Message from the President

It's out! Metal Construction News Special Edition on the Labor Shortage is now available.

As you know, earlier this year MBCEA leadership joined industry stakeholders at a Labor Summit hosted by Metal Construction News. There were dynamic speakers and presenters and weighty break-out sessions. We covered a lot of ground and it is all laid out for your reading pleasure in this month's issue of MCN.

I encourage you all to read it and take action. We need an on-going industry dialogue on this topic. We need to share what is working and what is not. We need to let kids and parents know the trades are a viable career option and there is no shame in working with your hands.

No one person or company is going to solve this issue. We must work together, try different tactics, and look at things from different perspectives. Our future depends on it.

The local Chapters of MBCEA are a great place to address this issue. At the recent Carolina's Summer Meeting they devoted a roundtable discussion to "Labor Retention, Employee Recruiting and Continuing Education in the Construction Industry" The key take-aways:

1. Money is not the #1 issue in retaining employees
2. We need to encourage young people to get into this industry
3. As community leaders we need to attract high school grads
4. Quality training is essential, certifications are a must.

Another great place to address this issue is the National Conference. Next year we are at the Hilton Myrtle Beach Resort, Myrtle Beach on May 1-3, 2019. As you know, our educational sessions are put on by you - by members who are leaders in their field and have something to share. If you have an idea for conference, a topic you would like to present on, or an idea for a topic, please contact Sasha. This is a competitive process and it pays to be early!

Speaking of Conference, it is never too soon to think about the Building of the Year Awards. You’ve been asking for it so we are adding a new category this year:
Reroof/Renovation/Addition. This should open up many new opportunities for members and non-members (to join and) to participate in the contest.

If you are not currently actively involved in the MBCEA, please reach out to Sasha. She will make sure you are connected with the right members and chapters to maximize your membership experience. If you are not currently a subscriber to MCN, you can subscribe here. Also, don't forget our Facebook page! Please post/share/like!

Thanks and Stay Safe.

Regards,

Keith Wentworth
President, MBCEA
Vice-President, Dutton & Garfield

PS To show our support and commitment to our signature Quality initiative we announced at Conference that members who achieve AC478 will have their cost of MBCEA membership refunded this year. If you are interested in the program, please contact Jackie Meiluta.

WELCOME NEW MEMBERS!

**ASC Profiles**
Michele McKimmie
2110 Enterprise Blvd
West Sacramento, CA 95691
916-372-0933
mmckimmie@ascprofiles.com

**DW Construction Services LLC**
Charles Skillern
118 Maloney Way, Suite 3
Mt. Sterling, KY 40353
859-398-0275
simplesteelstructures@gmail.com

**G.A. West & Company, Inc.**
David Phillips
1200 Radcliff Road
Creola, AL 36525
251-679-1965
251-675-0366 fax
David.phillips@gawest.com
www.gawest.com

**Simonson Construction Services, Inc.**
Daniel R. Moore
2112 Troy Road
Ashland, OH 44805
419-281-8299
419-281-6150 fax
info@simonsonconstruction.com
www.simonsonconstruction.com
Chapter News

Carolinas Chapter Summer Meeting Recap:

140 attended the Summer Meeting on June 21 - 24, at the Hilton Head Marriott Resort & Spa. Highlights include the Roundtable Discussion on Labor Retention, Employee Recruiting, and Continuing Education in the Construction Industry; keynote speaker Captain Chad van Roden; volleyball, cornhole and golf; and the awards ceremony. The four scholarship recipients of a total of $6,500 were also recognized. Special thanks to all the sponsors! Read more!

Upcoming Events:
Construction Notebook Class #8 Waterproofing
September 20, 2018
Silvercote, 25 Logue Court, Greenville, SC 29615

Fall Golf Outing - TBD

New England Chapter News:

July 19, 2018
MBCEA-NEC Annual Golf Tournament
Lake of Isles Golf Resort
Foxwoods, CT
Major Sponsor: RJD Associates, Inc.

We are still accepting applications for 2018 scholarships. Contact Tony Barnes.

The Greater Ohio Chapter will hold their Second Annual Golf Outing on Friday, July 27, at The Pines Golf Club in Orville, OH. There are several sponsorship opportunities still available. Contact Vic Miller to sign up.

