



BAY AREA SMACNA'S

CUTTING EDGE

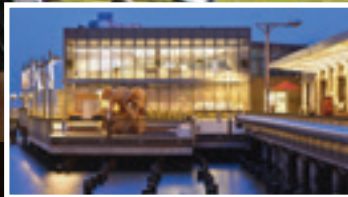
MEMBER NEWSLETTER | Third Edition | 2019



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ASSOCIATION NEWS | Updates from Paul Irwin

PRESIDENT'S REMARKS



PAUL IRWIN
PRESIDENT

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This summer was full of action for Bay Area SMACNA members! In July, more than 30 area high school and college students participated in a successful Intern Training Day at Critchfield Mechanical, Inc. where attendees learned about the CMI culture and toured the shop and a current project. July also drew sold-out participation during our Scholarship Trust Golf Tournament. Thanks to the generosity of our contractors and sponsors, we raised a record-breaking \$300,000 in support of higher education!

None of our programs would be possible without the dedication of our association staff, who work behind the scenes to manage programs and make sure our members have the resources they need to stay at the top of the industry. More educational courses and member events are sprinkled throughout this issue. Be sure to check them out and join us!

Earlier this summer, SMACNA released results from this year's annual safety survey. Winners of the 2019 Safety Excellence Awards Program were determined by man-hour categories and OSHA incidence rates. We are proud to recognize four of our members who made it on this year's list: Western Allied Mechanical, Critchfield Mechanical of Southern California, Broadway Mechanical Contractors and West Coast Architectural Sheet Metal. Congratulations to all who participated and continue to make safety a priority! See page 21 for more details.

As we welcome the start of a new quarter, we also recognize a new beginning for the estimated 114 September graduates of the Bay Area Joint Apprenticeship Training Center. These craftsmen and women have chosen to commit to a career in unionized sheet metal, and have spent the last five years working full-time while learning the intricacies of our trade. They've trained in our network of state-of-the-art training centers, and are now ready to partner with our signatory contractors. This generation of skilled workers represents the future of the sheet metal industry, and we are excited to see where their journey takes them.

CLASS RECAPS



CLASS RECAP | July 17

PLANNING FOR RETIREMENT LUNCH & LEARN

Bay Area SMACNA Associate Member DFG Advisors presented on a variety of topics, including life after exiting the work force, striving to protect what their clients have worked so hard to achieve and finding new ways to promote their clients' growth.

DFG Advisors relishes the opportunity to educate and empower their audience. The conversation between the attendees and presenters was constructive, concise and engaging – providing members the opportunity to educate themselves on life after retirement and how to plan for a successful future.

What Members Learned

- Expectations vs. reality of savings
- Accumulation and distribution of money
- The importance between what you earn and what you keep
- Keeping yourself on track for retirement
- How to keep key employees close
- How to create an exit strategy for your business

Presented By

Chris Brunell and Lindsay Capozza of DFG Advisors



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.

OCT

11

FRIDAY, OCTOBER 11

Birds Landing Hunting Preserve
2099 Collinsville Rd.
Birds Landing, CA 94512

**CUTTING
EDGE**
MEMBER NEWSLETTER

ADVERTISING OPPORTUNITY!

| | MEMBERS | NON-MEMBERS |
|--------------------------------------------------------------------|---------------------------------------|-----------------------------------------|
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| <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 |

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.

“Our clients benefit from our work being **handcrafted** directly by the guys in our shop.”

- Marcos Rocha, Project Manager

MEMBER HIGHLIGHT

MAUCK SHEET METAL: WHERE ELEGANCE MEETS FUNCTIONALITY

Mauck Sheet Metal has a proud tradition of high-quality craftsmanship since 1948. For more than 30 years, the Oakland-based company has evolved under the devoted leadership of owner Grant Culpan.

“When I first got involved in 1989, we were doing quite a bit of miscellaneous ironwork,” Culpan said. “But since I took over, we work exclusively with the full spectrum of architectural sheet metal.”

The talented team at Mauck Sheet Metal occasionally

performs luxury residential work, but they specialize in high-end commercial projects. Their capabilities include everything from creating concept drawings, to complete installations, to crafting structural accents and embellishments. No matter the project, Mauck Sheet Metal professionals execute every job with skill and precision.

“If I had to give you a niche market, I’d say the more complicated, the better,” Culpan said.

Construction of the new 61-story Salesforce Tower in San

SALESFORCE TOWER (SAN FRANCISCO)

Designed, created and **installed all the metal panels** and **architectural aluminum grills** at the highest penthouse level.

