



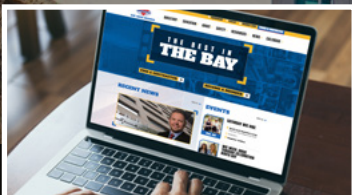
BAY AREA SMACNA'S

CUTTING EDGE

MEMBER NEWSLETTER | First Edition | 2021



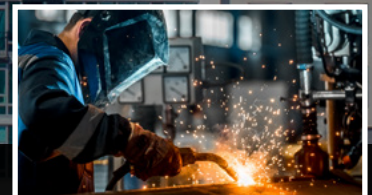
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ASSOCIATION NEWS | Updates from John Bagot

PRESIDENT'S REMARKS



John Bagot
PRESIDENT

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

The effects of COVID-19 on our industry have been widely felt among Bay Area contractors. Our man-hours fell from 7,362,197 in 2019 to 6,039,019 in 2020. That's an industry-wide loss of 1,323,178 man-hours! It sounds pretty doom and gloom, but historically it's not that bad. In 2010 our chapter recorded a mere 3,692,062 man-hours, and we're still well above our 10-year average of 5,032,516 man-hours.

But what does the future hold? Using San Francisco as an example of current conditions, available office space now stands at 22%. Price per square foot is falling as landlords attempt to attract new tenants. With

all the available office space, will developers continue to build more office buildings? I'd like to believe this is a temporary setback and things will take off again, but companies have reevaluated their office needs during the pandemic and many have proven their capabilities of working from home. When we finally get the pandemic under control, many believe there will be a hybrid return where employees split their week between the office and home. I'm sure there will be many different scenarios to custom-fit individual companies, and many SMACNA contractors' office employees will likely alter their office schedules too.

There are some sectors of our industry that will likely see increased hours in the coming years. Hospitals, clinics, medical office buildings and schools will likely see expansion and HVAC improvements to their existing systems as they strive for improved indoor air quality. This emphasis on testing and balancing may be the highest ever as we need to prove these systems are working as designed and meeting all requirements.

President Biden has introduced a \$900 billion emergency relief bill and an emergency plan to reopen schools. There's also \$54.3 billion in emergency relief funds for K-12 schools that includes repairs and improvements to HVAC systems to improve indoor air quality. The bill is expected to be passed in February.

The bright side is our economy is set to boom. Unlike the dot com bust when trillions of dollars were lost, today's stock market has continued to grow, and many companies' valuations are up. Prior to the pandemic, our economy was growing at a brisk rate. One scenario by an economist assumes COVID-19 cases to fall dramatically in the late first quarter of 2021 and predicts the economy will grow at a robust 6.4%. While this may seem optimistic, it is certainly in the realm of possibility.

We're also hopeful that vaccination distribution will help put an end to the pandemic. Businesses can reopen, people can return to work, properties will be developed and we can return to our normal lives.

John Bagot
A.I.M. Sheet Metal



WIC | Industry Promotion

WIC PROMOTES OUR INDUSTRY

Bay Area SMACNA and the WIC marketing team have been getting the word out about our industry! Whether it's posting on pre-apprentice programs, charitable donations or the importance of inclusion, our volunteer media moguls are making an impact. Thanks to the leadership of Carna Blau of United Mechanical, Michelle Acosta of Acosta Sheet Metal Manufacturing, Kelly Britland of Broadway Mechanical and Jessica Pacat of Martinez Sheet Metal — coupled with the Bay Area SMACNA team, our chapter and the industry — results have reached thousands in California and beyond!

Listed below are our 2020 social media stats. We're excited about the effectiveness of our social media push and look forward to watching our numbers grow.

Look for promotion of WIC and SMACNA events, national podcasts, stories of membership successes and more through the channels listed below.

SOCIAL MEDIA REACH



LinkedIn

35,000+ VIEWS



Facebook

8,229+ TOTAL IMPRESSIONS



Instagram

New account – more information coming soon!



ADVERTISING OPPORTUNITY!

	MEMBERS	NON MEMBERS
<input type="checkbox"/> FULL-PAGE 7.5"w x 9.5"h	<input type="checkbox"/> \$900	<input type="checkbox"/> \$1,350
<input type="checkbox"/> HALF-PAGE 7.5"w x 4.5"h	<input type="checkbox"/> \$500	<input type="checkbox"/> \$750
<input type="checkbox"/> HORIZONTAL (A) 7.5"w x 2.5"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525
<input type="checkbox"/> HORIZONTAL (B) 4"w x 2.5"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525
<input type="checkbox"/> VERTICAL 3"w x 9.5"h	<input type="checkbox"/> \$350	<input type="checkbox"/> \$525

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.**

“Between myself and Helge, we’re looking to cultivate the **next generation of leaders within our company** through key hires. Hopefully under our tutelage **we’ll develop them into tomorrow’s leaders within the next 10 years.**”

- Joe Percia, VP & General Manager

MEMBER HIGHLIGHT | Bay City Mechanical

BAY CITY MECHANICAL: SAN FRANCISCO’S DESIGN, BUILD AND SERVICE EXPERTS

Work continues at EmeryStation West, part of Emeryville’s transformation into an international hub for life sciences, research and technology.

