

News from the MBCEA
Free and worth every penny!



MBCEA News & Updates - August 2017

Message from the President

A shout out this month goes to our members who won the Readers Choice Awards for 2017. Congratulations!

- #6 All Weather Insulated Panels
- #7 ATAS International Inc.
- #13 McElroy Metal
- #17 ATAS International Inc.
- #21 Wood's Powr-Grip

It's time to plan to attend METALCON. Links are provided below. We will also be holding a Las Vegas Chapter kick-off meeting so if you work in the Vegas area and are want to get more out of your MBCEA membership or simply want to know more about the MBCEA, this is your opportunity to check us out.



Did you see my latest article in Metal Construction News? [Click here to read](#)

Now is the time to nominate for The Metal Construction Hall of Fame. Founded in 2012, the Hall's goal is to recognize those individuals who have had a significant impact on the metal construction industry through their innovation, effort and leadership. Nominees are judged in five categories:

- **Longevity:** Honorees must have been actively involved in the industry for at least 15 years.
- **Unique Contribution:** The creation or development of a specific aspect or segment of business that has advanced the industry.
- **Body of Work:** The depth and breadth of contribution to the industry throughout a career.
- **Legacy:** The honoree's contribution must have had a long-lasting impact on the industry.
- **Integrity:** Honorees must exhibit the highest ethical and professional standards in all aspects of business.

The judges represent the four organizations that are partners in the Hall of Fame: MBMA, MBCEA, MCA and Modern Trade Communications. This is our Hall of Fame. I am urging you to consider that one person who is always there for you, your go-to guy; well if he has always been there for you, don't you think you can take the time to fill out a nomination form and be there for him? [Do it today!](#)

Thanks.

Regards,

Mike Reynolds
 President, MBCEA
mike@scisteel.com

P.S. Please update your records to reflect a new PO box for the MBCEA. Our mailing address is: MBCEA, P.O. Box 3429, Bethlehem PA 18017.

METALCON

Plan now to attend METALCON 2017 to be held at the Las Vegas Convention Center October 18-20, 2017. Hotel reservations can be made through [this link](#). Click the picture to register and receive a free pass to the show floor. Early Bird Registration Pricing is good until 8/23. See the schedule [here](#).



The exhibit hall is open Wednesday, October 18, from 12 - 6 pm; Thursday, October 19, from 12 - 6 pm; and Friday, October 21, from 10 am - 1 pm. MBCEA will have an exhibit booth along with MBMA and IAS. Come visit us at booth 1649! Click [here](#) for the action in the exhibit hall. [Register](#) your two-man team to compete in the Metal Roofing Games for cash prizes!

A Las Vegas Chapter meeting is scheduled for Thursday morning between 8 and 12. Gary Smith is holding a Globally Harmonized System certification class on Friday morning at 8:30 am. We look forward to seeing you in Las Vegas!

WELCOME NEW MEMBERS!

American Buildings Company

Matt Hey
 2825 Mcmorrان Road
 Gibsonia, PA 15044
 724-504-8783

Matthew.hey@americanbuildings.com
www.americanbuildings.com

American Buildings Company

Zac Kreiss
 Tacoma, WA 98446
 253-244-1006

Zachery.kreiss@americanbuildings.com
www.americanbuildings.com

Building Research Systems, Inc.

Cody Rodden
 PO Box 5816
 Edmond, OK 73083
 405-607-8877

405-607-2828 fax
crodden@brsusa.com
www.brsusa.com

IV & Claridge Construction LLC

Ian Claridge
PO Box 6465
Mobile, AL 36660
866-620-2749
251-650-1326 fax
ian@ivccon.com
www.ivccon.com

J.A. Street & Associates

Matt Baker
PO Box 725
Blountville, TN 37617
423-323-8017
423-323-1065 fax
mbaker@jastreet.com
www.jastreet.com

Kimball Construction Company, Inc.

Kurk Walton
9615 Philadelphia Road
Baltimore, MD 21237
410-574-0800
410-574-7850 fax
kw Walton@kimballcc.com
www.kimballcc.com

Kirkland, Inc.

