

Spring 2022

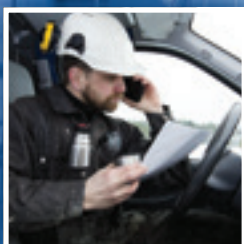
**SMACNA** GREATER CHICAGO

# METAL PRESS

ASSOCIATION NEWSLETTER



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## METAL PRESS QR CODES



You'll find QR codes throughout the newsletter that take you to additional content online, including relevant links or event and class registration.



LETTER FROM THE PRESIDENT

## PASSING THE TORCH TO NEW LEADERSHIP

Where is the construction industry headed in the next 5, 10, 20 years and beyond? It's always important to keep the future of our industry in mind as we continue about our day-to-day work to develop initiatives that make our association stronger. This was also a major topic during the 2022 Partners in Progress Conference that took place in March.

Many SMACNA Greater Chicago executive leaders and board of directors attended the conference with our labor counterparts from Local 265 and Local 73. The amount of great content delivered during the sessions never fails to amaze me, and I'm always left wondering the best way to bring that energy back home.

One piece of information that stuck with me was when we learned there's more market share across the country in areas that have better working relationships between labor and management. It makes sense. While our chapter is fortunate to have great relationships with our locals, as always there's more that can be done. Even if we try to improve 1% every day on our communication, on our employees, on our training processes —imagine how much better and more efficient we could all be on the jobsite and in the office.

In addition to better connections between labor and management, the conference also discussed understanding and improving the generational divide and what we, as an industry, should do to recruit and retain future talent. This has always been the dilemma. I'm hopeful that my tenure as president will see us working together to find solutions to these common challenges.

As we continue to work on our own goals, I wanted to take a moment to thank immediate past president Joe Passannante for helping our association weather the storm of the pandemic these past few years. His calm leadership kept the energy flowing and focused on the importance of continuing education, training and safety.

As we enter into the spring and summer months, I look forward to connecting with more SMACNA Greater Chicago members during the exciting events we have planned. See page 24 for more details!

Hank Artlip  
President, SMACNA Greater Chicago



## 3 BIG THINGS: 2022 EFFICIENCY AND WORKFORCE TRENDS

Sustainable energy sources and new energy efficiency standards will begin to impact members this year and next, and workforce diversity is a continuing trend for our industry.

# BIG THINGS

## 2022 EFFICIENCY AND WORKFORCE TRENDS

**W**e've got the scoop on the ever-changing business landscape that will impact residential and commercial contractor members within the next year and beyond. On deck: New efficiency requirements, decarbonization and diversity initiatives are current trends or are coming in the near future.

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### MOVEMENT TOWARD CLEAN ENERGY

According to ASHRAE, U.S. buildings account for 40% of carbon emissions. Currently, 160 cities in 12 states are working to move toward more sustainable, clean energy sources. For the HVAC industry, that means reducing or removing natural gas for heating and replacing it with solar PV systems, electric heat pumps and other solutions.

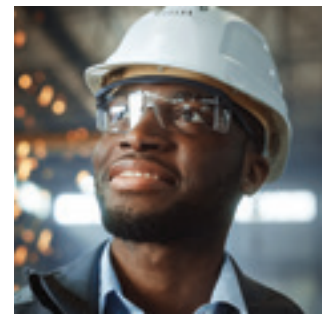
Heat pump water heaters are two to four times more efficient than standard gas burning or electric resistance units. Studies have also shown building electrification helps meet modern air quality standards, creating a healthier overall environment. However, contractors are certain to run into challenges, including space constraints, building age and overall cost. Regardless, decarbonizing and electrifying buildings are on the menu for the future and should be considered as viable solutions in new and retrofit projects.



### NEW ENERGY EFFICIENCY REGULATIONS

Beginning January 1, 2023, the new minimum energy efficiency requirement of one SEER point — a roughly 7% increase — will take effect for new residential central air conditioning and air-source heat pumps. When the Department of Energy last calculated the effects of the new standards, it projected a savings of \$2.5 to \$12.2 billion on energy during the 30-year period after implementation on homes using central air or heat pumps.

To help you prepare for the transition, consult reliable industry resources. An AHRI directory can help determine the right products for our region, and Seer2.com provides details on the upcoming changes, plus an interactive map with region-specific requirements.



### ATTRACTING A MORE DIVERSE WORKFORCE

With an older generation transitioning out, our industry has struggled to find enough younger professionals eager and ready to take their place. On top of that, American workers across every industry reevaluated their priorities during the pandemic and created the wave of what has been coined the “great resignation.”

Now is the time to bolster engagement and retention strategies, while also focusing on recruiting, training and retaining a more diverse workforce. Representation that includes racial and gender diversity, as well as different backgrounds, experiences and education, leads to higher revenues for companies due to innovation, according to a Boston Consulting Group study. Start (or continue) aligning yourself with a more diverse, equitable and inclusive culture and you'll be ahead of the curve.



## EXIT STRATEGIES FOR PRIVATELY HELD HVAC BUSINESSES

As an HVAC business owner, have you considered the legacy of your company? Whether you're looking to retire or an acquisition is on the horizon, it's important to identify ways to increase the value of your business with the end goal - an exit strategy - in mind. Warren Jacobsen, President of Horizon Capital Advisors, weighs in.

