Aire Sheet Metal, Inc. accepted a California Legislative Assembly resolution in recognition of his father, the late Eugene Willis Bramlett. Eugene was a pioneer in the sheet metal and HVAC industry, and was an invaluable member who made significant contributions to the Bay Area and the State of California as a whole. CAL SMACNA is grateful for his dedication and service to the industry, and thanks Senator Jerry Hill (D-San Mateo) and Assembly Speaker pro Tempore Kevin Mullin (D-South San Francisco) for carrying the resolution at the State Capitol.

APPRENTICESHIP | Training center advancements

NEW TECHNOLOGY & TRAINING COURSES

The Training Trust is excited to announce the acquisition of several new VRTEX® virtual reality welding training simulators from Lincoln Electric! Ideal for basic to intermediate welding training, these simulators are a proven solution to expedite the hands-on learning students receive from instructors by providing more repetitions with the sights, sounds and techniques of the welding lab in a cost-effective way. Due to an increased demand for skilled welders in the field, all JATC instructors have also received additional welding training to continually sharpen their capabilities.

Other technology investments include the addition of new iPads for all first year apprentices beginning this summer. In partnership with the International Training Institute (iTi), this economical solution enables us to offer all course content in a digital format and deliver software training on programs like PlanGrid.

In addition to featuring new technology, the Bay Area JATCs have added new classes – most notably, OSHA 30 instruction, which is now provided for all first year apprentices and is available for specific project/contractor needs. Journeypersons who wish to upgrade their skills are also encouraged to enroll.



OSHA 30-Hour Construction Training covers a variety of health and safety workplace topics, and is beneficial to familiarize all construction workers and supervisors with OSHA safety standards.

OSHA 30 COURSE TOPICS

- **OSHA FOCUS FOUR HAZARDS (FALLS, ELECTROCUTION, STRUCK-BY, CAUGHT-IN OR BETWEEN)**
- **PERSONAL PROTECTIVE EQUIPMENT**
- **HEALTH HAZARDS IN CONSTRUCTION**
- **STAIRWAYS AND LADDERS**
- **FIRE PROTECTION AND PREVENTION**
- **CONFINED SPACE ENTRY**
- **MATERIALS HANDLING, STORAGE, USE AND DISPOSAL**
- **WELDING AND CUTTING**
- **AND MORE!**

APPRENTICESHIP | Summer 2019

NEW JATC WEBSITE



The next generation of skilled workers can learn more about the sheet metal industry with a new streamlined website – launched this summer!

A partnership between the Sheet Metal Workers Local 104 and the Bay Area Industry Training Fund, the website will be a one-stop-shop for potential apprenticeship program candidates to learn more about a rewarding, challenging and exciting career in the sheet metal industry. An overview is provided for each of the Bay Area Joint Apprenticeship Training Centers' five-year programs, which include building trades sheet metal, air conditioning mechanic and test and balance, so candidates can easily discover the path that best suits their interests.

Applicants can fill out the online application and schedule their math and aptitude tests at a JATC that is convenient for them, and the Total Track portal will allow apprentices to see their ranking in the future. We expect the ease of application and monthly recalibration of the total points ranking system will significantly increase our ability to recruit and retain top-notch, currently employed candidates.

SMW104TRAINING.ORG

NEW



WELCOME! | New Associate Member
CAPITAL ONE BANK

KRISTINE HAWKINS
Vice President, Local Market
kristine.hawkins@capitalone.com

1920 Peak Dr., Morgan Hill, CA
www.capitalone.com/small-business/
credit-cards/
408-763-7126



ASSOCIATE MEMBER HIGHLIGHT | Emergency and temporary AC solutions

TOTAL ENVIRONMENTAL MANAGEMENT: THEY'RE ONE COOL COMPANY

For some, air conditioning is more than a convenience – it's a necessity.

For example, data-driven businesses rely on air conditioning to keep server rooms and electronics (not to mention employees!) cool enough to function. Properly maintained air conditioning systems also help those suffering with allergies or asthma by filtering out pollutants and other irritants. And in times of excessive heat, air conditioning becomes essential to hospitals and senior care centers to prevent illness or worse.

When these systems shut down unexpectedly or need more than routine maintenance, it's important to have a backup plan in place. That's where Total Environmental Management, Inc. (TEM) comes in.

For more than 30 years, TEM has provided California businesses with 24/7 emergency and temporary air conditioning solutions. The company was originally founded in Artesia in 1985 by Curtis Scheetz, and has grown to include more than 65 employees at three locations – the newest of which opened in Newark in 2016.

"TEM prides itself on being the No. 1 provider of temporary air conditioning solutions, ranging from a 1-ton spot cooler, to 1000 TR centrifugal chillers, and everything in between," said Chief Executive Officer Jim Hindman. "Our team of experts continually provides clients with innovative solutions for a variety of challenging applications, including emergency or planned shutdowns and turnkey HVAC installations."

From large construction projects, to retrofits, TEM has the right equipment to exceed clients' expectations. In fact, TEM houses the largest inventory of any HVAC rental company on the West Coast. And their dedicated rapid response team of sales, service and installation technicians are on call 24 hours a day, 7 days a week, 365 days a year. All it takes is one simple phone call for customers to know their emergency situations will be handled by a trusted professional.

"We have been a partner of various SMACNA Chapters as long as we have been in business, and **we value being a part of the community within the HVAC industry**," Cook said. "We're excited to have joined the northern California community in 2016, and look forward to building long-lasting relationships in the years to come."