For 30 years, Bay City Mechanical has worked hard to grow as a company. The last decade has seen business increase from \$40 million to upwards of \$150 million. And just last year, the team moved into a new 80,000-square-foot facility with a 40,000-square-foot fabrication shop at Harbour Way South – about double the size of their old building..

“Our new location is close to I-580 and I-80, and we’re down the street from the Richmond Ferry Terminal, so we can get to the North Bay or East Bay very easily,” said Joe Percia, VP and General Manager.

The design-build mechanical specialty contractor was founded by Norwegian transplant Helge Theiss-Nyland in 1991. He got his start in the construction industry by working with Gaynor Engineers, but later “saw the contracting business as more exciting and focused his efforts there, and became very successful,” Percia said.

Today, Bay City Mechanical boasts more than 250 field workers from SMART Local 104 and nearly 100 office personnel. A regionally recognized leader in mechanical engineering, construction and HVAC service, their expertise has successfully delivered projects across all industries, including high-rise residential, healthcare, hospitality, educational, life sciences and more.

Currently, Bay City Mechanical has secured ongoing work at EmeryStation West – a world-class 265,000-square-foot laboratory, medical office and transit project. Other projects include the recently completed 855 Brannan Street building in San Francisco – a \$32 million project with ground floor retail and 449 multi-family apartments – and the modern luxury condominiums at ONE Mission Bay, complete with resort-style amenities.

“We were fortunate to be recognized as an essential business throughout the pandemic,” Percia said. “Most of our affordable housing construction projects were not disrupted. Of course, there were COVID-19 programs put into place that limited how we processed projects, but we got through it. We’re still bidding a lot of work and we have some good clientele who are big partners of ours and have continued to feed us with opportunities.”

Throughout the past year, the Bay City Mechanical team has found ways to stay creative when it comes to connecting with current and prospective clients.



855 Brannan Street in San Francisco’s SoMa neighborhood is the ultimate in modern luxury.

“A couple weeks ago, I put a few camping chairs in the back of my SUV and met a client in the parking lot of Dunkin’ Donuts,” Percia said, noting many who drove by approved of the ingenuity during these challenging times. “Adaptability is something everyone needs to adopt.”

That same adaptability is what Bay City will focus on in the coming years as the company continues to adopt new technologies and evolve their leadership style.

“Between myself and Helge, we’re looking to cultivate the next generation of leaders within our company through key hires,” Percia said. “Hopefully under our tutelage, we’ll develop them into tomorrow’s leaders within the next 10 years.”



EDUCATION | Scholarships

BAY AREA SCHOLARSHIP OPPORTUNITIES

Bay Area SMACNA Trustees have approved up to 40 tuition and book scholarships in amounts up to \$6,000 each, plus an additional 50% (up to \$3,000) for participating in the Bay Area SMACNA Summer Intern Program.

Additionally, the Trustees have established one Hardship Scholarship in the amount up to \$15,000 that may be awarded to a deserving applicant who demonstrates a financial hardship and is pursuing a career in the sheet metal and HVAC field.

Last year, Bay Area SMACNA awarded 49 scholarships totaling \$168,000. Visit <https://www.bayareasmacna.org/scholarships> for more information. Bay Area SMACNA Scholarship applications must be postmarked by May 31, 2021.

FOR MORE INFORMATION, VISIT:
<https://www.bayareasmacna.org/scholarships>

FOR QUESTIONS, CONTACT

Kelly Avila
kavila@bayareasmacna.org

MARKETING | Update

BAY AREA SMACNA LAUNCHES NEW WEBSITE

Bay Area SMACNA is excited to announce the launch of our new association website – a fresh new look for a promising 2021. The site will mirror our association's newsletter, The Cutting Edge, in terms of overall branding and eye-catching colors.

Because we represent more than 200 union sheet metal and air conditioning contractors across the Bay Area, streamlining our communications became an important priority for our association. The new site will focus on important news and announcements that directly impact our members and the industry. The site will also include an interactive calendar to allow members to register for upcoming events with just a few clicks.

