

October 2024

SMACNA GREATER CHICAGO

METAL PRESS

ASSOCIATION NEWSLETTER



**MEMBER FEATURE:
CRAFT MECHANICAL**

P. 7-8



**EVENT RECAP:
INDUSTRY
NIGHT**

P. 26-28





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WORDS FROM THE PRESIDENT

SMACNA Greater Chicago President Jeff Lukitsh gives an update on new appointees to the SMACNA National Board of Directors, along with notes on the local construction climate and upcoming election.

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LETTER FROM THE PRESIDENT

LOCAL, NATIONAL ELECTIONS CAN WORK TO ELEVATE OUR INDUSTRY

Join us in congratulating Joe Passannante on his recent nomination to the SMACNA National Board of Directors! As our chapter's former President, Joe is a natural fit to continue serving the association and elevating our industry with other leaders around the country. He and three others will officially take office following the adjournment of the Annual Convention. Congrats, Joe!

Speaking of new appointments and opportunities, Matt Gugala was elected as President/Business Manager of Local 265 in June. I attended several meetings with Matt during his transition into leadership and am energized by the fresh perspective he'll bring to our continued partnership. Matt's new role follows the departure of John Daniel, who recently became the SMART General Secretary-Treasurer. Congratulations to both men!

Already this fall, I've had the opportunity to speak with several members and most are in agreement: the business outlook is favorable in 2025. Despite a shaky economy this year and the continued challenge to find (and retain) good talent, construction activity has remained steady and kept our contractors busy. With retirement on the horizon for a whole generation, we must work to find ways to fill this skills gap.

As I write this, the presidential election is just weeks away. This cycle has been quite a whirlwind, and right now it's anyone's guess who will come out ahead. There are pros and cons under both administrations, and our hope is more projects will be released once it's over. Regardless of your beliefs, I urge you to do your homework and make it to the polls on November 5. Voting is a right worth exercising — for the future of your business, our industry and our country.

Jeff Lukitsh
President, SMACNA Greater Chicago

SMACNA GREATER CHICAGO REPRESENTING AT ANNUAL CONVENTION

Headed to the Annual Convention? Don't miss Devon Madon's presentation on overcoming imposter syndrome, and be sure to congratulate Joe Passannante as he joins the SMACNA National Board of Directors!

BIG THINGS

SMACNA GREATER CHICAGO REPRESENTING AT ANNUAL CONVENTION

With a past SMACNA Greater Chicago president nominated to SMACNA National's Board of Directors and a distinguished GC member hosting a presentation, Chicagoland will be well represented at the SMACNA Annual Convention this year.

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NATIONAL APPOINTEE

We're thrilled to announce Joe Passannante, Vice President of Cleats Manufacturing and past president of SMACNA Greater Chicago, has been nominated to SMACNA National's Board of Directors! He'll take office immediately after the conclusion of the Annual Convention.

Joe got his start in the industry as an estimator after graduating from DePaul University. He's been part of the Cleats team since 2004, steadily rising to his current role as Vice President. Joe sits on our chapter's board of directors, serves as chairman of the local JATC, is on the trustees' negotiating team and is also involved in giving back to the local community through Kids Fight Cancer.

"I've focused on being an engaged and effective member of SMACNA Greater Chicago and am excited to serve the national association in the same manner," Joe said.



CONVENTION SPEAKER

Devon Madon, Vice President of Madon Sheet Metal, will host a presentation titled, "Overcoming Imposter Syndrome," on Monday, Oct. 28.

Impostor syndrome, a prevalent phenomenon characterized by feelings of intellectual fraudulence, is a significant challenge faced by professionals across various industries, especially those in the trades. Devon's workshop will address the detrimental effects of impostor syndrome, like burnout, self-doubt and hindered success, which can impede personal and professional growth.

Drawing from personal experiences, attendees will explore how self-doubt can inhibit even the most competent individuals and learn how to recognize and overcome imposter syndrome. Interactive discussions and activities will help empower participants to pursue their goals with confidence.



PRODUCT SHOW – ANOTHER CAN'T MISS EVENT

The 2024 SMACNA Product Show is always one of the highlights of the Annual Convention, and this year is sure to be no exception. Each year, the sheet metal and HVAC industry's most prominent suppliers, manufacturers and service providers showcase the latest products, new innovations and cutting-edge technologies.

Many trusted SMACNA Greater Chicago Associate Member companies will be among the vendors exhibiting in Palm Desert, including DEWALT, Ductmate Industries, Johns Manville, Mestek Machinery, Milwaukee Tool, Sheet Metal Connectors, Trane and Trimble. Be sure to visit their booths to learn more about how they can help your business in the coming year!

LEGISLATIVE UPDATE

The Illinois Mechanical and Specialty Contractors Association (IMSCA) tracked 183 bills relevant to the construction industry during the 2023-2024 Illinois State Legislative Session. Read on for a rundown of what the organization helped pass, what they worked to amend and what they successfully stopped.

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LEGISLATIVE UPDATE

WHAT YOU SHOULD KNOW ABOUT NEW STATE LEGISLATION

Ryan Roth | [FrontlineCo Policy Specialist](#)

The Illinois Mechanical and Specialty Contractors Association (IMSCA) tracked 183 bills relevant to the construction industry during the 2023-2024 Illinois State Legislative Session. This is a rundown of what we helped pass, what we worked to amend, and what we successfully stopped in its tracks.

NEW LEGISLATION

Illinois Mechanics Lien Act Amendment Bill

A mechanics lien is a legal tool designed to help contractors in Illinois secure payment for work completed from parties withholding or refusing payment. The Illinois Mechanics Lien Act amendment bill, HB 4660, will allow delivery of lien notices by a “nationally recognized delivery company with a tracking service,” like FedEx or UPS. The bill was signed into law in August and when it goes into effect on Jan. 1, 2025, it will make it easier for construction contractors to receive payments in less-than-ideal situations. Until then serving liens will be limited to personal hand-offs or delivery by registered or certified mail requiring signature upon receipt.

