

SMACNA GREATER CHICAGO

METAL PRESS

ASSOCIATION NEWSLETTER



**WESTSIDE MECHANICAL
CELEBRATES 50 YEARS**

P. 25



**LOCAL 73 JATC UPDATES
CURRICULUM & FACILITIES
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**WHERE HAS COMPANY
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LETTER FROM THE PRESIDENT

NEW VIRTUAL PROGRAMMING AND OFFERINGS KEEP US SHARP

After a strong spring and surprisingly busy summer, the fall season is off to a sluggish start due to COVID-19. Because of lingering uncertainties and budget issues, many project owners have made the tough decision to pull back on planned construction projects, particularly in the tenant improvement market. Fortunately, the healthcare market has picked up some of that slack, as well as the education sector as schools prepared for some version of reopening this fall.

As the pandemic continues, SMACNA Greater Chicago has maintained the flexibility of online meetings and classes. We've even developed a collection of virtual programming that brings together some of the most engaging professionals to discuss the hottest industry topics — like managing remote teams and innovating through diversity. We hope you and your employees join us for one or more in our Virtual Classroom series, which you can read more about on page 25.

Equipping our contractor members with the right resources to elevate their businesses is just part of what our association does. We also work hard to establish a positive relationship between labor and management. To that end, a new wage bargaining agreement went into effect for Local Union 265 journeymen as of September 1 that all parties agreed was fair for labor costs and manpower. We're pleased with the outcome we secured with the cooperation of our labor counterparts.

Finally, we're excited to announce that we're in the final phases of developing and testing a new app, which we expect to roll out in early 2021. With the new app, important industry news will always be at your fingertips and event registration will be as simple as a few taps on your phone. Watch for more information after the New Year!

Joe Passannante
President, SMACNA Greater Chicago

3 BIG THINGS: BEAT WORK-FROM-HOME BURNOUT

Many of us are finding that the responsibilities and distractions of working from home are wearing us down. Combat burnout with these three tips.

3 BIG THINGS

BEAT WORK-FROM-HOME BURNOUT

At the start of the year, you probably had a routine as you went about your day. Maybe your drive or train ride gave you time to prepare for that big meeting at work. Maybe you looked forward to connecting with clients and colleagues over a lunch meeting. Maybe you enjoyed the hustle and bustle of the general company culture.

Fast forward to today, when the monotony of yet another virtual meeting has you feeling exhausted, unfocused and unproductive. Sure, you may not be putting in long hours at the office these days, but you can still get worn down working from home. Here are three tips to help beat work-from-home burnout.

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1. SET BOUNDARIES – AND OFFICE HOURS.

The “new normal” of remote work has blurred the lines between our personal and professional lives. According to a report by NordVPN Teams, American workers are logging on for an additional three hours per day, essentially replacing their commute with more time at their desks. While marathon workdays can be OK from time to time (deadlines are still important), don’t make it a habit. Set consistent work hours and stick to them. Consider activating an out-of-office response outside of your determined time block to let your coworkers and clients know you’re unavailable until the next day.



2. PRIORITIZE IMPORTANT TASKS.

Does your day constantly feel like a race against time? Are you overwhelmed with answering emails, responding to chats and sending meeting requests? First, limit communication — i.e. check your email once or twice and close out of any communication apps that can be a time suck when you’re in deep work mode. Then, figure out what tasks you spend the most time on versus what needs to be done and prioritize, delegate or eliminate.



3. GIVE YOURSELF SOMETHING TO LOOK FORWARD TO.

Whether it’s planning a weekly movie night with the kids, Saturday night cocktails with your spouse or simply taking the occasional day off, it’s important to fit some fun into your busy schedule. Taking the time to focus on yourself and unplug completely from work lets you relax and recharge, which is important to your mental health.

If you still find yourself struggling to balance your work and home life, don’t be afraid to turn to therapy if you need it. These professionals can be incredibly useful resources to talk through the issues you’re experiencing and come up with a plan that works to strengthen your mental health and put you on the path to becoming a happier, healthier individual — and colleague.

IN MEMORY OF JOHN LINDEMULDER, SR.