EL CAMINO HOSPITAL (MOUNTAIN VIEW)

Mauck Sheet Metal performed the **whole scope of anodized aluminum panels, louvres, expansion joints** and a variety of **architectural sheet metal** work on the Integrated Medical Office Building — a \$4.5 million project for the company.

Francisco fit the bill for Culpan’s team. Mauck Sheet Metal’s scope of work for the now iconic skyscraper involved designing, creating and installing all metal panels and architectural aluminum grills at the highest penthouse level — nearly 1,070 feet off the ground!

“With architectural sheet metal, no two projects are ever the same. We’re always adapting,” said Marcos Rocha, Project Manager.

Variety may keep the work exciting, but meticulous attention to surroundings and vigorous employee training keeps the work safe. Mauck Sheet Metal is a proud leader in industry safety standards, as evidenced by the wall of safety awards earned throughout the company’s 70-year history.

“We don’t cut corners when it comes to safety,” Rocha said.

The small team of 20 office, shop and field personnel is like a family — and every family passes on traditions from one generation to the next. With Mauck Sheet Metal, that tradition is to maintain the way they enhance projects with expertly handcrafted and fabricated designs.

“Our clients benefit from our work being handcrafted directly by the guys in our shop,” Rocha said. “A larger shop might use a computer program, but our crew is still doing it the old-school architectural sheet metal way, and we’re highly successful in what we do.”



EVENT | November 7

SAVE THE DATE: LUNCH AND LEARN 2016 CALIFORNIA BUILDING CODE REQUIREMENTS

Our goal is to empower Bay Area SMACNA members with information and insight to meet these requirements in the most effective and constructive manner possible. International Seismic Application Technologies (ISAT) is an Associate Member of Bay Area SMACNA and is committed to equipping all members with the latest code information on an ongoing basis.

KEY TOPICS:

- 2016 CBC — Requirements for HVAC systems and how it’s changed from previous codes
- OSHPD update — OPM requirements versus OPA systems
- Streamlining the approach to seismic bracing code compliance
- Bay Area trends in construction, enforcement and inspection
- Q&A

NOV

7

THURSDAY, NOVEMBER 7

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

“The team we have in place is truly like a large family. **Everyone works together to help find creative solutions** that meet our customers’ needs.”
- Steve Leao, Sales Engineer

ASSOCIATE MEMBER HIGHLIGHT

NORMAN S. WRIGHT: A LEADER IN SUSTAINABLE SOLUTIONS

Since 1906, Norman S. Wright Mechanical Equipment Corporation has built its brand on the core values that started the company: integrity, honesty and prompt attention to customer needs. This simple approach started with founder Norman Scott Wright, who handpicked his team, selectively chose the company’s product line and ensured that customer satisfaction was a priority.



SALESFORCE TOWER (SAN FRANCISCO)



STANFORD MEDICAL CENTER (STANFORD)



EXPLORATORIUM (SAN FRANCISCO)



LUCILLE PACKARD CHILDREN’S HOSPITAL (STANFORD)

Wright’s legacy continues today under the leadership of current president and owner Rich Leao.

“We pride ourselves on customer service and making sure our customers are always taken care of,” said Steve Leao, Sales Engineer. “The team we have in place is truly like a large family. Everyone works together to help find creative solutions that meet our customers’ needs.”

Although the company is now among the country’s largest and most trusted distributors of commercial heating, air conditioning and ventilation (HVAC) equipment, the legendary earthquake that destroyed most of San Francisco in 1906 also threatened to shut down the fledgling company. Armed with a strong resolve and confidence in their products and services, the mechanical equipment corporation not only survived the devastation – it flourished.

Every leader throughout the organization’s decades-long history has committed to adapting to new industry trends and continually finding opportunities for innovation.

“In recent years, especially here in California, we’ve seen a lot of interest in electrification and decarbonization and getting away from using natural gas,” Leao said. “Thankfully, many of our manufacturers are working

to be more energy-efficient with their products and processes. We are adopting a lot of new technologies to help with not using fossil fuels.”

Norman S. Wright is recognized by everyone from mom ‘n’ pop shops to large corporations as a respected equipment representative. The company’s HVAC experts work with designers and builders to engineer fully integrated mechanical systems that support a variety of unique and complex applications for clients. Recently, their team has worked on a number of high-profile projects, including Apple Park’s new \$5 billion headquarters in Cupertino, San Francisco’s Salesforce Tower, Pier 15’s Exploratorium museum and the new technologically advanced Stanford Medical Center.