# EXIT STRATEGIES FOR PRIVATELY HELD HVAC BUSINESSES

BY: WARREN JACOBSEN | President, Horizon Capital Advisors



**A**s an owner of a privately held business, are your strategic goals to increase shareholder value or have a lifestyle company? A lifestyle company means ensuring employment for family members and having a readily available ATM. However, if you're building long-term wealth, consider that the only strategy may be preparing the company to be sold someday in the future. As Thomas William Deans says in his book, *Every Family's Business*, consider making "every decision with the end in mind, with its sale in mind."

The first step toward that goal may be an annual valuation opinion to assess whether the shareholder value is indeed increasing. Further, most successful businesses will at some point receive unsolicited offers to buy the company. Having a regularly updated valuation will help determine if the offer has any merit. Many shareholder agreements contain buy-sell provisions that are typically tied to third-party determinations of "fair market value." Lastly, if there is Key Man insurance in place, the company

needs to ensure that the amount of insurance is consistent with fluctuations in the value of shareholder equity.

There are various exit strategies available to business owners seeking to turn net worth into cash. Among these are sale to a third party, sale to management or a recapitalization of the company balance sheet. Third-party buyers are typically strategic buyers (competitors, vendors, customers), or financial buyers (Private Equity Groups). While strategic buyers are most likely to pay the highest price, they can do so because of potential synergies — meaning, they will look to cut costs as they don't need two presidents, two CFOs, etc. So, if a family member working in the business wants continued employment, a financial buyer might be the better route. The financial buyer brings capital and banking contacts to the deal but will typically look to existing management to continue to operate the business.

Over the past several years, there has been an increase in acquisitions of HVAC-related companies. Several factors driving

this activity are 1) the repair and maintenance sector is generally recession proof, growing at double the rate of GDP, and 2) this is a highly fragmented industry creating the ideal environment for consolidation. See recent examples of acquisitions of Illinois-based HVAC companies in the chart below.

If legacy is important, a management buyout might be a good option. In this case, the buyer is existing management, which may include other family members. The purchase price is usually paid through a combination of new equity from management, bank debt and seller financing. So, the risk in selling to the management team is that the business continues its growth so that the seller can be repaid from future profits. Finally, a recapitalization can also provide the owner with a partial harvesting of equity. Think of this strategy as similar to a home equity loan. Assuming there is no long-term debt, the owner borrows from a commercial bank and repays the loan from annual cash flow. Once the decision has been made to sell the business, there

are some basic value-enhancing opportunities. If your business is in a cyclical industry, market the business at the beginning of the up cycle, not the peak. A buyer will pay more if there is an expectation of continued growth. Make sure the business has accurate and understandable financial statements. That may require the services of a third-party accounting firm to at least provide compiled statements, preferably reviewed statements. Remove any assets that may be sold at a higher price separately than if included as a company asset, such as real estate. And identify non-operating costs that can be eliminated, such as family members on the payroll who do not provide any value.

In summary, if your business is more than a "lifestyle" business, consider making all decisions with the end in mind: selling the company. Consider outside advisors for your Board of Directors. And finally, arrange for an annual third-party valuation opinion to answer the question, "Am I increasing the value of my business?"

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HORIZON CAPITAL  
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## RECENT ILLINOIS-BASED HVAC COMPANY ACQUISITIONS

**JAN 2021** | Service Logic acquired Climatemp Service Group

**APR 2021** | Wind Point Partners acquired Zone Mechanical

**APR 2021** | Orion Company acquired Air Comfort

**JUL 2021** | First Capital Partners acquired Jensen Heating and Plumbing

**OCT 2021** | MechAir Holdings acquired State Mechanical




# HANK ARTLIP TAPPED FOR COLLEGE OF FELLOWS

Join us in congratulating new SMACNA Greater Chicago President Hank Artlip on his forthcoming induction into SMACNA’s College of Fellows later this year.

# BLACKHAWKS CHAPTER OUTING

Although the Blackhawks game didn’t turn out in our favor, we had a blast networking and socializing during our Blackhawks outing at the United Center in March!

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We are proud to announce that Hank Artlip, SMACNA Greater Chicago President and owner of Artlip & Sons, will be inducted into SMACNA’s College of Fellows later this year.

Hank got his start in the industry as a sheet metal apprentice at Local 265. He joined his father’s shop as a sheet metal mechanic and worked his way to head of the service department before he took over as president nearly 20 years ago. Before it became part of the SMACNA Greater Chicago merger, Hank was also president of the Northern Illinois SMACNA Chapter. Hank has been instrumental in elevating the sheet metal industry throughout his successful career.

As part of his position, Hank serves on a number of local committees, including involvement on the Local 265 Apprentice & Journeyman Education & Training Fund, the Local 265 Joint Arbitration Board and the Local 265 Labor-Management Cooperative Committee.

**“THIS IS ONE OF OUR INDUSTRY’S HIGHEST HONORS, AND NO ONE IS MORE DESERVING OF THIS RECOGNITION THAN HANK.”**  
Tony Adolfs | Executive Vice President, SMACNA Greater Chicago

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, Hank!

