

FOURTH EDITION | 2016

THE METAL PRESS

IMSCA POST-ELECTION UPDATE



Page **1**

MILLENNIALS IN THE WORKPLACE



Page **3**

SHEET METAL INDUSTRY NIGHT



Page **8**

SMACNA
GREATER CHICAGO



POST-ELECTION UPDATE | An update on the political landscape from the Illinois Mechanical & Specialty Contractors Association

IMSCA POST-ELECTION DAY UPDATE

Illinois legislators will get a brief respite from politics as they have a week off before returning to Springfield on November 15 for fall veto session. The Democratic controlled veto-proof majority will be intact for veto session – but in January we will see a slight shift of power as newly elected legislators will be sworn in to office.

Governor Rauner and the Illinois GOP successfully chipped away at the state's Democratic stronghold, which has stifled Governor Rauner's success at passing his "Turnaround Agenda" and the passage of a real budget.

Senate President Cullerton will continue to hold his veto-proof supermajority, even though newly elected legislators will join the chamber. Specific changes in the Illinois Senate include:

- **47th District:** Former GOP State Representative Jil Tracy will fill the seat vacated by Democrat John Sullivan. The Senate Democrats opted not to run a candidate in this district, making it a "gimme" for the GOP.
- **58th District:** The seat vacated by GOP Senator Dave Luechtefeld of Okawville will be filled by Republican Paul Schimpf, who beat former Lieutenant Governor Sheila Simon.
- **59th District:** Long-time Democratic Senator Gary Forby of Benton was ousted by Dale Fowler, the Republican mayor of Harrisburg.

The slight power shift occurred in the Illinois House where Speaker Madigan no longer holds the supermajority of 71 seats. The

House Republicans gained four seats and lost one incumbent, Representative Dwight Kay, who was beaten by Democrat Katie Stuart in the 112th District. The Republican Party was able to hold onto a top-tier race in the 20th District, Representative Michael McAuliffe and won five seats that were controlled by House Democrats. The seats picked up by the House Republicans include:

- **63rd District:** Republican Steven Reick will fill the seat vacated by former Democratic State Representative Jack Franks.
- **71st District:** Republican Tony McCombie beat first-term Democratic State Representative Mike Smiddy.
- **79th District:** Democratic incumbent State Representative Kate Cloonen lost her seat to attorney Lindsay Parkhurst.
- **76th District:** Democratic State Representative Andy Skoog lost his seat to Jerry Lee Long.
- **117th District:** This is probably the biggest loss to Speaker Madigan as one of his top lieutenants, State Representative John Bradley, was defeated by Republican Dave Severin.

GOP party leaders stated the election results are a true sign that Illinois voters want the Democrats to get on board with Governor Rauner's agenda and bring change and reform to our government. Illinois Democrats experienced statewide wins, including Congresswoman Tammy Duckworth upsetting Senator Mark Kirk and Chicago City Clerk Susana Mendoza defeating Comptroller Leslie Munger. These wins encouraged

Speaker Madigan to view the election result as a sign Illinoisans rejected the extreme agendas of Rauner and Trump and want a continuation of a Democratic "check and balances" of their agendas. In a post-election statement, Speaker Madigan blamed his losses on the popularity of President-Elect Trump in rural areas and Governor Rauner's unprecedented campaign cash flow.

We can only hope that the changes we saw on Nov. 8 will be enough to encourage more cooperation between Senate President Cullerton, Speaker Madigan and Governor Rauner in 2017. However, if the previous working relationship between these men serve as any guide, we could continue to be caught up in a stalemate.

Your IMSCA lobbying team would like to thank all of our IMSCA members for your interest and participation in the 2016 General Election. Further, we look forward to continuing our positive working relationships with those members of the Illinois General Assembly who were re-elected, and to forging new relationships and representing IMSCA to all new members of the Illinois General Assembly who will be inaugurated in January.

The Illinois General Assembly was in session November 15-17 and continues November 29-December 1 for fall veto session. We will update you on any issues that may have an impact on your business and the Illinois sub-contracting industry.

If you have any questions regarding this information, please contact Jessica Newbold by calling (217) 523-4361.

SAFETY | OSHA raises awareness and issues a new standard on worksite silica exposure

SILICA EXPOSURE — PROTECT YOUR WORKERS



In March of 2016, OSHA issued new standards on worksite silica exposure, with the new rules becoming effective June 23, 2017. OSHA does not take the threat lightly nor does SMACNA Greater Chicago.