"Our members continue to innovate and move our industry forward, and our association must keep pace,"

The new site transitions us seamlessly into a new year and **energizes our association** as we look to the future.

SEAN O'DONOGHUE
Bay Area SMACNA Executive Vice President

said Sean O'Donoghue, Bay Area SMACNA Executive Vice President. "Updating our website to current standards allows us to offer the best user experience for our membership and keeps them connected to the most important news and events available. The new site transitions us seamlessly into a new year and energizes our association as we look to the future."

All Bay Area SMACNA members will also be included in a new interactive directory that will link to each individual contractor's website. This valuable addition better positions each of our members as the most qualified and trained professional for any job requiring HVAC and/or sheet metal expertise.

Additional resources available to members include webinars on a variety of topics, internship and scholarship information, safety training opportunities and more.



Our membership of more than 150 contractors proudly serves industrial, commercial and residential clients in 17 counties throughout the Bay Area. These industry leaders help build our communities, and thrive on technology, sustainability and collaboration.



Bay Area SMACNA is proud to offer members a variety of educational opportunities and social events each year. Our online courses and interactive classroom workshops are informative and engaging, while the sports outings, fishing trips and more offer a chance for colleagues to connect on a more informal level. Be sure to check the calendar often so you don't miss out!



We're committed to providing the best resources to our members on today's hottest topics - in an easily digestible format. Our webcasts and online videos cover everything from diversity, equity and inclusion to finances and everything in between. Members must be logged in to access this content.



Our WIC group is committed to raising awareness of the opportunities available to women in the sheet metal industry, helping grow the role of women and enhancing their successes. Our continued efforts include many free programs, luncheons, webinars, charitable giving campaigns and more ways to connect women and bring a sense of community and belonging within the industry.

TO VIEW THE NEW SMACNA BAY AREA WEBSITE, VISIT

www.BayAreaSMACNA.org

INDUSTRY NEWS | New Administration

NEW PRESIDENTIAL ADMINISTRATION: POTENTIAL EFFECTS ON THE INDUSTRY

President Joe Biden has his work cut out for him. He's made it clear from the start that more needs to be done to curb the spread of the novel coronavirus, and he's already made the first of many executive orders as he's settled into the Oval Office these past few weeks — with more to come that will likely impact the construction industry.

AMERICAN RESCUE PLAN

To start his term as president, Biden signed a \$1.9 trillion American Rescue Plan, expected to provide additional relief to individuals and families, help fund a renewed push for increased vaccinations and contribute additional funding to state and local governments and schools. Of that money, \$130 billion is earmarked for K-12 schools. Although that funding can be used for a variety of purposes, a large portion is expected to go toward HVACR and ventilation upgrades — good news for the construction industry.

BUY AMERICAN EXECUTIVE ORDER

During the last week of January, Biden signed an executive order to tighten "Buy American" rules in his efforts to invest in American workers and strengthen domestic supply chains. According to a Reuters article, manufacturing accounts for about 12% of the U.S. economy. White House officials say revitalizing this industry is likely to increase wages, create more union jobs and support minority-owned businesses.

COMMIT TO A CLEAN ENERGY ECONOMY

The new administration is aiming for a 100% clean energy economy, with net-zero emissions, by 2050. That means upgrading the energy efficiency of at least 4 million buildings over the next four years, plus ramping up the Weatherization Assistance Program (WAP) to weatherize and reduce the energy burden of 2 million (or more) low-income homes.

As the new administration continues to take shape, our industry and skilled workforce will remain essential to the president's current and future initiatives. Bay Area SMACNA will continue to provide resources to our members to keep them on the cutting edge and remain the best in the industry.

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, educational opportunities and access to valuable partnerships as we continue to grow as an association. Join us in welcoming our newest associate members!

Merit USA

620 Clark Ave.
Pittsburg, CA 94564
www.meritsteel.com
800-445-6374

Jack Ryner, Account Executive
pryner@meritsteel.com

Merit USA is the West Coast's number one choice for galvanized cold rolled and hot rolled steel. We are a one-stop-shop with a focus on quality, service and support.



Promotional Edge

3160 Crow Canyon Pl., Ste. 210
San Ramon, CA 94583
www.promotionaledge.com
925-362-9913

Michael Spranger, Owner
michael@promotionaledge.com

Promotional Edge is a full-service advertising specialty company offering over 800,000 imprintable products, including apparel, safety gear and PPE.