Remembering the founder of Amber Mechanical Contractors, Inc. who was a longtime contributor to SMACNA.

2020 LUNCH AND LEARN AND DEEP DIVE SESSIONS

Register for in-depth classes focusing on OneNote, Windows 10 and Excel.



IN MEMORY OF JOHN LINDEMULDER, SR.

Longtime SMACNA Greater Chicago member John Lindemulder, Sr. peacefully passed away on July 28, 2020.

Founder of Amber Mechanical Contractors, Inc., John helped expand the business into the industry leader it is today. During his active career, he also filled many leadership roles within the sheet metal industry, including serving as both the president of the Chicagoland Sheet Metal Contractors Association and SMACNA National.

Throughout his successful career, John always put his customers and employees first. We'll greatly miss his leadership and friendship.

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2020 LUNCH & LEARN AND DEEP DIVE SESSIONS

In addition to the great line-up of classes available in the Virtual Classroom, we will once again offer our popular Lunch & Learn and Deep Dive tech sessions. Each of these classes is designed to keep our members up-to-date on today's technology while learning how to become more efficient in the programs they use daily.

Each program will be led by Ginnie Floraday, a tech expert who's been

an asset to the SMACNA Greater Chicago membership in her easy approach to teaching all things computer related. This fall, she'll cover the following programs:

- OneNote
- Windows 10
- Excel

For a full list of classes and to register, visit SMACNAGreaterChicago.org.

Email Laurie to register: Laurie@SMACNAGreaterChicago.org

Don't forget: Ginnie's available to all SMACNA Greater Chicago members for a FREE 2-hour session! She'll guide you through any issues you're having and help troubleshoot inefficiencies to get you on track to a more productive day.



LUNCH AND LEARN & DEEP DIVE SESSION DETAILS

1. Open your camera
2. Hover it over this



MEMBER FEATURE: SHEET METAL WERKS

Kevin and Sue Ryan started Sheet Metal Werks right from their kitchen table. Now – 33 years later – their company continues to offer the most revolutionary duct delivery systems on the market.



The Sheet Metal Werks facility in Arlington Heights, Illinois

MEMBER FEATURE

SHEET METAL WERKS, INC.: A FAMILY AFFAIR

In June 1987, Kevin and Sue Ryan got married. By August, Kevin and his father became business partners when they started Sheet Metal Werks, both operating in the shop by day, and Kevin and Sue from their kitchen table by night.

“We started from nothing and built it from there. It’s the American dream,” Sue said. “Kevin saw an opportunity 33 years ago and seized it.”

“My dad was a sheet metal worker and taught me never to say no to work,” Kevin said. “One night when I was working at the old shop in downtown Des Plaines, a guy sitting at a traffic light heard my air hammer and stopped to get a quote on a project. I gave him a price, he gave me the go-ahead, and the rest is history. Lo and behold, he’s still a customer today.”

Sheet Metal Werks just celebrated 33 years of successful business, but in a much larger space than its humble origins. Now, the company has grown into an 80,000-square-foot facility that was redesigned last fall to improve workflow.

“Changing the footprint has opened up about 3,200 square feet in shipping and receiving, making everything much more efficient,” Kevin said. “We continually look for opportunities to evaluate our resources which results in elevating our employees and our product to the next level.”

One such product is Sheet Metal Werks’ investment in a brand new, industry-changing coil line from Iowa Precision — the Pro-Fabriduct Line.

International Test and Balance performed pressure testing on 1-inch through 6-inch pressure class. Due to the improvement in notching and breaking, which closes the corners, the company now sees a reduction in typical air leakage by up to 40 percent. This technology will result in an improved overall quality, which

allows Sheet Metal Werks to provide SMACNA contractors with a higher level of efficiency when it comes to sealing duct in the field.

“Our business parallels evolving societal changes,” Kevin said. “For example, the pandemic brought changes amongst every business, but we rose to meet the demands in multiple assisted living homes,

With a staff of nearly 50, Sheet Metal Werks has the experience and capabilities Chicagoland customers have come to know and trust. Each product is tailored to the customer’s expectations, and each customer is treated like family. Many are even accustomed to seeing the familiar furry face of Cooper, the Ryan family’s cockapoo and unofficial company mascot.