Silica dust are very small particles that, when inhaled, penetrate deep into the lungs. Prolonged or continued exposure can lead to a number of serious respiratory issues resulting in disabling and sometimes fatal lung diseases, including silicosis, lung cancer and kidney disease.

OSHA estimates that more than 2.3 million workers in the United States are potentially exposed to dust containing crystalline silica with nearly 90% of those workers employed in the construction industry. Common tasks on jobsites specific to sheet metal workers that are affected by this new rule include setting duct or pipe hangers into concrete ceilings. Contractors can limit exposure to their workers by using wet methods and vacuum dust collection systems.

SMACNA Greater Chicago members rank safety as a high priority. Members can visit the SMACNA website and download a free copy of the Safety Model Programs as well as a summary of OSHA's respiratory compliance requirements.

SMACNA's director of market sectors and safety Mike McCullion can be contacted for more information at mmccullion@smacna.org or by calling 703-995-4027.



NEW MEMBER WELCOME

WELCOME, NEW MEMBER!

Our membership keeps growing and we're pleased to add a new contractor member! Not only does SMACNA Greater Chicago gain strength in numbers, we gain more knowledge and expertise within the sheet metal industry. We proudly welcome this new member to our organization.



NEW MEMBER
Welcome to SMACNA Greater Chicago!

SYNERGY MECHANICAL, INC. REPRESENTATIVE

Mike Suggs
4152 Warren Ave
Hillside, IL 60162
Phone: (708) 410-1004
Fax: (708) 410-1055
synergymech.com





MILLENNIALS IN THE WORKPLACE | Why aren't more students choosing skilled trades as a career option?

DO TRADE UNIONS FULFILL THE AMERICAN DREAM FOR MILLENNIALS?

Millennials want what Baby Boomers want. Baby Boomers want what Gen Xers want. It seems that, despite the controversy over young folks becoming more and more self-centered in their jobs, Millennials aren't really that much different than other generations — just quicker to leave if they don't get what they want.

And what do they want? A sense of purpose. The biggest difference between the generations is that Baby Boomers felt beholden to their employers and would work for 20 years, regardless of purpose, advancement or even fair pay. Millennials want purpose, pay, appreciation, a chance for advancement and work/life balance. And they will leave a job quickly if they don't feel those needs are being met.

Trade unions have traditionally offered members a sense of brotherhood. They join together for the good of the members, bargaining for pay increases, benefits and vacation time. They gather together to engage in volunteer projects and family get-togethers. They legitimately care about the welfare of their members.

Of course, unions are not employers. They simply supply the workforce to contractors who must adhere to the union standard for the above-mentioned rewards. There are clearly contractor employers who compensate their employees with

good work environments, appreciation and community involvement — and those who don't.

However, at the end of the day, the worker is a member of a group that supports them. The union is there to fight for them if they have a grievance against their employer and negotiate on their behalf to get that pay increase they feel they deserve. Union brothers and sisters provide moral support and appreciation for a worker's contribution to their job and their union. The union offers advanced training opportunities that allow workers to progress in their careers — training in high-tech areas, like augmented reality and drone operation. The stuff of the future.

But are Millennials even aware that union training and fulfilling careers are available? Much of their education has focused on college preparation. Yet, a large percentage of students going to college will never earn their degree. Even vocational high schools are in the business of directing their students into college programs, like engineering and construction management, instead of the trades themselves.

Students who do earn a degree may do so with \$40,000+ in student loans to pay back. The average starting salary for a college graduate is roughly \$50,000 a year. The average starting salary for a journeyman pipefitter is roughly \$50,000 a

year — without any college expenses at all. Apprenticeships in the union are 100 percent cost-free.

So why aren't more students choosing the skilled trades as a career option? A nationwide survey found that students are not interested in the trades for a number of reasons, among them: a lack of knowledge about the trades, a desire to work with computers, a belief that the trades are not high-tech enough and they don't think there is enough opportunity in the trades.

We have known for some time that our education system is geared toward directing young people into college. Our Millennial generation graduates from high school are unaware that the skilled trades ARE working in a high-tech environment, using computers to operate interactive ebooks, AutoCad II (3D) and robotics. In addition to meeting their need for support, opportunity, good pay and benefits, skilled trade unions offer high-tech work that can change the world.

