

FIRST EDITION | 2018

THE METAL PRESS

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WITHOUT LIMITS ///

SMACNA GREATER CHICAGO

FEATURED COVER IMAGE:

Spoke Apartments - Chicago, IL

Photo courtesy of FMR-Photography



WORDS FROM THE PRESIDENT | Ken Wiesbrook wraps up 2017

LOOKING FORWARD TO A YEAR OF NEW ACHIEVEMENTS

We wrapped up a successful year with record attendance at our annual Holiday Dinner & Dance (*photos on page 10*). Each year, we look forward to sharing this special event with SMACNA Greater Chicago members and families as a way of showing our appreciation for all you do for our local chapter! Now, we look toward our goals for the New Year and how they fit into our strategic plan.

For the first time since 2012, the Partners in Progress Conference will once again be held in February in Orlando, and we're excited to participate. The event is an excellent opportunity for both labor and management to work together. Executive Vice President Tony Adolfs is set to present during a business session, along with John Daniel and Charles Ruegge of SMART Local Union 265, on the topic of the Residential Rebate Program. This should be great national exposure for the I Want SMART marketing campaign, and hopefully encourage other contractors in our industry to participate.

Fire & Life Safety work is also expected to be a hot topic in 2018. Due to the nature of our industry, all businesses have a responsibility to keep fire protection, safety and training at the top of their priority list. SMART Local 265 can help any interested SMACNA Greater Chicago contractor become certified in a range of fire protection services, like inspecting and monitoring the commercial sector.

With eight new members added to our local chapter in 2017, we've made a significant increase in membership. Our total stands at 102 member organizations, representing an 8.5% increase over the previous year. Additionally, we've experienced tremendous success with the launch of our Young Executives of SMACNA Greater Chicago (YES) group, and look forward to more energizing events throughout 2018. *See page 5* for a recap of our last YES event, and details on how to join.

It is true that there is strength in numbers, and the more we grow and engage our younger generation, the more we can learn from and help each other stay leaders in the sheet metal industry!

Ken Wiesbrook, President
SMACNA Greater Chicago



EDUCATION | Providing education to ensure your company is the best in the industry

SMACNA GREATER CHICAGO MAKES A BIGGER COMMITMENT TO EDUCATION

SMACNA Greater Chicago wants to make sure you have all the education and information you need to make your company the best in the industry.

We are making a bigger commitment to education in 2018! To kick off the initiative in the New Year, we're offering our "Leadership Without Limits" workshop. This workshop series is a boot camp for all personnel; seasoned leaders, new hires or those in line who are getting ready to take on a management role.

Our program offerings include a range of relevant topics to today's contractor

that will help your business thrive and keep you ahead of the curve.

A Lunch & Learn series of live computer webinars will also be offered,

**OUR PROGRAM OFFERINGS
INCLUDE A WIDE RANGE OF TOPICS
THAT ARE RELEVANT TO TODAY'S
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YOU AHEAD OF THE CURVE.**

covering topics such as Excel, OneNote, Outlook and Bluebeam. These Lunch & Learns were designed to be taken within the comfort of your own office to make

it easier for those too busy to get away. See Page 7 for more information and dates about Lunch & Learns.

For Foremen, Supervisors and

Project Managers, we are bringing SMACNA National's Chapter Education to Chicago. We encourage all our members to take advantage of the excellent educational programs that the National offers. We will offer scholarships to members for the National's popular

Supervisor Training Academy and Project Managers Institute — both of which are scheduled for this Spring.

WE WANT TO HEAR FROM YOU

If you have other educational topics or classes that you'd like to see offered, please contact Laurie Leonard at Laurie@SMACNAGreaterChicago.org.

FOR A FULL SCHEDULE OF EVENTS VISIT

SMACNAGREATERCHICAGO.ORG/Events-Education.html





**VIEW THE FULL ALBUM
OF PHOTOS AT:**
[Flickr.com/Photos/SMACNA](https://www.flickr.com/photos/SMACNA)



ANNUAL CONVENTION | 2017 SMACNA Annual Convention was held in Maui Oct. 22-25

2017 CONVENTION IN HAWAII

FUN IN THE SUN AT THE 74TH ANNUAL CONVENTION

October's 74th SMACNA Annual Convention at the Grand Wailea Resort in Maui, Hawaii, included a busy schedule full of educational sessions, technology presentations, recreational activities, awards and more. Despite an island-wide power outage on the morning of the Product Show, the much-anticipated event was well-attended and noted as the "greenest" Product Show in SMACNA history.