Don Moore
4140 Mendanhall Oaks Parkway
High Point, NC 27265
704-998-8615
336-882-6906 fax
dmoore@kirklandinc.com
www.kirklandinc.com

Pilchuck Construction

Camron Harvey
3224 165th Avenue SE
Snohomish, WA 98290
425-367-2282
425-953-2527 fax
camron@pilchuckconstruction.com
www.pilchuckconstruction.com

Star Building Systems

Mark Fritz
109 Quail Run
Johnson City, TN 37601
423-340-0905
405-604-2057 fax
Mark.fritz@starbuildings.net
www.starbuildings.com

Chapter News

Save the date for **the New England Chapter** OSHA Mandated Silica Training on Thursday, September 21, at the Courtyard Marriott in Marlboro, MA.



The Mid-Atlantic Division of MBCEA is holding an [OSHA 10](#) course on September 7 & 8 in Allentown PA; [Aerial Platform Training](#) on September 22 in Bordentown, NJ; [Sporting Clays Event](#) on September 28 in Coplay, PA; [OSHA 30](#) on October 5, 6, 12, 13 in Wyomissing, PA; and [OSHA 10](#) on October 19 & 20 in York, PA.

The Ohio Chapter held their first annual golf outing on July 28, at the Pines in Orrville, OH. We had a total of 20 people attend. Special thank you to [Chief](#) for sponsoring the cocktail hour afterwards.

We are planning a training day for field personal in late September. Full details will be sent out shortly.

[Register now](#) for a certified training day in the **Northwest Coastal Chapter**. Topics covered to include Globally Harmonized Systems, Crane Signaling, Torch Cutting and Personal Fall Restraint.

September 22, 2017

McMenamins Mall 205
9710 SE Washington Street
Portland, OR 97216
11 am to 3 pm
Lunch to be provided

Upcoming Carolinas Chapter meeting:

August 24, 2017

Construction Notebook Class #6 "How to Install Insulated Metal Panels"
as presented by Metl-Span
lunch will be provided
Time: 8:30am - 12:00pm
Location: jwWilson Co. office 4107 Burnwood Trail Denver, NC 28037

Deadline to Register will be August 17, 2017.

\$40 per person (1-4 people)

\$25 per person (5 or more people from the same company)

[Registration/Sponsor Form](#)

[Credit Card Authorization Form](#)

Save the Date for next year's Carolinas Chapter Summer Meeting!

June 21-24, 2018
Hilton Head Marriott Resort & Spa
One Hotel Circle
Hilton Head Island, SC 29928

New Carolinas Chapter President, Tony Downs of Downs Construction was sworn in at the annual Summer Meeting that was held June 29 - July 2, 2017 at the Hilton Head Marriott Resort & Spa on Hilton Head Island, SC. Wade Wilson handed over the duties at the Saturday night banquet. Tony's new Vice President is Randy Stanley of Garanco, Inc. The theme of the summer meeting was "get a LEG up on your competition through leadership, education and growth" and about 150 were in attendance. A special thank you to all the sponsors: Gold Level - Bay Insulation Systems, Ceco Building Systems, Silvercote, Therm-All, VP Buildings; Silver Level - CertainTeed, Chief Buildings, Design Components, Lamtec Corporation, RCS, Tell

Manufacturing; Bronze Level - American Buildings, Butler Manufacturing, Magnum Piering, Metallic Building Company, SFS intec. \$6,500 in scholarships were also awarded.

Building of the Year Awards Winners:

Church Division - J.W. Wilson Co., Inc. / Tabernacle Baptist Church
Government Division - D.R. Reynolds Co., Inc. / Bethlehem Volunteer Fire Department
Manufacturing Division - J.W. Wilson Co, Inc. / Weiland Copper Products Office Division- Gregory Development, LLC / Puryear Corporate Office
Warehouse Division - Hoke Enterprises Inc. / Milliken Hillcrest Plant

Safety Award Winner: Downs Construction Company, LLC

The newly formed Las Vegas Chapter will hold a chapter training session on Thursday, October 19, 2017, from 8-12 in Room N252 at the Las Vegas Convention Center. Contact [Jesse Evert](#) to register and click on the Exhibit Hall Pass in the Metalcon section above to walk the show floor after the meeting on us.