Public Act 103-0865

IMSCA successfully amended HB 5511 to remove bid preferences for using Illinois materials suppliers in construction projects. This bill later became a large procurement bill which was signed into law as Illinois Public Act 103-0865. The 191-page Act makes multiple changes relevant to SMACNA member interests, including these amendments to the Illinois Procurement Code

- State agencies barred from prohibiting use of electronic procurement systems.
- Chief procurement officers allowed to apply a 4% bid preference for Illinois contractors at any time during a contract.
- Public-Private Partnerships for Transportation Act amended to include the four most populous counties — Cook, DuPage, Lake and Will — as responsible public entities.
- IDOT and the Tollway required to share plans with local units of government.
- IDOT and Tollway allowed to accept unsolicited proposals.

The Progressive Design-Build Pilot Program Act

This section of the Act authorizes the Capitol Development Board to use Progressive Design-Build (PDB) project delivery on three projects. With PDB, the state issues a Request for Qualifications (RFQ) instead of an RFP, and that happens before the baseline design is completed. The state will then select the designer and construction contractors based on relevant qualifications and past performance. The selected contractors will then work hand-in-hand with the state to develop project design and budget. The Progressive Design Build portion of Public Act 103-0865 took effect immediately, the remainder of the Act takes effect on Jan. 1, 2025.

House Bill 5369

Allows community colleges to accept up to 30 credit hours if a student has completed a masonry program at that institution.

Senate Bill 2702

Requires fire sprinkler inspectors to be employed by a firm and prevents them from doing the work freelance or working for multiple contractors.

SUCCESSFULLY HALTED BILLS

House Bill 5117

IMSCA successfully stopped the Deforestation-Free Procurement Act, which would have prohibited the use of tropical hardwoods in state projects and imposed penalties for violations.

House Bill 4523

IMSCA opposition helped kill HB 4523, which would've made projects funded by special service area money exempt from prevailing wage.

UNSUCCESSFUL BILLS

IMSCA pushed for several bills that didn't make it this session:

Senate Bill 3608

Would've made state projects exempt from following local municipal codes and ordinances.

Senate Bill 3152

Would've allowed small businesses to deduct up to \$50,000 per year on asset purchases.

House Bill 3152

Would've required work on commercial solar and wind facilities to be performed under a project labor agreement.

House Bill 4578

Would've created an income tax credit for residential fire sprinkler systems.

House Bill 5379

Would've required projects funded by the Illinois Climate Bank to be subject to a PLA.

Senate Bill 2949

Would've reduced the prejudgment interest rate for personal injury or wrongful death cases from six percent to five percent.

The Illinois General Assembly adjourned the 2024 Regular Session just before 5 a.m. on May 29, five days after the scheduled adjournment date. It seems impossible to separate politics from drama at any level of government, unfortunately. Looking ahead, the legislature will return to Springfield the weeks of November 11 and 18 for the Fall Veto Session. IMSCA will return to Springfield for the 2024-2025 General Assembly and will continue to lobby for the interests of SMACNA Greater Chicago members and the Illinois construction industry.



MEMBER FEATURE: CRAFT MECHANICAL

When he was just 5 years old, Manny Rey moved to the U.S. with his family in pursuit of a better life. Today, he's the proud owner and founder of Craft Mechanical, a full-service mechanical contractor dedicated to delivering superior service and craftsmanship to commercial clients in the Chicagoland area.

LEARN MORE ABOUT CRAFT MECHANICAL

1. Open your camera
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MEMBER FEATURE

CRAFT MECHANICAL FINDS NICHE IN DIVERSITY, BUSINESS DRIVEN BY PASSION

A first-generation immigrant, Manny Rey was just 5 years old when he moved from Mexico to Illinois with his family in pursuit of a better life. Even in the face of challenges, his unwavering ambition and fierce determination kept him on the path toward fulfilling his version of the American Dream.

Rey's interest in the skilled trades began after high school when he enrolled in an HVACR Certificate course at the College of DuPage. It didn't take long for him to submit applications for apprenticeship to all the local union trades, but the pipefitters were the first to call. During his second year, Rey also began taking night classes in pursuit of his bachelor's degree in business — a move prompted by his wife.

"She's the whole reason I went to college, and I'm really glad she pushed me in that direction," Rey said, noting successful roles after graduation as project engineer and, later, project manager. "During that process I fell in love with the office side of the

**"WHAT SETS US APART IS THAT WE'RE SMALL ENOUGH TO
BE ABLE TO DEDICATE OUR BEST RESOURCES TO EVERY JOB
AND CAN EASILY PIVOT STRATEGIES AND PROCESSES IF
WE HAVE TO."**

Manny Rey | *Owner, Craft Mechanical*

industry. The office is really at the forefront of everything that's done in the field, and your boots on the ground team is hopefully executing from your strategies and processes."



Today, Rey is the proud owner and founder of Craft Mechanical, a full-service mechanical contractor dedicated to delivering superior service and craftsmanship to commercial clients in the Chicagoland area. His 10-person team is small by design to ensure complete customer dedication and sustainable business growth.

“What sets us apart is that we’re small enough to be able to dedicate our best resources to every job and can easily pivot strategies and processes if we have to,” he said. “With bigger companies and more people working there, it unfortunately lends itself to drops in communication. At my company, as a customer you have a direct line of communication and are usually dealing with me no matter what.”

