MBCEA News & Updates - July 2016

Message from the President

This is the time of the year when the news is full of stories of dignitaries addressing graduates at commencement ceremonies of important colleges. In these speeches the VIPs typically congratulate the grads and encourage them to go out and do some good for society.

Unfortunately we never hear of similar speeches to graduates of technical schools, apprenticeship programs and other milestones that mark the emergence of a full-fledged skilled craft worker... but if we did it would sound like this:

*Our history books pay endless tribute to the great minds that established our country, fought our wars and made so many other contributions to this great nation of ours. Alas, the history books mostly neglect the artisan skills that provided the framework for the contributions. Nothing can exist without the trades; our society would literally crumble. Roads and buildings would fall down, plumbing would back-up, the electrical grid would fail. Yours is a noble calling.*

*All our bridges and structures do not arise miraculously from the drawings of architects and engineers. You are the miracle workers who put them together through skill and hard work. Not everyone has the ability to erect, maintain and repair these wonders. You are the backbone of this country. Your work may result in dirty hands, sweaty brows and aching muscles. Take pride in that. These momentary discomforts are the sign of an unsung hero who makes modern life possible.*

*Congratulations on your choice of a trade career. Society depends on you much more than it does on politicians, social workers and assorted paper pushers who work in the buildings you put together.*

*The work you will do is supremely honorable and necessary. Most of you will enjoy incomes commensurate with the value you bring to society. But most of all, you will enjoy the satisfaction of looking at your work and saying to yourself: "**I built that.**"*

Regards,

Mike Reynolds
President, MBCEA
mike@scsteel.com
P.S. Congratulations to Kessel Construction, a member of our Mid-Atlantic Chapter for winning a Peak Award for 2016.

WELCOME NEW MEMBERS!

Ceco Building Systems
Brandon Wooten
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Setterlin Building Company
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www.trianglefastener.com

Chapter News

New England Chapter President Keith Wentworth expresses,
"Thank you! I’d like to take this opportunity to thank the Board for the nomination and vote of confidence as the President-Elect. I feel very honored to follow in the steps of some great leaders in this industry. I’m grateful to have made the connections and solid friendships with the most experienced, respected and knowledgeable builders and suppliers in the metal building arena. I am highly motivated to strengthen those relationships and implement programs to speak to the next generations of our proud and successful industry. I look forward to working with Mike and the rest of the board as we help this association grow!"

- 23 Attendees received OSHA Certification Training in April in Marlborough, MA by Tom Taylor of Contractors Risk Management.

Register now for the 26th Annual MBCEA New England Chapter Golf Tournament Sponsored by RJD Associates, Inc. Funds raised help
provide education and training to our members for little or no cost with a portion being donated to the Semper Fi Fund. Over 80 golfers are already signed up to play at this outstanding resort location. A few Tee Sponsorships are still available!
Thursday, July 21, 2016
Lake of Isles (Foxwoods Casino)
1 Clubhouse Dr., North Stonington, CT 06359
Contact: jmullaney@metallic.com

- Save the Date: 9/22 - The Benefits of AC478; 10/20 - Bowling Night for Charity at PiNZ in Milford, MA

Thank you to all who supported the 10th Annual Mid-Atlantic Division Golf Tournament sponsored by Butler Manufacturing last month at Iron Valley Golf Club in Lebanon PA. All proceeds are put towards the chapter's initiative to offer very low cost training to members. Sign up now for Successful Project Management to be held July 21, in Temple PA. Contact aae_sasha@msn.com for more information.

Great things are being heard about the Carolinas' Summer Meeting. Thank you to all who supported and participated in this year's event.

Wade Hobbs reports the Southeast is Hot and Steamy! He would like to recognize chapter member Commercial Metal Buildings Services Corp (Dean Davids) as the winner of the Building of the Year 2016 Award.

Ohio Region is moving forward with their chapter formation and will be announcing their next event soon! Please contact orris@northeasterctors.com with the training that would be particularly beneficial to your company.

Rocky Mountain just held their second successful Clay Shoot and is looking forward to their next event. Anyone interested in serving on the board or assisting with planning training events please contact mike@bjcsteel.com.

An initial kick-off meeting was held last October in Fresno to create the Southern California Chapter of MBCEA.
In February, the chapter held their second meeting in Visalia, CA (Butler's office) to generate additional interest. Approximately 25 people were in attendance who sat in on excellent presentations by Silvercote (Building Codes related to Insulation Energy Values), IAS (their interaction with MBCEA and AC478 accreditation) and of course an excellent explanation on AC478 by Gary Smith. During this meeting a board was selected to continue the development of the Chapter. Currently they are working on establishing a late Summer/early Fall meeting or event.