Update on Massachusetts Roofing Issue

Metal Building contractors and the sheet-metal workers' union clashed at a hearing last month on a bill that would eliminate the requirement that sheet metal roofs on pre-engineered buildings only be installed by licensed sheet metal workers.

The bill, House Bill 3952 filed by Rep. Brian Ashe (D-Longmeadow) would exclude "the installation, assembly, or integration of any water-tight, pre-engineered or prefabricated metal building systems, including structural members, roof systems, standing seam roofs, rib roofs or sidewall systems" from the list of jobs that require a sheet metal license.

[Additional Reading](#)

MBMA News

The Metal Building Manufacturers Association (MBMA) has released two new series of webinar recordings that are now available on MBMA's YouTube channel. [Energy Code Compliance for Metal Buildings](#) consists of three episodes totaling two hours, while Fire Resistance Design for Metal Buildings has five episodes of approximately 20 minutes each.



These new recorded webinars from MBMA detail the specific codes, standards and design issues related to energy and fire resistance that engineers, architects and builders need to know and understand when working with metal buildings.

If you are not subscribing to the MBMA Youtube channel, you are missing out on great content. Sign up today - it is free!



WOOD'S POWR-GRIP
WPG.COM

A FASTER, EASIER, AND SAFER WAY TO HANDLE PANELS

Wood's Powr-Grip® Vacuum Lifters

Please support our sponsors. They make this newsletter possible.

Inspiring Pride in the Trades



I Build America is a movement to generate pride and respect for the construction industry, and to recruit young people into the industry as a rewarding and valuable career. They have a website where your company can show the nation what construction is all about. All proceeds go towards building pride in the construction industry and contributing to the success of the movement by investing in quality video content, website maintenance, and apparel.

Check out their website by clicking the logo.

Why does the AC478 program use the word Assembler?

Because it more accurately reflects what we do. The DOL recognizes Assembly as a distinct trade class but we have never adopted their language. We continue to bid jobs as ironworkers, carpenters, sheet metal workers and roofers. Our WC rates are similarly based on these other trades. Yet we have unique and distinct skills; we have training and education specific to what we do. We just don't act like we have a name. But we do - it is Assembler, Metal Building Systems. Until we start using the right words we cannot expect the recognition we deserve as a trade class.

Other interesting words:

Certification - Focus is on an individual's qualifications.

Accreditation - Focus is on the organization/company, staff qualifications, equipment, materials, procedures, policies, applicable codes, etc.

Competency VS Certification

A recent issue of IMPACT News featured this spotlight on Safety:

dic-tion-ary

Apathetic (adj) - indifferent, uninterested. Antonym: enthusiastic (adj).
You can't be apathetic about going to war.

Barren (adj) - desolate, sterile, unproductive. Antonym: fertile (adj).
Barren and inhospitable, the Sahara Desert's average rainfall is less than 5 inches annually, and daytime temperatures can reach 130 degrees Fahrenheit.

Basking (v), **Bask** (v) - luxuriate, lie, sunbathe; take pleasure in warmth or lying in the sun.
Strong cold-blooded, lizard-like to bask in the sun.

Berating (v), **Berate** (v) - rebuke, criticize, scold, chastise. Antonym: encourage (v).
She berated him for not making an effort to do a good job.

Deluded (v), **Delude** (v) - deceive, con, mislead.
She's deluding herself if she thinks that she'll get a recording contract, because she's completely tone-deaf.

Dit (n) - noise, racket. Antonym: tranquility (n).
When I'm in the city, the din of rumbling trucks, sirens and people makes it impossible to sleep.

Finesse (n) - skill, poise. Antonym: clumsiness (n).
Picking each part in the tiny case with great care, the watchmaker demonstrated extraordinary finesse when he was repairing my Rolex.

Gait (n) - gait: manner of walking or running.
My father was fast when he was a child and now walks with an uneven gait.

Hoax (n) - trick, swindle, practical joke.
He was infuriated to discover that his mansion had been burglarized, but then he was relieved to find out that his friends were just playing a hoax.

Iridescent (adj) - glowing, gleaming. **Iridescence** (adj).
Her new cell phone lights up and gives off an iridescent glow when it rings.

