

# SMACNA News



## SMACNA's 2017 Mid-Year Report now available online

### Reminder: Federal contractors required to provide paid sick leave

Federal contractors need to be prepared to comply with the U.S. Department of Labor's final rule "Establishing Paid Sick Leave for Federal Contractors." The rule, established by the Department's Wage and Hour Division, went into effect for most federal contracts entered into on or after Jan. 1, 2017.

**While it was anticipated that the new Administration would rescind this rule, that has not occurred, nor is there any indication that it will happen soon.** Accordingly, federal contractors should prepare to comply with the Department of Labor's (DOL) final rule.

Contractors who disregard the new requirements can be subject to debarment, among other penalties. The rule implements Executive Order 13706, which requires contractors that are working on federal contracts to provide paid sick leave to certain employees.

In general, the rule:

- Requires that employees of contractors, or subcontractors, working on, or in connection with, federal contracts accrue not less than one hour of paid sick leave for every 30 hours worked.

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### Updated "Thermoset FRP Duct Construction Manual" available

The second edition of SMACNA's "Thermoset FRP Duct Construction Manual" is now available. The 228-page book is an authoritative resource that design engineers, industrial engineering departments, pollution control authorities, FRP manufacturers, and installation contractors can rely upon for the proper selection, manufacture, and installation of FRP duct systems.

This American National Standard (ANSI/SMACNA 011-2017) contains language, tables, and details for the construction of hand lay-up, spray-up, and filament wound FRP ductwork from 30 inch wg negative pressure to 30 inch wg positive pressure. Round ductwork



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## Meets with...

### Washington Gov. Jay Inslee

In a huge win for SMACNA contractors, SMACNA-Western Washington recently joined Washington State **Gov. Jay Inslee** (D) as he signed a new bill into law that protects subcontractors. The bill, HB 1538, requires prime contractors to bond the subcontractor's portion of retainage upon request. ■

**Julie Muller-Neff** (back row, second from left), executive vice president of SMACNA Western Washington Inc., and **Kathleen Collins** (back row, center), legislative consultant for SMACNA-Western Washington, along with representatives from NECA and MCA, and the bill's sponsor, **State Rep. Melanie Stambaugh** (R-25th District) (front row, center), are pictured with the governor during the bill signing.



## 2017 SMACNA

74<sup>TH</sup> ANNUAL CONVENTION

**OCTOBER 22-25**

EARLY BIRD PRICING ENDS JULY 15



**MAUI - HAWAII**

### SMACNA recognizes 2017 winners for safety excellence

Each year, SMACNA congratulates its members for their outstanding performance in occupational safety and health through SMACNA's Safety Excellence Award Program (SSEAP). With increased participation from last year, the 2017 safety survey results show that safety and health continues to be a high priority for SMACNA contractors.

SMACNA is proud to acknowledge the 2017 SSEAP winners and salute the top chapters with the highest level of survey participants. For the SSEAP, member

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Joseph Lansdell

## President's Column

### ***I'm a firm believer that every employee needs a champion***

A few years ago, our firm, Poynter Sheet Metal, went through an extensive roll-out of technology from our office to our field. We anticipated multiple problems. Fortunately, the exact opposite was true. Our field staff really grabbed ahold of the new technology and began offering new ideas for using the technology to provide better results.

Currently, we have 55 field employees using tablet technology and about six in our shop. Everyone is on the same page on a project now and many of the communication barriers have been eliminated.

What did we do to experience this level of cooperation? I believe it is because we are aggressive about being champions for our employees and their educational opportunities.

That's why our employees are familiar faces at SMACNA's education programs. Each person who attends a SMACNA program realizes someone wants them to grow. As an employer, you become that person's champion, investing time, money, and energy so they can excel both personally and professionally. When you are a young person, having that kind of champion leaves a lasting impression.

That's why I want to emphasize that SMACNA's 2018 programs have been announced. I hope you start planning to send a few people to next year's programs. Visit SMACNA's Events and Education webpage and select National Education for the 2018 list. (See related article on page 3.)

