

SECOND EDITION | 2018

# THE METAL PRESS

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# SMACNA

## GREATER CHICAGO





WORDS FROM THE PRESIDENT

# KEN WIESBROOK TALKS IMPROVING MEMBER COMPANIES

According to the national forecast, the construction industry is holding strong so far in 2018. The most growth is being seen in single and multi-family residential, with gains in office and commercial construction, transportation and manufacturing. The Chicago market specifically is seeing a lot of growth in healthcare and non-building projects, with a number of multi-million dollar projects on the horizon.

But the U.S. in general is seeing a high cost of labor and stagnant productivity in the construction market. It's no secret that our industry faces skilled labor shortages, so it is imperative that we look at the productivity within our own companies to determine effective solutions to this issue. Danielle Dy Buncio, founder and president of VIATechnik and the speaker at our most recent membership meeting, suggested that increased technology could be the answer. Certainly, a number of SMACNA Greater Chicago members have invested in prefabrication methods and BIM, which can help improve our communications and logistics — but each of our members have different capabilities. By evaluating our companies first, we can begin to find improvements that can help make us more competitive and able to deliver the products our clients need.

A key component to improving our member companies lies in communication — both internally, and between labor and management. As an association, we were energized by the Partners in Progress conference in February, which SMACNA Greater Chicago contractors and union members attended. "Communicate. Commit. Deliver." was this year's theme. Breakout sessions gave us best practices on communication skills and relationship building, lobbying as partners, navigating conflict between labor and management and developing a diverse workforce. Our key takeaway was that we must maintain open communication and positive dialogue with our labor counterparts to continue to be successful in our industry!

In an effort to continually offer our members a valuable experience within the association, we've set the date for our annual Industry Night. Mark your calendars for September 20 at Hofbrauhaus in Rosemont! Preliminary details are on page 8, but this exclusive event is being revamped this year and will be our most exciting yet. I'm looking forward to connecting with you all there, and at the other informative and entertaining events in between!

**KEN WIESBROOK**, President  
SMACNA Greater Chicago

PARTNERS IN PROGRESS | Conference recap in case you missed it

# PARTNERS IN PROGRESS CONFERENCE RECAP



Contractors, chapter executives, business agents and managers gathered at the beautiful and newly renovated Hilton Orlando Buena Vista Palace in Orlando, Florida, for the first Partners in Progress Conference since 2012. This year's theme was "Communicate. Commit. Deliver."

"Partners is more about relationship development than anything," said Hank Artlip, president of Artlip and Sons, Inc. in Aurora. "The best part is that you get to see your labor partners outside the usual setting,

in a setting that provokes conversation. More often than not, when you're dealing with the union it's about negotiations and struggling through issues. At Partners, you'd sit with your union partners at the meetings or breaks and have open discussions. It helps a lot to break down barriers."

From February 13-14, SMACNA and SMART members heard from a range of expert speakers on topics that included diversifying the workforce by recruiting women and minority workers, innovative residential rebates, effective

lobbying as partners, resilience and suicide prevention (see page 7 for more information).

Tony Adolfs, SMACNA Greater Chicago executive vice president, along with John Daniel and Charles Ruegge of SMART Local 265, prepared a great business session centered around the I Want SMART marketing campaign. The goal

helped us gain market share, and this app platform could take it to the next level."

More work is needed before the idea becomes a reality, but Artlip is encouraged by the positive response it's received so far.

This year's Partners in Progress Conference also provided a forum for members from the National levels

of both SMART and SMACNA to communicate directly with local chapter execs, contractors, business managers and agents about the issues they tackle day to day.

"The leaders on the National level became more accessible, and I think this benefitted those who may not have had the chance to meet these people in the past" Artlip said, noting that he sits on the National SMACNA board. "It was a great forum to hear them speak, and hear how they feel about certain issues, and you don't usually have that opportunity."

was to encourage other contractors in the industry to participate, and gain momentum on a proposed I Want SMART 2.0 "app" initiative. The app is envisioned as similar to Uber, but for the HVAC industry. The idea is to deploy the closest participating contractor to the client to fix whatever issue they're having — without having to wait.