# EVENT RECAP

# BLACKHAWKS OUTING

SMACNA Greater Chicago members were full of home team spirit during our Blackhawks outing at the United Center on March 6. Although it was a disappointing end for Chicago Blackhawks fans everywhere, it was an exciting — and close — game against the Tampa Bay Lightning for the first 40 minutes or so. Then things took a turn in the third period with a trio of goals scored on us in 32 seconds!

It was a wild ride, but an overall great evening for our members who attended.





## ILLINOIS FIRE & SMOKE DAMPER INSPECTION ACT

This new law requires that the inspections and testing of all HVAC fire dampers and smoke dampers be conducted by individuals certified by the International Certification Board (ICB) and accredited by the American National Standards Institute (ANSI) or another nationally recognized certifying body in HVAC fire life safety.

## SMACNA SAFETY EXCELLENCE AWARDS PROGRAM DEADLINE

May 6 is your last chance to submit your survey for the SMACNA Safety Excellence Award Program.

## ROCKED OUT

Tim Foster, our Industry Night winner of a pair of Elton John concert tickets, gives a glimpse into the rock legend's Farewell Yellow Brick Road tour.

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## ILLINOIS FIRE & SMOKE DAMPER INSPECTION ACT

In the unfortunate event of a fire, having a properly installed (and maintained) fire life safety system can be the difference between life and death.

On January 1, 2022, the Illinois Fire & Smoke Damper Inspection Act went into effect. The new law requires that the inspections and testing of all HVAC fire dampers and smoke dampers be conducted by individuals certified by the International Certification Board (ICB) and accredited by the American National Standards Institute (ANSI) or another nationally recognized certifying body in HVAC fire life safety.

John Daniel, President and Business Manager at SMART Local 265, touched on this topic during our March Regular Membership Meeting. He emphasized that SMACNA contractors with certified technicians have an incredible opportunity to become the leaders and increase local market share, because all commercial structures that require fire and smoke damper installations must be tested one year after installation and at least once every four years. Additionally, hospitals must have fire and smoke dampers tested at least once every six years.

"Now is the time to learn, train, be the experts and go after the work," Daniel said.

As part of a public awareness campaign about the Fire & Smoke Damper law, Locals 265 and Local 73 are in the process of developing a website for consumers to locate contractors that have their ICB certification. If you're an ICB-certified contractor and would like to be listed on the website, contact Tony Adolfs at [tony@smacnagreaterchicago.org](mailto:tony@smacnagreaterchicago.org).

MAY 6

## SMACNA SAFETY EXCELLENCE AWARDS PROGRAM DEADLINE



There's still time to submit your 2022 Safety Excellence Awards Program Survey! This annual survey compiles safety information submitted by participating member companies and SMACNA uses it to determine and recommend new and critical industry safety programs and initiatives. The survey is available online at [smacna.org](http://smacna.org). All entries must be submitted by May 6, 2022.



## ROCKED OUT:

ELTON JOHN FAREWELL TOUR  
INDUSTRY NIGHT WINNERS

During our 2021 Industry Night in September, we gave away a pair of floor tickets to see Sir Elton John live at the United Center for his sold-out Farewell Yellow Brick Road: The Final Tour. All attendees and guests to Industry Night were invited to participate in the drawing, and Tim Foster was the lucky winner.

Tim and his wife had a great time at the February concert and were excited to share some photos from the experience.





## DRIVING YOUR BUSINESS FORWARD: HOW TO KEEP YOUR DRIVERS SAFE



In this article, you'll learn how today's fleet management technology can help keep your drivers safe, productive and on-task.

# DRIVING YOUR BUSINESS FORWARD: HOW TO KEEP YOUR DRIVERS SAFE

**W**hat's the impact of a poorly managed fleet? For starters, it can hurt your bottom line. When you fail to effectively manage your fleet, things like increased maintenance costs and fuel can really add up. But more than that, your company's safety record can take a hit.

According to the CDC, eight people are killed every day in crashes that are reported to involve distracted driving — which is anything that takes your attention away from driving, including texting, talking on the phone or eating. In 2018 alone, an estimated 400,000 people were injured and 2,800 were killed in distracted driving crashes.

Distracted Driving Awareness Month every April is a nationwide effort to raise awareness about the dangers of distracted driving and discover ways to better engage your workforce and remind them to focus on the road when they're driving a company vehicle. Fleet management can play an important role in keeping your drivers on-task, productive and safe, and today's technology makes it even easier to prevent accidents and keep everyone accountable.

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## KICK DISTRACTED DRIVING TO THE CURB ... Create a distracted driving policy.



Implement a formal policy to give guidance to any employee who drives on company time (not just salespeople or delivery drivers) and outline expectations for safe vehicle usage. That could mean setting boundaries for when employees can use mobile phones, eat food or smoke cigarettes — the most common behind-the-wheel distractions. It should also clarify consequences for failure to comply with your company's policy.

## KICK DISTRACTED DRIVING TO THE CURB ... Stay focused on the road.



Texting while driving causes visual, manual and cognitive distractions — not a good mixture for remaining safe in your vehicle. The United States Department of Transportation (USDOT) says it takes nearly five seconds to read a text. That's about the same amount of time it takes to drive the length of a football field at 55mph. A lot can happen in that short amount of time, and no message is more important than your safety. Pocket your phone until you've reached your destination.

