News from the MBCEA
Free and worth every penny!

MBCEA News & Updates - December 2017

Message from the President

2018 marks our 49th Annual Conference and more importantly, our 50th Anniversary as an Association. Please plan on joining us May 2-4, 2018, in San Antonio for what will surely be a fantastic conference. MBCEA members will receive a 50% discount on registration fees in honor of our Anniversary. See below for more details.

Now that we are almost 50, it’s time to stop acting like a dinosaur. Facebook, Twitter, Instagram, LinkedIn, and other networks are fundamentally changing how the world reaches and interacts with customers, offers products and services, communicates with employees and - in a nutshell - does business. Whether or not this is good is a matter of opinion but the fact remains social media is here to stay. So, the MBCEA and our sister organization, the MBI, have joined the party.

One of the goals for our social media strategy is to make metal building construction attractive to a younger audience. We not only want young people to consider a career in the trade but we also want to reach architects, specifiers and owners and let them know we are committed to Safety, Training and Education. We are in our early stages with this but you can help by sharing and liking our posts, friend us and follow us - if you are on social media you know what you need to do!

Please encourage the use of the hashtags #MBCEA and #MBI. What's a hashtag you ask? A hashtag is a word or phrase preceded by a hash mark (#), used within a message to identify a keyword or topic of interest and facilitate a search for it. Whenever a user adds a hashtag to their post, it’s able to be indexed by the social network and becomes searchable/discoverable by other users.

Lastly, as we head into the end of year, please keep an eye out for your membership renewal. Payment is due by January. The MBCEA is a membership association with a mission to support the professional advancement of our contractor and erector members, and our industry. We are only as strong as our combined members. If you are already a member - thank you. I hope you appreciate the MBCEA as much as I do. If you are not a member, I urge you to consider it now.

This will be the last newsletter of 2017 and the last from yours truly. It has been my honor to serve and lead this great Association. I am proud of our
accomplishments and look forward to our continued success. On behalf of the MBCEA Board and staff, please accept my heartfelt wishes for a happy holiday season and a prosperous New Year.

Thanks and Stay Safe.

Regards,

Mike Reynolds
President, MBCEA
mike@scisteel.com

P.S. As you know, we are hard at work developing a Temp Bracing Guidebook and Training Video. Please help us by capturing some pictures of your bracing, connections, etc. (close-ups and long-shots). Forward them to Jackie at jmeiluta@comcast.net. The more we have the better the book/video will be. Thanks! Here's an example of what we are looking for:

WELCOME NEW MEMBERS!

**Premier Steel Doors & Frames**
Joey Meggs
PO Box 7269
Monroe, LA 71211
318-361-0796
318-323-5068 fax
jmeggs@trustpremier.com
www.trustpremier.com

**Quanta Build Group, LLC**
Alex Valladares
PO Box 1876
Coppell, TX 75019
469-464-4076
alex@quantabuild.com

**R L Price Construction Inc.**
Bob Price
2166 Salem Industrial Drive
Salem, VA 24153
540-375-3200
540-375-2113 fax
bprice@rlprice.com
Chapter News

A Southeast Chapter Training Tour has been set up for January 2018 in the following cities:
1/5 Nashville, TN
1/8 Jackson, MS
1/10 Montgomery, AL
1/15 Tampa, FL
1/25 Baton Rouge, LA

By popular demand, the training will be a Train the Trainer series so all your employees do not have to attend. Gary Smith will train and certify the safety officers/owners or the foremen of each company to allow them to train and certify their own men in-house at their convenience. There are up to four programs that will be offered. First, GHS (Globally Harmonized System) which is the old MSDS chemical handling training. OSHA, along with most states, is demanding that this is done within 90 days of hiring a new employee. The second one is the CDZ (Controlled Decking Zone) training that allows us to use warning flags and a monitored worker system on low rise buildings (under 4/12 pitch) rather than 100% tie off on roofs under 30' high. The other two are Crane Hand Signals and Fall Protection. RSVP to Sasha Graver. Thank you to Triangle Fastener and Metal Depots for hosting/sponsoring these training sessions.

Register now for the 11th Annual Mid-Atlantic Division Holiday Social to be held on Saturday, January 6, 2018, at the Mohegan Sun Pocono. Plan on bringing your employees as your holiday party. We'll be announcing any scholarship winners at this event. Special thank you to our sponsors: ATAS International, Butler Mfg., SFS intec and Therm-All!

Save the date for a Rigging/Crane Signal Person Certification course to be held January 19, 2018 by the Mid-Atlantic Division.

The Ohio Chapter is planning a short membership meeting followed by a holiday banquet on January 11, 2018 at Jakes Steakhouse, 6655 Lincoln Way E, Wooster, OH 44691. Email Orris to reserve your spot by 12/21/17.

A Houston Chapter kickoff training meeting is scheduled for February 6, 2018. It will be a Train the Trainer Series as Gary Smith continues to bring that traveling training across the country. Up to four certified courses will be offered. See the Southeast Training section above. Contact Sasha to register to attend.