A valued Associate Member, the longstanding corporation also partners and networks with Bay Area SMACNA contractors.

“We’re the direct connection between many manufacturers and local contractors,” Leao said. “Being involved with Bay Area SMACNA gives us the chance to see what’s going on with area clients and gives us better insights into the scope of their projects and our role in helping them succeed.”



APPRENTICESHIP | Recognizing top-tier apprenticeship performance

APPRENTICESHIP RECOGNITION

Contractors play a crucial role in developing the next generation of skilled workers and ensuring that all apprentices receive consistent and fair feedback for their work in the field and shop. The Training Coordinator's (TC) list was developed as a way to measure apprentice achievement on-the-job and in the classroom, but students cannot achieve this recognition without Total Track apprentice evaluation forms completed by the contractors. Sent by the local Joint Apprenticeship Training Committee (JATC), these evaluations must be returned and recorded for the benefit and improvement of the following:

- Student's output and learning
- Training program's ability to meet contractor needs overall
- Division of Apprenticeship Standards' goal to measure overall apprenticeship success

Our goal moving forward is to have all Total Track evaluations completed from 2018 to present. Contractor evaluation completion rates are publicized to increase participation and assist apprentices in achieving their top performance goals.

APPRENTICES | System evaluation process

HOW THE TOTAL TRACK EVALUATION SYSTEM WORKS

The primary on-the-job training (OJT) contact for each contractor is assigned notifications ("tasks") to complete evaluations twice per year for each apprentice, with an initial 10-day due date. There are no reminder notifications sent to complete evaluations, which remain online until completed or removed. However, each contact can access their tasks at any time by clicking on Details/Description at the top of the Total Track system page. Notifications are sent for all first through fifth-year apprentices. For example, a third-year, non-rotating apprentice working for one contractor will receive two evaluations in one year.

Please notify your local JATC office to change your Total Track primary OJT contact, or if you believe there are data listing errors that need purging.



Questions or comments?
KDEJONG@BAYAREASMACNA.ORG

APPRENTICES | Top 20% in class

CONGRATULATIONS, TOP PERFORMERS!

Maintained a GPA of $\geq 85\%$ | Met all OJT reporting commitments and community service requirements
Received above average to high on their employer evaluations | Were on time and did not miss any classes
Criteria met during January 1-June 30, 2019, advancement period