Languid (adj) - relaxed, unhurried, lethargic. Antonym: hurried (adj).
The audience was bored by the languid pace of the speaker's presentation.

Lucid (adj) - coherent, comprehensible, intelligible, clearly understood. Antonym: incoherent (adj).
After a baseball hit him in the head, the pitcher wanted to make sure that he was lucid.

Muddle (v) - to behave in a confused or disorderly manner; jumble.
She didn't know her lines in the play and muddled through the performance.

Jim Kanerva of Waiward Steel shared the success story of the company. Waiward Steel saw a significant improvement in schedule, quality, productivity and safety after implementing the MODOS Competency Program. Waiward Steel went from having an incident every 123,000 work hours on average in 2012 to achieving 4.9 million work hours free of lost time incidents by 2014 due to MODOS.



"Competency is a far more reliable and accurate measure of worker qualification than certifications," said Kanerva. "When you create competency profiles and provide workers standardized, comprehensive training, they do everything better including safety." He emphasized on the importance of standardizing on-the-job training. "Training is as good as the instructor," said Kanerva. "When there's a standardized curriculum and method of assessment and review, employers can ensure a higher level of competency across the board."

The MODOS Competency program breaks down each job classification-there are about 140 at the company, ranging from president to first-year apprentice-into a series of competencies, based on common tasks like reading blueprints, working at heights or using a mag drill.

When workers are flagged as needing training, they are paired up with a more experienced employee who can serve as a mentor and given access to in-house training materials. The goal is to track each worker's skill set and pinpoint deficiencies to ensure no one is ever put into a situation that is beyond their ability to work safely.

[Read more](#)

[and more](#)

Solar Eclipse

On Monday, August 21, 2017, all of North America will be treated to an eclipse of the sun. Anyone within the path of totality can see one of nature's most awe inspiring sights - a total solar eclipse. This path, where the moon will completely cover the sun and the sun's tenuous atmosphere - the corona - can be seen, will stretch from Salem, Oregon to Charleston, South Carolina. Observers outside this path will still see a partial solar eclipse where the moon covers part of the sun's disk.

NASA created a cool website to provide a guide to this amazing event. [Check it out.](#)

Hiring Veterans

Want to help veterans get good jobs? Share this [video](#) to spread the word about four key services the government provides.



OSHA to Hold Second Public Meeting to Solicit Suggestions for Growing, Strengthening Voluntary Protection Programs



WASHINGTON, DC - The U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) will hold the second of two meetings Aug. 28, 2017, in New Orleans, LA, to continue the discussion on the future direction of the agency's Voluntary Protection Programs (VPP). The discussion will include a review of the July 17, 2017, meeting along with comments and suggestions from the public on potential avenues for action.

OSHA is seeking to reshape VPP so that it continues to represent safety and health excellence, leverages partner resources, further recognizes the successes of long-term participants, and supports smart program growth. OSHA invites stakeholders to provide new ideas on three broad categories which include:

- Overall VPP process and flow;
- Corporate/long-term participant involvement; and
- Special Government Employee activities.

The meeting will be held Aug. 28, 1 to 4 p.m. in Great Hall B of the Ernest N. Morial Convention Center. To attend, please register by Aug. 23, 2017. Attendees can choose from several levels of participation in the discussion, which will cover general guidelines and key issues that were raised in public comments. The comment period closes Sept. 15, 2017.

OSHA adopted the VPP on July 2, 1982; the program emphasizes cooperative action among government, industry, and labor to address worker safety and health issues and expand worker protection.

Under the Occupational Safety and Health Act of 1970, employers are responsible for providing safe and healthful workplaces for their employees. OSHA's role is to ensure these conditions for America's working men and women by setting and enforcing standards, and providing training, education and assistance. For more information, visit www.osha.gov.

A Dozen Traits of Great Leaders

1. Effective communication

"The more elaborate our means of communication, the less we communicate."
-- Joseph Priestley

Communication is the real work of leadership. It's a fundamental element of how leaders accomplish their goals each and every day. You simply can't become a great leader until you are a great communicator. Great communicators inspire people. They create a connection with their followers that is real, emotional and personal, regardless of any physical distance between them. Great communicators forge this connection through an understanding of people and an ability to speak directly to their needs.