"A lot of areas throughout the country don't do any residential work. It's a whole new market for them, and there's a lot of opportunity there," Artlip said. "We've got the I Want SMART rebate program that's

**"THE BEST PART IS THAT YOU GET TO SEE YOUR LABOR PARTNERS OUTSIDE THE USUAL SETTING, IN A SETTING THAT PROVOKES CONVERSATION."**  
**- HANK ARTLIP**, Artlip & Sons, Inc.







WOMEN IN THE INDUSTRY | Strengthen your team and promote diversity

## A FEMALE FRIENDLY INDUSTRY STARTS WITH YOU

The construction industry, in general, is suffering from a worker shortage — both in the office and in the field. Seventy-four percent of construction firms say they are having trouble finding workers at all levels. While females perform equally well on math and science standardized tests, and are flocking to college engineering programs, women are seriously under-represented in the construction field. Only 14% of the construction sector is made up of women, and only 2% of on-site workers are women.

Yet, a Harvard Business Review Study found that the overall intelligence of construction teams was greater when women were team members. Procore points out that women in construction leadership roles improve decision-making. Helbling Executive Search says that women have a deeper ability to think creatively. They analyze things more thoroughly and are more organized and intuitive than male employees. So why are so few being hired in the sheet metal industry?

Women have long avoided construction careers for many reasons: they feel intimidated by the stereotype that men are better at the science and math courses required; they don't see other women working in the field; and/or they fear the sexism that exists on the job. They are not wrong. Women in positions of project management, and even engineering, report overwhelming resistance and routine sexist behaviors from their male counterparts.

Despite the drawbacks for women joining the construction field, some of SMACNA Greater Chicago's most successful contractors are women. Kathy McCauley, Cathy Tojaga, Regena Leu, Elaina Towns and Natalie DeMeo are just a few of the women critical to the sheet metal industry in the Chicago market. Angie Simon is the first woman to be named President of SMACNA National. These women have demonstrated how important it is to recruit women into the ranks of SMACNA Greater Chicago and the industry in general.

Because the industry has been so completely dominated by men since its inception, very few HR directors, owners or managers know how to attract this valuable group of workers. Some companies are not prepared to hire women because of a lack of policies that address women's needs, like pregnancy leave, family leave, sexual harassment and equal pay. The first step in recruiting from this almost untapped pool of talented workers is to take stock of those HR policies. Make sure that you can advertise female-friendly policies and train your HR department to accept and promote greater diversity in the workplace.

Once you have made any necessary policy changes, let women know that you are a company that is ready and anxious to hire female employees. You must let them know that you value what they have to offer. First, take stock of the image you current portray to possible recruits. Do all of your marketing materials — website, brochures, jobs pages — have women represented in



**ONLY 14% OF THE CONSTRUCTION SECTOR IS MADE UP OF WOMEN,**

**AND ONLY 2% OF ON-SITE WORKERS ARE WOMEN.**

photographs? If every marketing vehicle you use presents an image of a male-dominant environment, women will not feel comfortable applying. Women want to see other women looking as if they are enjoying their jobs. As in all marketing, the audience you want to attract must be able to see themselves in the situation you are portraying. Your marketing materials

should show the diverse range of responsibilities within your organization to avoid the stereotypical image of men in hard hats.

The language you use in your marketing materials says as much about your attitude toward a diverse workforce as the images you choose.

Your website, Facebook page and printed materials should not only sell your product, they should focus attention on employee attitudes about the company and the company philosophy. One large general contractor stresses a workplace that demonstrates how "tolerance, care and respect for others and their opinions makes us stronger." That is a powerful message of inclusiveness that has a great impact on anyone who sees themselves as outside the norm for a position in the construction industry. If you welcome diversity, say so. If you have policies that were written to include women, let them know through your overall company brand and copy points.

Speak their language. Women value safety in the workplace, equal pay, flexible hours, variety in their work and family-friendly policies. They respond well to job postings when requirements include communication skills, ability to multi-task and desire to assume more responsibility. Remove any gender-biased words in job descriptions and replace them with descriptions that represent a culture of acceptance.

The pool of female talent is limited compared to male talent available in the construction industry. But study after study shows that having more females in mid- to high-level corporate roles in construction increases profitability. Strengthen your team and brand your company as diverse and forward-thinking by simply making a little more effort to hire from this under-utilized and valuable resource.