TRAINING COORDINATORS' LIST

| | | | |
|------------------------------|-------------------------|------------------------|------------------------|
| ARTHUR ALCANTAR | JOSHUA R. DIZON | KENNETH J. MARTIN III | CHRISTOPHER M. ROSS |
| ORLANDO J. ALZA | RICHARD A. DOMINGOES | KEVIN P. MARTIN | ANTHONY J. ROSSI |
| SPENCER M. ANDERSON | JOSEPH R. DORST | JESUS O. MARTINEZ | THOMAS M. SABO |
| JACOB R. ARCHIBALD | KEN S. ESCOBAR | MICHAEL V. MASCARI | KYLE D. SAMS |
| DAVID J. BACIOCCO | RYAN FAY | RENEE G. MATOSICH | MAXIMILIANO D. SANCHEZ |
| CHAD A. BARTLETT | KEITH B. FERNANDEZ | KYLE MCGUIRE | JAMES R. SAUNDERS |
| CHRISTOPHER J. BAUMHAUER | THOMAS N. FESSEL | JERRY A. MEDINA | RICHARD A. SEGOVIA |
| CHRISTOPHER J. BAUTISTA | JOSE FIGUEROA | NATHAN MEYERS | PATRICK SHAPIRO |
| GARY M. BEERBOWER | CARMEN MICHAEL GABRIELE | ANDREW MILANI | ANDREW K. SMITH |
| JAMES BELLEFEVILLE | ALEX G. GADAYAN | ALFRED P. MOLINA | TRAVIS SPIEGLE |
| DAN R. BERATLIS | NATE GADOW | MATTHEW D. MONTOYA | MICHAEL M. STAMPER |
| BRADLEY A. BEST | SEAN GALE | BRADLY W. MURDOCH | TRAVIS J. STIDGER |
| TYLER C. BRUMIT | DANIEL GARDUNO | JONATHAN W. NELSON | GREGORY M. STURDEVANT |
| JUSTIN T. BUNTING | LUCAS G. GARRO | ARRIC NETO COLLINS | OMAR I. SUAREZ |
| JACOB W. BUSHEY | DREW R. GLINES | ANTHONY MICHAEL OWENS | BRADY SWINK |
| LOUIELAR E. CADEMAS | JORGE GOMEZ, JR. | SUJAN PARAJULI | JEFFREY A. THOMPSON |
| MIRANDA CARLSEN-BULLOCK | AIPOLO P. GREEN | DANIEL A. PASCOE | SEAN THOMPSON |
| ERNESTO CASTANEDA | WEI BIN GUAN | CHRISTOPHER T. POPE | RICARDO J. TORRES |
| JULIO D. CASTRO | ERIC J. HALL | PETER J. PORTESI | LONG D. TRAN |
| STEVEN G. CATALLI | JOSEPH D. HOCKETT | DONALD R. PRATT II | TRI B. TRAN |
| ISRAEL CHAPA | DAVID HONG | DANIEL F. PUSATERI | JERRY TSUI |
| JAMES G. CHEGE | KELLEN W. HORN | ANTHONY R. QUARESMA | OTTO O. UMANZOR |
| SCOTT B. CHON | DAN HUYNH | ANDREW A. QUITORIANO | CASEY J. VANDENHEUVEL |
| DAVID L. CHURCHILL | MICHAEL A. IBARRA | JOSE GUADALUPE RAMIREZ | VANG VANG |
| EDWARD J. CIRE | BRYAN JAMES | ALEXANDER M. RAMOS | JAMES VILLALOBOS |
| NATHAN P. COOPER | COLTON L. JOHNSON | KRISTOPHER M. RAY | ENRICO VILLETA |
| DEREK G. COX | GEORGE JOHNSON | CHRISTOPHER W. REED | MICHAEL B. WATSON |
| RICKY L. CRIDER | DAVID KAWZINSKI | KEVIN C. RIGLING | JOSEPH WILLIAMSON |
| JUSTIN R. D'AMICO | MICHAEL R. KRUGER | ARMANDO RODRIGUEZ | YUAN FU WU |
| VIET L. DANG | JASON A. LANGLOIS | RANCES L. RODRIGUEZ | WESLEY T. YOU |
| JASON R. DANLI | REY LAPITAN | JESUS E. ROMERO | GUANNING ZHA |
| ORION A. DE MONTAIGU-MACNEEL | JUSTIN S. LEWIS | JASON J. ROMESBERG | |
| JOHN M. DEMARTINI | JAIRO LOPEZ | EARL A. ROMITI | |



APPRENTICESHIP | An overview of our apprenticeship program

APPRENTICESHIP QUICK FACTS

According to Sheet Metal Workers Local 104 and the Bay Area Industry Training Fund JATC, 921 individuals were enrolled in our apprentice programs as of July 11. Here's the breakdown:

| | |
|----------------------------------------------|---------------------------------------------|
| East Bay 240 | North Bay 102 |
| South Bay 327 | West Bay 252 |
| Building Trades Sheet Metal 240 | Air Conditioning Specialists 6 |
| Service 79 | Test & Balance 64 |

These apprentices work hard to develop their skills to become the best in our industry, and Bay Area SMACNA contractor members are encouraged to utilize their extensive training and talents on the jobsite. Here are a few ways to recruit and engage apprentices:

- Keep in contact with key performers and request them back after their two-year rotations
- Consider name hiring service, TAB or AC specialists per our Memorandum of Understanding (MOU) with Local 104
- Acknowledge and reward your top performers on the Training Coordinators' list
- Encourage pre-apprentices to take optional classes to increase their ranking score
- Continually promote the Apprenticeship Training Program online application (<https://smw104training.org/apply-now/>)
- Recognize and celebrate apprentices who are turning out



APPRENTICESHIP | Classes start this year

EVENING CLASSES AVAILABLE TO INCREASE INDENTURE RANKING

Starting this year, all pre-apprentices can improve their ranking scores by participating in optional classes. Instructor-led evening classes are now offered to give pre-apprentices the opportunity to learn more about, and prepare them for, a career in the sheet metal industry, and give those who might not be top-tier "test takers" an opportunity to improve their total score for potential apprenticeship indenture.

PRE-APPRENTICE CLASS OFFERINGS
Classes are offered at varying times and locations throughout our Bay Area Joint Apprenticeship training centers.

