News from the MBCEA
Free and worth every penny!

MBCEA News & Updates - July 2017

Message from the President

Happy summer! For those of you who are heading out on vacation or just returning from one - good for you. We all work hard and deserve to play hard; striking that work-life balance is very important. But not just for you and me; our crew and employees also need time to recharge their batteries.

Enjoy the sunshine, winter will be here soon enough!

I wish you all safe travels.

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.

NEW MEMBERS

Gulf Coast Supply & Manufacturing
Harry Yeatman
14429 SW 2nd Place, Suite G30
Newberry, FL 32669
352-498-0778
352-498-7852 fax
info@gulfcoastsupply.com
www.gulfcoastsupply.com

Magnum Piering Inc.
BJ Dwyer
156 Circle Freeway Drive
Chapter News

The 27th Annual MBCEA-NEC Golf Tournament will be held on Thursday, July 27, at Sable Oaks Golf Club in South Portland, Maine in memory of John "The Insulman" Griffith. This event is a major fundraising opportunity each year to help our mission to promote the metal building industry in New England and nationally. The funds help provide education and training to our members for little or no cost. We will also be donating a portion of the funds to the Semper Fi Fund this year. Thank you to our Tournament Sponsor, RJD Associates, Inc. Click here for the entry form and sponsorship form.

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

The Mid-Atlantic Division of MBCEA held their 11th Annual Golf Tournament on June 20. We'd like to thank Butler Manufacturing for sponsoring this year's tournament, SFS Group for sponsoring lunch, Borrelli Construction for sponsoring lunch drinks, Chief Buildings for sponsoring on-the-course drinks, Ceco for sponsoring dinner, Therm-All for sponsoring the putting contest and all the hole sponsors. The winning foursome was Bob Lenz, Ken Chapman, Andy Shaver and Mike Rowe. Bob and Ken also won the 50/50 putting contest. Closest to the pin was won by David Leinbach with 16’ 8-1/2". Longest drive was won by Ben Bishop. The money raised by the many sponsors will be used to subsidize required training for chapter members.

Save the date for OSHA 10 on September 7 & 8; Aerial Platform Training on September 22; Sporting Clays Event on September 28; OSHA 30 on October 5, 6, 12, 13; OSHA 10 on October 19 & 20.

The Northwest Inland and Coastal Chapters held two full day certification training sessions in Davenport, WA on Thursday, June 22 and Tukwila, WA on Friday, June 23. New members have joined and many certificates were given out.

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

**Upcoming 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

Please support our sponsors. They make this newsletter possible.
OSHA UPDATES

Several links are noted below.

OSHA Quicktakes Newsletter
OSHA Small Business Webpage
Small Business Handbook
Sample Safety and Health Programs
HAZCOM webpage
Compliance Guide for employers that use Hazardous chemicals
Recordkeeping
Injury and Illness Recordkeeping Forms
OSHA Recordkeeping Handbook
OSHA E-Tools
Publications

METALCON

It's not too early to plan your trip to METALCON.

Click the picture to register.

Apprenticeship

President Donald Trump recently ordered more money and a bigger role for private companies in designing apprenticeship programs meant to fill some of the 6 million open jobs in the U.S.

Trump signed an executive order to roughly double to $200 million the taxpayer money spent on learn-and-earn programs under a grant system called ApprenticeshipUSA. The money would come from existing job training programs. The executive order would leave it to the industry to design apprenticeships under broad standards to be set by the Labor Department.

To be clear: Apprenticeship is a training program not a union program!

- Apprenticeship is the age-old, proven model for training and educating your workforce.
- It is a highly structured plan for developing skilled workers trained to your specifications.
- It is industry driven.
- In many cases, it is a management training tool as well.

The MBI has US DOL approval for its national guidelines on Apprenticeship, Metal Building Assembler. Registered apprenticeship
is widely considered "the best kept secret" of workforce development. If you want skilled employees trained to your specifications, reduced Workers' Comp rates, increased productivity, enhanced profitability, improved morale, less turnover, etc. you should consider implementing an apprenticeship program.

Contact Jackie Meiluta for more information.

Someone had to build the ceiling of the Sistine Chapel before Michelangelo could paint it.

Bringing back pride in the trades is key to solving the labor shortage

It's Getting Hot Outside

With the start of summer, it's time to take steps to protect yourself and your employees from heat exhaustion and heat stroke. Construction workers -- who work outdoors in direct sunlight or in hot, enclosed spaces -- are especially at risk. In 2015 alone, 17 construction workers died and many more became sick from working in the heat.

Heat-related illnesses and deaths are preventable. Workers can dress for conditions in light-colored, breathable clothes. Employers should plan frequent water breaks in shaded or cooled areas for their employees. And everyone should know the symptoms of heat stroke, so they can spot a co-worker in danger and call for help.