Craft Mechanical is still a fledgling company, having formed a short five years ago, but it’s seen some big changes in that time. For instance, the company was originally only signatory to Pipefitters Local 597. However, being in such a competitive market made it necessary for Rey to reach out to SMART Local 73 and take steps toward adding sheet metal to their growing list of services.

“We have to be in this space because we were missing out on a lot of opportunities for work,” he said. “Being able to offer the full mechanical package is what owners and GCs want.”

It doesn’t hurt that Craft Mechanical proudly holds minority-owned business certifications, which was the driving force behind starting his own company.

“After previously working for bigger mechanical companies, I saw that there was a gap in the market for a good, professional, diverse business,” Rey said. “Craft Mechanical as a great HVAC company at its core and just so happens to be diverse. People really see the value we’re able to provide, and that’s why we continue to grow.”

Craft Mechanical serves a variety of markets, including central plants, data centers, education, healthcare, high rise buildings, manufacturing and more. Last year, the team wrapped up a design-build project for a food manufacturing facility, using 3D modeling and partnering with an engineer to ensure accuracy and efficiency from concept through completion.

No matter what challenges are thrown his way, Rey is committed to always “fighting and growing and building.”

“I truly have a passion for what I do. Don’t get me wrong — it’s a roller coaster, but to me it doesn’t really feel like ‘work,’” he said. “You only get one time on this earth. Don’t let anyone hold you back or direct your future for you. You owe it to yourself to build on the person you want to be, the life you want to see and the career you want to be successful in.”

“I TRULY HAVE A PASSION FOR WHAT I DO. DON’T GET ME WRONG — IT’S A ROLLER COASTER, BUT TO ME IT DOESN’T REALLY FEEL LIKE ‘WORK.’”

Manny Rey | Owner, Craft Mechanical

LEVERAGING LINKEDIN: HOW TO MAKE THE WORLD'S LARGEST PROFESSIONAL NETWORKING PLATFORM WORK FOR YOU

If you're looking to hire, expand awareness of your business, keep track of competitors or network with allies, there is no tool more powerful than LinkedIn. But of the 67+ million companies on the platform, most aren't using it to its full potential.

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LEVERAGING LINKEDIN: HOW TO MAKE THE WORLD'S LARGEST PROFESSIONAL NETWORKING PLATFORM WORK FOR YOU

In our social media obsessed world, a professional networking platform like LinkedIn is ... largely misused. Many businesses have it but don't use it to its full potential. So, let's help you get the most out of your LinkedIn membership!

Should you be on LinkedIn?

If you're looking to hire, expand awareness of your business, keep track of competitors or network with allies, there is no tool more powerful than LinkedIn. According to stats released by LinkedIn, more than 67 million companies are on the site, and in 2022, construction was the third largest industry represented. As for individuals, there are some 276 million members in North America and more than 800 million worldwide. More than 13,000 connections are made on LinkedIn per minute.

Should you pay for a premium account?

Probably. With an unpaid account you can make high-impact posts, but their reach will be limited. Plus, you can't see everyone who views your business profile page, connect with anyone more than three connections away from you or use LinkedIn's "InMail" messaging service for anyone more than one connection away from you. LinkedIn Premium Business lifts some of those restrictions for \$59 a month, and the LinkedIn Recruiter subscriptions lift even more.

Generally, if you're actively hiring, hoping to grow awareness and/or you'd like to network with others in the industry, it's probably worth paying for one of LinkedIn's premium subscription levels.

WHAT'S THE BEST WAY TO USE THE PLATFORM?

Marketing, recruitment, industry research — you name it. Here are some suggestions:



NETWORKING

LinkedIn makes it easy for businesses and individuals to connect with and follow each other. If your business is on LinkedIn, your president, CEO and Project Manager should be too. This helps humanize your company and facilitates networking among professionals and potential recruits.



MARKETING

Many companies share news about projects they're proud of, awards they received and informational posts that help position their business as an expert on the leading edge of the industry. Oftentimes, project and employee highlights create a fair amount of engagement.



RECRUITING

According to their data, seven people are hired on LinkedIn every minute. Listing a job opening on the site is pretty straightforward, and it's easy for high-quality applicants with relevant skills listed in their profiles to find you, or for you to find them.

LinkedIn's built-in messaging service, InMail, allows you to DM potential candidates in your circle when new job opportunities arise. Businesses can also search for specific job titles in specific locations and the platform will find people who match those things. A more detailed search utilizing more than 40 filters is available through LinkedIn's paid Recruiter and Recruiter Lite tools, which also provide you with automatic candidate matching recommendations based on criteria you define. Recruiter Lite, which is plenty powerful enough for most SMACNA Greater Chicago members, costs about \$170 a month for a single license. Companies with more than one employee on recruitment would be looking at \$270 a month for two to five licenses.

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Creative Marketing

MEMBERSHIP PERK FREE MARKETING HOUR

Nehlsen Creative is an award-winning marketing agency specializing in the union construction industry. We're proud to work with industry partners from coast to coast, including SMACNA Greater Chicago.

Email notify@ncpr.com to schedule your free hour!

- FREE CONSULTATION
- FULL BRAND REVIEW
- ADVERTISING REVIEW
- WEBSITE REVIEW
- SOCIAL MEDIA REVIEW
- RECOMMENDATIONS

SECOND-CHANCE HIRING IN THE CONSTRUCTION INDUSTRY

Construction demand continues to rise, yet our industry still faces the challenge of a dwindling workforce. To help fill the current skills shortage, we have the unique opportunity to give justice-involved individuals a second chance at a fulfilling career. Joint industry initiative BE4ALL has a Learning Journey webinar on this topic, along with many other educational tools and resources to foster mutual respect and belonging for all.

NEW SMACNA PORTAL HAS LAUNCHED

Get the most out of your SMACNA membership with the new SMACNA Portal, which launched earlier this summer.