In more than three decades of service, TEM has been involved with innovating solutions for a number of interesting challenges. In February 2014, the company provided more than 600 tons of chiller serving two 20,000-gallon tanks with pumps providing 4,200GPM to cool concrete for the world's largest continuous concrete pour, according to Chief Operating Officer Tom Cook. The project, which was the foundation for the Wilshire Grand Center in Los Angeles, earned a Guinness World Record title. TEM also set benchmarks for the cooling of the torch during the 2004 Olympic Torch Relay as it traveled across the globe.

Despite their experience with high-profile projects, TEM emphasizes a customer-first philosophy, and takes pride in the partnerships they've established and maintained throughout their history.



EVENT | July 30

INTERN TRAINING DAY

An educational day at Critchfield Mechanical, Inc. is planned for Bay Area SMACNA interns this summer. CMI is an award-winning mechanical contractor specializing in design, fabrication and installation of HVAC systems. Students will have the valuable opportunity to learn about the company's philosophy, tour the facility, visit a jobsite and ask CMI leaders any questions they may have.

JUL
30

TUESDAY, JULY 30

9 a.m.
Check-in, shuttle to Critchfield Mechanical

10:30 a.m. – Noon
Welcome, facility tour

Noon-2:30 p.m.
Lunch, jobsite tour, Q&A

2:30 p.m.
Shuttle departs to SMACNA office

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



EVENT RECAP | June 8

GIANTS GAME OUTING

It was a beautiful day for the Giants game, held at Oracle Park, where we had an amazing turnout of about 200 members on Saturday June 8th. The Giants were up against the Dodgers and although we didn't get to see a win for the Giants, it was a great opportunity for people in our industry to network, build connections or expand upon existing ones. Our attendees were also able to relax and enjoy some amazing BBQ!

Thank you to everyone who attended and helped make this a successful outing!



EVENT RECAP | June 14

SALMON FISHING TRIP

On June 14, more than 90 Bay Area SMACNA members participated in the salmon fishing trip along the California coast! Five boats headed out early in the morning, and members enjoyed fishing for fresh salmon until late afternoon. In a few areas during the excursion, some members were fortunate to sight whale and dolphin pods! It was an exceptional day for fishing, as all boats caught their limit of salmon. Thank you to all that attended – we hope you had a great time!

CLASS RECAPS



NEXT SESSION – 8/22/19 – 8/23/19

CLASS RECAP | June 4-5

SEXUAL HARASSMENT PREVENTION TRAINING

To comply with new California law on sexual harassment prevention training, more than 40 attendees gathered to learn ways to handle and properly respond to a sexual harassment claim, how to ensure that you are respecting people and their lifestyles, and how technology can potentially affect and create a hostile work environment. Real-life examples were used during the sessions so the supervisors in attendance could easily understand, relate and grasp the information that was being presented.

What Members Learned

- The importance of training to prevent harassment
- Legislative updates and statute of limitations
- The expansion of protective persons
- Forms of harassment with examples
- Liability of company and self
- The standards for evaluating sexual harassment
- Proper response to and documentation of a sexual harassment complaint

Presented By

Elizabeth M. Pappy, Esq., with Burke, Williams & Sorenson, LLP



CLASS RECAP | June 5

JOB COST MANAGEMENT

This two-part class taught members the importance of job cost management, the corporate WIP process, methods for determining percent complete, why accurate field reporting is important, what earned value is and how to use it. The presenter also talked about establishing overhead with emphasis on the unique challenges of the sheet metal industry, using real-life examples to show the effectiveness of the techniques and methods she was teaching.

What Members Learned

- Installation overhead and burden
- Burden for hourly employees
- Burden for salaried employees
- Manufacturing overhead and burden
- Spatial coordination overhead and burden
- Traditional overhead and burden

Presented By

Stephane McShane, director at Maxim Consulting Group



CLASS RECAP | June 11

CPR/AED/FIRST AID TRAINING CLASS

Bay Area SMACNA hosted a free CPR/AED/First Aid training class on June 11 to SMWIA Local 104 members, managers and office staff. During the four-hour class, students received a well-rounded education, covering vital CPR and emergency cardiac care skills and how to apply these lifesaving methods when needed. The presentation was interactive and captivating, allowing students to retain the information easily. Those who attended will be certified in CPR and first aid for two years.

Presented By

Safety Training Seminars

CLASS RECAP | May 29

ESTATE PLANNING 101 LUNCH AND LEARN

Many business owners are unsure of how to prepare for their future. This FREE, engaging lunch and learn allowed members to learn more about estate planning, and explore and discuss their financial goals and priorities.

What Members Learned

- How to avoid expense, delay and publicity of probate, and how to avoid conservatorship
- How to protect loved ones from losing or squandering their inheritance
- How to protect IRAs and other retirement accounts from creditors, divorce and the IRS
- How to protect yourself and your loved ones in the event of disability or incapacity, and prevent your life savings from being wiped out by nursing home bills
- Why existing estate plans need to be revised for the current estate tax exemption

Presented By

Jeff Skidmore, CEO & founder of Union Retirement Solutions

CLASS RECAP | May 30

HOW TO BE A MORE EFFECTIVE FOREMAN

Back by popular request, more than 60 attendees enjoyed this FREE interactive presentation. Designed for anyone who manages people, the class equipped individuals with tools to help make an immediate impact on job performance.

What Members Learned

- Time management and productivity enhancement tactics
- The importance of developing and motivating your people
- How to be a better leader with active listening skills
- Communication style and minimizing conflict
- Results-oriented problem solving

Presented By

Kevin Dougherty, a leading construction industry consultant

PROGRAM | September 10 - October 17

PROJECT MANAGEMENT CERTIFICATE PROGRAM

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



**TUESDAYS, WEDNESDAYS & THURSDAYS –
SEPTEMBER 10 - OCTOBER 17**
4-8 p.m.

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