- Linear measurements
- Hardware used in the industry
- Shop safety class, field safety
- Professional jobsite communications
- First aid and CPR

FOR MORE INFORMATION For a full list of classes: smw104training.org



LEGISLATIVE | California's anti-sexual harassment law was updated in 2019

SEXUAL HARASSMENT TRAINING UPDATES

On August 30, 2019, Governor Gavin Newsom signed SB 778 – emergency “clean-up” legislation that took effect immediately, extending the sexual harassment prevention training deadline under SB 1343 from January 1, 2020, to January 1, 2021.

Employers who trained their employees in 2018 can now maintain their two-year cycle and provide subsequent training in 2020 while still complying with the deadline. SB 778 also clarifies that employers who train their employees in 2019 aren't required to provide refresher training until two years from the time the employee was trained.

However, SB 778 doesn't impact the portion of the law addressing seasonal and temporary workers. Beginning January 1, 2020, seasonal and temporary employees, who are hired to work for less than six months, must be trained within 30 calendar days after their hire date or within 100 hours worked, whichever occurs first.

Under the new law, all employees – supervisory and nonsupervisory – must be trained by January 1, 2021.

In an effort to keep our members up-to-date and prepared, Bay Area SMACNA held a Sexual Harassment Training class on August 22-23, presented by Elizabeth M. Pappy, Esq., of Burke, Williams & Sorensen, LLP. Additional classes can be

scheduled with Elizabeth Pappy by emailing epappy@bwslaw.com. Bay Area SMACNA will pay 50% of the instructor fee. This is a great opportunity for larger companies who want to train all their employees.

Both the one-hour class for non-supervisors and the two-hour class for supervisors and managers are also available online through ClickSafety. Please contact Nancy Pirrone at npirrone@bayareasmacna.org to have units added to your ClickSafety account for this training.

| EMPLOYER TRAINING DETAILS | | |
|-------------------------------------------------------------------------------------------------|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Here's a quick breakdown for employers who've trained employees this year or in previous years. | | |
| YEAR YOU LAST TRAINED | NEXT REQUIRED TRAINING | EXPLANATION |
| 2019 | 2021 | SB 778 clarifies that employers who train their employees in 2019 aren't required to provide refresher training until two years from the time the employee was trained. |
| 2018 | 2020 | SB 778 allows those employers who trained employees in 2018 to maintain their two-year cycle and still comply with the new January 1, 2021, deadline. |
| 2017 | 2019 | Employers who trained supervisors in 2017 under prior law, known as AB 1825, should still train those employees this year in order to maintain their two-year cycle. |

Bay Area SMACNA is offering more classes on October 17 and December 5 – stay tuned for more details.

SEXUAL HARASSMENT COMPLIANCE FAQs

1 HOW MUCH TRAINING TIME IS REQUIRED?

Supervisors must receive two hours of training, while non-supervisors are required to receive one hour of training.

2 WHO CAN PROVIDE THE TRAINING?

Attorneys who are members of the bar of any state for at least two years whose practice includes employment law under the Fair Employment and Housing Act can provide training.

Human resource professionals or harassment prevention consultants can also provide training, as long as they have at least two years of practical experience in one of the following:

- Running discrimination, retaliation and sexual harassment prevention training
- Responding to sexual harassment or discrimination complaints
- Investigating sexual harassment complaints
- Advising employers or employees about discrimination, retaliation and sexual harassment prevention

3 WHAT ABOUT MY TEMPORARY EMPLOYEES?

For employers who use temporary and seasonal workers, the temp agency is responsible for providing the training.

4 HOW LONG DOES THE TRAINING TAKE?

Training for both supervisors and non-supervisors can be broken into segments. For example, training can be done in 20-minute segments as long as, over the course of the training year, they complete the minimum training requirements.

5 WHO PAYS FOR THE TRAINING?

Employers must pay for all training and the training must take place during work hours.



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 Sport Fishing
3310 Powell St.
Emeryville, CA 94608



SPACE IS LIMITED TO THE FIRST 75!



With today's widespread use of technology, we're more connected than ever. Survey results from the 2019 SMB IT Security Report show that 51 percent of businesses have over 100 devices connected to their network, including desktops, tablets, mobile devices, printers and more. That's a lot of digital information that hackers would love to get their hands on!

Cybercriminals use increasingly sneaky ways to manipulate computers in attempts to commit fraud, identity theft, damage computer files and more. Follow these steps to minimize the damage and keep your business running smoothly.

Once you follow the steps below, and your site has been restored, always be alert to your company's online presence and make it a priority to tighten up your network security. After all, hackers will never stop trying to gain access, but having solid security measures in place can help decrease your vulnerability and keep you up and running!