LEARN MORE ABOUT BE4ALL

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SECOND-CHANCE HIRING IN THE CONSTRUCTION INDUSTRY



Construction demand continues to rise, yet our industry still faces the challenge of a dwindling workforce. Efforts to recruit students and veterans are well-documented, but there's more to be done — including creating opportunities for those with a history in the criminal justice system.

Data from The Sentencing Project shows nearly one in three adults — as many as 100 million Americans — have some kind of criminal record. But even a minor offense, like a misdemeanor or arrest without conviction, can create lifelong barriers to reentering into the workforce. Too often, qualified candidates who've served their obligations to the justice system are automatically disqualified after a background check. Yet, research shows these individuals perform well, have lower turnover rates and improve workforce inclusivity.

To help fill our current skills shortage, the construction industry has a unique opportunity to give more people with criminal backgrounds a second chance.

Enter the BE4ALL initiative, a joint effort supported by SMACNA, SMART and the International Training Institute, which aims to strengthen the unionized sheet metal industry through mutual respect and belonging for all. In August, BE4ALL launched its new website, Beforall.org, providing SMACNA and SMART members with resources to positively impact the industry's work culture.

Among those educational resources is the Second Chances Learning Journey, an in-depth webinar featuring personal stories of second-chance hiring in the construction industry. This particular episode resonated with SMACNA Greater Chicago member Manny Rey, owner and founder of Craft Mechanical.

"I'm not shy about letting people know I have a criminal background. I was stealing car stereos when I was younger, got caught and went to jail. They were my mistakes, but I learned from them," Rey said. "I'm a success story, but there's a huge percentage of Americans who've made mistakes that've deterred them from having a prosperous career. My goal is to work with a nonprofit that helps people with criminal backgrounds and provide them with a sense of dignity, respect and career opportunities."

There are many ways for industry leaders to help promote second chances, including engaging with diverse groups, collaborating with municipalities to support reentry initiatives and hosting job fairs/employment workshops.

NEW SMACNA PORTAL HAS LAUNCHED

Get the most out of your SMACNA membership with the new SMACNA Portal! The platform launched earlier this summer, and has been redesigned to give users helpful tools, right at your fingertips.

SOME KEY FEATURES OF THE NEW PORTAL INCLUDE:

- Ability to manage and customize “My Profile” section
- “Company Management” tool allows administrators to connect employees, manage rosters and define administrative roles
- Easier access to the SMACNA bookstore and industry publications
- Easier management of SMACNA finances, including viewing invoices and making payments

If you haven't already, please take a moment to login at **SMACNA.org** to review your company's information and make any appropriate/necessary updates. This will help ensure National can give you the best support you need to succeed in your business.



NEW MEMBER

WELCOME



SYNERGY MECHANICAL SOLUTIONS, INC.

847-437-4500

55 N. Lively Blvd.
Elk Grove Village, IL 60007

TOM SULLIVAN JR.
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SYNERGY-MS.COM

PROJECT HIGHLIGHT: AMS WORKS ON STATE-OF-THE-ART DISTRIBUTION CENTER IN BELVIDERE

SMACNA Greater Chicago is proud of our members who continue to deliver the highest quality solutions and services to end users throughout Illinois communities. Check out the latest project AMS Industries is working on in Belvidere!

RECAP: PAUL LISNEK GIVES INSIGHTS ON LOCAL, NATIONAL POLITICAL LANDSCAPE

Paul Lisnek's distinguished career in law and politics spans four decades. On September 10, he joined SMACNA Greater Chicago members for our regular membership meeting to provide his analysis on the challenges and opportunities within the current political landscape.

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PROJECT HIGHLIGHT AMS WORKS ON STATE-OF-THE-ART DISTRIBUTION CENTER IN BELVIDERE

A 40-person team from AMS Industries is working on a \$35 million, state-of-the-art grocery distribution center in Belvidere, Ill. The 1.3 million-square-foot facility is expected to be completed in 18 months.

SCOPE OF WORK

The AMS team has completed the installation of 63 large ammonia condensing units on the rooftop, which feed 118 penthouse evaporators. Each evaporator has either five or six fans that are ducted down into various refrigerated spaces, including meat freezers, produce coolers, ripening rooms and refrigerated docks. Late this summer, the team started the process of installing all HVAC for two large support office areas along with installing all above-ground plumbing.

CHALLENGES AND SUCCESSES

According to Mike Catanzaro, VP Commercial HVAC, the biggest challenge was hanging ductwork 80 feet in the air. The logistics for such a large and specialized application took time, but the incredible coordination by the project's general contractor and finding an 80-foot man lift kept the project moving.

This project, along with other in-progress construction, continues to spur economic growth in Belvidere and surrounding towns. As always, SMACNA Greater Chicago is proud of our members who continue to deliver the highest quality product to end users throughout Illinois communities!





■ RECAP: PAUL LISNEK GIVES INSIGHTS ON LOCAL, NATIONAL POLITICAL LANDSCAPE

On September 10, distinguished WGN-TV political commentator Paul Lisnek joined us for our regular membership meeting at Gibsons Bar & Steakhouse in Oak Brook. Since 2008, Lisnek has discussed the hot political issues of the day on the station's newscasts while leaving his personal leanings out of the conversation. His presentation to SMACNA Greater Chicago members followed suit, giving attendees neutral insight into the challenges of this election cycle based on the data available.

**The information discussed below is simply a recap of the membership event and does not reflect the views of SMACNA Greater Chicago.*

■ ON THE ECONOMY

A Harris administration would aim to ban corporate price gouging to combat “greedflation” and help lower the cost of living for families. Trump’s plan includes raising tariffs on imported goods in efforts to punish other countries for stealing American jobs. Lisnek reported what he’s heard from various economic experts: that Harris would stabilize the economy, while Trump’s tariffs could trigger a depression.