The need to educate young people about the exponential new possibilities in construction careers is unlike any recruitment needs of the past. It's a re-education of our youth — and our society — about what construction jobs look like today. To a generation looking for purpose in life, skilled trade unions just may be the answer.



NHL'S ROENICK | Former Blackhawk speaks at the Regular Membership Meeting.

FORMER NHL PLAYER JEREMY ROENICK: FEATURED SPEAKER

Jeremy Roenick, former NHL hockey player, was the featured speaker at SMACNA Greater Chicago's November 8 Regular Membership Meeting.

Roenick began playing hockey at the age of four and was drafted straight out of high school, going eighth overall in the 1988 NHL Entry Draft to the Chicago

Blackhawks. Roenick spoke to the membership about his love for the game and his drive to become an NHL player. His speech was inspiring to all those in attendance, and proved hard work and determination can, and will, pay off in all endeavors throughout life, whether on or off the ice.

IN MEMORIAM | Former SMACNA President has passed away.

IN MEMORIAM: ROBERT A. ZILL, SR.



Former SMACNA President Robert A. Zill, Sr., 90, of Darien, IL passed away on October 13, 2016. He served as national SMACNA president from 1993 to 1994 and was a member of the Association's board of directors from 1987 to 1991. He began his career in the sheet metal industry in 1949 as a cost accountant.

He was the Sheet Metal Contractors Association president from 1984 to 1985. In addition, he served on the Joint Arbitration Board, Metropolitan Chicagoland Sheet Metal Industry Fund and was president and owner of American Blow Pipe, Inc.

In his 1994 SMACNA president annual business meeting report, he stressed that the association must guard against placing self-interest above the interests of the group, because with a unified front will come survival, growth and profit for each of us. "Strength in unity" is how he phrased it.

"Speak kindly, for we all seek what is right and there's more than one road to reach success; but, whatever road we do take, it must be headed in a forward direction," he challenged.

Mr. Zill's industry involvement included serving as a trustee of the National Training fund (now the International Training Institute) and a SMACNA-IFUS trustee. He was inducted into SMACNA's prestigious College of Fellows in 1994 and served on the College's Board of Governors from 1999-2002.

As an officer and director of two Chicago-area associations for sheet metal contractors, he helped initiate a series of merges that consolidated three area associations. The result was the creation of the Chicagoland Sheet Metal Contractors Association.

SMACNA Greater Chicago members express heartfelt sympathy to his family and friends.



SMACNA GREATER CHICAGO GOLF OUTING '16

MIDLOTHIAN GOLF CLUB

2016 ANNUAL GOLF OUTING | The Midlothian Golf Club hosted this year's rainy-edition of our annual association golf outing.

SMACNA GOLF OUTING 2016

SMACNA Greater Chicago's annual golf outing was held on August 15th. It was a beautiful day. Not a cloud in the sky and the greens were perfect - or not. Let's face it, great weather for an afternoon of golf is something that cannot be guaranteed. Although the rain came down pretty hard while golfers

were on the back nine, the day wasn't a complete loss.

Members moved into the clubhouse to dry off and catch up with one another. In addition to the 148 golfers and guests in attendance, two special guests, Vince Sandusky, Chief Executive Officer of SMACNA National and Michael

Macellaio, Secretary-Treasurer of the Chicago Building Trades Council attended this year's golf outing. The opportunity to talk with both Vince and Michael more than made up for the pelting rain.

Although gray skies dampened the golf, the famous steak and lobster dinner was right on par!

MEMBER INPUT | We are always looking to you, the membership, for ways to continually improve our association.

IDEAS? THOUGHTS? SUGGESTIONS?



SMACNA Greater Chicago is one of the strongest associations within the sheet metal industry. Our strong membership has been, and always will be, one of the most important components of our association. We want to keep it that way.

As a SMACNA Greater Chicago member we want to know your ideas, thoughts, or suggestions on how to further our association and help our contractors remain on the cutting-edge within our industry. Is there "something missing" within this newsletter that you'd like to see; a suggestion for a particular column that could provide information to help our contractors? Maybe you'd like to see your name in print and want to brag about a particular project you've just completed.