The 2018 National Education Programs are:

- Business Management University, Feb. 25-March 1, 2018
- Supervisor Training Academy, March 19-21, 2018
- Project Managers Institute, April 22-25, 2018
- Financial Boot Camp, May 7-9, 2018

When I became SMACNA President, I thanked a lot of people for getting me there. One group was my employees, who, as I said, "Stand beside me in making powerful decisions and are always willing to go along with me on the rollercoaster ride we know as contracting."

I am their champion, because every employee deserves a champion.

Sincerely,

Joseph Lansdell

SMACNA President

## **Reminder: Federal contractors required to provide paid sick leave**

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- Allows contractors to limit sick leave accrual to 56 hours (i.e., 7 days) per year, but requires contractors to carry over an employee's unused sick leave into the next year.
- Does not require contractors to pay out accrued but unused sick leave when an employee separates from employment. It does require contractors to reinstate an employee's accrued sick leave if an employee is rehired by a covered contractor within 12 months of separation.
- Allows employees to use their paid sick leave only when working on a covered contract to care for their own physical or mental health and also to care for sick children, parents, spouses or partners, and for circumstances related to domestic violence, sexual assault, or stalking.

To assist contractors in complying with this rule, SMACNA has prepared the document "Understanding the DOL's Rules on Paid Sick Leave for Federal Contractors" available on SMACNA's labor relations webpage. ■

## **2017 Sheet metal contract settlements**

Chapters and contractors find information on contract settlements valuable to stay up-to-date on market trends and settlements.

As of June 26, 2017, the average first-year 2017 sheet metal contract increase is 2.9 percent (\$1.72). The average second-year sheet metal increase is 2.8 percent (\$1.68) and the average third-year sheet metal increase is 2.7 percent (\$1.68).

The average single-year settlement ranges from 77 cents all the way up to \$2.90. The most common sheet metal contract term this year is three years, however, there have been three 5-year agreements and one 6-year agreement.

For additional information on 2017 sheet metal settlements, contact Jason Watson, SMACNA director of labor relations (jwatson@smacna.org / (703) 803-2981) ■

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## **Reserve your seat for SMACNA's 2018 educational programs**

Be your employee's champion so they can grow and excel. SMACNA's educational programs will take you, your employees, and your business to the next level. Praised by members as the best in the industry, mark your calendar now for the 2018 lineup of SMACNA educational programs.

Designed exclusively for SMACNA contractors and taught by industry experts, these comprehensive, highly regarded courses offer the newest and best business, management, and financial practices in the industry. You and your employees can't afford to miss them.



### **Business Management University, Feb. 25-March 1, 2018**

Participants will learn the real-world business practices of running a successful sheet metal/HVAC company. With case studies and idea-sharing, this thorough program covers financial management, strategic planning, change order management, contractor survival skills, negotiation, time management, leadership, and productivity.

### **Supervisor Training Academy, March 19-21, 2018**

Supervisors, foremen, superintendents, and critical managers will learn the attributes and core values of effective supervisors. They will learn how to motivate workers and discover the keys to effective leadership, communication, time management and productivity.

### **Project Managers Institute, April 22-25, 2018**

Do you know the essential skills of effective project management? You'll learn management/leadership, project planning, financial management, change order management, and standards and best practices. Discover how to build powerful project teams, master financial control, maximize profits, and develop profitable customer relationships.

### **Financial Boot Camp, May 7-9, 2018**

Sharpen your financial skills and study financial management issues, learn how to interpret financial statements, calculate financial ratios, work with credit, develop cash flow projections, understand equipment acquisition, use financial information for strategic planning, and more.

Watch the SMACNA website for registration starting in the fall of 2017. You can register on SMACNA's national educational programs webpage. If you sign up by the early bird deadline you will receive a discount on the registration fee. Additional attendees from the same company will also receive a discount.

For more information, contact Bridgette Bienacker, SMACNA's director of business management and membership at [bbienacker@smacna.org](mailto:bbienacker@smacna.org). ■

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## **Capitol Hill Update**

### **Performance-based contracting equals energy savings**

In 2011, federal agencies were directed to issue more than \$2 billion worth of performance-based contracting for energy savings over a two-year period. SMACNA supported that directive and now urges the administration to extend this program for another five years. Many of SMACNA contractors specialize in performance contracting at the local, state and federal levels.