## KICK DISTRACTED DRIVING TO THE CURB ... Utilize cell phone blocking apps.



AT&T's DriveMode is a free app for Apple and Android users, making this an economical choice for companies looking to test-drive solutions for employees. This app silences phone calls and text alerts while driving and delivers an automatic reply to the sender letting them know the driver is unable to respond. Other fleet-specific software to prevent distracted driving include TRUCE Software, LifeSaver Mobile, FleetMode and more. Be sure to research the options available and find one that meets the needs of your safety program.

## MEMBER RESOURCES THAT CAN HELP

### FEDERATED INSURANCE

Federated Insurance created the Drive S.A.F.E. program to raise awareness of factors leading to car crashes and provide risk management techniques



### SMACNA

SMACNA's Fleet Management and Vehicle Safety Program is a model program designed to help create a safe driving culture.



### ENTERPRISE FLEET MANAGEMENT

Enterprise Fleet Management offers advanced GPS tracking for fleets to measure performance, safety, productivity and compliance.







## ALTHOFF INDUSTRIES: THE DIFFERENCE IS CUSTOMER SERVICE

Family-run since 1961, Althoff Industries is a one-stop-shop for quality work and customer satisfaction. From maintenance and repairs to specialized services for residential and commercial solutions, Althoff has become a respected partner among customers.

MEMBER FEATURE

# ALTHOFF INDUSTRIES: THE DIFFERENCE IS CUSTOMER SERVICE

**F**amily-run Althoff Industries was founded by James Althoff in 1961, providing service to residential heating and air conditioning customers in the northwest Chicago suburbs. Soon, plumbing, piping and electrical services were added to the Althoff resume, followed by small business and commercial clients. In the 1990s, building automation and controls were added to round out the extensive solutions Althoff can perform for clients, making them a one-stop-shop for quality work and customer satisfaction.

The Althoff “mothership,” as the management team calls it, is located in Crystal Lake, with a satellite office in Hillside that supports the contractor’s downtown accounts. At the helm are CEO Tod Althoff, CFO Tom Les and Executive Vice President Chris Bennett.

“Tod knows every angle of his business,” said Steve Kloss, HVAC Senior Estimator. “He’s involved and we see him every day and ask questions. He does a really good job of running us and running the crew.”

The 150-person crew includes skilled tradesmen and women from both SMART Local 265 and SMART Local 73 to cover Althoff’s large service area throughout Chicago and the surrounding suburbs.

“Start to finish, our guys are the best,” said Blake Wiltshire, Residential Division General Manager. “What’s unique about our

take care of more challenges than just ductwork,” said Patti Althoff-Siwicki, Sales and Business Development Manager. “We’re not cookie cutter. It’s wonderful to have the capabilities of specialty sheet metal and make it do exactly what it needs to do for all different customers.”

“Any shape, size or form — we can fabricate it,” Kloss said.

Because of their reputation to continually innovate new

get a standard process going and it tends to work out well.”

A shining example of a unique project that became award-winning is the company’s recent collaboration with Pedigree Ovens in Harvard, Illinois. The dog treat facility, which sits within the flight path of the Chicago O’Hare airport, worked with Simpleray, OMCO Solar and Althoff to complete a complex, ground-mounted, dog bone and paw-shaped solar array. The several-million-dollar project is projected to save Pedigree Ovens \$119,000 on energy each year, not to mention contribute sustainable clean energy to the grid. The undertaking became a 2020 Project of the Year winner as voted by the readers of *Solar Builder Magazine*.

**“WE’RE WILLING TO STRETCH OUR CREATIVITY A LITTLE BIT AND USE THE EXPERTISE OF OUR CRAFTSPEOPLE TO TAKE CARE OF MORE CHALLENGES THAN JUST DUCTWORK.”**

Patti Althoff-Siwicki | Sales and Business Development Manager

journeymen is they can do all the electrical, gas piping, sheet metal — everything required to get a furnace installed and commissioned. And our quality of work is what sets us apart from our competitors. I’ve had quite a few people come in from other companies and they can’t get over the attention to detail that our guys put into a residential install.”

Whether a customer is looking for a residential or commercial solution, the Althoff team is all about versatility while maintaining its commitment to the three pillars of the business: people, customers and quality.

“We’re willing to stretch our creativity a little bit and use the expertise of our craftspeople to

solutions, Althoff is considered a partner by most customers — not just a vendor. Pre-COVID, Althoff performed a lot of high-end stainless food-grade ductwork and fittings for Smithfied Foods. During the pandemic, the Althoff team switched gears to fabricate shields and disinfectant holders to continue to help the meat producing facility meet strict safety standards and avoid shutdowns. Exceeding expectations, one challenge at a time.

“If Tod sees something that looks interesting, he lets us try doing it once to see what we learn, what we like and don’t like, and evaluate it to see if it’s a type of job we want to continue pursuing,” Althoff-Siwicki said. “Sometimes we find that it’s one-and-done, but other times we

Althoff has also become a trusted partner in the world of sports by developing a device to roll out the in-ground hose that keeps professional fields warm for practices and games. Halas Hall, the training facility for the Chicago Bears, was among the first to utilize the technology, followed by Soldier Field, Denver’s Coors Field, Toronto’s BMO Field and others. Althoff also performed drainage work at New York’s Citi Field.