“My customers are more than that — I consider them friends,” Kevin said. “For somebody to come in and drop off a biscuit for my dog, that’s a relationship that’s built on more than just business.”

Always the optimist full of contagious enthusiasm, Kevin can find a silver lining in even the most ordinary

task or situation — like the daily commute with his wife.

“To be married and work side-by-side is quite an accomplishment in any industry,” Kevin said. “It’s not a job — it’s an adventure!”



“TO BE MARRIED AND WORK SIDE-BY-SIDE IS QUITE AN ACCOMPLISHMENT IN ANY INDUSTRY. IT’S NOT A JOB – IT’S AN ADVENTURE!”

Kevin Ryan | Owner, Sheet Metal Werks

as well as remodeling healthcare facilities and schools. We’re also uniquely positioned to respond to a rise in industrial standards for improved indoor air quality through the use of Thermaduct and KoolDuct. They’re made from closed cell phenolic foam that resists the growth of mold, bacteria and fungus.”

LEARN MORE ABOUT SHEET METAL WERKS

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2. Hover it over this



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ASSOCIATE MEMBER FEATURE: RAND-TEC

From full commercial insurance to group benefits, bonds and everything in between, Rand-Tec has what it takes to keep workers, projects and equipment safe.



ASSOCIATE MEMBER FEATURE

RAND-TEC MAKES MEMBER SAFETY A TOP PRIORITY

LEARN MORE
ABOUT RAND-TEC
INSURANCE AGENCY

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For more than 35 years, Rand-Tec Insurance Agency, Inc. has specialized in providing services to contractors and businesses in the Chicagoland construction industry. From full commercial insurance to group benefits, bonds and everything in between, the SMACNA Greater Chicago Associate Member has the capabilities to keep workers, projects and equipment safe.



The company's longstanding partnerships with top-rated carriers allow agents to shop their extensive network and curate customized solutions for each client. They also recently grew their risk management portfolio by joining AssuredPartners Illinois, the country's sixth largest property and casualty insurance agency, to deliver even more

"Our goal is to develop long-term relationships with each and every client, and we've been pretty successful at creating and maintaining those relationships so far."

Unlike direct writers who work with a single insurance company, Rand-Tec finds comprehensive coverage at competitive rates —

agency like us."

Even during these unprecedented times, Rand-Tec agents are finding ways to adapt and connect with the clients who put their trust in their services.

"We've kept all our clients informed of how COVID affects their workers' compensation

"PARTLY DUE TO COVID AND THE CURRENT ENVIRONMENT, THE INSURANCE MARKET AS A WHOLE IS HARDENING AND RATES ARE INCREASING. NOW, MORE THAN EVER, IT BECOMES EVEN MORE IMPORTANT TO TALK TO AN AGENCY LIKE US."

Paul Chason | *Rand-Tec producer*

options that best meet the unique needs of each client.

"We have access to the markets that serve our clients' type of risk, and our team of specialists has the expertise in their type of business to guide them through the process," said Paul Chason, Rand-Tec producer.

even during a volatile pandemic economy.

"Partly due to COVID and the current environment, the insurance market as a whole is hardening and rates are increasing," Chason said. "Now, more than ever, it becomes even more important to talk to an

and property policies, what to do about business income and interruption claims and how to keep their offices safe as they return to work," Chason said. "We're proactive in helping clients navigate what to do in the time of COVID. For example, some clients weren't aware they could reduce their exposures

ASSOCIATE MEMBER FEATURE:
RAND-TEC

Continued...

SMACNA’S COLLEGE OF
FELLOWS TO INDUCT
TONY ADOLFS

Reserved for top industry professionals who have made significant contributions to advance the sheet metal industry, Tony Adolfs will be inducted into SMACNA’s College of Fellows.

mid-term in order to reduce costs on the remaining part of the insurance cycle. We’ve also been able to put a lot of workers’ compensation programs on a pay-as-you-go plan, which uses real-time payroll to calculate premiums and helps clients with bills when employees are on furloughed pay.”