In letters to all members of the U.S. House and Senate, SMACNA expressed enthusiastic support for S. 239 / H.R. 723, "The Energy Savings Through Public-Private Partnerships Act of 2017." It was noted that under the performance contract financing mechanism, private sector service companies finance and install new energy- and water-efficient equipment at minimal or no upfront cost to the federal government.

### **House passes SMACNA-endorsed bill to boost energy retrofits in schools**

Serious problems with school buildings and educational infrastructure are widespread throughout the nation with about 14 million students attending schools needing extensive repair.

In recent years SMACNA has endorsed and actively promoted a targeted, bipartisan bill, H.R. 627, The Streamlining Energy Efficiency for Schools Act of 2017. The legislation would create a one-stop-shop clearinghouse to disseminate information regarding available federal programs and financing mechanisms to help initiate, develop, and finance energy efficiency, distributed generation, and energy retrofitting projects for schools. Importantly, this legislation does not require additional spending and does not create any new federal programs. Now the bill moves on to the Senate where passage could occur before the fall. ■

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## **Industrial Contractors Forum**

### **Industrial mix-Training, technical resources, and more**

The industrial market is attractive, profitable, and robust. To assist industrial contractors in making the most of these market opportunities, the International Training Institute (iTi) offers comprehensive industrial training programs.

During this informative session, "Industrial Mix-Training, Technical Resources, and More," at SMACNA's 74th Annual Convention,



*Jim Page*

Oct. 22 to 25 in Maui, **Jim Page**, iTi administrator, will present the iTi's newest online Lean for Construction awareness module along with the latest in the industrial and TAB curricula. **Mike Harris**, iTi program director, will cover the iTi Welder Certification Program and the training support that iTi offers.

SMACNA's Technical Resources Department will cover updates to SMACNA's newly published "Round Industrial Duct Construction Standards,"

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## SMACNA recognizes 2017 winners for safety excellence

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winners are determined by man-hour categories and OSHA incidence rates. The Canadian SSEAP awards an overall first place winner and two honorable mention winners based on statistics particular to Canadian safety programs.

First-place winners and the overall Canadian winner will receive their trophies at the SMACNA's 74th Annual Convention in Hawaii during the Annual Business Meeting on Oct. 25. Second place, third place, and honorable mention winners will receive their trophies in the mail this summer.

### The 2017 safety award winners are:

#### More than 500,000 hours

##### **Corval Group – St. Paul, Minn.**

Winger Contracting Co.  
Ottumwa, Iowa  
University Mechanical and  
Engineering Contractors Inc.  
El Cajon, Calif.

#### 400,001-500,000 hours

##### **GRP Mechanical Company Inc. Bethalto, Ill.**

Heating and Plumbing Engineers Inc.  
– Colorado Springs, Colo.  
Icon Mechanical and Engineering  
Granite City, Ill.

#### 300,001-400,000 hours

##### **Broadway Mechanical Contractors Inc. – Oakland, Calif.**

Indoor Environmental Services  
Sacramento, Calif.  
Martin Petersen Company Inc.  
Kenosha, Wis.

#### 200,001-300,000 hours

##### **Bel-Aire Mechanical Inc. – Phoenix**

Walsh Mechanical Contractors  
Abington, Mass.  
Climate Engineers – Hiawatha, Iowa

#### 100,001-200,000 hours

##### **Westside Mechanical Inc. Naperville, Ill.**

University Mechanical and  
Engineering Contractors Inc.  
Tempe, Ariz.  
Richards Sheet Metal Works Inc.  
Ogden, Utah

#### 50,001-100,000 hours

##### **Schweizer Dipple Inc. Oakwood Village, Ohio**

Allison Mechanical Inc.  
Redlands, Calif.  
RAM Mechanical Services  
Carol Stream, Ill.