From maintenance and repairs to specialized services, Althoff is proud of the 60+ years they’ve dedicated to cultivating long-term customer relationships and providing innovative solutions to Chicago-area clients and others throughout the country.

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INDUSTRIES

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## MIDWEST APPLIED SOLUTIONS, INC.: CUSTOMER TOTAL SOLUTIONS PROVIDER

For 16 years, Midwest Applied Solutions, Inc. has been a premier provider of specialized engineered product solutions for the HVACR marketplace. The company proudly represents more than 30 different product lines to deliver exactly what SMACNA Greater Chicago clients need.

# MIDWEST APPLIED SOLUTIONS, INC.: CUSTOM TOTAL SOLUTIONS PROVIDER

For 16 years, Midwest Applied Solutions, Inc. has been a premier provider of specialized engineered product solutions for the HVACR marketplace. Founded by industry veterans in 2006, the Hillside-based company proudly represents more than 30 different product lines.

“Nortek Air Solutions is one of the biggest air handling unit manufacturers in the country, and we’ve proudly represented them since our company began,” said Peter Hill, Sales Engineer. “Our experience sets us apart from other firms. We pride ourselves on being cradle-to-grave salespeople, meaning we’re intimately involved in each project. The person involved in design upfront is also involved in installation support, helping avoid any disconnect that you might get with a transition from person to person.”

Midwest Applied Solutions offers a wide range of products to deliver exactly what clients need to fit within their required specs and budget, including Fanwall® fan systems (new and retrofit), IAQ and air treatment products, such as UVC systems by Evergreen, high-efficiency, low air

pressure drop filtration systems by Dynamic, bipolar ionization air purification systems by Atmosair, air handling units inclusive of low dew point air handlers, pool unit dehumidification and air system components like filters, replacement coils and humidifiers, water source heat pumps and energy recovery systems

“We’re very engineering- and application-oriented,” Hill said. “Our collective experience moves us beyond just being an equipment supplier and puts us solidly in the space of a total solutions provider for aspects of many different markets and building types.”

Midwest Applied Solutions has proven their expertise across a variety of industries, including K-12, higher education, data centers, healthcare, office buildings, museums, mixed use, process, theater and more. No matter the size and scope of the project, they focus on delivering the best product possible to meet each individual end user’s overall goals.

“We’re not trying to squeeze a square peg into a round hole. We work with clients to provide

custom solutions that meet the needs of the building,” Hill said.

A notable project for the Midwest Applied team was the challenge of retrofitting a large, aging air handler unit fan system to Fanwall Technology in the historic Chicago Board of Trade building. Clients in the 45-story Art Deco structure, which consists of two towers, were experiencing increased maintenance costs and interrupted HVAC service from the air handlers located on an upper floor. The retrofit was completed over weekends and holidays with little to no interruption to tenants and normal operations.

Another successful project involved a high-profile university laboratory that needed an air handling solution to provide precision-controlled temperature and humidity with efficiency, reliability, redundancy and strict indoor air quality needs. The lab also required air handling equipment that would be low maintenance and meet a 30+ year life expectancy. The Midwest Applied Solutions team built the air handling unit

with aluminum walls, floors, base rails and fans to reduce weight and provide corrosion resistance. Carbon prefilters and electronic media filters were installed to help improve indoor air quality with less maintenance. Additionally, an adiabatic humidification system was installed in lieu of steam, resulting in cost and schedule savings for the client.

Midwest Applied Solutions joined SMACNA Greater Chicago as an associate member two years ago based on the recommendation of several clients who are contractor members.

“They suggested it was a great organization, and many members have seen or installed much of the equipment we provide,” Hill said. “SMACNA also provides opportunities to learn more about the industry and challenges presented to contractors, so Midwest Applied Solutions becomes better positioned to help them overcome those issues. Being an associate member also allows me to keep current on those industry leaders who are buying and building projects all the time and stay educated with current industry trends.”

**“WE PRIDE OURSELVES ON BEING CRADLE-TO-GRAVE SALESPEOPLE, MEANING WE’RE INTIMATELY INVOLVED IN EACH PROJECT.”**

Peter Hill | Sales Engineer, Midwest Applied Solutions

LEARN MORE ABOUT MIDWEST APPLIED SOLUTIONS, INC.

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LOCAL 265 AND YES  
HOST APPRENTICE FOR  
A DAY WORKSHOP

More than 30 employees across a variety of member companies attended our inaugural Apprentice for a Day Workshop in February. It was such a success, we hope to make it an annual event.

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LOCAL 265 AND YES HOST  
APPRENTICE FOR A DAY  
WORKSHOP

Sheet Metal Workers’ Local 265, in partnership with our YES Steering Committee, kicked off the inaugural hands-on workshop “Apprentice for a Day” this past February. More than 30 employees from a diverse group of member companies attended, along with guests from industry partner, Construction Industry Service Corporation (CISCO), a labor-management association, to experience a day of training to better understand how our union sheet metal workforce learns and operates.

