
MICHIGAN CHAPTER SMACNA & THE FIVE CITIES ASSOCIATION OF MICHIGAN

A MICHIGAN ALLIANCE

**DATES TO
REMEMBER**

SMACNA Financial Boot Camp

Tempe, Arizona — May 17 - 20, 2015

National Convention

September 27 - 30, 2015

The Broadmoor Hotel

Colorado Springs, CO

What you don't know can hurt you — especially where your firm's financial statements are concerned. When you enlist in the National SMACNA Boot Camp, you will march through the paces and participate in drills based on real-works exercises. You will have the option to evaluate your organizations financial conditions using your own financial statements.

Business Management

University

February 22 - 26, 2015

Tempe, AZ

The program utilizes a variety of innovative case studies that allow participants to learn real-world management techniques through the interactive development of case study problems. The cases simulate world business experiences as they pertain to financial contracting information. In the real world, there are seldom "yes or no" answers.

Supervisor Training Academy

March 26-28, 2015

St. Louis, MO

The program is designed to increase the knowledge, skills and abilities of those individuals within a firm who are considered "non-financial personnel".

Financial Boot Camp

May 18-20, 2015

Tempe, AZ

**Build your own nationwide network with industry
contractors that will last a lifetime.**

Business Management University

February 22 - 26, 2015 in Tempe, Arizona

During this in-depth learning experience, you will discover the latest business practices from top industry experts. Topics include business survival, change orders, surety and bonding, financial management, business planning, productivity, effective negotiations, and leadership.

Working with your peers in this 3 1/2 day program together you will find solutions to complex, real-life problems that impact the industry today.

This program fills up quickly, so register early. Contact the Chapter Office @ 517-339-1123 or email Jan @ smacna@comcast.net for registration information. The Chapter will assist with the expenses involved for both the Business Management University as well as the Financial Boot Camp

Supervisor Training Academy

March 26 - 28, 2015 in St. Louis, Missouri

There's no question that contractors who provide employee education and training reap the rewards of their investment. Smack now has developed a supervisor training academy for both new supervisors and those with several years experience. The program will take a new supervisor and put them on the right track to success in the field. Seasoned supervisors will fine tune their skills and learn the core values of high-performing supervisors. This highly interactive program will cover leadership, communication, productivity, profitability measurement, and tune in leading industry trends.

The supervisor training academy is recommended for HVAC/ sheet metal foreman, shop foreman, superintendents and other critical managers.

ATTEND ONE OR ALL

•BUSINESS MANAGEMENT UNIVERSITY

•SMACNA FINANCIAL BOOT CAMP

•SMACNA SUPERVISOR TRAINING ACADEMY

Contact Jan @ The Chapter Office for registration information

and financial assistance for members

New Horizons' Just-In-Time Training

The New Horizons Foundation has issued its report on the use of “Just-In-Time Training” in construction, which addresses how contractors can meet the expectations of clients who have become more demanding, while asking their managers and field staff to do more with less support.

Clients don't just expect a low price they also expect quality and capability to work with the latest systems, equipment and industry standards. All this at a time when many contractors have cut overhead to the bone.

Contractors work hard to find solutions for their customers, but they need solutions themselves to help answer the growing demands of customers.

Just-In-Time Training is a training solution that offers to contractors and their workforce the opportunity to keep up with the changing demands of the marketplace as well as rapidly changing technologies and availability of skilled workers by reducing training time and increasing retention for specific training needs.

One of the keys to using Just-In-Time Training is to deliver training just before the task or skill is needed on the job. This helps prevent the learner from forgetting what was taught. New Horizons also defines Just-In-Time Training as training that covers on the job training in the traditional manner.

Sometimes, proactively identifying training needs ahead of the job is not possible. In these situations, Just-In-Time Training may or may not be the best option. In most cases, this may mean the company needs to assess potential needs earlier, even before they get certain types of jobs. It could also potentially mean not taking a job that a company is not technically staffed to handle.

One of the many reasons for the need for Just-In-Time Training is the rate of new technology being introduced to construction, such as new welding procedures mandated by new materials or new chillers requiring different installation procedures. Such procedures need to be recognized early on in the project, or more desirably when the project is estimated and bid.

Many of the executives answering the New Horizons survey said they were content with the union apprenticeship programs and rely on the union to provide the needed trained workers. However, many in the industry are finding that training needs are changing faster than traditional training sources can keep up with.

The New Horizons Foundation is an HVAC and Sheet Metal Industry Initiative.