Mid-Atlantic Division News:

The 12th Annual Golf Outing in June was a success. Special thanks to Butler Mfg. for sponsoring the event, ATAS International the dinner, SFS Group the lunch, Chief Buildings the lunch drinks, Hance Construction for on the course drinks, Borrelli Construction for the putting contest, as well as all the hole sponsors. The proceeds will continue to support our education and training programs as well as fund our scholarship program.

The MAD Chapter sponsored the Let's Build Construction Camp for Girls held July 9-13. This camp trains girls to learn a trade and the experience helps to open doors for career opportunities when they finish school. There were 22 attendees this year.
Upcoming events:

August 17: 3rd Annual Clay Shoot Tournament at Lehigh Valley Sporting Clays, PA

October 13, 14, 20 and 21: OSHA 30 training at SFS - Wyomissing, PA

The California Chapter has sent out a survey to members and prospects to assess the needs and interest in the area. Please participate if you are in California. Show your support by emailing Jennifer Pfeil.

Texas Southeast Chapter NEWS

Texas Southeast MBCEA Chapter heating up

MBCEA Texas Southeast (TXse) members have turned it up in 2018 following Gary Smith's Houston Tour stop in February. "Gary's 'Train the trainer', was great, but more importantly, it was the catalyst we needed to jump start activity with the TXse chapter ", says Jim Boyd. "Our idea has been to keep it simple. Rather than jump into By-Laws, Charters and Chapter Officers, let's just have lunch and get to know one another." The result has turned into a standing "MEET & EAT" Networking Lunch that occurs on the last Monday of each month. Lunch locations vary because everyone does not live and work in the same area, and response has been good with 12-15 making it for lunch each month.

"In the spring, we took an on-line survey from TXse members, and it was clear members really wanted to get connected and give back to their industry." says Jim Boyd. The monthly MEET & EAT Networking Lunches provide an easy, low commitment way for both members and prospective members to meet, eat, network and make friends. You don't have to be a MBCEA member to attend a lunch. The chapter encourages anyone interested in the metal building industry to attend and invite a co-worker, industry partner or prospective new member.

The TXse 'ground crew' believes if they can get people connected with new friendships, then the chapter has a better foundation to build from. "The easiest part in our mind was creating a legal organization and electing officers. The hard part would be getting people involved and so far we have been very encouraged by the response", according to Jim Boyd. A majority of TXse members are located in the greater Houston area, but the chapter serves the entire state, and is encouraging other regions to start holding MEET & EAT Networking Lunches for the convenience of members.

You can keep up with the MBCEA TXse chapter on Facebook or contact the 'ground crew' by email.

Mark your calendar for our next member event: The JULY 30th MEET & EAT will be held in 2 locations at RUDYS Country Store and BBQ !! Join us for lunch and bring a co-worker or prospective member.

Houston NW - Monday July 30th, 11:15am - Rudys, 14620 Northwest Fwy, HOUSTON, TX and
Central TX - Monday July 30th, 11:15am - Rudys, 844 Texas 337 Loop New Braunfels, TX
**Rocky Mountain Chapter News:**

On June 15th the Rocky Mountain Chapter held their 4th annual sporting clays shoot. It was a huge success with 38 shooters that all enjoyed a morning at Kiowa Creek Sporting Clays near Bennett, CO. Eric Moorehead from Landmark Builders won the event with a score of 81/100. Juan, also from Landmark Builders, was the raffle winner for the Over/Under shotgun. Huge thanks go out to our sponsors! At the silver level was Silvercote, H&E Equipment, S-5!, and Landmark Builders. Station sponsors were Bay Insulation, Thermal Design, System Contractors, Big Johnson Construction, Butler Buildings, and Baker Builders. We have scheduled next year’s event for June 14, 2019, and look forward to another fun day.

**Roofing Games**

If you or someone you know in your Company want to show your skills with a screwgun, then you should consider registering for this year's 5th Annual MCA METALCON Championship Metal Roofing Games.

**WHEN?**

**October 10 - 12 at the Charlotte, NC Convention Center**

Here's Your Chance to Test Your Metal Roofing Skills by competing against 4 other teams of 2 contestants each. Last year, the total cash awards purse was $8,500 where the National Champions took home more than $3,000.
On Wednesday and Thursday, October 10 & 11, there are five competitions where each Winning Team of the day will win $500 for each competition won. In addition, the team with the most collective points of the day will win another $750.