Following a continental breakfast to energize our day, attendees were split into four groups. Each group then rotated throughout four 55-minute educational sessions on the following topics:

WORKSHOP SESSIONS

- |  |  |
|--|--|
| <b>1</b> <b>SHOP TOUR (SHEET METAL)</b><br>Tony Aarns   <i>Instructor</i>  | <b>3</b> <b>TAB (SERVICE)</b><br>Pat Bruno   <i>Instructor</i>   |
| <b>2</b> <b>REVIT (SHEET METAL)</b><br>David St. Peter   <i>Instructor</i> | <b>4</b> <b>VISIO SOFTWARE AND BUILDING<br/>AUTOMATION SYSTEMS (SERVICE)</b><br>Joe Carone   <i>Instructor</i> |

THE TESTIMONIALS SAY IT ALL ...



“THE LOCAL 265 INSTRUCTORS DID AN OUTSTANDING JOB SHOWCASING THE RELEVANCE AND VARIETY OF THEIR APPRENTICESHIP CLASSES.”

Paul Szymczak | *Midwest Mechanical*



“BEFORE TODAY, I DIDN’T KNOW THE EXTENT OF EVERYTHING THE APPRENTICE IS TAUGHT. THIS HANDS-ON EXPERIENCE WAS A LOT OF FUN AND I LEARNED SO MUCH.”

Claire Bowman | *F.E. Moran*



“THIS WAS THE BEST CLASS/ WORKSHOP I’VE GONE TO SO FAR. IT DEFINITELY PROVIDED A LOT OF USEFUL INFORMATION AND THE EVENT RAN GREAT FROM START TO FINISH!”

Cody Vogler | *Synergy Mechanical*

APPRENTICE  
FOR A  
DAY

Hosted by the  
**YES**  
Steering Committee



Thank you to Local 265 and President/Business Manager John Daniel for graciously hosting our group and Director of Training Dennis Moran, instructors, and all the staff in the education office for a well-executed program! We look forward to bringing this collaborative and educational event annually with an expanded curriculum.



MARCH MEMBERSHIP MEETING RECAP

John Daniel, SMART Local 265 President, gave an informational and engaging presentation to members during our March Regular Membership Meeting.

MARCH MEMBERSHIP MEETING RECAP

We were excited to welcome John Daniel, SMART Local 265 President and Business Manager, as our featured speaker during the March Regular Membership Meeting. During his engaging presentation, Daniel gave a “state of the union” update, provided information on the new Illinois Fire and Smoke Damper Inspection Act and the accompanying opportunities for contractors, and gave a recap on important topics covered during the Partners in Progress Conference.

STATE OF THE UNION



The Local 265 pension fund is proud to continue to be 100% funded (compared to National’s 82% funded pension fund), even with the downturn last summer. The average age of members is 46 years old, and 30 members retire each year. According to Daniel, those retiring are our industry’s knowledge base, and we are challenged to figure out ways to fill the void when they’re gone. With 149 apprentices currently working through the Local 265 apprentice program, it’s a start, but more must be done to continue to develop a workforce that sees this industry as a desirable career path with opportunities to grow.

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PARTNERS IN PROGRESS RECAP



The generational gap is a continued theme in recent years, and an issue our industry continues to struggle with. A number of industry speakers touched on the topic of recruitment during the recent Partners in Progress Conference in March. Because younger generations tackle problems differently than what the industry is used to, employers must view these current and future employees differently. This is an opportunity for SMACNA Greater Chicago leaders to lean into change and work together to find new solutions that will help retain our talent and elevate the future of our industry as a whole.

Succession planning was another hot topic during the conference. Again, this ties back to industry knowledge leaving with retirees and finding ways to fill that void. Daniel encouraged members, particularly those owners who are thinking about retiring in the near future, to make sure they’ve developed a sound exit strategy and are working to cultivate and prepare the next leader now while there’s time.

ILLINOIS FIRE AND SMOKE DAMPER INSPECTION ACT



As of January 1, 2022, the Illinois Fire & Smoke Damper Inspection Act went into effect, requiring all inspections and testing of HVAC fire dampers and smoke dampers be conducted by individuals certified by the International Certification Board (ICB) and accredited by the American National Standards Institute (ANSI) or another nationally recognized certifying body in HVAC fire life safety (see page 9 for full details). In addition to the opportunities presented to member contractors by this new legislation, Daniel spoke about the need to diversify. By adding new certifications and specialties, like fire life safety, service and architectural sheet metal to your portfolio, contractors make it possible to increase market share and boost yearly man hours.



DON’T MISS OUT!