Chapter President Tom Frahm adds:
“Several of us attended the National Meeting in Clearwater Beach. I have to say that during my 40+ years involvement with SBA and MBCEA this was the best conference I’ve ever attended. Well done by all that were involved in the conference.”

METALCON 2016
October 26-28
Baltimore, MD

Save the date! MBCEA members register free! Great educational offerings!
AC478 - Prove Your Excellence: Earn the Metal Building Assembler AC478 Accreditation

Erectors that are committed to Safety, Training and Education should qualify …the fact that you are an active member of the MBCEA demonstrates this commitment. being a member of the MBCEA, also gives you a leg up. As you prepare to go through the program if your company is missing a document or needs a little help - no worries - the MBCEA will help you. The goal of the program is to help sell buildings, promote metal building systems and enhance the reputation of quality assembly. We want you to become accredited and are prepared to assist. As you consider whether you are ready, keep in mind these core requirements:

1. **Standard procedures that include the following:**
   - Site Specific project plans
   - Daily jobsite checklists
   - JSA’s (job safety analysis, may be called by different names)
   - Site Layout plans
   - Quality Control plan
   - Narratives regarding the erection plan
   - standards and documentation regarding the qualifications of personnel

   This is the heart of the accreditation program. This is a description of how things are done and how they are managed at your company. For the average erector, this is the missing link; the scary part of the program. It is worth stressing that whether or not you know it; whether or not it is documented; you have a management system. You are successfully running your business every day. Somehow your people know what to do (and do it) without having to refer to forms, checklists or written procedures. To prepare for AC478, we (meaning the MBCEA will help you!) simply have to document this.

   If you have any questions about this program or require any additional information, please do not hesitate to contact Jackie Meiluta.

   Program information can also be found at [www.iasonline.org](http://www.iasonline.org).

   Metal Construction News hosted a webinar on the program which can be [viewed here](http://www.mcnm.com).
Watch a short video about the program here.

**Hire a Vet**

Looking to add some skilled labor? Consider a veteran! There are many reasons that veterans make excellent employees. Their military experience has provided them with education, training, values, leadership skills and teamwork experience.

**Follow these two simple steps to find and hire qualified veterans.**

1. Begin by posting your job opening on your state job bank.
2. Next, contact a Veterans Employment Representative at an American Job Center. Let them know you want to hire a veteran. They may ask for details of your job listing. They will be able to help you identify qualified veterans.

**You may also be eligible for a tax incentive for hiring a veteran. Read about the Work Opportunity Tax Credit (WOTC) Vow to Hire Heroes provisions.**

WOTC Brochure
WOTC Employers Guide

**WE HAVE A GREAT CONTRACT, SO WHY ARE WE STILL DEALING WITH CLAIMS IN COURT?**

In my years as a construction attorney, I have had countless conversations with contractors who are frustrated by the "drag" created by litigation. Many of those with whom I have spoken have expressed confusion over the fact that their contract - perhaps even one prepared by a lawyer - is good and should be keeping them out of Court; and they cannot understand why they still find themselves in costly and time consuming litigation. This 3 part series will endeavor to provide some answers to this dilemma and some ideas about how to cut down on some of that frustration.

The first issue to consider is the most obvious one: perhaps the contract is not as good as you think. If this ends up being part of the answer, the problem usually manifests itself in one of two ways. The first is that the contract was last updated 5 years ago or longer. The second example is that the contract is one prepared for another type of work. No matter which form the problem comes in, it has one common thread. The contract does not fit the situation.

Despite efforts by companies and lawyers to make the contracting process more efficient by developing form contracts, there is no perfect "one size fits all" agreement. To be clear, this does not mean that form contracts are bad. It means they come, like many other decisions in the construction business, with risk. Each project has its own unique elements and nuance. Using the same contract that worked for a company on a great project 7 years ago may not be helpful on a newer job; and that contract you borrowed from a company that successfully
completes small residential carpentry jobs will be hard to use for a large
commercial mechanical project.

So how does one make sure he or she has the right contract form? Here are a few
things to keep in mind:

1. Update your contract forms no less than every 5 years. The construction
industry is fluid and changes regularly. This means the risks allocated in a contract
change too and adjustments in the agreement have to be made to adapt to the
realities of what happens in the field. In a best case scenario, consult an
experienced construction lawyer when you undertake this effort.