We were proud to have one of our own members, John Comforte of Climatemp

Service Group in Broadview, formally inducted into the SMACNA College of Fellows during the convention. The prestigious honor recognizes years of service and dedication to the sheet metal industry.

SMACNA Greater Chicago member Westside Mechanical of Naperville was also recognized as a top safety achiever during the convention. Jeff Lukitsh accepted the Excellence in Safety Award in the 100,001-200,000 hours category on behalf of the company.

The convention closed with a delicious Hawaiian-style buffet for more than 1,400 attendees. Following dinner, guests were treated to the legendary rock music of Queen, performed by Queen Extravaganza, the official Queen tribute show produced by original drummer Roger Taylor and guitarist Brian May.

Save the date for the 2018 Annual Convention, which will be held October 14-17 at the San Diego Marriott Marquis & Marina in San Diego, California.



SAFETY | The importance of safety in the workplace

EVALUATE YOUR SAFETY CULTURE

Historically, the construction industry has viewed safety programs as an endless drilling of safety rules into workers' brains, with penalties inflicted for non-compliance. Has it worked? The answer is "yes" — sort of. But studies show that the drip, drip, drip of the same messages over and over again gets filtered out by workers. Despite the valiant efforts of employers, construction worker deaths in 2015 increased to its highest level in work-related deaths since 2008. New safety programs are being developed daily that focus on a "safety culture" — a culture that encourages a shared vision by management and employees about why safety is important to the individual worker.

There are several important steps to creating a culture that every employee believes in and adheres to within the workplace.



THE "FATAL FOUR" SAW AN INCREASE IN WORKER DEATHS BETWEEN THE YEARS OF '08 & '15



364 out of 937 worker deaths were caused by falls



81 construction workers died from electrocution



67 deaths were caused by caught in-between



90 worker deaths were caused by being struck by an object

1. Examine past experiences to identify hazards and provide extra safety training focused on those areas.
2. Provide adequate equipment, tools and training needed to perform safely.
3. Instill safety attitudes as a value to the worker, not just a policy. Every worker must believe that it is their responsibility to initiate and maintain safe work practices for their own personal welfare and the welfare of their co-workers — not because it is a policy of the company, but because it really matters in their lives, and the lives of their families.

Number 3 is the most important step of all. Workers must be taught to see beyond the safety "rule" and apply their behaviors to what it means in their own lives. What would happen to their career if they lost an eye? How would their families suffer if their support was lost? How do those safety glasses benefit them personally?

Training that focuses on safety for personal

reasons, rather than because the company says so, can have a much greater impact on workers than a list of rules. When they have to make a decision whether to reach for the safety gloves for just one quick snip, they may be inclined to bypass the rule. Sometimes it feels good to ignore rules that management imposes. If a worker thinks of the outcome for himself or his family, it becomes a personal choice.

Once a strategy for developing a safety culture has been created, the training must be consistent and often to reinforce the message. During high-demand work periods, toolbox talks and safety meetings simply can't be canceled because of time. The message there is that all the lip-service you pay to safety is just that — lip service. You must show by example that you care about every individual's safety, and you are not going to compromise because everyone is busy.

All of this training is critical, but not enough. Positive reinforcement worked with your kids,

didn't it? It might prove just as effective on your workers. If the only safety feedback they get is negative, they will soon learn to tune that out.

Talk to your safety director, foreman or project manager about becoming a safety coach, rather than the safety police. They should be giving helpful safety advice and offering praise when a worker shines as an example of on the job safety.

Create a positive safety slogan that is fun and shareable. Use social media to repeat the slogan and messages about why safety matters, and encourage your employees to share those messages. Use social media to recognize safe behaviors by posting pictures of workers with outstanding safety records.

Everyone knows that safety is serious business. But making it personal — and even fun — just might motivate workers to take it even more seriously.





YES

YOUNG EXECUTIVES
OF SMACNA GREATER CHICAGO

Pinstripes Oak Brook hosted another successful YES event on November 8, with more than 51 SMACNA Greater Chicago young professionals in attendance. The event kicked off with a brief demo on the capabilities of Bluebeam, presented by computer consultant Ginnie Floraday. From design review to RFI management to site logistics, the software is designed to help streamline workflow and promote collaboration among all who have a role in major construction projects.

"To maintain our edge in the sheet metal industry, our members need to adopt and utilize new technologies. Because the YES audience may eventually become the leaders and owners of our member organizations, now is the time to get them involved and excited about the future of the industry," said Tony Adolfs, SMACNA Greater Chicago executive vice president. "By giving our young professionals the tools they need to succeed — early and often — we're not only helping the longevity of their careers, but also helping transform and elevate our industry as a whole."