Not only are businesses across all industries battling the complexities of a pandemic, many are also maneuvering a new dependence on technology as their workforce becomes increasingly remote. Cyber insurance has been a hot topic for a while but has become more important as workers outside the office pose a security risk (think about how many employees may be neglecting typical security procedures while at home).

“We’re all at risk for ransomware, malware, data breaches,

misdirected funds and any other issues that might have to do with technology,” Chason said. “Making sure clients are covered is something we can help them do.”

Even as Rand-Tec helps clients prepare for all of life’s possibilities, the company is preparing for a return to normal — whatever that looks like.

“The last couple of months I feel like the ice is breaking,” Chason said. “Everyone has a different comfort level, so we’re trying to meet with clients when and however we can — like doing a Zoom call with someone for a policy renewal or even sitting outside. We really enjoy talking with our clients and educating them on safety and proper coverage, and are excited to see everyone and get back to normal again.”



SMACNA’S COLLEGE OF
FELLOWS TO INDUCT
TONY ADOLFS

We are proud to announce that Tony Adolfs, executive vice president of SMACNA Greater Chicago, will be inducted into SMACNA’s College of Fellows later this year.

A graduate of Northern Illinois University in Dekalb, Tony’s successful career in the sheet metal industry began as the safety director of the Chicagoland Sheet Metal Contractors

Association in the fall of 1991. He was promoted five years later, orchestrated a merger between the Northern Illinois and Chicagoland associations to form SMACNA Greater Chicago, and has elevated the Chicagoland sheet metal industry as a chapter executive ever since.

As part of his position, Tony serves on a number of local committees and represents SMACNA Greater Chicago on a national level, including involvement on the Standard Form of Union Agreement (SFUA) Article X Management Panel.

“Tony has dedicated his entire career to the advancement of our industry through SMACNA Greater Chicago, and our chapter is one of the largest and most successful in the country because of his efforts,” said Joe Passannante, vice president of operations at Cleats Manufacturing Co. “Tony’s colleagues have recognized his efforts, which led him to receive the Chapter Executive of the Year Award in 2015. From the time I became a director through my current role as association president, Tony has always been on top of his game, helping make all of our initiatives and events a success. The College of Fellows induction is a top honor in our industry and Tony is highly deserving of this honor.”

Membership in SMACNA’s College of Fellows is reserved for top industry professionals who have made significant contributions to advance the sheet metal industry, capping years of committed service and dedication. Congratulations, Tony!

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HOW DATA CAN HELP FLEET MARKETING

Today's data platforms allow safety managers and CEOs to monitor expensive equipment, usage and track driver's compliance and safety behaviors.



HOW DATA CAN HELP FLEET MARKETING

Operating a data-driven fleet is good for any business. Today's data platforms allow safety managers and CEOs to monitor expensive equipment, measure a vehicle's utilization and track a driver's compliance and safety behaviors. But did you know you can use this same technology as a resource to enhance your brand?

It doesn't matter how much money you're pouring into your marketing budget if your brand is being represented in the wrong way. With different data sets so readily available, it makes good business sense to look into your options so you can better manage — and market — your company's fleet.

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DRIVER PERFORMANCE



Safety is priority number one in the construction industry. No matter who you have representing your company — from the highest executives and IT managers to jobsite personnel — following safety protocol is critical not only for completing a project successfully, but also for maintaining a positive community image. So, when your company is being represented by reckless drivers, it can negatively impact business.

Slapping a “how's my driving” bumper sticker to every vehicle in your fleet just doesn't cut it anymore. To really find out how your drivers are performing on the road, you need to turn to telematics. This powerful technology gives you reliable metrics on each driver, like their speed, if they're braking too harshly, accelerating too quickly and other performance data.

VEHICLE USAGE



Many companies allow their drivers to take work vehicles home. It makes sense: They're readily accessible in the event of a client emergency, and a direct home-to-jobsite route is much more efficient than making multiple drop-off/pick-up stops. But it's during those non-work hours where things can get a little dicey.

When your brand's vehicles are seen parked at the local bar or towing a boat on the weekend, it can tarnish your reputation within the community — and it happens more than business owners would like to think. With telematics, you're able to track when and where company vehicles are going, keeping unauthorized usage down and professionalism up.