DIRECT YOUR QUESTIONS AND/OR COMMENTS TO TONY ADOLFS:

tony@smacnagreaterchicago.org



ADOLFS RECOGNIZED | Chapter Executive Legislative Advocate of the Year SMACNA RECOGNIZES TONY ADOLFS

Tony Adolfs was named Chapter Executive Legislative Advocate of the Year during SMACNA's 73rd Annual Convention in October. The award is presented annually to the SMACNA chapter executive who has made a substantive contribution to their local association and to SMACNA as a legislative and political leader on the local, state, and national level.

"Tony is a leader in SMACNA on critical legislative issues, pension reform, market expansion initiatives, and energy efficient construction in commercial, industrial, and public markets, labor/management opportunities and far more," said 2016 SMACNA President Guy Gast. "He has long been a leader at the city, state, and national level when it comes to legislation, regulations, and industry promotion issues."

"He is a coalition builder with a distinguished record, a SMAC PAC program enthusiast and industry problem-solver for his members in the greater Chicago region and the HVAC industry," Guy continued. "His unflagging efforts to energize and engage his members materialized in 2016 with impressive results."

Tony's leadership throughout the years has energized members to take

action on behalf of SMACNA's priorities — on many occasions taking groups to Washington, D.C. to lobby for pension reform, infrastructure investment, prevailing wages, procurement reforms and business tax issues.

Tony is a two-time award winner — one of only two chapter executives in SMACNA history to earn such a distinction. He last received the Chapter Executive Legislative Advocate of the Year Award in 2003.

To qualify for this prestigious award, candidates must actively lead in both political and legislative chapter affairs, maintain effective contacts with local, state, and national leaders, and motivate members to act on behalf of the SMAC PAC and SMACNA National through fundraising and financial support.

"I am humbled to have been chosen as the award recipient for the second time during my tenure as executive vice president of SMACNA Greater Chicago," Tony said. "If you look at the history of past winners, and the level of personal involvement and dedication it takes to continuously improve our member businesses and the sheet metal industry as a whole, I'm certainly in good company. I will always strive to be an effective leader and provide a voice for my members."



U.S. CONGRESSMAN ROSKAM

ROSKAM MEETS WITH WESTSIDE MECHANICAL

SMACNA Greater Chicago member Westside Mechanical, Inc. recently met with U.S. Congressman Peter Roskam (Illinois District 6) to discuss various topics regarding the sheet metal industry.



f DON'T MISS OUT! JOIN THE CONVERSATION AT:
[FACEBOOK.COM/SMACNAGREATERCHICAGO](https://www.facebook.com/SMACNAGREATERCHICAGO)



MARKETING | Can you describe your company in five words or less?

MY COMPANY IS...

If you can't answer that question in five words or less, you have a little work to do to effectively brand your organization. Those five words can be the differentiation between you and a competitor. Why does differentiation matter? Despite the common resistance we get when discussing branding within the construction industry ("it's all about the low bid", "the customers we want to do business with already know who we are"), every company already has a brand image based on their personality and their reputation in the business. If your brand isn't working in your favor, you could be missing out on potential business.

Even though you may say that you do every type of sheet metal work for every type of customer, the fact is that you probably excel at one or two of your services. You may have staff or field personnel who are pretty well known for their expertise. You might have won safety awards that put you in a "preferred" category. These elements are part of your brand and can be building blocks to a strong image as a desirable firm to work with.

So, write them down. Safe. Dedicated. Experienced. Innovative. History. Track record. Yes, I know that's two words, but that's allowed. Once you have a definite idea of how you really do excel

in the industry, put that into practice and into your marketing. Using safety as an example: If you have great EMR, or a wall filled with safety awards, develop a brand position around your safety record. Live up to your promise of working safely by educating ALL employees on your safety culture. Write a slogan that says you put safety first. Put your safety slogan, EMR rating, safety awards and testimonials from customers on your website, your Facebook page, and in your printed materials. Announce it everywhere!

If end users see it often enough they will begin to take notice and think of you as having an edge in safety. The same principle works if you are a consistent problem solver, or have a 100 year-old history of working with the premier customers in your area. Branding does work in the construction industry, just like it does in retail or food service. The secret is coming up with the brand that identifies you as different from your competition, and broadcasting that message to your target audiences.

So, make your list. Five words. And let those five words lead you to the next level – creating a brand image that tells your prospects that you are different because you are _____, _____, _____, _____ and _____.