2. Don't pull that form off the shelf without thinking. Too often, companies use
the same form repeatedly for jobs of all sizes and types. The $5 million and 15
month commercial project gets the same contract as the $5,000 and 2 day job.
Each job has unique risks though. Have more than one form and use the one best
suited to the project for which you are issuing the contract. As a general rule, the
larger and more complex projects get more involved contracts than the smaller
less expensive ones.

3. As an additional caveat to number 2 above, don't be afraid to make some
changes to the form once you have the right one. Consider the particular risks you
have on the project and make sure the contract addresses them. For example, if
there is a particular concern about injury on a job you should perhaps consider
altering the language to your indemnity and insurance clauses. If there is a high
risk of pay issues, you would tighten the language regarding payment.

4. Remember that there are other elements to risk allocation that are part of
the contract documents. These include things like safety policies, insurance, surety
bonds, and other things that help manage risk. Be sure to understand how these
work, how they are employed on a specific job, and how they help cover holes a
contract cannot cover.

5. Understand that even a good contract does not eliminate all risk and prevent
claims. A contract is designed to allocate risk between the parties, not eliminate
risk. A good contract provides a framework to deal with issues efficiently as they
come up and to put companies in the best position to handle certain risks
responsible for those same risks. Not even the best contract can ultimately keep
you out of court all the time though.

Having a good contract is the first step to good risk management. There are a
number of other best practices one can undertake to help manage risks and avoid
claims and related litigation. Check out our construction blog at
www.pennsylvaniaconstructionlawyer.com for parts 2 and 3 of this series if you
want to learn more. The next piece will address another best practice: leadership.

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UW-Madison to Offer New Metal
Roofing Systems Course

Anyone involved in metal roofing design,
construction, commissioning,
maintenance, repair, and re-roofing can benefit by enrolling in a new 1.5 day metal roofing continuing education course offered by the University of Wisconsin-Madison December 1-2, 2016.

The interesting and informative course will be taught by our very own Mr. Robert Haddock, Director of the Metal Roof Advisory Group.

Full Press Release

Key Ratios for a Healthy Balance Sheet

Some companies just worry about cash flow, others net income or profit margins but for insight into the true strength of your company, you should be familiar with the balance sheet and the crucial financial evaluation it facilitates.

The Balance Sheet is a tool for investigating the vital signs of your business. The three key areas on a Balance Sheet are assets, liabilities, and equity. Accounts in these sections show the balances as of the date of the Balance Sheet.

Assets are what the business owns, liabilities are what it owes, and equity is simply the difference between the two, the so-called net worth of the operation. Further breakdown of assets and liabilities distinguishes their life span. Current assets are cash and things that can be quickly converted to cash, such as accounts receivable and inventory. Lots of current assets, such as cash, are generally considered an indicator of Balance Sheet strength.

Items that are expected to stay on the Balance Sheet for more than a year are fixed assets, like machinery and computers. Similarly, current liabilities are payable in less than one year, while long-term liabilities come due in more than one year.

Businesses that require plenty of equipment find its depreciated value on the Balance Sheet. Accumulated depreciation is a negative asset that lowers the net value of fixed assets.

A large amount of debt is typically a sign of trouble. A substantial amount of current liabilities ultimately will lead to serious problems. These are typically incurred by small businesses as credit card debt, sales tax owed, and payroll taxes payable. A note of warning to small businesses regarding Accounts Payable: frequently companies keep bills in a folder or box (not recorded in the accounting software) until it is time to pay them. Too often this leads to
unwelcome surprises. It is best to log incoming bills into your accounting software as they are received so at any point in time you can quickly see how much you owe who.

A few simple key ratios can establish Balance Sheet strength. First is the current ratio, which is current assets divided by current liabilities. Aim for a result of 1.5 or higher.

Another fundamental gauge is the ratio of liabilities to equity. A strong Balance Sheet will have much less debt than equity, thus yielding a ratio well below 1.

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25 Online Productivity Tools that can Save you Time (and most are FREE)

Most of us use our electronic devices throughout the day almost without thinking. (For some they're almost like an extension of our hands!) But chances are, we're not even using our phones, tablets and computers to their fullest extent to help us get things done. That's why if you aren't already taking advantage of these readily available tools, you need to be.

Toss out-dated calendars and cumbersome filing systems and replace them with one of these (mostly free) handy apps or programs.

[Click Here for 25 online time management and productivity tools to make you more efficient and less stressed.]

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Visit CPWR for information on training programs, research findings, and resources for your health and safety or research initiatives.

Don’t forget, MBCEA members Save 15% on over 300 Online Safety Training Courses with ClickSafety.

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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

“THE HARDER THE CONFLICT, THE MORE GLORIOUS THE TRIUMPH.”

THOMAS PAINE

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