2015 Calendars
If you have a need for an additional
calendars
Please contact Jan @ 517-339-1123 or
smacna@comcast.net

MIOSHA - Onsite Consultative Services

Michigan employers may request a voluntary MIOSHA inspection of their workplace (full or partial) without the attachment of fines or penalties. These on-site consultations are conducted by occupational safety consultants or industrial hygienists through the CET onsite consultation program.

Employers must agree, prior to the start of this inspection, to correct all serious violations found during the voluntary inspection. Currently, priority for participation in this program is given to high-hazard manufacturing employers with less than 250 employees. Other requests are reviewed on a case-by-case basis.

SMACNA MANUAL

SMACNA GUIDE TO POLICIES, PROCEDURES, AND WRITTEN PROGRAMS

This product addresses the need of many SMACNA members to prepare written safety and health programs during the bidding stage of projects as well as forms to improve documentation efforts. This product contains examples of policies and procedures related to safety program administration as well as model written policies to improve company compliance efforts. All the documents can be edited for projects and company specific needs with new information on current safety and health issues that are important to the sheet metal and air conditioning industry. This product is available for free download on the SMACNA that safety web page at www.smacna.org. If you would like assistance in downloading this SMACNA manual, please contact Jan at the Chapter office at 517-339-1123

SAFETY DOESN'T HAPPEN BY ACCIDENT

MIOSHA recently posted the 33rd Michigan worker death of 2014 which occurred on November 17, 2014. Employers and employees are urged to use extreme care and safety diligence in all work activities.

11/01/14 - Truck Driver - Crushed - A 54 year old truck driver was standing on the passenger side of a semi-tractor between the cab and the rear double set of tires at the back of the tractor. When the other truck driver pulled the tractor forward, he did not see the deceased and accidentally ran over him. Coopersville, MI

11/04/14 - Assembler - Struck By - A prototype fuel tank was being pressure tested. It failed the pressure test and exploded. A 34 year old assembler was killed and two other company employees were injured and hospitalized. A customer was also injured and hospitalized. Lapeer, MI

11/17/14 - Truck Driver - Caught Between / Struck By - A 52 year old sugar beet truck driver was found lying in the field. It appears he was struck-by or caught-between equipment during loading operations. Deckerville, MI

If you need help or assistance ensuring your workplace is safe, MIOSHA has resources to help. The Consultation Education & Training (CET) Division provides workplace safety and health training and consultations to employers and employees throughout Michigan free of charge. Contact CET today at (800) 866-4674 or submit a request online at www.michigan.gov/cetrca.

Every life is precious!
Your goal must be that every employee goes home
at the end of their shift every day!

Slow Down Your Listening— How many times do you find your mind wandering when someone is talking to you? No, you're not abnormal. And you don't have attention deficit disorder. People speak at an average rate of about 120 words a minute. But most people can listen about four times faster. So your mind fills in the gaps by thinking of other things. Be aware of this and slow down your listening. Force yourself to stay focused, so that you can really comprehend everything the speaker is saying.

Workplace Poster Requirements

The U.S. Department of Labor website offers materials covering topics from Family Medical Leave Act, fact sheets as well as the workplace poster requirements which are available as free downloads @ www.dol.gov/oasam/boc/osdbu/sbrefa/poster/matrix.htm

So employees never have to hear important news from a source outside the company

Also, for additional information on the State of Michigan requirements, visit the Michigan Department of Licensing and Regulatory Affairs website @ www.michigan.gov/lara/0,4601,7-154-61256_11407_59886_27909-152535--,00.html

Apply the '48 Hour Rule to Employees in the Field

One of the biggest challenges to communicating with a work force is flowing information to employees who don't have access to computers. At Lockheed Martin, managers commit to what they call the "48-Hour Rule." If there is an important piece of company news, all employees, even those on the plant floor and remote locations hear about it in 48 hours or less. Whether that requires emergency staff meetings, informal meetings, or posting information in break rooms and cafeterias, the word gets out so employees never have to hear important

SMACNA WEBINAR

Contractor Compensation and Rewards Overview

Creating the right compensation plan can be a powerful weapon in the war for attracting and retaining talent. The goals of any incentive compensation plan should be to attract new talent, retain your current team members and reward people for superior performance.

FMI's Sal DiFonzo will explain why you need to rethink how you pay, and reward, your staff.

Sal will discuss:

- The "carrot" in structured incentive plans that's missing in discretionary plans.
- How to implement a "pay-for-performance," market-driven, bottom-up philosophy in allocating end-of-year incentives and rewards.
- The benefits of using sales staff to bring in new specialty contracting business by creating defined territories, account lists, quotas and a goal-oriented compensation plan.