On Friday, October 12th the two collective points winners from Wednesday and Thursday will compete in a run-off of four competitions and the 2018 MCA Metal Roofing National Champion Title and the Grand Cash Prize. All Award values are subject to change up or down.

Click Here to Register and for more information.

The Opioid Crisis

Drug overdoses claimed more than 64,000 American lives in 2016, which is nearly double the amount only a decade ago. Theories vary about the reasons behind the dramatic increase, although many attribute it to doctors prescribing of opioid medications more frequently.

The construction industry is no stranger to the devastating effects of opioid abuse. In fact, a 2017 study revealed that construction workers are among the most susceptible to opioid abuse, second only to food service industry employees. Business insurance agent CNA estimates 15.1% of construction workers have used legal or illegal drugs illicitly.

"One of the bigger things we see driving this is the aging workforce in America," said Jake Morin, niche president of construction at ProSight Specialty Insurance in Morristown, NJ. "Everyone calls [2008 to 2010] the economic crisis; I call it the construction crisis. We weren't building like we were so we lost a lot of skilled labor. Not only did you have people leaving construction during that two-and-a-half years, but it was also a time when younger people were not getting into [the industry]."

The aging construction workforce, coupled with fewer young people entering it, equals older laborers expected to do more than they were in the past. Typically, aging employees might have focused more on drawing and supervising as opposed to lifting I-beams and drywall and other physically strenuous work.

"Our bodies don't rejuvenate when we're on our late 40s onward like they did in our 20s and 30s," said Morin. "I think that's one of the major reasons we see substance abuse."

Rather than take the time off for a body to recuperate from strain or an injury, some turn to painkillers to mask the symptoms and try to work through them.

The epidemic poses a significant risk not only to construction workers, but the companies that employ them, others working on a jobsite and even passersby. Although many companies require drug testing before finalizing an employment offer and some do random testing, drug tests on a jobsite can be complicated, explained David Pfeffer, chair of the construction practice group at New York-based law firm Tarter Krinsky & Drogin.
"As an owner or developer, you’re often dealing with people who aren’t your employees, but are employees of many companies, subcontractors and sub-subcontractors," he said. "Every entity has their own testing protocol and unions have varying testing protocols. It’s difficult for the industry to police itself."

Read more

**Tech Toys: Procore, DroneDeploy, TrueLook, more announce new products, software**

Technology is transforming the construction industry not in leaps and bounds, but incrementally - one app update at a time. Software is streamlined every day, drone deliverables are continually enhanced by the pixel and minor bugs in virtual reality platforms are fixed around the clock, for example.

Decision-makers in the construction segment are well aware that digital tools like BIM and technology such as drones and augmented reality have made an entrance that will forever alter the scope of the industry, but many in the space might not realize just how many small advancements are being made all the time to help make their jobs easier.

Read the full article here: [Text Link](#)
Respect

Gary Smith recently gave a speech on labor and training. He asked Thomas Phoenix’s Supervisor, Safety and Training Manager - Joe Allen for help organizing his thoughts. Joe came up with the list below. Perhaps you should copy and paste it above your time clocks!

1. **Be on Time** - When you're late, everyone is late.
2. **Have a Work Ethic** - Work hard and be proud.
3. **Effort** - Give it your best, no one can ask for more.
4. **Body Language** - Carry yourself with confidence.
5. **Energy** - Bring it, no excuses.
6. **Attitude** - Stay positive, it rubs off.
7. **Passion** - Show that you want it.
8. **Be coachable** - You can always learn something new.
9. **Do Extra** - Minimum efforts reap minimum rewards.
10. **Be Prepared** - Focus on your task and look ahead to the next.

Robotics: a steep hill to climb in construction

For the last few years, momentum has been building behind the idea of integrating robotic technologies far more deeply in the construction process, both as a solution to the skills shortage issue and as a stimulant to flagging productivity on sites.

Industrial robots have found a prominent role in automotive manufacturing and a range of other industries; according to the International Federation of Robotics, there are more than two million robotic units in production at factories worldwide, and there is one robot for every five human workers at car assembly plants.