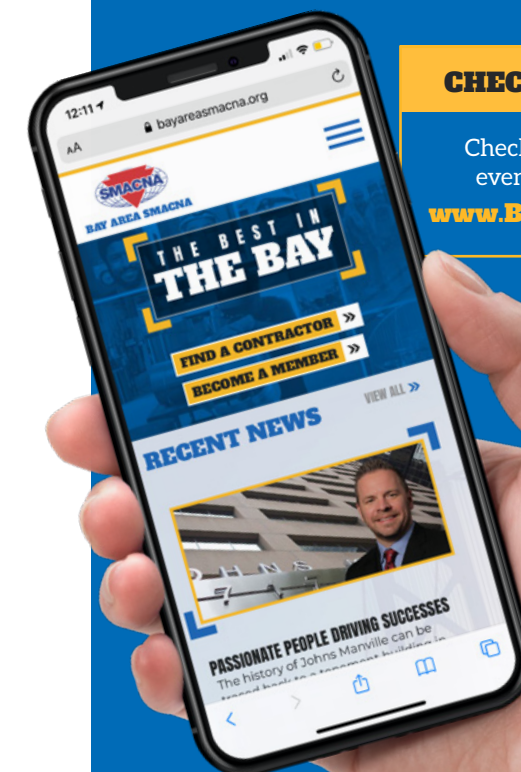
EVENT | Upcoming

DETAILS COMING SOON: SALMON FISHING TRIP

We are currently working on plans for a June 2021 salmon fishing trip! We are sure everyone is looking forward to seeing the beautiful California coast as they fish for their limit of salmon, and we will update our contractors as soon as details have been finalized!

CHECK THE WEBSITE!

Check the new website for event and news updates:
www.BayAreaSMACNA.org



“Being a boutique firm, we like to be very hands-on and **provide that personal touch some companies might not be getting today.**”

- Niko Washington, VP of Employee Benefits Practice

ASSOCIATE MEMBER HIGHLIGHT | Johnson & Dugan

JOHNSON & DUGAN DELIVERS FLEXIBLE SOLUTIONS

For three decades, Johnson & Dugan (J&D) has provided a full spectrum of benefits services to more than 200 companies across a variety of markets.

The company is built on quality customer service, and its team of 20 in-house professionals is committed to delivering the best solutions and supporting the day-to-day service needs of every client.

“We’re here to assist in meeting your goals for your employee benefits package. Customizing benefits for what works for your organization is important to us,” said Niko Washington, VP of Employee Benefits Practice. “Being a boutique firm, we like to be very hands-on and provide that personal touch some companies might not be getting today.”

More than just a financial consultant, the J&D team is an extension of each client’s human resources department. They play an active role with clients, including daily touchpoints for most, meant to enhance the productivity

of HR employees. In fact, a recent survey showed that client workload decreased by an average of 25% using J&D services, freeing up valuable time to work more effectively on other strategic aspects of their department.

“There are so many hats that HR has to wear, and a lot of times their expertise lies in talent recruitment and not benefits. That’s where J&D comes in – as an enhancement to the HR staff,” Washington said. “We’ll review the options available in the market each year, provide assistance with compliance and communicate plans and services to employees.”

Washington boasts a 20-year tenure with J&D and has helped establish and maintain a growing network of strategic partners in nearly every aspect of HR during that time. This network offers everything from legal and actuarial services to internal benefits design and more, bringing a comprehensive depth of services and well-rounded panel of professionals to all clients.

So, when is the best time to review your company’s benefits structure and policies? According to Washington, NOT during open enrollment.

“A lot of times, people feel they need to be reviewing policies at open enrollment or when they have the renewal in their face, and that’s really one of the worst times to do it because you’re rushed and usually end up just going with what’s in place,” Washington said. “Companies really need to take a step back and review goals and benchmarking off the renewal period.”



A Bay Area SMACNA associate member for nearly 10 years, J&D is well-versed in the complexities of union contractors and providing a competitive

benefits package for non-union employees – making them an excellent industry partner.

“Don’t assume that what you have in place is always what’s available to you or the best fit for you,” Washington said. “It’s always good to review your partnerships, and we should be a part of that review to help **determine whether you have the right consultant for your organization.**”

Insurance Services Corporation
JOHNSON & DUGAN



APPRENTICES | Financial Assistance

FINANCIAL ASSISTANCE AVAILABLE FOR NEW APPRENTICES

Local 104 apprentices who are also part-time students while in the apprenticeship program are eligible to apply for financial aid through Foothill College. **First- and second-year apprentices are strongly encouraged to complete the FAFSA form** so that any assistance awarded can be used at the beginning of their apprenticeship. Completing the FAFSA is the first step.

The enrollment status of the student/apprentices (i.e., full-time, three-quarters-time, half-time or less-than-half-time) will have a proportional effect on the amount of money a student/apprentice will receive. The typical scholarships for apprentices/students enrolled at Foothill College range from \$400 to \$1,500.