LUNCH AND LEARN RECAP 2018 | Remote training sessions with Ginnie Floraday

## REMOTE TRAINING SESSIONS OFFER TOOLS FOR INCREASED OFFICE EFFICIENCY

The recently launched Lunch and Learn programs, conducted by Ginnie Floraday, have been overwhelmingly successful. These webinars deliver real-time monthly computer training opportunities to our membership free of charge.

"Ginnie provides a lot of valuable and pertinent information, in addition to her ability to provide a great balance between speaking and visually showing the process of each function," said SMACNA Greater Chicago's Executive Assistant Laurie Leonard. "The feedback from each session proves that our members want more training."

Staying ahead of the latest trends in the industry, both on the jobsite and within your office, is why our association remains the leader in the sheet metal industry. SMACNA Greater Chicago is proud of our members who take advantage of our educational offerings.

*Note: If you've missed a session or are unable to attend an upcoming class, please contact the office at (708) 544-7007 for an archived copy.*

**THERE'S STILL TIME TO REGISTER!**

This is a popular topic, and logins are filled on a first come, first serve basis.



**INTRO TO BLUEBEAM**

**JUN 2018**  
Tuesday  
**19**

FOR MORE INFORMATION ABOUT THE NEXT LUNCH AND LEARN SESSION, VISIT:  
**SMACNAGREATERCHICAGO.ORG**

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Left to Right: Tony Adolfs, Joe Sellers, John D'Angelo, John Daniel

VISIT TO LU265 | SMART general president makes a visit to Local Union 265

## SMART GENERAL PRESIDENT JOE SELLERS VISITS LU265

In March, SMART General President Joseph Sellers visited a sophisticated State Mechanical Services job site for a firsthand demonstration of the skill and expertise of SMACNA Greater Chicago and SMART Local 265 contractor members and sheet metal workers. In addition, Joe toured both the Air-Rite shop and AMS Mechanical System Inc.'s new facility — great examples of the innovation, excellence and quality our members provide clients.

# YES

**YOUNG EXECUTIVES**  
OF SMACNA GREATER CHICAGO

**SAY "YES" & CONNECT**

Join us for a technology demonstration and guided tour of the state-of-the-art SMART Local Union 265 JATC. Learn from John Daniels, new business manager and president, as he discusses the I Want SMART program and what's happening in the newly renovated facility. This event is a great opportunity for young members and new hires to better understand the importance of labor/management cooperation.

We'll gather at John & Tony's Restaurant for a leisurely Happy Hour following the tour.

FOR FULL DETAILS, VISIT **SMACNAGREATERCHICAGO.ORG**

**JATC SITE VISIT & SOCIALIZING**

**5.23.18**  
**3:30 - 6:30PM**

**(1) PDH**

**@ LU265 AND JOHN & TONY'S**

**REGISTRATION DEADLINE** **THURSDAY MAY 17, 2018**

**SMART LU265 JATC**  
Wednesday, May 23, 2018  
3:30-5 p.m.  
205 Alexandra Way  
Carol Stream, IL 60188

**JOHN & TONY'S**  
Wednesday, May 23, 2018  
5:15-6:30 p.m.  
27W371 North Ave.  
West Chicago, IL 60185

LEADERSHIP WORKSHOPS | Series helped members reach their business goals

## WINTER LEADERSHIP WORKSHOPS ADD EDUCATIONAL VALUE TO MEMBERS



SMACNA Greater Chicago kicked off the New Year by offering the new workshop series "Leadership Without Limits." This program was broken down into four, 4-hour interactive sessions and was designed for both the emerging and seasoned leaders to help them accomplish their business goals. Topics covered included time management, core communications, leadership essentials and coaching and counseling.

Darryl Harris of The Carroll-Keller Group presented each workshop using his high-energy and engaging style that kept everyone involved, busy in group discussions and having fun!

Program participants explored leadership within the context of their careers and engaged in discussion about how to build essential leadership skills, manage people's expectations, effectively lead oneself and others, manage office politics, promote ideas and lead change within their respective companies.

This intensive workshop provided a series of activities, interactive exercises, role plays and real-life case studies. Through good use of real-world examples, participants were kept engaged and focused on applying key skills that resulted in dramatic improvements to both their personal and corporate productivity.