CUSTOMER SATISFACTION





Customer expectations are increasing, and it's time for construction industry professionals to step up. According to a Walker study, the customer experience will overtake price and product as the key brand differentiator by the end of this year. What does this mean for your business?

When a company's fleet is equipped with GPS, you practically eliminate the guesswork of a driver's arrival time to a scheduled appointment. Plus, if they're stuck in traffic or delayed in any way, you can notify the client so they're not left hanging — a professional courtesy that is usually appreciated. In today's age of technology, customer reviews (both good and bad) can go a long way in generating attention for your company. Make sure the attention you're receiving is positive by using telematics to your advantage.

LOCAL 73
JATC UPDATES
CURRICULUM AND
FACILITIES DURING
PANDEMIC

While the training center was closed, LU73 JATC used the time to adjust the curriculum and make upgrades.

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LOCAL 73 JATC
UPDATES CURRICULUM
AND FACILITIES
DURING PANDEMIC

Schools across the country have made significant changes and navigated a challenging start to the 2020-2021 school year — including SMART Sheet Metal Workers’ Local Union 73 JATC. When the pandemic first started, the training center was forced to close for four months. During that time, the staff used it as an opportunity to adjust the curriculum and make upgrades to the facilities.



“OUR GOAL IS TO PROVIDE APPRENTICES WHO ARE WELL-ROUNDED AND CAN BE THE MOST PRODUCTIVE IN THE INDUSTRY, SO WE’RE HAVING DISCUSSIONS WITH CONTRACTORS WHO ARE THE TOP OF THEIR FIELD AND LEARNING WHAT EQUIPMENT THEY’RE USING SO WE CAN MAKE SURE TO IMPLEMENT THAT INTO OUR INSTRUCTION.”

Sean Mulhearn | Local 73 Training Coordinator

“We started making upgrades to the Services Lab, the Testing and Balancing Lab and the Architectural Lab, so we have a lot of projects going on through 2021 to keep Local 73 at the forefront of training and education,” said Sean Mulhearn, new Local 73 training coordinator. “We’re adding a mezzanine to the Services Lab to give us more room to do more commercial service, and on the Architectural side we’re trying to keep up with the new products available, so we just had Kingspan

out here certifying contractors to install their panels.”

Mulhearn, who previously taught Local 73 apprentices, earned the position of training coordinator in September. Even being familiar with the school and educational components, he admits there’s a bit of a learning curve but is settling in.

“The administrative side is an entirely different task,” he said. “It’s definitely a busy time and

there’s a lot at once. It’s going to take some time to learn the job and do it well.”

With more than 4,400 members throughout Cook and Lake counties, and nearly 200 apprentices currently in the program, Mulhearn has his work cut out for him. Assisting him in ensuring workers have the tools they need to be successful in the construction industry are four full-time instructors.

Question
WHAT’S
THE MOST
REWARDING
PART OF
THE JOB?



LEO
THIER

There is nothing better than working with an apprentice and having them suddenly realize something they were having trouble understanding. When they say, “Wow, I get it now!”



PATRICIA
HOFFMAN

I love the people I work with and the apprentices I help train.



DAMIAN
ZERMEÑO

Seeing the apprentices learn what you just taught them and be able to use that information as they move to the next lesson.



CLIFF
BROOKS

That moment when the students realize what they’re truly capable of.

MEP VIRTUAL TRIVIA NIGHT RECAP

Young professionals and industry leaders combine for a Virtual Trivia Night.

RATIFIED TERMS OF THE NEW CBA

The new Collective Bargaining Agreement terms.



YMI: DOING THEIR PART DURING THE COVID-19 PANDEMIC

The YMI Group helped convert McCormick Place Convention Center into an Alternate Care Facility.

READ THE FULL COLLECTIVE AGREEMENT HERE

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MEP VIRTUAL TRIVIA NIGHT RECAP

In July, 35 SMACNA Greater Chicago members and other industry professionals joined other industry leaders for a Virtual Trivia Night. Attendees were randomly placed into nine groups of 3-4 people per group, and teams worked together to answer entertaining and challenging trivia questions. Prizes were awarded to the winning teams, including \$100 worth of gift cards generously donated by Ram Mechanical.