Those who complete the FAFSA may also be eligible for a Federal Pell Grant. Pell Grants are awarded to undergraduate students based on need and this money does not need to be repaid.



COVID-19 | Vaccines

VACCINE CONSIDERATIONS IN THE CONSTRUCTION INDUSTRY

In the United States, two vaccines — Pfizer-BioNTech and Moderna — have been granted emergency use authorization by the FDA, with a handful more currently in Phase 3 clinical trials.

As of this publication, nearly 35 million Americans have already received their first of two doses. Once health care personnel and residents of long-term care facilities have received the vaccine, people in essential industries

— including construction workers — are expected to be next on the list of those who can receive it early.

Business owners have already faced a number of challenges brought on by the pandemic, and the vaccine is just another hurdle to clear in the race toward “normalcy.” The question now is: Can you require your employees to become vaccinated?

The short answer is yes — but it’s more complex than that. According to guidance issued by the Equal Employment Opportunity Commission (EEOC), there are a few issues employers should be aware of, including:

HEALTH ACCOMMODATIONS

Possible accommodations for employees with a medical disability where the vaccine could pose a threat to their health

RELIGIOUS ACCOMMODATIONS

Possible accommodations for employees who hold a sincere religious belief and object to becoming vaccinated

EMPLOYER REPERCUSSIONS

Possible employer repercussions if a vaccinated employee becomes seriously ill, which could result in a worker’s compensation claim

LIABILITY ISSUES

Possible liability issues when a client mandates vaccination (for example, the hospital project you’re involved with requires all workers to be inoculated)

**TO READ THE FULL EEOC
DOCUMENT, INCLUDING
TECHNICAL Q&As, VISIT**

<https://bit.ly/2YeIMTY>

According to data recently published by Human Resource Executive, the majority of business leaders surveyed by human capital research firm i4cp are still deciding whether they’ll require their employees to receive the COVID-19 vaccine. However, **68% of organizations will encourage inoculation once the vaccine becomes more widely available.**

Today, California’s already hard-hit population is struggling against the newly discovered coronavirus variants. Safety has long been a top priority in the construction industry and making sure our workforce is protected against today’s top viral threat is no different. At a minimum, continue to follow the CDC’s recommendations of frequent handwashing, mask wearing and social distancing protocols whenever possible.

Regardless of your company’s decision to require vaccination or not, be sure to continue a culture of open dialogue and communication with all employees and customers. Transparency is a good business practice every day and becomes especially more important as the pandemic continues.

EVENTS | March 10-13

NATIONAL WOMEN IN CONSTRUCTION WEEK

We're excited to once again host a variety of events celebrating the achievements of women in our industry during National Women in Construction Week, coming up March 7-13.

Don't miss out on these exciting programs and events — email WIC@bayareasmacna.org to sign up for our mailing list and be the first to get registration information!

Be sure to follow us on Facebook for all the latest updates on our upcoming events and boots fundraiser:

<https://www.facebook.com/wicbayarea>

MAR
10

ENCOURAGING WOMEN IN THE CONSTRUCTION INDUSTRY

SF NAWIC President Julie Salinas, *Pride and Paycheck* editor Sue Doro and Bay Area SMACNA Labor Relations Manager Kathy de Jong

MAR
11

LEADERSHIP PANEL DISCUSSION

SMACNA National President Angie Simon and SMART President Joe Sellers, co-hosted with SMACNA Western Washington

MAR
13

GOLDEN GATE PARK HIKE

Golden Gate Park Loop is a 6.3 mile loop around the lake and is good for all skill levels. Members saw beautiful gardens, buffalo, turtles, geese and many more biodiversity creatures.

PLUS

WOMEN IN CONSTRUCTION WEEK DRIVE-BY CELEBRATIONS

T-shirts, raffle prizes and more!

SOCIAL MEDIA PHOTO CONTEST

March 7-13
Check Facebook for more details!



WIC | 2021

THANK YOU TO OUR 2021 WIC SPONSORS

Thank you to our 2021 **WIC** sponsors who make our educational programs and events possible!

COPPER LEVEL SPONSORS



STAINLESS LEVEL SPONSORS



ALUMINUM LEVEL SPONSORS





WIC | Fitness Challenge

WIC FITNESS AND FUN

WIC members and friends enjoy a hike at Carquinez Strait Regional Shoreline Park

WIC is continuing its “stay fit” tradition by hosting monthly hikes during the pandemic. Members are invited to keep connected while enjoying the sunshine, some exercise and each other’s company. Everyone is welcome to bring a friend, colleague or family members – and of course, they should bring their own water and masks.