While robots have come online in a big way in many industries, the construction sector has been slow to follow suit. With repetitive, precision-focused tasks and a static, well-controlled environment, factory floors tend to be well-suited to robotic input. By contrast, construction sites in many ways represent the nightmare scenario for robotics developers. Job sites are by nature exposed to the elements and highly dynamic, requiring workers to move around and perform a range of bespoke tasks - all of which pose a challenge to robots, which excel in set, programmable tasks.

"Construction sites are very different from the majority of workplaces in that most of the work takes place outside, in highly unstructured environments," said ABI Research director of robotics research Dan Kara in an interview with CBC last year.

Until relatively recently, these were nigh-insurmountable challenges for robotics manufacturers, while the construction industry remains dominated by
traditional skills and methods, and hasn't been demonstrably receptive to digital innovation.

"The robotic technologies that have been available either haven't presented a true end-to-end automated solution, or they take an inordinate amount of time to set up, or have limitations in terms of materials or their ability to implement different designs," says Mark Pivac, chief technology officer at Fastbrick Robotics, a Perth-based robotics company that is developing a robotic bricklaying system dubbed Hadrian X.

"Secondly, there needs to be a willingness to adapt and change in the construction industry," Pivac continues. "Bricklaying is a great example of a process in the construction industry that has essentially stayed the same for the last 6,000 years."

Read more

---

**Show Your Commitment to Safety:**

**Safe + Sound Week 2018**

The U.S. Department of Labor’s Occupational Safety and Health Administration (OSHA) encourages Americans to commit to workplace safety and health by participating in Safe + Sound Week, August 13-19, 2018.

Over 200 organizations and businesses are partnering with OSHA to promote the importance of safety and health programs. Implementing a safety and health program is one of the most effective ways to reduce injuries and illnesses, and improve business. Effective programs can increase worker satisfaction, improve productivity, and reduce costs associated with workplace injuries.

Establishing a safety and health program is simple. Some steps to get started include worker training, hazard identification, and seeking worker input to maintaining safety on the job.

Participating in Safe + Sound Week is easy. Organizations of any size or in any industry looking for an opportunity to show their commitment to safety can participate. Start by visiting [www.osha.gov/safeandsoundweek](http://www.osha.gov/safeandsoundweek) for more information, resources, and tools to help plan and promote safety events.

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 help 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](http://www.osha.gov).

---

**Tips for Everyone**

**#1 = Stop Whining**: It's time you stopped whining about your work dilemma as it only prolongs the issue. In fact, tell yourself right now "I am going to take ownership of my results." After that, give yourself a reality check and admit that change is needed. If you are not part of the solution, you are part of the problem. Take ownership of your results. Period.
#2 = **Power Off Your Personal Phone**: Don't be texting your friends, spouse, kids, or girlfriend(s)/boyfriend(s) throughout the work day. It's a huge distraction and you know it.

#3 = **Keep Score Of Your Activities**: As the great Vince Lombardi said, "If it doesn't matter who wins or loses, then why do they keep score?" The reality is that you need to track what you are doing on a day-to-day basis. This should include your inside tasks (proposals you have sent and closed) and your outside tasks (productivity on your job site). What gets measured gets done!

#4 = **Invest In Yourself Because No One Else Will**: Since no one, and I repeat no one, will care more about your success than you, take time to get new certifications, read a management book, attend Chapter level training.

---

**The Union Effect on Contractor Safety Management Programs**

CPWR's first Quarterly Data Report of 2018 used findings from a Construction Safety Management Survey to examine the relationship between safety management practices among union and non-union general and specialty trades contractors. The survey was conducted on behalf of CPWR and other construction industry partners in 2017 by Dodge Data and Analytics.

The analysis found a number of noteworthy differences between the two groups, including:

- Nearly 80% of union contractors reported conducting job hazard analyses before starting work, compared with 56% of non-union contractors.
- Sixty-Seven percent (67%) of union contractors reported conducting prompt near-miss investigations after safety incidents, compared with 50% of non-union contractors.
- Approximately nine in ten (87%) union contractors prepared site-specific safety and health plans for their projects, compared with 69% of non-union contractors.
- Compared to non-union contractors, union contractors were more likely to provide OSHA 10-hour and 30-hour training to their employees.