SAVE THE DATE | Holiday Party

HOLIDAY PARTY 2016

DECEMBER 2016
Saturday
10



SMACNA Greater Chicago's 2016 Holiday Dinner Dance will be held on December 10, 2016 at Butterfield Country Club in Oak Brook.

Please make note on your calendar and plan to attend this annual festive event!

HOLIDAY PARTY LOCATION



BUTTERFIELD COUNTRY CLUB
2800 Midwest Rd,
Oak Brook, IL 60523



2016 SHEET METAL INDUSTRY NIGHT | BuiltWorlds hosted the inaugural Sheet Metal Industry Night.

SMACNA HOLDS THE INAUGURAL SHEET METAL INDUSTRY NIGHT

In August, SMACNA Greater Chicago hosted its first annual Sheet Metal Industry Night at BuiltWorlds, giving industry professionals valuable insight into emerging technology and best practices.

More intimate in scale than a traditional trade show and aimed at networking, the event drew about 90 participants with more than a dozen booths. SMACNA Greater Chicago's associate members — including Federated Insurance, Albany Steel & Brass Corporation, Windy City Representatives, SysQue, Air Products Equipment Co., Duro Dyne Corp., Pro Fastening Systems Inc., Long Supply Inc., Vent Products Co. Inc., Porter Pipe & Supply Co., Hatchell & Associates Inc., Trimble and ELFCO — took advantage of the opportunity to display their latest services and technology to members of the architectural, engineering and design communities.

As a bonus, all attendees were entered for a chance to win a Microsoft Surface Pro 4 — chosen for its versatile on-the-go design and wireless capabilities that connect from anywhere. Mike Suggs of Synergy Mechanical, Inc. won the tablet.

"We were just trying to start something again," said co-organizer Tony Adolfs, SMACNA Greater Chicago executive vice president. "We used to do this big

trade show with 170 booths, but when the market crashed in 2008, our trade show kind of went down with it, so this is something new we're trying to start out of the ground."

"We knew we wanted to put on an event downtown to attract the architectural and engineering communities and give them a chance to meet our contractors," said co-organizer Joe Passannante, operations manager of Cleats Manufacturing. "We wanted to make sure that they're aware of who our associate members are and what their products and offerings are, and a networking event lets them get to know those people."

Featured presenters included Bryant Donnowitz, VP of customer success at Hard Hat Hub, and Mark Terzigni, SMACNA's director of engineering and technical resources. As technology's role in business productivity increases every day, the duo focused on finding the right people for tech-related jobs and which apps they can use to help businesses become more streamlined and profitable.

According to Passannante, Terzigni highlighted several construction apps that can serve as a mobile toolkit for workers. The HVAC duct construction app provides several options for constructing rectangular in accordance with SMACNA

standards, while the round industrial duct construction app simplifies complex tables for industrial duct fabrication.

The event also featured another speaker — Jonny Imerman, founder of cancer support group Imerman Angels.

"It's a charity I've known about for a long time, and it's well known throughout the city," Passannante said. "Jonny got up and told the story of his battle with cancer, and how he created Imerman Angels as a network of cancer survivors available to help people in similar age groups with the same cancer who need support."

All ticket proceeds, totaling more than \$2,100, were donated to the Chicago-based charity to help further their mission of personalized, one-on-one cancer support.

Energized by the success of the first Sheet Metal Industry Night, organizers are already thinking ahead to next year's event.

"This was the first attempt at a more focused industry event for our members. With the success of it, we're looking forward to bigger and better things next year!" Adolfs said.



 **VIEW THE FULL ALBUM OF PHOTOS AT:**
[Facebook.com/SMACNAGreaterChicago](https://www.facebook.com/SMACNAGreaterChicago)



PHOTO LIBRARY | A look-back at the August 11 event held in Chicago at BuiltWorlds.

2016 SHEET METAL INDUSTRY NIGHT

Remembering the inaugural SMACNA Greater Chicago's Sheet Metal Industry Night held on August 11, 2016.

SMACNAGREATERCHICAGO.ORG



SMACNA
GREATER CHICAGO



1415 W. 22ND STREET, SUITE 1200
OAK BROOK, IL 60523-8433
CALL 708.544.7007 | FAX 708.544.7098

SMACNAGREATERCHICAGO.ORG
[Facebook.com/SMACNAGreaterChicago](https://www.facebook.com/SMACNAGreaterChicago)