Following the presentation, YES members engaged in a friendly bocce ball competition over cocktails.

YES
WE HAVE A
WINNER!

CONGRATULATIONS, LANCE!

Lance Dobler of Elgin Sheet Metal Co. won the raffle for a one-hour remote session of Tech Training.

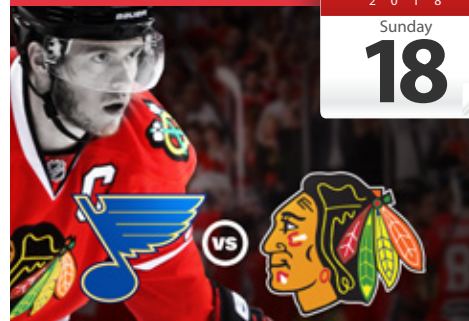
SAY "YES" & CONNECT

If you're a young executive, or know someone who is, join us at our regular YES meetings! Be the first to know about YES events — visit

SMACNAGREATERCHICAGO.ORG

SAVE THE DATE

MAR
2018
Sunday
18



BLACKHAWKS & BLUES BATTLE ON THE ICE

United Center in Chicago

Our favorite division rivals are set to battle it out on the ice on March 18 at the United Center! Join fellow SMACNA Greater Chicago members in the comfort of a penthouse-level suite to watch as the Chicago Blackhawks take on the St. Louis Blues. Puck drops at 6:30 p.m. Cost is \$90 per person, and includes a "suite seat," admission, food and drinks.

Seats are limited; tickets will be given on a first come, first served basis.

**RESERVE YOUR SEATS BY
MARCH 9!**

Contact Laurie Leonard at
708.544.7007 or
Laurie@SMACNAGreaterChicago.org

TRUE MECHANICAL
1000 KARL CT. • 60084 WAUCONDA, IL 60084 224-0903-2012

WELCOME NEW MEMBER!

Welcome to SMACNA Greater Chicago!

TRUE MECHANICAL, LLC

Steve Coffman
1205 Karl Ct., Suite 104
Wauconda, IL 60084
224-475-9155

www.truemechanical.net
steve@truemechanical.net

LEADERSHIP

WITHOUT LIMITS

LEADERSHIP WORKSHOPS | Four-part series designed for all professionals

ATTEND LEADERSHIP WORKSHOPS TO REACH YOUR BUSINESS GOALS

From improving time management to communicating more effectively, we know our member businesses always strive to stay on top. That's why we've partnered with The Carroll-Keller Group to present *Leadership Without Limits* — a series of valuable, half-day workshops designed to help both emerging and seasoned leaders accomplish their business goals. Featured speaker, Darryl Harris, will facilitate each half-day session.

Cost for members is \$35 per session, or \$125 for all four sessions. A complimentary catered breakfast will be served prior to the start of each workshop.

REGENCY TOWERS
CONFERENCE CENTER
1515 W. 22nd St., Oak Brook, IL

Registration is **limited to the first 30.**

8:00AM - NOON

Breakfast provided at 7:30am



TIME MANAGEMENT

"Increasing Your Personal Effectiveness"

In this session, you can begin to identify and focus on applying key skills that will result in dramatic improvements to both your personal and corporate productivity. Tips for planning, prioritizing and organizing will be explored.



CORE COMMUNICATIONS

"Best Practices and Interpersonal Skills"

This session is best for those who want to build collaborative relationships and exemplify trust and respect, including new managers, supervisors and new hires who want to work confidently with others.



ESSENTIALS OF LEADERSHIP

"Frontline Managers and Supervisors"

This session was designed specifically for newly promoted and frontline supervisors to help strengthen their leadership abilities and improve communication and interaction with their teams.



COACHING AND COUNSELING

"Improving Performance"

This intensive workshop provides a series of activities, interactive exercises, role plays and case studies. It will help develop the confidence and experience necessary to coach your entire team toward improved performance and productivity!

TO DOWNLOAD THE BROCHURE OR REGISTER TODAY, VISIT

SMACNAGREATERCHICAGO.ORG/Leadership-Workshop.html





2018 ANNUAL CONFERENCE | Join us at Fairmont Banff Springs

CASTLE IN THE ROCKIES... NETWORK, EDUCATE, AND ENJOY!

You're invited to join us for the Annual Conference from June 13-17, 2018 at the Fairmont Banff Springs in Banff, Alberta, Canada! This year's event at the "Castle in the Rockies" will combine a rich history with spectacular scenery for an unforgettable experience.