2. Courage

"Courage is the first virtue that makes all other virtues possible." -- Aristotle

People will wait to see if a leader is courageous before they're willing to follow his or her lead. People need courage in their leaders. They need someone who can make difficult decisions and watch over the good of the group. They need

a leader who will stay the course when things get tough. People are far more likely to show courage themselves when their leaders do the same.

For the courageous leader adversity is a welcome test. Like a blacksmith's molding of a red-hot iron, adversity is a trial by fire that refines leaders and sharpens their game. Adversity emboldens courageous leaders and leaves them more committed to their strategic direction.

Leaders who lack courage simply toe the company line. They follow the safest path -- the path of least resistance -- because they'd rather cover their backside than lead.

3. Adherence to the Golden Rule +1

"The way you see people is the way you treat them, and the way you treat them is what they become." -- Jon Wolfgang von Goethe

The Golden Rule -- treat others as you want to be treated -- assumes that all people are the same. It assumes that, if you treat your followers the way you would want a leader to treat you, they'll be happy. It ignores that people are motivated by vastly different things. One person loves public recognition, while another loathes being the center of attention.

Great leaders don't treat people how they themselves want to be treated. Instead, they take the Golden Rule a step further and treat each person as he or she would like to be treated. Great leaders learn what makes people tick, recognize their needs in the moment and adapt their leadership style accordingly.

4. Self-awareness

"It is absurd that a man should rule others, who cannot rule himself." -- Latin Proverb

Contrary to what Dilbert might have us believe, leaders' gaps in self-awareness are rarely due to deceitful, Machiavellian motives or severe character deficits. In most cases, leaders -- like everyone else -- view themselves in a more favorable light than other people do.

Self-awareness is the foundation of emotional intelligence, a skill that 90 percent of top performing leaders possess in abundance. Great leaders' high self-awareness means they have a clear and accurate image not just of their leadership style, but also of their own strengths and weaknesses. They know where they shine and where they're weak, and they have effective strategies for leaning into their strengths and compensating for their weaknesses.

5. Passion

"If you just work on stuff that you like and are passionate about, you don't have to have a master plan with how things will play out." -- Mark Zuckerberg

Passion and enthusiasm are contagious. So are boredom and apathy. No one wants to work for a boss that's unexcited about his or her job, or even one who's just going through the motions. Great leaders are passionate about what they do, and they strive to share that passion with everyone around them.

6. Humility

"Humility is not thinking less of yourself, it's thinking of yourself less." -- C.S. Lewis

Great leaders are humble. They don't allow their position of authority to make them feel that they are better than anyone else. As such, they don't hesitate

to jump in and do the dirty work when needed and they won't ask their followers to do anything they wouldn't be willing to do themselves.

7. Generosity

"A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit." -- John Maxwell

Great leaders are generous. They share credit and offer enthusiastic praise. They're as committed to their followers' success as they are to their own. They want to inspire all of their employees to achieve their personal best -- not just because it will make the team more successful, but because they care about each person as an individual.

8. Infectiousness

"The very essence of leadership is that you have to have a vision. It's got to be a vision you articulate clearly and forcefully on every occasion. You can't blow an uncertain trumpet." -- Reverend Theodore Hesburgh

Great leaders know that having a clear vision isn't enough. You have to make that vision come alive so that your followers can see it just as clearly as you do. Great leaders do that by telling stories and painting verbal pictures so that everyone can understand not just where they're going, but what it will look and feel like when they get there. This inspires others to internalize the vision and make it their own.

9. Authenticity

"Just be who you are and speak from your guts and heart -- it's all a man has." -- Hubert Humphrey

Authenticity refers to being honest in all things -- not just what you say and do, but who you are. When you're authentic, your words and actions align with who you claim to be. Your followers shouldn't be compelled to spend time trying to figure out if you have ulterior motives. Any time they spend doing so erodes their confidence in you and in their ability to execute. Leaders who are authentic are transparent and forthcoming. They aren't perfect, but they earn people's respect by walking their talk.