**"I ATTENDED THE ESSENTIALS OF COMMUNICATION AND THE ESSENTIALS OF LEADERSHIP WORKSHOPS. I WOULD HIGHLY RECOMMEND THESE WORKSHOPS TO ANYONE IN OUR INDUSTRY, AS THEY ARE EXTREMELY BENEFICIAL."**

**- REBECCA WINTER, F.E. Moran, Inc.**

Thank you to those who participated and continue to support our educational programs. The best ideas come from you, so please let us now what you want to see next!

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TERMOSYSTEMS, INC. JOINS  
SMACNA GREATER CHICAGO

## NEW ASSOCIATE MEMBER

We're pleased to add another member to our growing association! Not only does SMACNA Greater Chicago gain strength in numbers, we also gain more knowledge and expertise within the sheet metal industry.

We proudly welcome the following new member to our organization:

**NEW ASSOCIATE MEMBER**

**THERMOSYSTEMS, INC.**

960 Industrial Drive, Suite #1  
Elmhurst, IL 60126  
Phone: 630-693-0930  
Thermohvac.com

**REGISTERED REPRESENTATIVE:**

Peter Strittmatter  
pstrittmatter@thermohvac.com







OUTING RECAP | Members witnessed a great game at The Mad House

## BLACKHAWKS GAME NIGHT RECAP: A SOLID RIVALRY ON THE ICE

The lone Blues fan had a difficult time containing his excitement at this year's Blackhawks Game Night. Being a die-hard Blues fan, to say he was thrilled with the 5-4 overtime win over the Hawks is putting it mildly.

Those members who attended the sold-out event were treated to an exceptional game. Fans in attendance heard plenty of "Chelsea Dagger" as Chicago ended the first period with a 2-0 lead. St. Louis tied the game in the second period with a pair of power play goals before Chicago once again took the lead in the third period. Unfortunately, the Hawks were no match for the Blues as they skated to a victory, beating their division rivals in an overtime heartbreaker.

Hawks fans saw a positive glimpse into the future as 20-year-old rookie Alex DeBrincat completed a hat trick — which is hopefully something Chicago sees a lot more of in years to come.



WE APPRECIATE OUR MEMBERS WHO JOINED US, AND HOPE TO SEE YOU ALL AT NEXT YEAR'S BLACKHAWKS GAME NIGHT!



2018 SAFETY STUFFERS

## SADDLE UP FOR SAFETY

Reinforce safe work behaviors with SMACNA Greater Chicago's free safety paycheck stuffers! We've wrangled up 24 of the top safety messages in the industry for the newest series in our paycheck safety stuffer program. Available to all SMACNA Greater Chicago members, the program satisfies OSHA's requirements for ongoing safety education.

Every month, participating companies will receive a free packet of safety stuffers to distribute through paychecks to every employee.

JOIN THE **FREE** SAFETY STUFFER PROGRAM BY CONTACTING LAURIE:

**708-544-7007** OR  
**LAURIE@SMACNAGREATERCHICAGO.ORG**



SAVE THE DATE  
**September 20th**

INDUSTRY NIGHT | Business and brews at Hofbrauhaus Chicago

## JOIN US FOR OUR 2018 INDUSTRY NIGHT: "OKTOBERFEST"

Enjoy business, brews and a taste of Bavaria during this year's Industry Night and Associate Member Expo at Hofbrauhaus Chicago! SMACNA Greater Chicago Associate Members will have the opportunity to reach a captive audience of our association's decision makers, thought leaders and young executives during this annual event, back this year with a lively Oktoberfest twist.

We're currently in the early planning stages, so watch for details as they become available on SmacnaGreaterChicago.org, Facebook (@smacnagreaterchicago) and Twitter (@SMACNAGC).







**ASSOCIATE MEMBER SPOTLIGHT**

ASSOCIATE MEMBER SPOTLIGHT | Milwaukee Tool

# MILWAUKEE TOOL: ULTIMATE SOLUTIONS PROVIDER FOR THE TRADES

Since 1924, Milwaukee Tool has been committed to innovation, quality and performance. The industry-leading manufacturer of versatile, heavy-duty power tools, accessories and hand tools meets the demanding needs of the plumbing, electrical, HVAC and MRO trades — and has renewed its dedication to these core trades throughout the past decade.