“We’ll only know for sure when it happens,” he said. “It takes time for an administration’s policies to sink in.”

■ ON POLICIES/SOCIAL ISSUES

The border is a tough issue for Harris, who has faced criticism over her long-term efforts in handling border migration. Meanwhile, Trump has long been vocal about strict deportation policies and militarizing the U.S.-Mexico border.

Trump’s changing stance on abortion rights has been met with backlash on both sides. Although he’s favored restrictions, he’s stopped short of backing a federal abortion ban. Harris is an outspoken advocate for women’s reproductive rights and plans to never allow a national abortion ban to become law.

■ ON CHICAGO TAXES

As his administration faces a \$1 billion budget gap, Mayor Brandon Johnson enacted a citywide hiring freeze in September. Lisnek sees this as a temporary solution, with increased taxes being the next step.

“You heard it here first — your taxes are going up,” he said.

■ ON THE ELECTION OVERALL

Lisnek emphasized that politics change daily, and who is leading the race now could change drastically before the November election. He referenced the “October surprise,” noting the possibility of some game-changing national or worldwide event that could shake up the race.

“THE MOST IMPORTANT THING TO DO IS WATCH AND VOTE. ONE OF THEM IS GOING TO BE YOUR PRESIDENT AND YOU CAN EITHER HAVE YOUR SMALL SAY IN IT, OR NOT. MY HOPE IS YOU GO VOTE. THIS ELECTION WILL BE DECIDED IN THE BALLOT BOX, NOT IN THE COURTROOM.”

Paul Lisnek, WGN-TV Political Commentator



ASSOCIATE MEMBER FEATURE: IGT LOGISTICS

IGT Logistics founder Anthony Capone grew up in a four-generation trucking family, working full-time at the family business right out of college. Ever the entrepreneur, he left to start his own trucking company, which eventually led to the founding of IGT Logistics in 2021. Today, the company has grown into a 60-team operation with three offices.

LEARN MORE ABOUT IGT LOGISTICS

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ASSOCIATE MEMBER FEATURE



IGT LOGISTICS KEEPS CUSTOMERS ON THE ROAD TO SUCCESS

“If you’re not excited about your future, you should consider changing directions.”

Sage wisdom. But it’s not a quote from Steve Jobs or Alan Watts; it’s a quote from a trucker in Oak Brook, Illinois. Anthony Capone, director of sales and business development at IGT Logistics, to be precise.

A quick review of Capone’s professional history shows the man practices what he preaches. He grew up in a four-generation trucking family and started working full-time at the family business right out of college. But Capone had something bigger in mind, so he left to start his own trucking company, Legend Trucking. When his vision for the future changed yet again, he sold all his shares of the company to start another, founding IGT Logistics in the summer of 2021.

IGT is a sister company to IG Transportation, a 350-truck operation in Addison, Illinois. This connection helped IGT grow as swiftly and safely as it has to a 60-employee operation spread across three offices. Just three years ago IGT was a five-person operation — including Capone!

“Compared to most brokerages, we are definitely on the smaller side. But this just means that every single account is critical to our success,” Capone says. “With that being said, our primary focus is providing an unmatched level of service. We have trucks on the road 24/7/365. And my employees, my drivers and my customers know I can be reached 24/7 for any reason at all.”

Thankfully, IGT's enthusiastic embrace of emerging logistics tech keeps late night phone calls to a minimum. Capone says the company's state-of-the-art transportation management system, real-time shipment tracking and electronic data interchange capabilities cut out a lot of confusing logistical steps and potential errors. He specifically credits Bitfreighter, an automated quoting tool for high spot volume customers, for helping massively on the sales side of the business.

Even with all those tech tools in place, logistics remain challenging. The most challenging projects — the ones that require a little extra focus, communication and coordination — end up as standouts when the IGT looks back.

"My favorite projects are always the state to state over-sized/over-dimensional hauls that we help other SMACNA members out with," Capone says. "Those aren't quite 'proud dad' moments, but they're close."

IGT Logistics is a relatively new SMACNA Greater Chicago member — joining a little more than a year ago — and they're looking forward to partnering with more members on projects (the more challenging the better). They offer service-based solutions with a proven track record in the industry.

To most SMACNA GC members, increased success means increased ability to give back to

the community. This is no different with IGT, though it's a relatively young, up-and-coming business. Capone mentions that many of the company's employees are Eastern European, with families in less-than-ideal situations

"...OUR PRIMARY FOCUS IS PROVIDING AN UNMATCHED LEVEL OF SERVICE. WE HAVE TRUCKS ON THE ROAD 24/7/365. AND MY EMPLOYEES, MY DRIVERS AND MY CUSTOMERS KNOW I CAN BE REACHED 24/7 FOR ANY REASON AT ALL."

Anthony Capone | Director of Sales and Business Development at IGT Logistics

back home. To help out, IGT sponsors several families every year during the holiday season. Capone notes the company is in the early stages of exploring philanthropic opportunities in the Chicagoland area.

"Our goal is to help make life better for other people in the surrounding community," he says.



NEW CUSTOM ENERGY CODE TAKES EFFECT IN ILLINOIS

The U.S. Environmental Protection Agency reports 30% of the energy used in commercial buildings is wasted. Because the lifespan of these buildings can be 100 years or more, the construction industry must make moves toward future sustainability. Enter the Illinois Energy Conservation Code, which is estimated to reduce greenhouse gas emissions by 21,180,940 metric tons over 30 years.

HMSE SUPPORTS RECRUITMENT, DIVERSITY INITIATIVES

The Heavy Metal Summer Experience was created to introduce high school students and recent graduates to the variety of opportunities in the MEP trades, while facilitating connections with local apprenticeships and job placements. And it's working. During the first three years, 75% of eligible program participants accepted a role in the skilled trades!