Our 2021 kick-off hike was held on a gorgeous Saturday at the Carquinez Strait Regional Shoreline Park near Martinez. WIC members gathered with family and friends, while social distancing, at the George Miller trail and enjoyed a wonderful view of the bay. Several in the group completed the loop more than once... not only to get fit, but to take advantage of seeing the beautiful vistas again!



Lucy C., associate member Kaiser Permanente with friend



Jessica P. with her sons

Our monthly hikes take place in different regions throughout the Bay Area. Snacks and drinks are provided.

REGISTER FOR THE 2/20/21 HIKE VIA EVENTBRITE

<https://bit.ly/3cldYcD>



EDUCATION | Webinars

WEBINARS: PAST AND FUTURE

More than 53 people attended the two-part Diversity, Equity and Inclusion (DE&I) webinar last fall. Many thanks to our expert panelists – Bob Bramlett of Aire Sheet Metal, Ann Poppen of McCarthy Building Companies and Vanessa Jackson and Silvia Siqueira of Hilti – who provided timely and targeted information detailing why DE&I is needed in our industry.

Sharing personal experiences, statistics and models, the facilitators provided detailed information demonstrating how the creation and support of diverse teams makes a difference to an organization’s productivity, profitability, and physical and emotional safety. As Jackson from noteworthy DE&I employer Hilti stated, “Diversity,

Equity & Inclusion fuels an outperforming team, differentiates ourselves from the competition and enhances our reputation as an employer of choice.”

Diversity, Equity & Inclusion fuels an outperforming team, differentiates ourselves from the competition and enhances our reputation as an employer of choice.

JACKSON
Hilti

In January, WIC hosted a Building Financial Health and Wealth session for Bay Area SMACNA members to assist them in creating financial resilience now and in the future. Facilitated by associate members Lindsay Capozza and Chris Brunell of DFG Advisors, the interactive

session provided live Q & A for participants to clarify key points in essential financial planning.

Webcasts of these webinars will be available soon on our new website for Bay Area SMACNA members.

LEGISLATION | Worker Protection

CAL/OSHA EMERGENCY COVID-19 REGULATIONS

Cal/OSHA's new emergency COVID regulations technically went into effect on December 1, 2020, following the approval by the Office of Administrative Law. The regulations were adopted very quickly and are extensive. As such, Cal/OSHA will begin enforcement lightly on the condition employers are making good faith efforts towards compliance. Please read through the various requirements and start taking steps today.

"These are strong but achievable standards to protect workers. They also clarify what employers have to do to prevent workplace exposure to COVID-19 and stop outbreaks," said Cal/OSHA Chief Doug Parker.

The emergency standards apply to most workers in California not covered by Cal/OSHA's Aerosol Transmissible Diseases standard. The regulations require that employers implement a site-specific written COVID-19 prevention program to address COVID-19 health hazards, correct unsafe or unhealthy conditions and provide face coverings. When there are multiple COVID-19 infections or outbreaks at the worksite, employers must provide COVID-19 testing and notify public health departments. The regulations also require accurate recordkeeping and reporting of COVID-19 cases.

As emergency standards, these regulations become effective immediately.

"We understand the need to educate and assist employers as they implement the new provisions of the emergency standards," Parker noted. "For employers who need time to fully implement the regulations, enforcement investigators will take their good faith efforts to implement the emergency standards into consideration. However, aspects such as eliminating hazards and implementing testing requirements during an outbreak are essential."

Review the one-page fact sheet and the complete listing of Cal/OSHA COVID-19 guidance and resources at:
www.dir.ca.gov/dosh/

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers and workers who have questions or need assistance with workplace health and safety programs can call Cal/OSHA's Consultation Services Branch at 800-963-9424.

Complaints about workplace safety and health hazards can be filed confidentially with Cal/OSHA district offices.

FOR ASSISTANCE WITH DEVELOPING A COVID-19 PREVENTION PROGRAM

Employers may contact Cal/OSHA Consultation Services at 1-800-963-9424 or at InfoCons@dir.ca.gov
For Consultation information, publications, access the following link or copy the site address:
DOSHConsultation www.dir.ca.gov/dosh/consultation.html



TRAINING | Internships

2021 INTERN TRAINING PROGRAM

Bay Area SMACNA looks forward to once again providing members with assistance and the opportunity to employ an intern this year. The Intern Training Program was designed to raise awareness about the different career opportunities available throughout the sheet metal industry. Careers such as a skilled tradesperson, service technician, detailer, project manager, engineer, estimator, purchasing agent and information services are sometimes overlooked as rewarding opportunities available within our industry. All applicants are required to be students at least 16 years of age. Students under the age of 18 are required to obtain a work permit from their school. Interns hired for office duties may work throughout the school year.