I hope the holiday season finds everyone well. The MBCEA-NEC has had a busy summer and fall, and we are anxiously setting our sights on 2018.

On July 27th, the NEC Annual Golf Tournament was played at Sable Oaks Golf Club in Portland, ME. A portion of the proceeds were donated to the Semper-Fi fund, and a 50/50 Raffle was held with those proceeds going to our Scholarship Fund. This year’s tournament was held in memory of John “The Insulman” Griffith, who passed away this year. Special thanks to our tournament sponsor, RJD Associates, Inc., and thank you to all of our other sponsors. Next year’s tournament will return to fan favorite Lake of Isles Golf Course at Foxwoods Resort and Casino!
In September, the NEC held a major, mandatory OSHA training seminar to give Chapter Member employees an opportunity to comply with OSHA's new Crystalline Silica Rule. Brian Stevens Ph.D, ASP, OHST of Contractors Risk Management, Inc. provided back-to-back 2-hour training seminars for All Worker and Competent Person Training. This rule took affect on 9/23/17, and is now a major OSHA point of emphasis. The
NEC provided this training at no-cost to our members in order to stay ahead of the safety and training curve.

We will be holding Charity Bowling Night and a training session in the winter / early spring of 2018. The NEC is also finalizing a Scholarship Program to help NEC members and their families pay for post high-school, industry related education. Details to follow.

On behalf of all the NEC Members, I wish everyone a Merry Christmas, a Happy New Year, and wish all a safe and prosperous 2018.

Tony Barnes
MBCEA-NEC Chapter President

The Carolinas Chapter fall golf outing was held at Deer Brook Golf Club in Shelby, NC on November 2, 2017. We had 28 in attendance, everyone had a great time, and the course was a lot of fun. We extend congratulations to all of our winners:

Low gross: Wade Wilson, Tom Wilson, Skip Wolfe, Chuck Stille
Low net: Brian Thompson, Brian Sasuta, Nathan Grooms, Andy Sigmon
High gross: Kyle Smigel, Bill Cole, Danny Setzer, Don Moore
Closest to the pin winners: Thad Strickland, Andy Sigmon, Brian Sasuta, Yogi Barwick
Highest Left Hander--Martin Harper

The real winner for the day was our scholarship fund. We cleared approximately $2,600, a great start towards next year's awards.

A special thank you to our event sponsor: THERM-ALL

Hole sponsors for the event were:

A&S Buildings  Bay Insulation
Chief Buildings  Hoke Enterprises
JW Wilson Co.  Metal Fastening Systems
Silvercote  VP Buildings

We look forward to seeing each of you this spring at our educational class, so mark your calendars for:

Construction Notebook Class #7
"Metal Building Walk Door Presentation"
includes a question and answer session followed by a demonstration of assembly and installation
Date: March 8, 2018
Time: 9:00am-12:00pm (lunch included)
Location: JW Wilson Co. office
4107 Burnwood Trail, Denver, NC 28037

Conference 2018 - Celebrating 50 years!
The 49th Annual MBCEA Conference & MBMA Spring Meeting will be held May 2-4, 2018, at the Wyndham

https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1129572394733&format=html&print=true
Riverwalk in San Antonio, TX. Hotel reservations should be booked by April 10, 2018, to receive the group rate, but we urge you not wait. Space is limited and this conference will sell out!

MBCEA Attendee Registration
Schedule of Events
Exhibitor Registration
Sponsorship Opportunities
Exhibit Hall Diagram
MBCEA Hotel Reservations

Announcing the opening of the Building of the Year Contest! Please submit all applications and documentation as per the instructions on the form. Due date is 2/15/18. Pioneers Club Applications are also being accepted through 3/9/18.

SOCIAL MEDIA

We are now on Facebook, Instagram and Twitter. Please have your company and your staff like us, follow us and share our posts. Be sure to tag us with #MBCEA and #MBI.

MBCEA

Metal Buildings Institute

Please support our sponsors. They make this newsletter possible.

Quality Contractors and Erectors can prove their capabilities with AC478
Our industry has long desired a way to level the playing field for Assemblers. MBCEA members are committed to Safety and Training but how can they prove this commitment when they bid a project? Savvy contractors and erectors are always on the lookout for ways to improve operational efficiency and quality of end product. Well look no further than IAS Accreditation for Metal Building Assemblers.

IAS Accreditation (AC472) ensures metal buildings are designed and manufactured in accordance with strict industry standards. IAS Accreditation (AC478) ensures the quality and integrity of the metal building assembler. Together these two marks are the assurance and quality standard that owners, specifiers and code officials have long desired.

Please do not be intimidated by the rigor of AC478. The MBCEA is well equipped to help you. Schedule a one-hour telecon with Jackie Meiluta and she will break it down for you and help you through the process. This service is provided at no charge to MBCEA members.