VIEW FAQs ON THE ILLINOIS ENERGY CONSERVATION CODE

1. Open your camera
2. Hover it over this



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NEW CUSTOM ENERGY CODE TAKES EFFECT IN ILLINOIS

Commercial buildings have long been the biggest energy users, accounting for 40% of total energy consumption (U.S. Department of Energy). With these buildings averaging 50-100 years, it's more important than ever to invest in efficient and sustainable construction practices from concept through completion — efforts that can have a substantial impact on energy savings and the future of our environment.

In 2024, Illinois released its first integrated, custom energy code based on the 2021 International Energy Conservation Code (IECC), joining 13 other states that have adopted minimum energy codes based on the IECC or its equivalent.

The Illinois Energy Conservation Code establishes minimum requirements for commercial buildings, applying to the construction of, renovations to and additions to all commercial buildings in the State. It also establishes minimum and maximum requirements for residential buildings, applying to the construction of, renovations to and additions to all residential buildings in the State, except as provided for in Section R102.1.1.

According to **EnergyCodes.gov**, adopting the latest model codes in Illinois is estimated to reduce greenhouse gas emissions by 21,180,940 metric tons over 30 years. That's the equivalent of 4.6 million passenger vehicles, or 2.6 million homes! In the residential market, the new code can save the average new homeowner nearly 10% on utility bills, according to a release from the International Code Council.

Illinois is also in the process of adopting a stretch energy code to allow municipalities and projects authorized or funded by the Capital Development Board to achieve more energy efficiency in buildings than the Illinois Energy Conservation Code through a consistent pathway across the State. The Illinois Stretch Energy Code is in development and is expected to be made available to the public later this fall.

On average
**30% OF THE
ENERGY USED
IN COMMERCIAL
BUILDINGS IS
WASTED**

— U.S. Environmental
Protection Agency

HMSE SUPPORTS RECRUITMENT, DIVERSITY INITIATIVES

Those already in the industry know that modern construction is more than physical labor and elbow grease. We're dealing with incredible emerging technologies, like AI and robotics, and are involved in some of the biggest projects shaping our communities and driving our economy. And yet, 20% of our workforce is 55 and older and on the verge of retirement, leaving a skills gap and shortage of workers. With the continued high demand of construction projects, recruitment is a top priority.

The Heavy Metal Summer Experience (HMSE) has taken big steps on the journey toward helping alleviate our industry's labor shortage, and SMACNA Greater Chicago is proud to play a small (but important) part. This summer, member company Sheet Metal Werks hosted the very first HMSE camp in Illinois and found great success — not only with the interest and engagement level of students, but also with diversity of campers.

Recent years have seen an unprecedented push for more DEI initiatives throughout the construction industry, including recruiting more diverse talent for field and management positions. Why? Because research shows a diverse and inclusive workplace is more collaborative, produces better (and often more creative) results, and creates opportunities for a wider talent pool. HMSE is committed to this important cultural shift to set our industry up for a more productive future.

In fact, according to data from the 2024 HMSE season, 64.42% of total applicants fell within an underserved demographic (users who identified as non-white or female). Recruiting efforts draw candidates from high schools, community colleges and youth empowerment organizations like Junior Achievement and The Boys and Girls Clubs. In addition to introducing high schoolers and recent graduates to the variety of careers available in the sheet metal, piping, plumbing and electrical trades, the program facilitates connections with local apprenticeships and job placements — a move that helps de-risk the expensive hiring and training process for contractors. Originally piloted in 2021 in two West Coast locations, HMSE has since grown to include nearly 40 camps throughout the U.S. and Canada and expects to gain an additional 20-30 camps in 2025.

DURING THE FIRST THREE YEARS OF HMSE, 75% OF ELIGIBLE PROGRAM PARTICIPANTS ACCEPTED A ROLE IN THE SKILLED TRADES!



WANT TO HOST A CAMP NEXT YEAR?



Visit [HMSE.org](https://hmse.org) or email **Angie Simon**, president and co-founder, at info@hmse.org.

NEW EDUCATIONAL OFFERINGS FOR PROJECT MANAGERS, YOUNG PROFESSIONALS AND MORE

SMACNA Greater Chicago is proud to offer members a variety of educational programming and training resources - each designed to improve your company's performance and enhance career development opportunities for your team. Check out what's coming up!

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NEW EDUCATIONAL OFFERINGS FOR PROJECT MANAGERS, YOUNG PROFESSIONALS AND MORE

SMACNA Greater Chicago is proud to offer members a wide variety of educational programming and training resources. From digital tools that help you streamline your day-to-day, to safety and health topics, to management training and more, we've got you covered.

Work toward improved company performance and enhanced career development for your employees and mark your calendars for the following courses.



TUESDAYS 11AM - NOON THIS FALL

WE'RE SERVING UP NEW OFFERINGS!

The technology used throughout your day should help you work smarter, not harder. And with the right training, you can drastically improve your skills in programs like Excel, Word, Outlook and Bluebeam.

11.05.24

OUTLOOK RULES / PART 1: ORGANIZING BASICS

11.09.24

OUTLOOK RULES / PART 2: ORGANIZATION & CREATING MORE READABLE EMAILS

12.10.24

WORD DOCUMENT BUILDING TOOLS / PART 1: BASIC FORMATTING RULES

12.17.24

WORD DOCUMENT BUILDING TOOLS / PART 2: FIXING BADLY FORMATTED DOCUMENTS

01.07.25

EXCEL: FIXING BROKEN DATA LISTS / PART 1

01.14.25

EXCEL: FIXING BROKEN DATA LISTS / PART 2

EMAIL LAURIE TO REGISTER

 LAURIE@SMACNAGREATERCHICAGO.ORG

NOV

7



CONTRACTS, CLAIMS AND DOCUMENTATION

This morning workshop is designed for all project managers and assistant project managers looking to learn more about key contractual concerns and best practices in project documentation for change orders and claims.