#### 25,001-50,000 hours

##### **Air-Ex Air Conditioning Inc. Pomona, Calif.**

Bellevue Mechanical  
Bellevue, Wash.  
Hi-Tech Sheet Metal Inc.  
Chandler, Ind.

#### 1-25,000 hours

##### **Air Systems Balancing and Testing Service – Rochester, N.Y.**

Eber HVAC Inc. – Johnstown, Penn.  
Miller's Smith and Losli Sheet Metal  
Inc. – Aberdeen, Wash.

**Chapter Participation Awards**  
**SMCA of Philadelphia and Vicinity**  
SMACNA Western Washington  
S/M Contractors of Iowa Inc.  
Cedar Rapids

#### **Canada Safety Excellence Award Winners**

##### **Overall Winner**

Dilfo Mechanical Ltd. – Ottawa,  
Ontario, Canada

##### **Honorable Mention Over 100,000 hours**

Vets Sheet Metal Ltd. – Edmonton,  
Alberta, Canada

##### **Honorable Mention Under 100,000 hours**

Giffin Sheet Metals Ltd. – Toronto,  
Ontario, Canada

SMACNA congratulates all our award winners on an excellent year. We want to thank all our members who participated in the program and we invite all SMACNA members to continue to strive toward the goal of improved safety excellence. ■

## Updated "Thermoset FRP Duct Construction Manual" available

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sizes are expanded to include up to 96 inches diameter. For rectangular ductwork, new duct stiffener tables are added for easier selection.

Recognizing the increased popularity of FRP ductwork, this expanded edition includes commercial/HVAC applications. Supporting this, an underground installation section is added as well as added language on testing and balancing, duct sealing, and duct leakage. Duct hangers and support information has been expanded and organized into a separate chapter which now includes: upper attachments, hanger selection tables, channel (strut) used as trapeze, riser support details, and more. Appendices cover extended hanger spacing, general information on safe handling of thermoset fiberglass reinforced plastic duct, and allowable FRP defects.

The "Thermoset FRP Duct Construction Manual," 2nd edition, 2016, is available in both book and PDF formats. Subscriptions are also available. Order online at: [www.smacna.org/store](http://www.smacna.org/store).

Member price is \$23 for the book, \$23 for the PDF, and \$38 for the book/PDF combination. Discounted prices for architects, engineers, government, and code officials are \$110 for the book, \$110 for the PDF, and \$182 for the two formats purchased together. Non-member list price for the book is \$159 and \$262 for the book/PDF combo.

The discounted price is available only to architectural and engineering firms and their employees provided they are not in the contracting business as well. (Government agencies, schools, and universities also qualify for the discount.) ■



## Introducing SMACNA's Downspout and Gutter Sizing Calculator

One of the most frequently asked architectural questions SMACNA receives is on sizing gutters and downspouts. In response, SMACNA's Technical Resources Department has created a free Downspout and Gutter Sizing Calculator.

The Downspout and Gutter Sizing Calculator is located on the Tools, CAD, and Apps page of the SMACNA website.

Now architects, engineers, designers, and contractors can easily and accurately size downspouts and gutters according to the specifications in SMACNA's "Architectural Sheet Metal Manual," 7th edition, 2012.

### Includes Rain Intensity Wizard

The calculator includes a Rain Intensity Wizard enabling one to select the nearest city and the information taken from the tables in the "Architectural Sheet Metal Manual." The rain intensity according to Table 1-2 (Rainfall Data and Drainage Factors) uses a 5-minute duration for a 10-year or 100-year storm, thereby providing a worst-case scenario for the downspout and gutter design.

Since the rain intensity data is constantly being updated by the National Oceanic and Atmospheric Administration (NOAA), this calculator also allows the user to manually enter the rainfall intensity. This feature allows one to use calculations according to the local authority with jurisdiction in that area. For the most up-to-date Rain Intensity Data, visit NOAA's website and use "Precipitation Intensity" as the data type.

### Design Area Wizard

SMACNA's new Downspout and Gutter Sizing Calculator enables the user to manually enter the Design Area of the roof or use the Design Area Wizard for the calculation. This Wizard makes it easy to calculate the roof Design Area by providing various shape calculations and the calculation for Vertical Walls area per International Plumbing Code (IPC).