Thank you to the following companies that participated in the 2020 Intern Training Program:

**BRADY AIR CONDITIONING
COLDRAFT, INC.
CROWN SHEET METAL & SKYLIGHTS, INC.
FAIRVIEW HEATING & AIR CONDITIONING
MTB
NATIONAL AIR BALANCE COMPANY, INC. (NABCO)
N.V. HEATHORN COMPANY
PETERSON MECHANICAL, INC.
R.J. MECHANICAL, INC.
R.M.I. MECHANICAL
SOUTHLAND INDUSTRIES
THERMA
UNITED MECHANICAL, INC.
VAN-MULDER SHEET METAL, INC.
WESTERN ALLIED MECHANICAL**

EVENTS | 2021



SAVE THE DATES: UPCOMING EVENTS

JUNE 10-12

ADVISORY GETAWAY

Edgewood Lake Tahoe

Find out what's happening within our Chapter and industry. Invitations will be sent out mid-March. Please plan to attend this important event.

JULY 19

GOLF TOURNAMENT

Castlewood

Members will enjoy great golfing and some well-need camaraderie. More information and registration will be coming late March.

SEPTEMBER 14 - OCTOBER 21

PROJECT MANAGEMENT PROGRAM

Bay Area SMACNA

Designed for students with a minimum of one year project management experience, this program is valuable in learning how to successfully orchestrate the people, resources and the tasks it takes to execute projects on time and within budget.

OCTOBER 24 - 27

SMACNA CONVENTION

Maui

Our own Angie Simon (WAM) will be the outgoing National President, so be ready for some special highlights. Social distance modifications will be in place. Registration will open May 14, and we will update the membership as more details become known.

NOVEMBER 13

BAY AREA SMACNA ANNUAL DINNER

San Francisco

This year's event will be held at the Westin St. Francis in San Francisco — full details will be provided when they are available. Please mark your calendars and plan to attend — we all have some catching up to do!

MORE INFO COMING SOON!

Be on the lookout in our next edition for any new events that have been added as well as any updated information on the above-mentioned events.

RECRUITMENT | Retaining New Recruits

HOW TO RETAIN NEW RECRUITS AND KEEP THEM MOTIVATED

Congratulations — you've hired some of the best and the brightest in the construction industry! So ... now what?

Contracting companies big and small have used a number of strategies to recruit new (and diverse) talent. **But it doesn't stop at getting them through the door.** To maintain the best and most productive workforce, managers, office team and other positions, **you need to focus on retaining your new hires and keeping them motivated.**



BOOST MORALE THROUGH RECOGNITION

Individuals who feel undervalued by their bosses are more likely to start looking for job opportunities elsewhere. So, if you notice employees who go above and beyond, put in extra effort and consistently deliver results, recognize their performance! Extending a personal thank-you for a job well done can make all the difference in a positive employee experience. It may also be worth adopting an employee appreciation program to help strengthen engagement and teamwork.



PROMOTE WORKPLACE SAFETY AND QUALITY

In the construction industry, safety should always be a priority. Implementing a company-wide safety program, outfitting your team with the proper PPE and hosting training opportunities and toolbox talks are all ways to keep your workers safe and show them you value them. Plus, a strong safety record reflects well on you as an employer and can help bring more qualified talent to your door in the future.



OFFER OPPORTUNITIES FOR GROWTH

It's important to invest in your employees, but even more import to let them know that you want to help them succeed in their career. Periodically hold performance reviews to give constructive feedback and allow them the chance to discuss their career goals and how to reach them. Regularly communicate any training/mentoring programs or other development opportunities that are available to them. These resources will keep them challenged and better prepare them for future promotions.



ASK YOUR NEW RECRUITS WHAT THEY NEED

It sounds simple — and it is. Be sure to check in with your employees to see how they're doing, and what you can be doing to continually make your company the best place for them to work. Simple communication (and follow-through) is an easy way to strengthen employee engagement, productivity and overall company success.



APPRENTICES | Curriculum CURRICULUM UPDATES

What is taught, and when it needs to be taught, is critical when it comes to apprentices applying skills and knowledge on the job. The Sheet Metal Workers' Local 104 and Bay Area Industry Training Fund leadership team has been striving to meet this challenge and build better curriculum that meets the needs of the industry. Apprenticeship Administrators Tim Myres and Ben Rivera have partnered with curriculum committee members to realign, rejuvenate and redirect learning priorities based upon contractor feedback, surveys and interviews in addition to monitoring evolving technology.