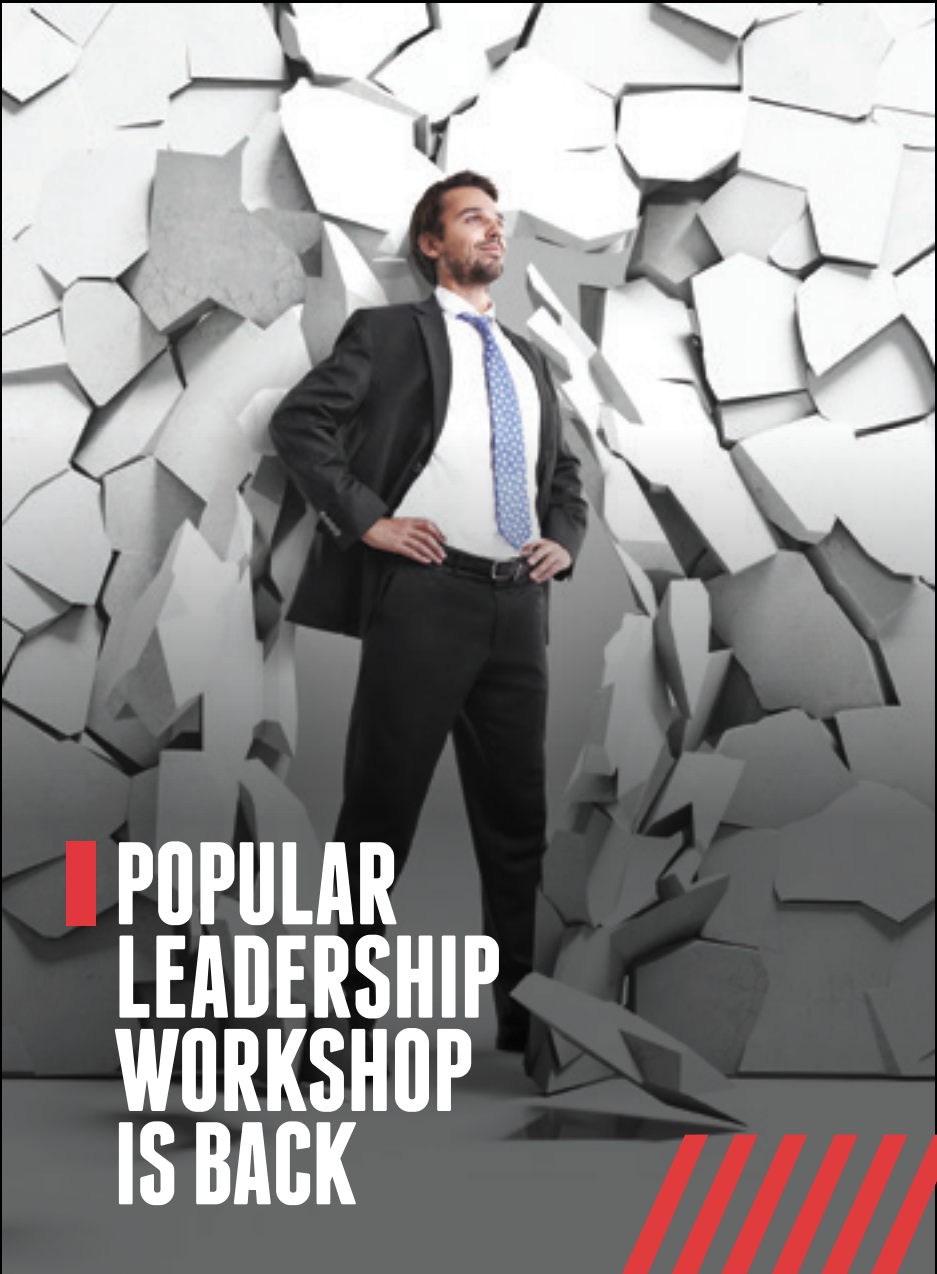
Regular membership meetings are more than just a great lunch — they bring members together to learn about the topics and issues challenging our industry.

View all upcoming events, visit: [SMACNAGreaterChicago.org/Calendar](https://SMACNAGreaterChicago.org/Calendar)



POPULAR LEADERSHIP WORKSHOP IS BACK

SMACNA Greater Chicago companies are making the commitment to invest in and develop their future leaders. Join your peers for Part 2 of our annual leadership workshop program!



RESERVE YOUR SPOT FOR THIS WORKSHOP

- 1. Open your camera
- 2. Hover it over this



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Our popular Annual Leadership Workshop Program is back for another informative and engaging four-part series this fall. Part 2: Leading Through Change will guide participants through defining their leadership style and achieving results regardless of their position. Everyone from young professionals to aspiring leaders in the field are encouraged to attend.

All courses will take place at the Regency Conference Center. Member cost is \$35/session or \$125 for all four sessions, and non-member pricing is \$75/session or \$275 for all four sessions.



GINNIE FLORADAY LUNCH & LEARNS

We continue to partner with Ginnie Floraday to offer a fresh menu of Lunch & Learn and Deep Dive technology classes. Upcoming courses will tackle Excel, BlueBeam and Outlook. Dates are yet to be determined, so be sure to check your email once details are released.

SEP

7

ANNUAL LEADERSHIP WORKSHOP PROGRAM

PART 2: LEADING THROUGH CHANGE

LEADING THROUGH CHANGE: CREATING HIGH PERFORMANCE

Regency Conference Center  
1515 W. 22nd St.  
Oak Brook, IL 60523

OCT

12

ANNUAL LEADERSHIP WORKSHOP PROGRAM

PART 2: LEADING THROUGH CHANGE

LEADING THROUGH CHANGE: LEADING AND MANAGING THROUGH CHANGE

Regency Conference Center  
1515 W. 22nd St.  
Oak Brook, IL 60523

NOV

9

ANNUAL LEADERSHIP WORKSHOP PROGRAM

PART 2: LEADING THROUGH CHANGE

LEADING THROUGH CHANGE: INFLUENCING WITHOUT AUTHORITY

Regency Conference Center  
1515 W. 22nd St.  
Oak Brook, IL 60523

DEC

7

ANNUAL LEADERSHIP WORKSHOP PROGRAM

PART 2: LEADING THROUGH CHANGE

LEADING THROUGH CHANGE: EFFECTIVE PRESENTATION SKILLS

Regency Conference Center  
1515 W. 22nd St.  
Oak Brook, IL 60523



## WELCOMING NEW MEMBERS

Join us in welcoming two new contractor members: Hartwig Mechanical and HVAC Fittings, LLC!