TECHNOLOGY | Troubleshooting a compromised website

HACKED: WHAT TO DO IF YOU'RE ATTACKED

According to a 2018 cyber readiness report, a whopping **73 percent of companies** are **not prepared** in the event of a **cyber attack**.

Are you?

NOTIFY YOUR WEB TEAM

As soon as you realize your site has been compromised, alert your web development team or hosting provider. These professionals will work with you to resolve the issue, or temporarily take your website offline until the situation has been fixed. If you're lucky enough to catch the breach quickly and have backups in place, you may be able to restore corrupt data and files to a safe environment.

KEEP PASSWORDS HANDY

To speed things along for your support team, make sure all passwords associated with your website are readily available. The following login credentials should be stored somewhere safe, yet easily accessible:

- Domain login information
- Hosting login information
- Content Management System (CMS) login information
- Backup information

CHANGE YOUR PASSWORDS

Once hackers gain remote access to your website, they likely have access to all passwords associated with it. In the event of an attack, promptly change all passwords, including mailboxes and FTPs — and make sure all your website users do the same.

IDENTIFY THE VULNERABILITY

Weak passwords: Passwords should be unique. Never use a variation or the same name as your username, and avoid common phrases, like "sheetmetal" or "mycompanyname123."

Outdated Content Management System (CMS): Putting off software updates makes your system more vulnerable to security breaches. Make sure your CMS is running on the most recent version available.

Shared hosting environments: Multiple sites on one server come with a variety of security risks. For example, when a website hosted on the same server as yours gets hacked, there's a good chance that your website will also be affected.

MONITOR YOUR SITE

If your website has been compromised for any length of time, it's possible your site has been blacklisted, which makes you invisible in any search results and negatively impacts your Search Engine Optimization (SEO). Once your site is back online, make sure it hasn't been blacklisted on popular search engines like Google, Bing and Yahoo by using a free online tool like ismywebsitepenalized.com. Finally, request a Google review to unflag your site as dangerous.

WOMEN IN CONSTRUCTION | Inaugural job walk

BAY VIEW JOB TOUR & LUNCHEON

The Women in Construction (WIC) group held its first job walk of a fascinating project at the Bay View facility in Mountain View. Approximately 40 women attended the event, which highlighted two Bay Area SMACNA contractors: HVAC work by Southland Industries, Inc. (SI) and project work on building automation systems by Air Systems, Inc. (ASI).

Many project engineers, project managers and other construction professionals attended the informative event. Erika R. (SI) and Ben K. (ASI) facilitated discussion about the unique project, including concept design and the coordination necessary to make the project safe and successful.

Following lunch and presentations, the WIC group toured the jobsite and learned about the complexities

of the project's geothermal energy design and exclusive leveraging of outside air for heating/cooling.

Many thanks go to the teams at Air Systems and Southland Industries for the coordination and setup of this educational and inspiring day. Due to the success of the event and participant feedback, the WIC programs team will partner with future sheet metal contractors for another job walk soon.

FOR MORE INFORMATION

For more information the Bay View job walk or future WIC program, visit [@wicbayarea](#) on Facebook.



WIC presenter, Erica, of Southland Industries



UPCOMING WIC EVENTS

OCT

11

SAVE THE DATE: FRIDAY, 10/11 LEADERSHIP PANEL DISCUSSION

Join women making a difference in the construction industry! You won't want to miss this popular and insightful event! Featured speakers include:

Angie Simon

President of Western Allied Mechanical

Stacey Zanetti

VP of Sales at Kaiser Permanente

Tauhira Hoossainy

Senior Manager of Construction Technology at Milwaukee Tool

Michele Bilich

Project Executive at Critchfield Mechanical, Inc.

NOV

22

SAVE THE DATE: FRIDAY, 11/22 WIC YEAR-END SOCIAL

Women, men and associated colleagues in our industry are invited to connect over food and cocktails during this fun networking event!



CLASS | October 18

SAVE THE DATE: PROJECT COMMUNICATION

This is a new SMACNA Chapter Education Program presented by one of our most popular instructors, Kevin Dougherty.

Improved communication and teamwork among the design, estimating, project management and production teams results in increased profitability! This class will help attendees understand the importance of establishing communication protocols, along with all the required documentation and standards.

KEY TOPICS:

- The importance of pre-planning and being prepared
- The seven "deadly sins" of a bad job
- How to communicate with all parties
- Why jobs make/lose money, and what to do about it

OCT

18

FRIDAY, OCTOBER 18

8:30 a.m. – 4 p.m.