CPWR has published a new Hazard Alert that reviews heat hazards and the steps to prevent heat illness. It's an ideal handout for worker safety talks and training classes -- contact CPWR if you would like to request free copies to
distribute, or download copies in English and Spanish from our website. You can find this, and more information and tools to help you work safely in hot weather, on our Working in Hot Weather web page.

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“While I appreciate your input, what I really need from you is some output.”
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Curious employees are engaged employees

Are you unintentionally stifling your employees' natural curiosity? If so, you could be undercutting your own business. Curious employees are engaged employees.

It happens. We get caught up in the haste to get things done. We move from project to project without delay so that productivity won't screech to a halt. But by doing that, we squelch our teams' natural ability to think through problems, come up with solutions, and generally see the forest behind the trees.

A state of curiosity survey by Harris Poll showed employees think curiosity should be more important:

- Only 39% of employees say their managers are either extremely encouraging or very encouraging of curiosity
- Only 22% describe themselves as curious at work
- 66% say they face barriers to asking more questions
- 60% say their workplace creates barriers to curiosity into their work, and
- Only 10% strongly agree that their managers preferred new and unfamiliar ideas.

There are small but effective ways to keep employees eager to learn new things. One of the most important is totally on you. If you snap and say things like
"because I said so" any curiosity they may have had they'll try to hide because they don't want to ask "dumb questions." It's impossible to know if employees have curiosity unless you allow them to ask questions, says Greg Schinkel, manager and team leader trainer. "Organizations can snuff out curiosity by dismissing questions that could lead to new discoveries." Ask questions like "how do you think we should ..."

When you sense that your team has grown weary doing the same old things you tell them to do, it's time to open it up to suggestions. If they're curious enough to question the old, familiar processes, they might have thought of a more effective way to get things done.

See what's churning beneath the surface when you hold regular briefings, especially those that commonly address the same problems or issues. You shouldn't be the only one directing all the ideas and solutions for every single project.

Why should you care about keeping employees curious? **Because they care.**

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**Putting the right emphasis on Training**

Rather than pose training opportunities as just another job requirement, present them in a more positive light. Tie your bonuses or raises to training and certifications. Make sure your employees understand the value of your investment.

**Let your employees know you’re invested in their success.**

Do it for the right reasons! Is there a risk they will leave you? Sure, that's always a possibility but consider the benefits to both of you if they stay!
BE POSITIVE ... BECAUSE YOUR EMPLOYEES REALLY ARE LISTENING

Excerpted from The Accountable Workforce Blueprint:

Trust us, employees are listening to the words you use and how you say them. So make the most of them.

Here are four examples of positive phrases managers should use:

1. **"We (I) own this."** Managers have to show their accountability before they can expect it from employees.
2. **"Here is how we're going to get there."** Be sure the path is clearly marked.
3. **"Was there a problem we didn't anticipate?"** Ask exploratory questions, not to cast blame, but to figure out how to do better the next time.
4. **"That went well. How can we repeat that?"** Feedback and analysis should happen when there are successes and progress, not just when there are problems.

LEARN MORE ABOUT THE ACCOUNTABLE WORKFORCE

**Eisenhower Box**

Dwight Eisenhower was the 34th president of the United States, and a productivity legend. He served two terms as president, launched several programs during his presidency, served as Supreme Commander of the Allied Forces in Europe during World War II, planned the invasions of North Africa, France, and Germany, served as President of Columbia University, and served as the first Supreme Commander of NATO. In addition to this, he also somehow managed to hold down several hobbies.

The methodology he followed is now known as the Eisenhower Box: a decision matrix that separates your actions based on four possibilities.

The first is 'urgent and important', which are tasks you should do immediately.

The second is 'important but not urgent', which are tasks you should schedule for later.

Thirdly are 'urgent but not important', which are tasks you should probably delegate to someone else. And finally, there are tasks that are 'neither urgent or important', which are tasks that should probably be eliminated all together.
This method is great for identifying where our time and effort will be the most effective. Instead of continuously reacting to urgency, use this framework for making the decisions that prioritize tasks that get us closer to achieving important goals.

**Construction Podcasts**

Podcasts are radio shows you can subscribe to, download to your phone or computer, and listen to anywhere you like. With a few exception, they are completely free of charge.

GenieBelt has compiled a list of the [TOP 40 Construction Podcasts](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1128360509010&format=html&print=true). Listening to podcasts on construction sites can prove difficult. All those noises can stand in a way of this great source of industry information and interesting stories. Nevertheless, there are always ways to squeeze in some short broadcasting sessions, whether you are a worker on your break or a supervisor watching over your team from a slightly quieter spot. Download them and listen on the way to the job.

**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**

Do you want to know who you are?  
**Don't ask. Act! Action will delineate and define you.**  
Thomas Jefferson

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