TURNOVER, KICKOFF AND PRE-CONSTRUCTION MEETINGS

Every successful project starts with a successful turnover/kickoff meeting followed by an effective pre-construction planning meeting. A must for project managers, assistant project managers and foremen, this session will cover the importance of holding these meetings for every project regardless of its size.

JAN

25



EMBRACING THE POWER OF GENERATIONAL COMMUNICATION AND DISC WORKSHOP

Communication is truly the heartbeat of success. Every interaction, every exchange of ideas, brings us closer to our goals and strengthens our bonds as a team. During this workshop, attendees will be given the DiSC personality assessment, which helps identify work style preferences and interpersonal skills. Participants will receive personal insights that deepen their understanding of themselves and others, making workplace interactions more enjoyable and effective. The result is a more engaged, collaborative workforce that can spark meaningful cultural improvement in your organization.

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ANNUAL LEADERSHIP

WORKSHOP PROGRAM

PART 1: LEADERSHIP WITHOUT LIMITS

WORKSHOP DETAILS

The workshops are designed to build on one another, so take them all for the greatest impact on your leadership style. Or, if time constraints don't allow for all four, take at least one to get a leg up on leadership.

1

TIME MANAGEMENT

THURSDAY / 10/10/24

Register by 10/3/24

*See pages 4-5 for class description.

2

CORE COMMUNICATIONS

THURSDAY / 11/14/24

Register by 11/11/24

*See pages 6-7 for class description.

3

ESSENTIALS OF LEADERSHIP

THURSDAY / 12/12/24

Register by 12/2/24

*See pages 8-9 for class description.

4

COACHING & COUNSELING

THURSDAY / 1/16/25

Register by 1/9/25

*See pages 10-11 for class description.

REGENCY TOWERS CONFERENCE CENTER

1515 W. 22nd St., Oak Brook, IL

8am – Noon | Breakfast at 7:30am

MEMBERS

FREE for all
four sessions

NON-MEMBERS

\$35 per session
\$125 for 4 sessions

REGISTER FOR CLASSES

Registration is limited
to the first 30.

OSHA HAZARD COMMUNICATION STANDARD UPDATED TO BETTER PROTECT WORKERS, FIRST RESPONDERS

This summer, the Department of Labor announced a final rule to update the current OSHA Hazard Communication Standard. Read on for a listing of changes that will benefit all SMACNA Greater Chicago members and the industry as a whole.

RECAP: 2024 SUMMER OUTING

Members joined together to cheer the Chicago Cubs to a 2-1 victory over the Arizona Diamondbacks during our Summer Outing on July 21.

VIEW THE UPDATED
OSHA HAZARD RULE



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OSHA HAZARD COMMUNICATION STANDARD UPDATED TO BETTER PROTECT WORKERS, FIRST RESPONDERS

This summer, the Department of Labor announced a final rule to update the current OSHA Hazard Communication Standard. The updates, which took effect July 19, were designed to better protect workers by improving the amount and quality of information on labels and safety data sheets, and allow workers and first responders to react more quickly in an emergency.

The following changes will benefit all SMACNA Greater Chicago members and the industry as a whole:

- Labels on small packaging are required to be more comprehensive and readable, and changes have been made to help ensure trade secrets no longer prevent workers and first responders from receiving critical hazard information on safety data sheets.
- A clearer hazard classification process will provide more complete and accurate hazard information on labels and safety data sheets.
- Updated physical hazard classes will better inform users on safe handling of explosives, aerosols and chemicals under pressure.
- Updated precautionary statements advise users on how to safely handle, store and dispose of hazardous chemicals.

The final rule also addresses issues that arose since the implementation of the 2012 standard and improves alignment with other federal agencies and Canada.



RECAP: 2024 SUMMER OUTING

Our sold-out Summer Outing on July 21 was an action-packed day at Wrigley Field! It was great to see so many members and guests in attendance, enjoying the stunning views from the Left Field Porch. The afternoon was filled with great company, engaging conversations and thrilling baseball action, culminating in a 2-1 victory for the Chicago Cubs over the Arizona Diamondbacks.

*Thanks to everyone who was able to attend this year's event!
We hope to see you all again next year.*



IN BRIEF

RECAP: ANNUAL GOLF OUTING 2024

As the day heated up on August 5, so did the competition during our sold-out Annual Golf Outing! The event drew 144 SMACNA Greater Chicago members and industry partners together for a beautiful day at Stonebridge Country Club.



ANNUAL GOLF OUTING 2024

Our popular Annual Golf Outing was a sizzler this year — in more ways than one! On August 5, this sold-out event brought 144 SMACNA Greater Chicago members and industry partners together for a beautiful (and sweltering) day on the greens at Stonebridge Country Club. New this year: in partnership with FootJoy Golf Apparel, golfers were able to choose their own custom participant gift after the event. It was a hit with all participants!

VIEW THE 2024
GOLF OUTING
PHOTO GALLERY



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CONGRATULATIONS TO THE FOLLOWING CONTEST WINNERS



WOMEN'S LONGEST DRIVE

Katie Telecki

MEN'S LONGEST DRIVE

Cody Vogler



WOMEN'S CLOSEST TO THE PIN

Regena Leu

MEN'S CLOSEST TO THE PIN

Jason Winter



LONGEST PUTT

Mark Sills



LOW GROSS

Allen O'Brien



LOW NET

Curtis Brackett

THANK YOU TO OUR 2024 GOLF SPONSORS

A huge thank you to all who joined us, and a special shoutout to our amazing sponsors who continue to make this member-favorite event possible.