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



LUNCH IS PROVIDED





RECAP | Critchfield Mechanical served as host

STUDENTS ATTEND INTERN TRAINING DAY

Bay Area SMACNA's Intern Training Day is a great opportunity for Bay Area students seeking professional careers or employment in the shop and field to gain exposure to the sheet metal and HVAC industry. In partnership with Sheet Metal Workers Union Local 104, an MOU enables both large and small contractors to hire one intern per summer for trade exposure in shop/field roles. Additionally, interns who are enrolled in non-trades roles – such as engineering and accounting – and are awarded college scholarships are eligible for a 50 percent increase in their final scholarship amount after their internship is complete.

The 2019 Intern Training Day on July 30 was hosted by Critchfield Mechanical, Inc. (CMI). The event drew participation from more than 30 area high school and college students. Attendees kicked off the day with breakfast and ice breaker activities, followed by a presentation on why the construction industry (particularly the HVAC specialty) is a growing segment of the economy with a crucial role in energy efficiency. Next, Construction Manager Sean Greenwood shared information on different project types, CMI's culture and the impact their organizational structure has on client partnerships.

Michele Bilich and Tony Bruno, Project Executives, also provided insight and commentary on the changing industry.

Students had the opportunity to learn more about CMI and the sheet metal industry by touring the busy shop environment. They observed SMW 104 workers and other union members in action and saw spot welders, spiralizers, a laser cutter machine and more. The students actively engaged in the tour and asked insightful questions. Many heralded from different college programs, like Cal Poly and Santa Clara University, while others completed high school and were working as interns prior to signing up for apprenticeship programs.

After lunch, the group enjoyed a job walk of a current project in Menlo Park. They observed the outputs of the MEP subcontractors and learned why effective project coordination is critical to overall success, as discussed by Project Managers Ismael Gomez and Cameron Walters, and Safety Coordinator Ryan Rivas.

FOR MORE INFORMATION

Scholarships, Internship Programs or Intern Training Day
www.bayareasmacna.org or contact Donja Robinson at the Bay Area SMACNA office.

EVENT | October 20-23

2019 ANNUAL CONVENTION

Sophistication meets quirky charm during the 2019 SMACNA Annual Convention right in the heart of downtown Austin, at the upscale JW Marriott Austin! You won't want to miss the wealth of networking and educational opportunities, plus local experiences in the Live Music Capital of the World!

Bay Area SMACNA will host a special President's Reception on Tuesday, October 22, at the hotel's Edge Pool Deck in honor of incoming SMACNA President Angie Simon. Chapter Night will follow from 6:30-10 p.m. at Maggie Mae's, the oldest bar on 6th Street.

Educational sessions begin on October 21, and include business development sessions, along with forums targeted to labor and HVACR, industrial, residential and architectural sheet metal contractors. During the annual Product Show, construction leaders will be linked with

SMACNA Associate Members and trusted vendors to gain valuable knowledge and hands-on experience with some of the most innovative products, technologies and services available in our industry.

Speakers and entertainment include corporate event entertainer Gordie Brown, motivational speaker Kevin Brown and comedian Heather Land. Legendary rock band Foreigner will have you seeing "Double Vision" as they close out the convention with some of their most popular songs.

OCT
20 - **OCT**
23
OCTOBER 20-23
JW Marriott Austin
110 E. 2nd St.
Austin, TX 78701

REGISTER TODAY!

To register for the 2019 Annual Convention, visit: smacna.org



EVENT RECAP | Castlewood Country Club

SCHOLARSHIP TRUST GOLF TOURNAMENT

NABCO and Bell Products

It was a perfect day for our annual golf tournament at the Castlewood Country Club in Pleasanton! More than 200 attendees – including volunteers, golfers, staff, caddies and a record number of associate members – came together for some fun competition and networking, while raising money for deserving students through our scholarship fund.

For many years, the Bay Area SMACNA chapter has helped students and their families meet the financial demands of a higher education. In 2018, 62 scholarships totaling \$188,000 were awarded to deserving young adults pursuing an education at a four-year college or university. As of this writing, we anticipate 2019 to be a record year with \$300,000 raised due to the generosity of our contractor and associate members.

This year's event raised funds through a putting and hole-in-one contest, a longest drive competition and a

new "beat the pro" contest. Many golfers also purchased raffle tickets for a chance to win donated prizes, including everything from autographed sports memorabilia to wearable technology. The day of golf was followed by bidding for local travel excursions or gifts through silent and live auctions. Once again, witty radio personality Don Bleu kept the bidding and awards ceremony engaging and entertaining.