## MARK YOUR CALENDAR: UPCOMING MEETINGS & EVENTS

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

# WELCOMING NEW MEMBERS TO SMACNA GREATER CHICAGO

**T**he strength of SMACNA Greater Chicago lies in the expertise and energy that each of our valued members brings to our association. Join us in welcoming our newest contractor members!



## HARTWIG MECHANICAL

20800 E. Brink St.  
Harvard, IL 60033  
P: 815-887-6060  
hartwigmechanical.com

### LEO BOURNEUF

leo.bourneuf@hartwigmechanical.com

### BRIAN RAFFAELE

brian.raffaele@hartwigmechanical.com



## HVAC FITTINGS, LLC

479 S. Vista Ave.  
Addison, IL 60101  
P: 630-543-3004  
Hvacfittingsllc.com

### EMMETT HESSE

hvacfittingsllc@gmail.com

### KARLA SANTARROMANA

hvacfittingsllc@gmail.com



# MARK YOUR CALENDAR: UPCOMING MEETINGS & EVENTS

MAY 10



## REGULAR MEMBERSHIP MEETING

Gibsons Bar and Steakhouse  
Oak Brook, IL 60523

Featured speaker Alex Willis, founder and CEO of Leadership Surge, will share new ways to think about stress and how to prepare ourselves for increased pressure. Don't miss this dynamic speaker and how to help everyone in your business. Register on [SMACNAGreaterChicago.org](https://SMACNAGreaterChicago.org).

Register online at [SMACNAGreaterChicago.org/Meeting-Sign-Up](https://SMACNAGreaterChicago.org/Meeting-Sign-Up)

MAY 19-22



## SMACNA GREATER CHICAGO ANNUAL CONFERENCE

The Inn & Club at Harbour Town  
Hilton Head Island, South Carolina

This year's conference is set in the beautiful South Carolina Lowcountry. Our business meeting will feature a comprehensive update on the activities of our national association by SMACNA President Al LaBella and new SMACNA CEO Aaron Hilger, and there will also be opportunities to enjoy fantastic dining experiences and other local activities.

Space is limited! Register online at [SMACNAGreaterChicago.org/Annual-Conference](https://SMACNAGreaterChicago.org/Annual-Conference)

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## MARK YOUR CALENDAR: UPCOMING MEETINGS & EVENTS

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



### SUMMER OUTING

Chicago Odyssey  
Architecture Brunch Cruise  
on the Chicago River  
455 N. Cityfront Plaza Dr.  
Chicago IL 60611

Join us for the perfect summer outing on the beautiful Chicago Odyssey Architecture Brunch Cruise along the Chicago River! Check the website for all the details and registration information coming soon.



### ANNUAL GOLF OUTING

Stonebridge Country Club  
2705 Stonebridge Blvd.  
Aurora, IL 60502

Designed by world-renowned golf course architect Tom Fazio, Stonebridge gives members a challenging new course to play on this year! Check online for registration and sponsorship information coming soon.



### REGULAR MEMBERSHIP MEETING

Gibsons Bar and Steakhouse  
2105 Spring Rd.  
Oak Brook, IL 60523

September's featured speaker is yet to be determined, but members can always expect a delicious lunch and a good time networking with industry friends. Check online for registration information later this summer.

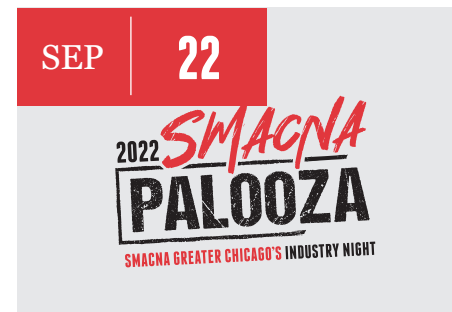


### SMACNA ANNUAL CONVENTION

The Broadmoor  
Colorado Springs, Colorado

This year's Annual Convention is being planned in picturesque Colorado Springs, at the foot of the Rocky Mountains. Visit [SMACNA.org](https://SMACNA.org) to register for one of our industry's more important networking events!

Space is limited! Register online at [SMACNA.org/Learn/Events/Calendar/2022-SMACNA-Annual-Convention](https://SMACNA.org/Learn/Events/Calendar/2022-SMACNA-Annual-Convention)



### INDUSTRY NIGHT 2022

Joe's Live  
5441 Park Pl.  
Rosemont, IL 60018

We're excited to once again host our SMACNAPALOOZA Industry Night at Joe's Live in 2022! Food, drinks and industry exhibitors come together to make this a rockin' event. Check online for registration and exhibitor information coming soon.



### CHECK THE APP!

Our FREE mobile app puts the content of [SMACNAGreaterChicago.org](https://SMACNAGreaterChicago.org) right at your fingertips in one convenient and easy-to-use platform. Check the app for upcoming events and information!

DON'T HAVE THE APP YET?



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 @SMACNAGC

**SMACNA**  
GREATER CHICAGO



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