[CLICK HERE](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1130870503492&format=html&print=true) for the complete CPWR Quarterly Data Report, Union Effect on Safety Management and Safety Culture in the Construction Industry.

**TOOLS FOR SAFETY AND HEALTH**

**Hazard Alert: Skin Cancer**

Summer is here, and millions of construction workers will be spending long workdays exposed the sun’s ultraviolet (UV) rays, putting them at elevated risk for skin cancer. The good news is that skin cancer is preventable and treatable if caught early. CPWR's new [Hazard Alert card](https://ui.constantcontact.com/visualeditor/visual_editor_preview.jsp?agent.uid=1130870503492&format=html&print=true) explains how construction workers can protect themselves, and how to identify the signs of skin cancer.
Copies are available for download in English and Spanish, or contact CPWR to order hard copies of the English pocket-size card.

Still wondering why our Accreditation Program AC478 is so important?

- Levels the playing field for assemblers
- Safety and training assurances
- Opportunity to improve operational efficiency and quality of end product
- A standard that code officials and regulatory authorities can use that was written by erectors and manufacturers not code officials
- Fills a void in specification language
- Recommended and supported by MBCEA, MBMA, ICC, IAS, IMPACT, etc.
- Think of the price and return on the investment the same way you consider the purchase of a new piece of equipment
- Documented, systematic way of running your business makes your business more saleable, aids in succession planning
The MBCEA applauds all members who have achieved AC478 Accreditation. Want to get involved? MBCEA members receive free consultative support AND their cost of MBCEA membership is refunded! Contact Jackie Meiluta today.

Get What You Deserve with Proper Contract Management
By: GEORGE HEDLEY  MAY 15, 2013 (an oldie but goodie!)

With low-price and high competition leading the way, contractors need to be firm with their customers and actively manage contracts

In the old days, most contractors had a group of loyal customers who they worked with and often negotiated the final terms and price for construction contracts. When work was busy, construction customers used to have to beg contractors to bid their projects and often just received one or two bids for each trade or scope of work. Therefore, price was not the determining factor in a majority of jobs awarded.

Most general contracts and subcontracts are now awarded based solely on the lowest price. There are so many bidders looking for any chance to bid any job, customers have gotten greedy and taken advantage of the situation and extreme competition. The typical scenario now is for developers and construction project owners to solicit as many bids as they can get, and then work the low bidders for even more blood out of their proposals. The trickle-down effect then permeates down from the general contractor to the subcontractors and ruins the process for every business involved in building projects.

The results are often not pretty as these low-price contractors now struggle to provide the best possible quality and service without getting paid appropriately for doing excellent work. So what is the solution? In the old days, contractors' bids included a little slop, extra money and enough profit to take care of their customers and not be too aggressive enforcing their contracts, managing change order requests and demanding prompt payment. Without any extra money, contractors are now faced with an ethical dilemma. Should they continue to put their customer relationships first, even though they're treated poorly by customers who award solely on the lowest price? Or, should they manage their contracts like their mean and nasty attorneys would like them to?

An eye for an eye

It's time for contractors to take a stand and treat customers as they are treated. This means no more Mr. Nice Guy! When your customer asks you to cut your bid and lower your price, they don't deserve to be treated like royalty. When they don't approve legitimate change order requests, delay getting back to you on requests for information or pay you late or never, enough is enough! It's time to give them the same treatment they give you.

The time is now to start managing your contract like a junkyard lawyer and getting what you deserve. You deserve to get what you are contracted to do and what it requires. This includes timely responses to all requests, prompt approvals of change orders, no verbal agreements, no free extra work orders, pay by the 15th of the month, proper supervision of other trades, a reachable schedule, a constructable complete set of plans, and adequate funds set aside and available to finish the project.

Read Full Article

In The News

New 2018 MBCEA Member, Allen Searcy, was the General contractor on a Project highlighted in the Project Focus portion of the June 2018 Metal Construction News magazine.
Heath Steel's Project was also highlighted.

The MCA published a Best Practices Guide for Stand Seam Roof Clips. It's a great resource.

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 Demyan, Executive Director
Keith Wentworth, President
Jackie Meiluta, Program Manager

Please connect with us

Quote of the Day

"Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses, and some don't turn up at all."

Sam Ewing, American professional baseball player