Many thanks go to our primary event Eagle Sponsors: Axis Mechanical, ACCO Engineered Systems, Critchfield Mechanical, Norman Wright Mechanical, SMWIA Local 104, Southland Industries and Western Allied Mechanical.

Coupled with all participating contractor and associate members, event donors, volunteers and Castlewood staff who donated their time and money, this year's tournament experienced a profitable and enjoyable day!



Silicon Valley



Players practicing their putts



Critchfield Mechanical



Southland Industries



Building Point Control/Trimble



Melrose Metal Products



Paul Irwin, Bay Area SMACNA President



SAFETY | 2019 Safety Excellence Awards Program winners

BAY AREA SMACNA MEMBERS ARE LEADERS IN SAFETY

SMACNA National recently announced the winners of the **2019 Safety Excellence Awards Program**. Four Bay Area SMACNA contractor members won awards based on man-hour categories and incidence rates. The winners include:

WESTERN ALLIED MECHANICAL

400,001-500,000/HR. CATEGORY

CRITCHFIELD MECHANICAL OF SOUTHERN CALIFORNIA

200,001-300,000/HR. CATEGORY

BROADWAY MECHANICAL CONTRACTORS

200,001-300,000/HR. CATEGORY

WEST COAST ARCHITECTURAL SHEET METAL

50,001-100,000/HR. CATEGORY

Thank you to all members who participated in the 2019 safety survey! Based on the data collected and prepared by the Construction Labor Research Council, 164 surveys were submitted in 2019 compared to 237 the previous year. An overwhelming majority of contractors (97 percent) have a written safety and health program, but the average OSHA incidence rate rose slightly to 2.35 and the average number of lost workdays increased from 83 to 99, both for the second consecutive year.

Congratulations to the Bay Area SMACNA winners for your outstanding performance in occupational safety and health!

DOWNLOAD THE FULL SMACNA SAFETY PROFILE

View it at:
<https://www.smacna.org/safety/surveys-statistics>



Our 2018-2019 Executive Committee was installed during last year's Annual Dinner. Pictured left to right are: Duane Davies, Secretary, NABCO; Rich Buckley, Jr., First Vice President, Anderson, Rowe & Buckley; Paul Irwin, President, Bell Products; Randy Attaway, Past President, AGC, Inc.; John Bagot, Vice President, AIM Sheet Metal; and Keith Atteberry, Treasurer, Marelich Mechanical.

EVENT | November 9

BAY AREA SMACNA ANNUAL DINNER

Eat, drink and be merry – and dance, of course – while celebrating our great association during our Annual Dinner on November 9! Plan to join us to connect with fellow members and kick off the upcoming holidays. The popular San Francisco party band Pride & Joy will once again get our toes tapping and our feet dancing. The festivities will begin at 6 p.m. Black tie is optional.

During last year's event, Milt Goodman (ACCO) was awarded the 2018 Bay Area SMACNA Lonnie Michael III Achievement Award, presented by Paul Irwin, current chapter president and the 2017 award recipient.



NOV
9
SATURDAY, NOVEMBER 9
The Westin St. Francis Imperial Floor
335 Powell St.
San Francisco, CA

INVITATIONS WILL ARRIVE BY MAIL

Mailing will take place in mid-September. Stay tuned for more details!

2019 BAY AREA SMACNA OFFICERS



Paul Irwin
President
Bell Products, Inc.



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



Rich Buckley, Jr.
First Vice President
Anderson, Rowe & Buckley



Keith R. Atteberry
Treasurer
Marelich Mechanical



Duane Davies
Secretary
NABCO



Randy Attaway
Past President
AGC, Inc.

2019 TRUSTEES & DIRECTORS

Randy Acosta
Acosta Sheet Metal

Bob Bramlett
Aire Sheet Metal

Paul De Bella
De Bella Mechanical

Don Dennehy, Jr.
Crown Sheet Metal & Skylights, Inc.

Chris Infantino
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Yindy Felkins
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Milt Goodman
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Mark Napier
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Joseph Parisi
Therma

Mike Pence
Control Air Enterprises, LLC

Gregg Perry
Indoor Environmental Services

Les Peterson
Peterson Mechanical, Inc.

Elden Shreve
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Angie Simon
Western Allied Mechanical

Paul Steckel
Van-Mulder Sheet Metal, Inc.

Bob Tuck
Atlas Heating and Air Conditioning

Doug Ulrich
Burlingame Heating

Art Williams
Air Systems, Inc.



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