10. Approachability

"Management is like holding a dove in your hand. Squeeze too hard and you kill it, not hard enough and it flies away." -- Tommy Lasorda

Great leaders make it clear that they welcome challenges, criticism and viewpoints other than their own. They know that an environment where people are afraid to speak up, offer insight and ask good questions is destined for failure. By ensuring that they are approachable, great leaders facilitate the flow of great ideas throughout the organization.

11. Accountability

"The ancient Romans had a tradition: Whenever one of their engineers constructed an arch, as the capstone was hoisted into place, the engineer assumed accountability for his work in the most profound way possible: He stood under the arch." -- Michael Armstrong

Great leaders have their followers' backs. They don't try to shift blame, and they don't avoid shame when they fail. They're never afraid to say, "The buck stops here," and they earn people's trust by backing them up.

12. A sense of purpose

"You don't lead by pointing and telling people some place to go. You lead by going to that place and making a case." -- Ken Kesey

Whereas vision is a clear idea of where you're going, a sense of purpose refers to an understanding of why you're going there. People like to feel like they're part of something bigger than themselves. Great leaders give people that feeling.

Bringing It All Together

Becoming a great leader doesn't mean that you have to incorporate all of these traits at once. Focus on one or two at a time; each incremental improvement will make you more effective. It's okay if you "act" some of these qualities at first. The more you practice, the more instinctive it will become and the more you'll internalize your new leadership style.

A version of this article appeared on [TalentSmart](#).

NEAR MISSES

More than 75% of all accidents are preceded by one or more near misses; close calls should be wake-up calls for employees and employers to realize that something is wrong and needs to be corrected.



By recognizing near misses and taking action to correct the underlying problems, employees will not only reduce the number of near misses, but more importantly, they will reduce the number of actual accidents in the future.

When an unfortunate near miss occurs, call a safety meeting to discuss what actually happened, what could have happened, and ways to ensure it doesn't happen again. This may be the perfect opportunity to conduct a full-scale training session on near misses in general and what employees should be looking out for in a particular environment. It is also a chance for an employer to hear firsthand from an employee what he or she thinks are safety hazards within the workplace. Opening up a discussion with the topic of safety at the center is a chance for employees and employers to share ideas, tips and concerns.

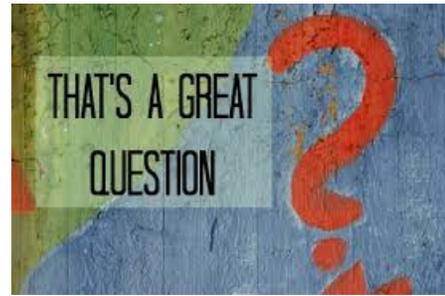
The near miss session could begin with the trainer sharing his or her own experiences with close calls, which could prompt the trainees to give close call examples of their own, as well as examples on how to prevent near misses. This will heighten awareness of the safety hazards illustrated by the near misses and will encourage employees to take action to correct those underlying problems. It's important for employees to discuss examples of near misses to really grasp the importance of the issue. The discussion should then turn to the causes of near misses and then end with corrective action. It's important for these meetings to end with a discussion of proactive measures that need to be taken against near misses.

[Sample OSHA Form](#)

We want to hear from you!

The MBCEA is dedicated to the professional advancement of our members. We need to know what is important to you, what kinds of things you are interested in, what you need.

[Sasha Graver, Executive Director](#)
[Mike Reynolds, President](#)
[Jackie Meiluta, Program Manager](#)

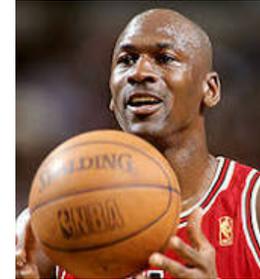


please connect with the MBCEA.

Quote of the Day

"Talent wins games, but teamwork and intelligence wins championships."

Michael Jordan



MBCEA | sgraver@mbcea.org | 484-239-3337 | www.mbcea.org

MBCEA, PO Box 4308, Bethlehem, PA 18018

[SafeUnsubscribe™ {recipient's email}](#)

[Forward this email](#) | [Update Profile](#) | [About our service provider](#)

Sent by sgraver@mbcea.org in collaboration with



Try it free today