The gutter and downspout size requirement depends upon the number of sections and length of the gutter sections as well as the number of downspouts. Adding additional sections of gutter reduces the length of each section and will reduce the gutter size. Also, the gutter width in relation to height may also be adjusted. Plus, adding more downspouts will change the downspout volume, resulting in smaller gutters/downspouts. ■

## Contractor in the *News*

### Rieck Services credits their employees for 125 years of service

SMACNA contractor Rieck Services of Dayton, Ohio, is celebrating their 125th year in business this year. Founded in the late 19th century, the business has grown with time and technology from installing sheet metal roofing and furnaces to offering a range of sheet metal and HVAC services and 200-plus employees.

Joining the family business as CEO in 1956, **Harold R. Rieck Jr.** now owns and directs the company, the fourth generation of Rieck family leadership. The firm still maintains the exemplary level of service his

great-grandfather **Herman F. Rieck** began in 1892. Dubbed "The Flying Dutchman," the elder Rieck was known for driving wildly through the streets with his horse and wagon to meet his next appointment.

Now the largest mechanical contracting company in Dayton with offices in Cincinnati and Lima, Rieck Services serves clients throughout Southern Ohio.

Mr. Rieck says he was successful in growing the business for one reason—his employees. "It's got to be long-term employees who have the same desire and want to grow as I have," he said. "And we have a lot of good people." He made sure they knew they were appreciated, he said. "Good bonuses, good wages, and love," he noted.

The firm offers high-quality heating, ventilation, and air-conditioning services to commercial, industrial, institutional, educational, and premier residential facilities. Visit their website at [www.rieckservices.com](http://www.rieckservices.com). ■



Harold R. Rieck Jr.

### Industrial mix—Training, technical resources, and more

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the "Thermoset FRP Duct Construction Manual," and future projects for industrial member opportunities.

The forum will conclude with an open-forum discussion and exchange of ideas led by contractor members of SMACNA's Industrial Contractors Council Steering Committee on current and unique business and work opportunities.

### There's still time to get your early bird convention discount—register by July 15.

SMACNA's 74th Annual Convention takes place at the Grand Wailea and Wailea Beach Resort-Marriott, Maui, Oct. 22-25, in beautiful Hawaii.

Don't miss this world-class event with top industry speakers, stimulating sessions, and golfing in paradise—sign up on SMACNA's Annual Convention webpage today. ■



Mike Harris

## June 2017 Council meeting highlights

Members of SMACNA's Council of Chapter Representatives discussed recruiting, the SMART Heroes program, a chapter labor-management training program, and exchanged valuable ideas they could take back to their home chapters at the June Council meeting.

SMACNA's labor counsel **Michael McNally** of Felhaber Larson provided a comprehensive review of the Pension Benefit Guaranteed Corporation (PBGC), its role in multiemployer defined benefit pension plans, and challenges it faces in the future.

**Charlie Mulcahy**, SMART's Director of Craft Services, engaged the Council in a lively, enlightening discussion on the recruiting opportunities available through the **SMART Heroes** program. This program provides sheet metal industry training, free of charge, to enlisted men and women of the military prior to discharge.

Upon discharge, the veteran may select any one of the SMART apprenticeship programs in the United States that have adopted the direct entry agreement and be provided direct entry and advanced placement as a second-year apprentice. ("Direct entry" means a person does not follow the normal selection procedure to become an apprentice.)

If your area does not allow for direct entry applicants, please encourage your local JATC trustees to review and modify their standards, so that they are able to provide sheet metal industry employment opportunities to veterans.

The first-ever SMART Heroes class is scheduled to be conducted from Aug. 15 through Sept. 29 with graduation tentatively set for Oct. 3 at the DuPont Training Center. The SMACNA Western Washington Chapter and SMART Local 66 are enthusiastic supporters of this pilot program.

Some great chapter information-sharing also took place as SMACNA Western Washington Chapter Executive Director **Julie Muller-Neff** shared the chapter's Labor-Management Training Academy program with the group.