WHAT	WHEN	WHERE
ANNUAL CONFERENCE	JUNE 13-17, 2018	FAIRMONT BANFF SPRINGS IN BANFF, ALBERTA, CANADA

ABOUT THE RESORT:

The Fairmont collection boasts some of the most iconic hotels in the world, including The Plaza in New York and The Savoy in London. The world-famous Fairmont Banff Springs hotel is a luxury mountain resort set in the heart of the picturesque Banff National Park, a UNESCO World Heritage Site. Since 1888, guests have enjoyed stunning views, exceptional regional cuisine and a variety of seasonal activities. Resort amenities include a 27-hole championship golf course, the Willow Stream Spa, tennis courts, pools and more.

CONFERENCE PROGRAMS:

In addition to ample sightseeing opportunities, SMACNA Greater Chicago has planned an exciting and educational program for attendees. Get ready to expand your industry knowledge — mark your calendars and we'll see you at the Annual Conference!

FOR UPCOMING INFORMATION ABOUT THE ANNUAL CONFERENCE, VISIT
SMACNAGREATERCHICAGO.ORG

SAVE THE DATES



Most of us use our computers and programs fairly efficiently. But there are tips, tools and shortcuts that will put your efficiency into overdrive.

Attend a remote, one-hour Lunch and Learn with **Ginnie Floraday** and learn what you've been missing. All sessions are free to SMACNA Greater Chicago members.

To register, call or email Laurie:

Laurie@SMACNAGreaterChicago.org
or **708-544-7007**.

USING EXCEL MORE EFFICIENTLY

FEB
2018
Tuesday
20

GETTING ORGANIZED IN OUTLOOK

MAR
2018
Tuesday
20

WHAT IS ONENOTE?

APR
2018
Tuesday
17

INTRO TO BLUEBEAM

JUN
2018
Tuesday
19

GET TO KNOW | Westside Mechanical

GET TO KNOW WESTSIDE MECHANICAL



The installation of a Makeup Air Unit on the rooftop of Spoke Apartments, located in River West.

Westside Mechanical — with locations in Chicago and Naperville — has been a recognized leader in mechanical HVAC construction, service and maintenance since the company was founded in 1970. Boasting a team of more than 60 factory-certified technicians, the mechanical contractor is one of the largest service companies in the Chicagoland area, and prides itself on offering superior service to every customer, every time.

Whether a client has scheduled a preventative maintenance call or needs emergency service, Westside Mechanical offers immediate customized support 24/7/365. A GPS-equipped fleet and fully paperless business processes allow the company to operate more efficiently, and each field tech is equipped with a tablet or iPad directly connected to the office to easily and conveniently evaluate system performance.

“The customers like the expediency of it,” said Jim Reiss, CEO. “We use Dispatch Direct, which we highly customize for our own needs, and we have a complete history of every piece of equipment that we maintain for our customers, so every service tech has the ability to see the history of everything he’s working on.”

When scheduling a service call, customers know they’re in good hands with Westside Mechanical.

“The people who are out there quoting the work for the customer could actually do the work themselves,” Reiss said. “All of our service sales people, with one exception, are former service technicians. It really gets the job done right and cuts down on call-backs.

A strong emphasis on a company-wide safety culture also gives customers — and employees — peace of mind. In fact, Westside Mechanical recently won a 2017 SMACNA Safety Excellence Award and maintains an Experience Modification Rate (EMR) of .53, which is far below the industry standard of 1.0.

“We’re more than just getting the job done on time — we make sure our workers get home to their families,” Reiss said.

With more than 40 years of experience in commercial, industrial and institutional projects, Westside Mechanical delivers a suite of solutions throughout the entire construction process, from custom design/build services to value engineering expertise. They also perform extensive work on Chicago icons, including the renovation of the North and South Towers of the Wrigley Building and replacing the Newberry’s air handlers.

“These buildings have mechanical equipment that the buildings were built around, and the architects didn’t factor in replacing equipment in the original design,” said Jeff Lukitsh, president. “So, we have to find the most cost-effective way of fixing things.”

Recently, the company wrapped up work as the Engineer of Record on Spoke (formerly 1001 West Chicago Avenue), a 363-unit luxury apartment complex targeted to millennial renters. Resident amenities include a music lounge, gaming room, cycling studio and fitness center, plus 45,000 square feet of retail space. The two-acre site used to be home to the Gonnella Baking Co. plant.



Aerial view of the construction at Spoke Apartments, located in River West.

Photo courtesy of FMR-Photography

Currently, Westside Mechanical is working on a new location of Lurie Children’s Hospital in Northbrook.