Many thanks to the curriculum committee members who have dedicated their time and expertise during the past 18 months to shape the key learning objectives, content and resources apprentices need for effective on-the-job performance: Ron Heise, Jeremy Day, Richard Rodriguez, Charlie Throssel and Kathy de Jong representing management, and Brian Masters, Keith Diaz, Dave Diaz and Jeff Salvotti from Labor.

A FEW OF THE MANY CURRICULUM UPDATES UNDERWAY INCLUDE:

- Changed timing and expansion of MATT Level 1 certification
- More leadership/communication development
- Adding 5th year multiple electives, including metal roofing, welding certs and conflict resolution
- OSHA 30 certification
- Enhanced emphasis on indoor air quality/CO₂ for K-12 schools
- Fire Life Safety Lab
- Virtual Reality Service/TAB Training

APPRENTICESHIP | 2020 Recap

A LOOK BACK: 2020 APPRENTICESHIP PROGRAM

The ability to effectively navigate change became a crucial skill in 2020. For the apprenticeship leadership team and program, that competency was continually in demand for the administrators, training coordinators, instructors and students. While flexing between onsite, remote learning, hybrid learning and back again — in addition to ramping up safety protocols for COVID-19 — the apprenticeship program made key investments in staff, technology and equipment with the direction and support of management and labor trustees.

SOME NOTABLE ACCOMPLISHMENTS INCLUDED:

- Zero COVID-19 incidents at the four training facilities
- Timely apprentice turnouts in July 2020 and January 2021
- Hired three additional instructors for hybrid remote and virtual learning/smaller classes
- Purchased new Livermore facility for San Leandro replacement
- Purchased and distributed more than 700 iPads to students
- Added Bluetooth tech equipment to all area Service/TAB labs
- Added new cordless Die Grinders to Welding Labs and many other tools from Milwaukee Tool
- Added new 4' brakes to two facilities
- Added initial Virtual Reality Headsets/Laptops for Service/TAB labs

We appreciate the hard work of co-administrators Ben Rivera and Tim Myres and their leadership team. In addition, we wish to thank the following Sheet Metal Workers' Local 104 And Bay Area Industry Fund Trustees who served in 2020 and whose mission is to make the training program best in class:

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APPRENTICES | JATC

JATC INFLUENCES APPRENTICES

District 1 has three apprentice centers where leaders from labor and Bay Area SMACNA contractor representatives meet in local Joint Apprenticeship Training Program (JATC) committees. Every month the appointed Bay Area Local 104 Industry and Training Fund committee members, along with representatives from the Department of Labor and our LEA partner Foothill College, discuss apprenticeship updates, share announcements and determine which policy decisions and course corrections must be made for cited apprentices. Although only a small number of apprentices are cited to report to the committee for violations (such as poor on-the-job performance or failing to turn in an OTJ report), the positive coaching and consistent application of consequences provided by the committee members is key.

Don Dennehy, owner of Crown Sheet Metal and Skylights, Inc., is one of the longtime JATC committee members who has made a difference. Having spent approximately 13 years on the West Bay committee, he has seen many changes to the program — from almost tripling the number of active apprentices, to the challenges these students face, to the processes that help forge a best-in-class program.

"We can help the students by using our own life experiences to try and give them good advice so they can succeed," Dennehy said. "I really try to be a mentor to the students so they can have a successful apprenticeship."

One area where some apprentices need more coaching is prioritizing their life and work balance — and minimizing distractions. He elaborates, "...young people now have a lot of distractions that we never had; they are constantly interrupted by technology." As a result, the apprentices who are cited to the JATC committees are not as effective at planning and prioritizing — especially when challenges spring up — and these are key skills that are constantly needed in our industry.

Another observation Dennehy shared that is reinforced by all committee members, is the need for apprentices to show up on time, every day, for school and work. Sometimes, apprentices are so excited to land a job or get a new home or apartment that they might not consider the traffic and time commitment for the variety of construction projects they are assigned to. By taking a big picture view of their careers, seeking the wisdom and experience of JATC committee leaders like Dennehy and leveraging all available resources (like the FAFSA information noted on pg 10), the vast majority of apprentices turnout to a successful career in sheet metal.



Don Dennehy

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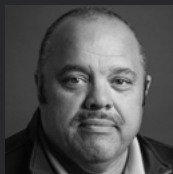
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BAY AREA SMACNA

7677 Oakport Street, Suite 805 | Oakland, CA 94621

TEL: 510-635-8212 | FAX: 510-635-0320

www.BayAreaSMACNA.org