Chapter Councilors also heard updates from SMACNA National staff and speakers on legislative, labor, recruitment, training, surety bonding, and technical issues.

The Council selected meeting sites for 2019, including Park City, Utah, for the June 2019 meeting, and Palm Springs, Calif., for the December 2019 meeting.

Members may download copies of the Council presentations on SMACNA's "For Chapter Executives" webpage. ■

## SMACNA welcomes new Associate Members

SMACNA welcomes returning Silver Associate Members **alliantgroup** of Houston, Texas, and **Foster Products** of Aurora, Ill.

There's still time to reap the benefits of SMACNA Associate Membership this year.

Associate Members enjoy a high profile with industry contractors, may exhibit at SMACNA's popular Product Show, and build profitable partnerships with the world's top sheet metal and HVAC companies.

Take advantage of SMACNA Associate Membership today and contact Scott Groves ([sgroves@smacna.org](mailto:sgroves@smacna.org) / (770) 576-4971). ■

## New market? NHF analyses risk

The New Horizons Foundation's (NHF) new, easy-to-use, market-entry decision framework is designed to help contractors make a rational analysis of business opportunities when they arise. It is also tailored to the specific needs of SMACNA members. Using this system will increase the probability of success.

Recently, members of SMCA of Philadelphia previewed this simple framework in a half-day workshop led by **Mounir El Asmar, Ph.D.**, senior sustainability scientist with the Global Institute of Sustainability.

Using the NHF's "Decision-Making Framework for New Market Opportunities: A 10-Step Process," the group worked through how to enter a new market. They followed a six-step guide focusing on what market opportunities were right for their company. They also gained valuable advice from the experiences of more than 200 sheet metal and HVAC contractors profiled in the NHF book "Experiences from Sheet Metal and HVAC Contractors."

Admittedly, evaluating and pursuing market entry can be full of challenges, but the NHF's comprehensive lessons-learned list opened eyes to situations contractors might not have considered—accounting issues, speed of entry, labor considerations, cultural barriers, leadership commitment, and more.

SMCA Philadelphia President **Robert Johnston** had high praise for the workshop. He and his fellow contractors learned how to improve their chances of success when deciding to enter a new market, doing business in a new geographical location, adding a HVAC service division, or bringing on a new trade.

"I can't recommend this (program) highly enough," noted **William Reardon**, CAE, executive director, SMCA of Philadelphia and Vicinity. This system will increase the probability of success.

Because SMACNA is a major stakeholder and contributor to the New Horizons Foundation, SMACNA members and chapters are offered free access to NHF-copyrighted publications.

SMACNA members please visit [www.smacna.org/newhorizonsfoundation](http://www.smacna.org/newhorizonsfoundation). Non-members may purchase the documents at the New Horizons bookstore at [www.newhorizonsfoundation.org/bookstore](http://www.newhorizonsfoundation.org/bookstore). ■





# Welcome 2017 Associate Members!

## Platinum



## Gold



## Silver



## Bronze



# SMAC*News*

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## SMACNA reminders

### July 2017

- Convention early-bird registration discount ends – July 15

### September 2017

- NJAB – Sept. 11-12, St. Louis
- Project Managers Institute – Sept. 24-27, Seattle

### October 2017

- 74th Annual Convention – Oct. 22-25, 2017, Grand Wailea and Wailea Beach Resort-Marriott, Maui, Hawaii

### December 2017

- Council of Chapter Representatives – Dec. 3-5, Tucson, Ariz
- LJAB Training – Dec. 5, Tucson, Ariz.

### January 2018

- Chapter Executive Institute – Jan. 28-30, San Diego

### February 2018

- Partners in Progress Conference – Feb. 13-14, Orlando, Fla.
- 2018 SMOHIT Safety Champions Conference, Feb. 25-27, Scottsdale, Ariz.
- Business Management University – Feb. 25-March 1, Tempe, Ariz.

### Future SMACNA Conventions

- 75th Annual Convention – Oct. 14-17, 2018, San Diego Marriott Marquis and Marina, San Diego
- 76th Annual Convention – Oct. 20-23, 2019, JW Marriott, Austin, Texas