The Young Executives of SMACNA was a proud sponsor of the event, along with other Chicago area trade associations and groups.



RATIFIED TERMS OF THE NEW CBA

SMACNA Greater Chicago and SMART, LU265 and their members have ratified the terms of a new Collective Bargaining Agreement, effective September 1, 2020 to May 31, 2024. As reported, the terms of the agreement include wage increases of \$2.67, \$2.62, \$2.72 and \$2.77.

We are thankful for the cooperation of all parties involved and for the benefits this ratification brings. This type of negotiation shows how seriously these parties take their responsibility and sets a positive example among the entire sheet metal industry.



YMI: DOING THEIR PART DURING THE COVID-19 PANDEMIC

READ THE FULL ARTICLE ON YMI'S WEBSITE

1. Open your camera
2. Hover it over this



Various stories have been told about people who stepped up during the pandemic to help those in need. SMACNA Greater Chicago is proud of the role member company, The YMI Group in Elk Grove Village, played in helping convert the McCormick Place Convention Center into an Alternate Care Facility (ACF), one of the largest ACFs in the nation.

The ACF was born out of a need for a facility where patients who were formerly recovering at home could go for additional monitoring. In addition, patients with severe respiratory needs have a space to recover before going home. This type of facility relieved the strain on local hospitals that were treating patients in critical care.

Many private and public partners worked together to make this AFC a reality, and in a very short time. The YMI Group worked closely with the United States Army Corps of Engineers (USACE) and the Walsh Construction team to construct and complete the 3,000

bed AFC. The YMI Group was tasked with providing all medical gas systems to the facility.

After a tour of the facility, Governor J.B. Pritzker said, "I didn't know you could build something like that in a short time frame." The ACF at McCormick Place Convention Center is now fully equipped to manage a wide variety of COVID-19 patients.

Recently, the McCormick Place project was submitted for consideration into Engineering News-Record's Midwest Best Projects and was honored with an Award of Merit in the Health Care category.

CYBERSECURITY AT HOME: VIDEOCONFERENCING SAFETY TIPS

The rise in online collaboration tools inevitably opens workers up to more risk for cyber-attacks. By following a few basic precautions you (and your business) can remain safe.



CYBERSECURITY AT HOME: VIDEOCONFERENCING SAFETY TIPS

Even before the pandemic, the number of remote workers in the U.S. was on the rise. With more organizations navigating a sharp increase in telecommuting employees, videoconferencing tools have become vital to keeping teams connected. In fact, a recent study by security solutions expert Twingate, found that 45% of employees are attending more meetings now than in the office pre-COVID.

But the rise in online collaboration tools inevitably opens workers up to more risk for cyber-attacks. The same Twingate study reports more than 1 in 10 have had a video call hacked while working remotely. The good news? By following a few basic precautions and properly training employees, you can keep your business safe from hackers, malware and identity thieves.

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PROTECT EVERY MEETING WITH A PASSWORD

Requiring participants to have the required meeting ID and password helps ensure that only those who are invited will be included in your meeting.

USE A WAITING ROOM

By disabling the “join before host” feature, participants will be directed to a waiting room until the host approves each attendee.

DON'T SHARE MEETING LINKS ON SOCIAL MEDIA

Anyone who sees the link will have access to your meeting. If you're hosting a public event, you can automatically generate a one-time ID (instead of a more regularly used personal meeting ID) and share it via secure email or chat.

BE MINDFUL OF WHAT VIEWERS CAN SEE

Basic grooming (and proper attire) are always a good idea when you're in a virtual meeting space. Also, be aware of what's in your background and remove any personal items you'd rather not share, like family photos. If you'll be screen sharing, make sure to close any windows you'd rather keep private.

LIMIT USER SCREEN SHARING ABILITIES

Control who can share their screen during meetings by disabling screen sharing for all users. You can always turn the feature back on later but defaulting to a host-only screen share is a good practice to prevent the accidental sharing of potentially inappropriate content.