What are you waiting for? Contact Jackie today.

TOOLS FOR SAFETY AND HEALTH

Hazard Alert: Fall Protection Harnesses

A Personal Fall Arrest System (PFAS) is essential when installing solar panels on a steep roof, as well as for many other construction tasks. To be effective the PFAS should include a properly fitted harness, a lanyard, and a suitable anchor point. A CPWR Hazard Alert, Card Fall Protection Harnesses, provides a concise overview that can be used for safety orientations or as a handout with a toolbox talk. CLICK HERE to download a copy of CPWR’s Fall Protection Harnesses Hazard Alert, or email CPWR to request copies of the printed pocket-sized card

Re-evaluate your interview style

We all complain there are not enough good people out there, or once you find them, they don't stay. Maybe it's not them, it is you.

Understanding what not to do when you are interviewing is as important as knowing what you should do. A recent survey compiled a list of common
mistakes made by hiring managers. Are you guilty of any of these?

1. Talking too much.
2. Going off script and winging it.
3. Asking legally risky questions.
4. Making promises you can't keep.
5. Overselling the job and/or the company.
6. Interviewing from the resume.
7. Using ineffective interview questions.
8. Misreading responses, both verbal and non-verbal.

Click here for a free framework that boosts your hiring success

New Years Resolutions

1. Be selfish 4 hours a day - Studies show that the average person has about 4 hours of deep concentration in them per day. This is when you are at your best, doing your best work. Don't let distractions, interruptions and "shallow work" steal your most productive time.

2. To take control of your mornings - In general, people have the most energy in the A.M. Use that to your advantage and pay yourself first. Give two, one-hour blocks to your most important, highest impact task or goal as soon as you get to the office. Disappear to a quiet area if you have to. This goes double for your personal life.

3. Get rid of your to-do list, create a to-do schedule
   - Good = give every item on your list an estimated time to work on it or complete
   - Better = take that time, and put it on your calendar at a specific date and time
   - Best = schedule everything, not just meetings (and don't forget breaks)

4. Maintain a healthy inbox - Archive all email in your inbox after 48 hours. Create a new folder called "Old Email" if you prefer not to use the default archive feature in your email program. If you're really bold - delete email more aggressively. If it's truly important, people will follow up. If they don't, it probably wasn't that urgent or important in the first place.

   Bonus: Progressively unsubscribe from all email newsletters as they come in - except this one ;). Only add them back if you truly miss receiving them.

5. Stop making excuses. You're better than that. Have a heart-to-heart with yourself, and conquer the barriers preventing you from achieving your goals. Don't wait, do it now.

Davis-Bacon

According to the American Bar Association not only are construction contractors facing
increased Department of Labor ("DOL") scrutiny and a larger audit workforce, but consequences of non-compliance have never been more severe. One particular area of focus is non-compliance with the prevailing wage law and Davis-Bacon Act.

DOL investigations are becoming more frequent, aggressive and far-reaching. The Davis-Bacon and Related Acts apply to contractors and subcontractors performing on federally funded or assisted contracts in excess of $2,000 for the construction, alteration, or repair (including painting and decorating) of public buildings or public works.

In addition to the Davis-Bacon Act itself, Congress has added prevailing wage provisions to approximately 60 statutes which assist construction projects through grants, loans, loan guarantees, and insurance. These "related Acts" involve construction in such areas as transportation, housing, air and water pollution reduction, and health.

Wage and Hour Division auditors are generally less willing to negotiate and quick to use any of the weapons in their arsenal. Consequences of non-compliance can include the following:

- Payment of back wages and fringe benefits to employees
- Withholding of payments due the contractor on active Federal contracts
- Contract termination (including payment for any Government reprocurement costs)
- Personal liability for company officials
- Debarment from all government contracts for a 3-year period

For more information

**CA bill leaves general contractors on the hook for subcontractors' employee wage obligations**

One of the keys to a financially successful construction project is being able to identify potential sources of risk and either eliminating them or mitigating their impact through control measures. Beginning Jan. 1, California general contractors will have to figure out how to deal with yet another potential risk - an insolvent or a negligent subcontracting firm that doesn't pay its employees.

On Oct. 14, California Gov. Jerry Brown signed into law Assembly Bill 1701, which makes general contractors, referred to in the bill as direct contractors, responsible for any employee wage or benefit payments their subcontractors fail to make under contracts entered into after the regulation's effective date. The same goes for wage claims from lower-tier subcontractors or sub-subs - the buck stops at the general contractor's doorstep.

Read full article
Keys for a Successful Company

1. It all starts with YOU. You have to "walk the walk".
2. Set-up the right metrics & measurements and then monitor and measure them, relentlessly.
3. Clearly (and properly) define roles & responsibilities.
5. When expectations are not met, consequences must follow.

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

Quote of the Day

“Social media replaces nothing, but compliments everything.”

- Neal Schaffer (@NealSchaffer)