“It’s a standalone hospital that’s about 23,000 square feet. They’ve got operating rooms, surgery rooms, MRI labs, recovery rooms, and our team is handling everything from full 3D coordination through project construction,” Lukitsh said. “It’s roughly a \$3 million project that’s supposed to be completed in June.”

The company looks forward to a busy 2018, with a number of projects already in the works at the start of the New Year.





RECRUITING MILLENNIALS | Recruiting talent from the next generation

WHAT TO CONSIDER AS YOU RECRUIT NEW TALENT

Many trade associations and unions have asked Nehlsen Communications to help them recruit workers — both apprentices and management trainees — and with good reason. Baby boomers are retiring at a rate of approximately 10,000 per day. There are 79.8 million millennials in the U.S. today, making this group the largest living generation in the country. Following closely behind are those in Gen Z.

Clearly, there is an urgent need to attract workers from the two “younger” generations — and quickly. Most managers cringe at the thought of hiring from these groups that baby boomers perceive as entitled, coddled and uncommunicative. They had helicopter parents, received a trophy even if they couldn’t throw the ball or score the goal. They were taught that every project they undertook was collaborative, and they don’t answer phone calls because texting is their preferred mode of communication.

Like it or not, millennials are the future leaders of the construction industry,

and we need to figure out how to make them into the same valuable employees as those hard-working, dedicated baby boomers (spoken like a true boomer).

Before Nehlsen Communications began creating the foundation for millennial and Gen Z recruitment campaigns, we participated in focus groups with participants from the two groups. What we found is that they are not the spoiled, entitled kids who don’t care about their jobs like we baby boomers did. We discovered that they are actually very nice people, and they are excited about finding just the right career that they can throw themselves into and be a part of — heart and soul.

Some of the biggest differences between baby boomers and millennials are that millennials want to make a difference by giving back through their jobs, whereas baby boomers separated the two. Work was work, and volunteering was done through the church or community organization for boomers. “Making a Difference” was an oft-repeated phrase that millennials

listed as “very important in their careers.” They said they want to work as part of a cohesive group, and want the satisfaction of creating something that will last. They value mentorship and want plenty of room for growth. They also value work-life balance. And, of course, they want to work with technology.

So, what does that mean to you as you consider recruiting new talent to your company? If you want to attract the best and brightest of this intelligent, well-educated group, you have to meet them on their terms. Offer training resources and mentorships. If you don’t have a company charity that your employees work on together, allow time for employees to pursue their own volunteer projects. Make them part of the team from the outset and let them know that their work is important. And, include their families in work-related activities.

THE DEMAND FOR SHEET METAL WORKERS IS PROJECTED TO GROW 9% BY 2026*
*US Bureau of Labor Statistics

They are not lazy, nor are they opposed to hard work. But they are more altruistic about their work than those of us in the “older generation.” They don’t want to go to work every day because it’s their job and they have to be there. They want to go because they feel a part of something bigger. They want purpose in their work. It’s a diversion from the way most of us started our careers, but it’s not a bad philosophy. And it might just help grow your business through a greater sense of comradery and social consciousness.

NANCY NEHLEN, PRESIDENT
Nehlsen Communications



HOLIDAY DINNER & DANCE | The Drake Hotel - Oak Brook hosted our Dec. 9 event

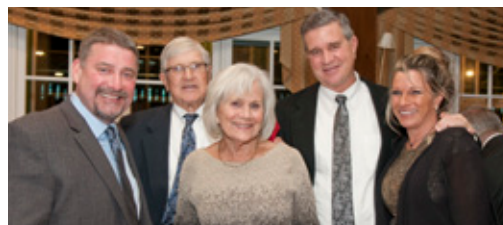
2017 HOLIDAY DINNER & DANCE

We've accomplished a lot as a chapter in 2017, and more than 180 members joined us to celebrate our many successes during our annual Holiday Dinner Dance on Saturday, December 9. The elegant and historic Drake Hotel - Oak Brook hosted the event.

SMACNA Greater Chicago directors, officers and special guests were recognized prior to dinner, and the evening ended with dancing to the high-energy live music of Talk of the Town Big Band.

The annual holiday party is one of many special events that allow members to

socialize and collaborate in a fun setting. Save the date for next year's holiday party on December 8, 2018. We hope to see everyone at our upcoming events in 2018! Be sure to check the calendar regularly at SMACNAGreaterChicago.org.



SMACNA
GREATER CHICAGO





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SMACNAGREATERCHICAGO.ORG
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