PROTECT PERSONAL INFO

Just in case someone is recording the session without your knowledge, it's best to keep your personal info offline.

ESTABLISH ALERTS

That way, you'll know when a meeting invite is forwarded by email to others and you can confirm the invitees are legitimate.



People are more dependent on technology now than ever before, and cybercriminals have been using it to their advantage. But following basic online safety protocols can help minimize the risk of online attacks while employees work from home.

WHERE HAS COMPANY CULTURE GONE?

How do you maintain a healthy company culture that inspires while in a pandemic?



WHERE HAS COMPANY CULTURE GONE?

“Going to work” today is completely different than the not-so-distant past. Just a handful of months ago, we were figuring out the toughest problems of our businesses together in the same room. We were enjoying seasonal treats brought from home and shared with the office, and we were enjoying lunch meetings to connect with clients. Today, a typical day might look like answering emails in our pajamas while simultaneously helping a child with a Zoom call with their teacher.

Sadly, the camaraderie seems to have faded into the background and yet, it was this type of culture that helped make our jobs fun and helped get us through the work week. A company with a strong culture that aligns with its employees’ beliefs and attitudes will have happier employees who tend to go above and beyond and likely stay with the company for a long time. These happy workers correlate not only to a happy workplace, but one where the company can grow, prosper and bring financial success to company owners.

So, what happens to company culture now that our offices are strewn across home basements, kitchen tables or the lone desk on the 3rd floor? And how do you keep your work culture intact through the pandemic and adjust it to keep your company happy and successful?

Companies who entered the pandemic with a strong company culture will more than likely be resilient enough to adapt. Those with a weaker culture should use this disruption as an opportunity for growth and for leadership to

establish more concrete, positive cultural habits.

Regardless of which scenario your company falls in, remote workers need the right tools to continue to grow or establish their company’s culture. First and foremost, communication is key. Since colleagues aren’t together, it’s even more important to discuss expectations, acceptable behavior and the plans for getting work done. When people are physically together, it’s easier to see an employee’s state of mind and if they are all working toward the common goal.

TO CREATE A CULTURE THAT INSPIRES, YOUR TEAM LEADERS NEED TO:

- Ask all employees what they need to do their job, then provide it
- Reinforce behaviors that align with your culture
- Reward those for a job well-done
- Focus on what your employees are doing right and share it with everyone
- Ease apprehensions and share a story about a bright future

By promoting the behaviors of a strong company culture, you’ll keep the culture alive and growing, and employees will know they’re an important part of a job well done. Recognizing the importance of the extra work it will take to build the essence of teamwork for remote workers will pay off for both a healthy mindset of employees and the bottom line of the company’s financial health.





50TH ANNIVERSARY: WESTSIDE MECHANICAL

Since 1970, Naperville-based Westside Mechanical Group has been a leader in mechanical services in the Chicagoland area.



WESTSIDE MECHANICAL CELEBRATES 50 YEARS IN BUSINESS

Since 1970, Naperville-based Westside Mechanical Group has been a leader in mechanical services in the Chicagoland area. The full-service mechanical contractor's capabilities and expertise span a wide-range of markets and industries, including healthcare, data centers, education, hospitality, high end residences and more.

Despite all the changes and challenges of 2020, this year marked an important milestone for the team at Westside Mechanical: the celebration of 50 successful years in business. Although the technology they've relied on has changed through the years, their mission of delivering the best product and service to their customers has not.

"It's a two-way street with our customers; we hold them to a high standard, and they hold us to a high standard," said Jeff Lukitsh,



Westside Mechanical president. "There are some large general contractors who bring us in and say our whole team makes everything easy for them. There's never been an issue we can't take care of."

This longtime SMACNA Greater Chicago member has lent their quality workmanship to innovative projects all throughout the city; most recently a 60,000-square-foot addition to Chicago's Steppenwolf Theater, a six-floor buildout for RSM and a new medical office for the DuPage Medical Group. Many of their clients have done business with Westside Mechanical for more

than 10 years — a testament to their industry knowledge and unwavering commitment to superior customer service.