Note: This previously presented Webinar is still available for your review. The cost is free / minimal. To access the entire list of past Webinars go to www.smacna.org

Minimum Wage

In early October, Labor Secretary Thomas Perez issued a final rule raising the minimum wage for workers on federal service and construction contracts to \$10.10 per hour and indexing it to inflation in future years.

The rule will apply to new contracts with the federal government and replacements for expiring contracts that result from solicitations issued on or after January 1 and two contracts that are awarded outside the solicitation process on or after January 1.

The final rule implements executive order 13,658 which President Barack Obama announced on February 12, 2014.

The department of labor issued a notice of proposed rule making June 12. In the preamble to the final rule, the department of labor side it received more than 6500 comments in response to the notice.

Business groups argued that Obama overreached executive authority and that the department of labor should withdraw the proposed rule. Alternatively, the groups requested numerous changes to clarify exactly which contracts and employees will be covered.

Comments from several unions and other work earlier and advocacy organizations commended the DOL's use of broad definitions to ensure the maximum number of workers will receive at least the \$10.10 wage rate. However they requested changes to the proposed rule to cover even more employee.

Contractor Banned

A prime contractor on a federally-funded housing project in Detroit has been debarred from bidding on federal contracts for up to three years as a result of underpaying more than 90 construction workers, the Labor Department announced in August.

An investigation by the Labor Department's Wage and Hour Division found that Detroit-based Malino Construction is responsible for more than \$415,000 in unpaid wages, fringe benefits and overtime while performing work on multiple affordable housing projects in the Detroit area.

Malino Construction's actions and the behavior of its subcontractors on the projects violated the Davis-Bacon Act, which requires contractors to pay workers on federal projects a prevailing wage set by the DOL, and the Contract Work Hours and Safety Standards Act, which requires overtime pay for construction workers on federal projects who work more than forty hours in a week.

**Michigan Chapter SMACNA
Wishes to Thank
BENDA, GRACE, STULZ & CO, P.C.
for Their Support of the SMACNA
Annual Golf Outing**

Today in Labor History

November 17

•General Society of Mechanics and Tradesmen of the City of New York is founded "to provide cultural, educational and social services to families of skilled craftsmen." The Society remains in existence to this day – 1785

•To the huge relief of Post Office employees, the service sets a limit of 200 pounds a day to be shipped by any one customer. Builders were finding it cheaper to send supplies via post than via wagon freight. In one instance, 80,000 bricks for a new bank were shipped parcel post from Salt Lake City to Vernal, Utah, 170 miles away. The new directive also barred the shipment of humans: a child involved in a couple's custody fight was shipped—for 17¢—from Stillwell to South Bend, Ind., in a crate labeled "live baby" - 1916

November 18

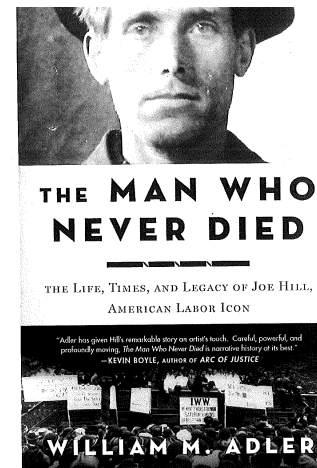
•Thirty-one men died on Lake Michigan with the sinking of the Carl D. Bradley during one of the worst storms in the lake's history. The 623-foot ship, carrying limestone, broke in two. Four crewmen survived - 1958

November 19

•Joe Hill, labor leader and songwriter, executed in Utah on what many believe was a framed charge of murder. Before he died he declared: "Don't waste any time mourning. Organize." - 1915

The Man Who Never Died: The Life, Times and Legacy of Joe Hill, American Labor Icon: This is the definitive, well-illustrated biography of Joe Hill, legendary American songwriter and labor hero, with explosive new evidence pointing to his innocence of the crime for which he was executed nearly a century ago.

In 1914, Joe Hill was convicted of murder in Utah and sentenced to death by firing squad, igniting international controversy. Many believed Hill was innocent, condemned for his association with the Industrial Workers of the World—the radical Wobblies. Following four years of intensive investigation, William M. Adler gives us the first full-scale biography of Joe Hill, and presents never before published documentary evidence that comes as close as one can to definitively exonerating him.)



November 20

•The time clock is invented by Willard Bundy, a jeweler in Auburn, N.Y. Bundy's brother Harlow starts mass producing them a year later - 1888