EVENT SPONSORS

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LUSE THERMAL TECHNOLOGIES
MIDWEST APPLIED SOLUTIONS
NELSON INSULATION COMPANY
THE YMI GROUP, INC.

MORE PHOTOS >>

RECAP: ANNUAL GOLF OUTING 2024

As the day heated up on August 5, so did the competition during our sold-out Annual Golf Outing! The event drew 144 SMACNA Greater Chicago members and industry partners together for a beautiful day at Stonebridge Country Club.


RECAP: MEMBERS PACK JOE'S LIVE FOR 2024 SMACNAPALOOZA

Industry Night keeps growing in popularity! Our September 19 event had more than 180 registrants and 12 exhibitors in attendance, making this year's event one of our most successful yet.



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MEMBERS PACK JOE'S LIVE FOR 2024 SMACNAPALOOZA

Our SMACNAPALOOZA Industry Night event keeps getting bigger and better every year! We had another great turnout for our 4th annual networking event on September 19, with more than 180 members registered and 12 exhibitors joining us at Joe's Live. This year's event included a delicious barbecue buffet, cocktails and non-stop face time with industry friends, young professionals and vendors. Everyone in attendance was also invited to participate in our drawing for three \$500 American Express gift cards.

Thanks to the representatives from SMART Local 265, SMART Local 73 and all other industry partners who continue to help make this one of SMACNA Greater Chicago's premier networking events. We're already looking forward to SMACNAPALOOZA 2025!



RECAP: MEMBERS PACK JOE'S LIVE FOR 2024 SMACNAPALOOZA

Industry Night keeps growing in popularity! Our September 19 event had more than 180 registrants and 12 exhibitors in attendance, making this year's event one of our most successful yet.

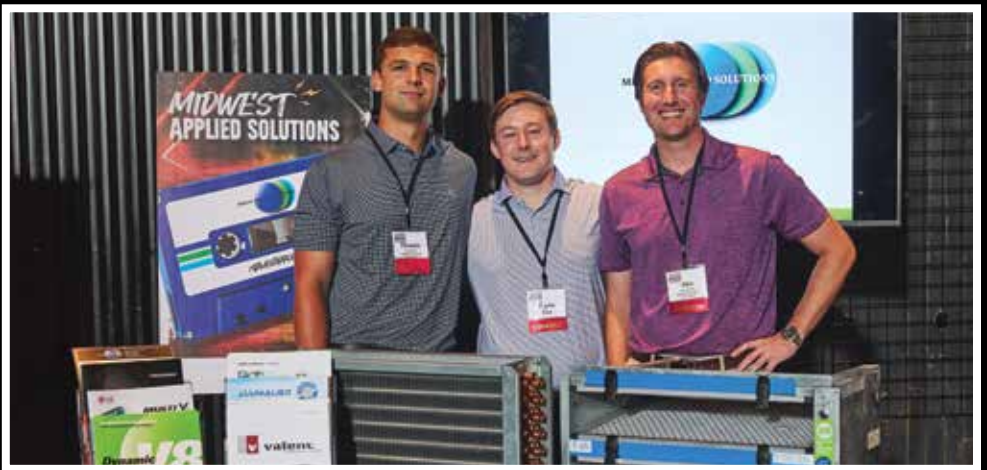


VIEW THE 2024
SMACNAPALOOZA
PHOTO GALLERY



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MARK YOUR CALENDAR

Save these dates for some of the most anticipated chapter and industry events happening this fall and winter.



OCT | 27-30



SMACNA ANNUAL CONVENTION

JW Marriott Desert Springs
Resort & Spa
74-855 Country Club Dr.
Palm Desert, CA 92260

FULL CALENDAR OF EVENTS

1. Open your camera
2. Hover it over this



Join your fellow SMACNA members, chapter executives and associate members for an unforgettable event featuring educational sessions, networking and a variety of local activities at the ultimate desert retreat. In addition to the popular product show, which assembles some of the industry's most prominent suppliers, manufacturers and service providers, attendees can enjoy a new addition this year — a pickleball tournament!

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REGISTER NOW



Scan the QR code or visit: bit.ly/3z1z1yu

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NOV

21



VOLUNTEER OPPORTUNITY

Feed My Starving Children
555 Exchange Ct., Aurora, IL
2-3:45 p.m.

Empire Burgers + Brew
48 W. Chicago Ave., Naperville, IL
4-6 p.m.

Join the SMACNA Greater Chicago YES Committee to help feed underprivileged children worldwide! YES has partnered with non-profit organization Feed My Starving Children (FMSC) to host a mass food packing event on Monday, Nov. 11. The SMACNA Greater Chicago YES Committee believes this initiative not only aligns with the values of our organization but also provides a unique opportunity for our members to come together and make a positive impact.

After the food packing event we'll meet up at Empire Burgers + Brew in Naperville for food and cocktails.

REGISTER NOW



Registration runs through November 7 at:
bit.ly/3Y99Nba

DEC

7



2024 HOLIDAY DINNER DANCE

Hotel Arista
Cocktails at 6:30 p.m.
Dinner at 7:30 p.m.

Leave the stress of the holidays behind (if only for a little while) and join us for our annual Holiday Dinner Dance! The ever popular and appropriately swank Hotel Arista Naperville will host our year-end soiree. Expect to share cocktails and exquisite food while mingling with industry friends. After dinner, a live band will kick out the jams for a night of dancing and fun with fellow members.

Formal invitations will be mailed soon. Please RSVP by November 27.

NEW MEMBER

WELCOME



AERO PERFORMANCE GROUP

847-288-3200

11100 Belmont Ave.
Franklin Park, IL 60131

NICK MUSCOLINO

nick.muscolino@aeropg.com



AEROPG.COM

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