“The relationships we build both at a local and national level within trade organizations like SMACNA National and SMACNA Greater Chicago enable us to more fully understand the needs of those purchasing and using our products,” said Jamie Lindsey, Milwaukee Tool jobsite solutions market manager. “Our goal as a company is to be the ultimate solutions provider for our users, and we know that supporting and building up the industry as a whole is imperative to continued success for both us and our customers.”

Since the creation of the first portable, one-handed drill more than 90 years ago, Milwaukee Tool has produced more than

500 industry-leading tools and 3,500 accessories for professional users — such as the first self-contained portable electric hacksaw and a revolutionary circular saw equipped with TILT-LOK technology.

“Milwaukee is focused on utilizing the best technologies and processes to give our customers best-in-class solutions from all business units,” Lindsey said. “We aim to provide products that improve user efficiency, productivity and safety.”

In 2007, the company expanded its capabilities to also include “disruptive innovation,” focusing on product performance and productivity by using the industry’s most advanced technology. The company aims to change the way any job can be done in the future.

What’s newest in innovation from Milwaukee? One-Key — the first digital platform for tools and equipment.

“This system leverages connectivity in tools, devices and software to provide

things like enhanced asset management and tracking, as well as the ability to customize your tool based on the application at hand,” Lindsey said. “The web software and mobile app are free to download and use for managing tool inventory and equipment. But, to take advantage of features such as the Bluetooth tracking capabilities and tool customization, users do need to purchase One-Key enabled tool models or our Tick tool and equipment tracking devices. Aside from replacing coin-cell batteries, there are no additional costs, such as licensing fees or software updates, associated with One-Key.”

To keep up with today’s ever-changing landscape of innovation, Milwaukee has formed partnerships with prestigious universities worldwide. Being a leader in technology requires the best talent, and college recruitment delivers an exceptional pool of candidates that can help shape the industry today ... and into the future.

**MEMBER SPOTLIGHT**

MEMBER SPOTLIGHT | Any Temperature

# NEW YEAR, NEW SHOP FOR ANY TEMPERATURE



For more than 40 years, Any Temperature has provided commercial and industrial clients in the Chicagoland area with excellence in design-build, service and custom fabrication solutions. Armed with an extensive network of personal connections, husband and wife team Joe and Natalie DeMeo began the HVAC contractor company in 1977 — and it’s been family-run ever since.

“My older brother Joe joined the company first in 1991, I started in 1993 and then Lou, our youngest brother, started in 2000,” said John DeMeo, vice president of construction. “Natalie is the owner and still runs the company.”

Although certainly not unheard of, a female-run company in a typically male-dominated industry presents unique opportunities for such organizations. Earlier this year, Any Temperature submitted an application to become a Women’s Business Enterprise National Council (WBENC) Certified Women’s Business Enterprise (WBE) — a prestigious certification and valuable

distinction of diversity in the construction industry. Company executives are anxiously awaiting approval of the certification.

The first quarter of 2018 has been busy for Any Temperature. In addition to going through the WBE certification process, the business has also recently moved to a larger shop in Carol Stream.

“We’re hoping that our new fabrication facility is going to increase productivity in the shop, which will reduce labor costs in the field,” John said, noting that in-house BIM is a transformative capability for the company. “3D BIM has taken over the industry. Everything’s that much more precise, and you’re not worried about throwing away material like you used to be. We’re definitely using the computers to our advantage to do this. Technology — that’s why it’s king. If you don’t get with it, you’re going to lose out.”

Prefabrication has been key to Any Temperature’s productivity on a number of recent projects, including Northwestern University’s Seeley G.

Mudd Library renovation and expansion. The original three-story structure was reimagined to anticipate and promote future scientific research at the school. Completed in time for the start of the fall 2017 semester, the new Mudd building stands five stories tall with climate-controlled space for sensitive instrumentation, research consultation space in the library and computational and web labs.

“The project it was 300,000 square feet, shell and core, and 100,000 square feet of build-out. We did all the ventilation and stainless steel, and every single piece of ductwork was pre-cut,” John said. “We’re really trying to figure out how to prefab everything.”

Any Temperature has also worked on large-scale hotels and apartments, including Loews Chicago Hotel, a 400-room luxury hotel in the heart of the city. The project totaled 1 million square feet, and was completed in 2014.



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OAK BROOK, IL 60523-8433  
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