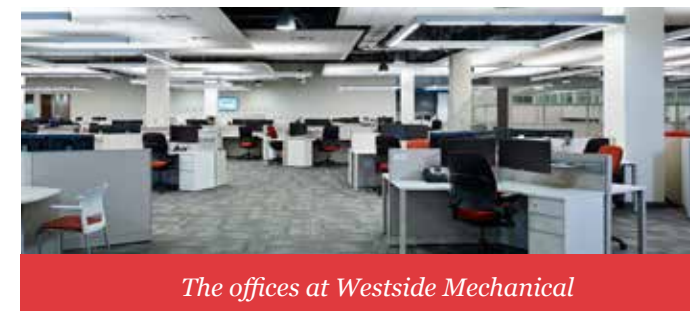
"THERE ARE SOME LARGE GENERAL CONTRACTORS WHO BRING US IN AND SAY OUR WHOLE TEAM MAKES EVERYTHING EASY FOR THEM. THERE'S NEVER BEEN AN ISSUE WE CAN'T TAKE CARE OF."

Jeff Lukitsh
President, Westside Mechanical

As the company looks to the future, Lukitsh says he's less interested in rapid growth and

instead focuses on maintaining and further developing the solid company culture that is at the core of Westside Mechanical. "The young people we have in place are the future of our company when the more seasoned professionals retire," he said. "Our immediate and long-term goals lie in training the younger crowd and supporting them so they have the tools they need to be successful throughout their career at Westside Mechanical."

Join us in congratulating the Westside Mechanical team on 50 successful years!



The offices at Westside Mechanical



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Virtual Classroom

SMACNA GREATER CHICAGO

We're excited to offer the SMACNA Greater Chicago Virtual Classroom to our members, and all signatory contractors from LU265 and LU73, this fall. Although we may not be able to enjoy the camaraderie that being in a group provides, we're committed to keeping our members educated and at the forefront of the sheet metal industry.

The collection of the virtual programming noted below offers some of the most engaging industry professionals discussing a variety of topics, including Managing Remote Teams, Negotiation Skills and Safety & Health Issues for 2021. All classes are FREE. Visit SMACNAGreaterChicago.org for a full description of all classes and how to register.

CLICKSAFETY CLASSES

Together, SMACNA Greater Chicago and ClickSafety have partnered to provide members a variety of online safety training classes to meet and execute your training objectives. These flexible training solutions are designed to enhance learning and retention and increase productivity.

Following is a list of classes that can be taken when it's most convenient for you and are **FREE** to members.



OSHA 10 and 30-Hour

These courses are designed to help workers stay up-to-date with their OSHA safety requirements, and is the easiest way to complete your training and earn a valid OSHA 10 or 30-Hour card and certificate showing the CEUs earned.



Fall Protection

This course introduces you to general fall protection requirements, the types of fall protection available and how to choose what is right for you.



Confined Spaces in Construction

Learn to keep yourself and your colleagues safe when working in confined spaces. You'll receive a thorough understanding of the necessary equipment, systems and procedures.



NEWLY ADDED! Sexual Harassment for General Industry

Gain a better understanding of sexual harassment prevention in the workplace, including the proper language, behaviors and policies that are acceptable.



NEWLY ADDED! Sexual Harassment for Supervisors and Managers for General Industry

This advanced course is designed for supervisors to assist you in understanding the sexual harassment issues your company faces, the appropriate behaviors that are expected and the laws that protect you.

NOTE: The State of Illinois requires that employers MUST provide sexual harassment prevention training, whether they develop their own or hire a 3rd party to train employees. All training must comply with Section 2-109 of the Illinois Human Rights Act (IHRA). As of January 1, 2020, employers are required to train every employee each calendar year. By December 31, 2020, employers must have trained all their employees. For more information visit www.illinois.gov/dhr/training.

VIRTUAL CLASSROOM

The collection of the virtual programming noted below, offers some of the most engaging industry professionals discussing a variety of topics.

CLICKSAFETY CLASSES

In collaboration with ClickSafety, SMACNA Greater Chicago offers on-demand training sessions at no cost to members, and all signatory contractors from LU265 and LU73.

VIEW FULL LISTING OF VIRTUAL CLASSROOM

1. Open your camera
2. Hover it over this



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