

Volume 6, Number 1

Sheet Metal Journal

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Western Washington

CONSTRUCTION OUTLOOK 2022-23

Also in this issue:

WIC Week: Envision Equity

Building a Stronger Team



WESTERN WASHINGTON
Official Journal of
Record for SMACNA-WW



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SMACNA Contractors are heating, ventilating, air conditioning (HVAC) and sheet metal experts. They are your assurance of quality in the fabrication and installation of ductwork and air handling systems.

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- Kitchen equipment
- Specialty stainless steel
- Manufacturing and custom fabrication
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STATEMENT OF PURPOSE

The ultimate goal of SMACNA-Western Washington, Inc. is to achieve and maintain the following principles and programs for the sheet metal industry:

1. To establish advertising, publicity, and promotional activities that advise the public of the nature, extent, and availability of services performed by the industry.
2. To promote educational programs to formulate high quality standards of sheet metal construction.
3. To aid in the formulation of uniform sheet metal specifications and improvement of state and municipal codes.
4. To expose fraudulent or misleading advertising or representations intended to deceive the public.
5. To encourage and promote trade practices that will eliminate unfair competition or exploitation of the sheet metal industry.
6. To encourage and promote the establishment of a uniform pattern of payments by customers during the progress of jobs to avoid inequitable payment delays and economic penalties.
7. To provide a forum for the discussion of the common interests and problems of labor and industry, and to encourage and promote harmonious relations between labor and industry.
8. To encourage any proper activity that will increase the efficiency of the industry and its ability to serve the public.

**SMACNA Contractors:
Quality work and professional services**

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CONSTRUCTION OUTLOOK 2022-23

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ENVISION EQUITY

WIC Week 2022 asked members to celebrate the value women bring to the industry and to envision gender equity in construction.

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BUILDING A STRONGER TEAM

Here are six ways to make sure your teams are strong, committed, and confident every, single day.

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LEADERSHIP IS SERVITUDE

In researching the Women in Construction Week feature for this issue, I watched Angie Simon's presentation, held during WIC Week. She recalled her journey through the industry and into her current position, having served as SMACNA National's first female president and enjoying a fulfilling career as CEO of Western Allied Mechanical. Angie's story is interesting and her advice is gold, but the most important thing she left me with was a reminder that leadership is servitude. Being a strong, effective leader means being vulnerable, finding out what motivates others and meeting them there, and building teams that can function well without you, should the need arise. This is a leadership style we see more and more of every day—Dr. Bonnie Henry, Jacinda Ardern, Barack Obama, Volodymyr Zelensky—they all lead from a place of connection and acknowledgement that their primary purpose in leading is serving. That doesn't mean these leaders can't be or are not decisive, assertive, and poignant decision-makers—it just means that while they are being that way, the best of them will be doing it for the benefit of others and the team. That is an important nugget to take away as we contemplate the next two years and implications of the pandemic, global politics, and whatever other unexpected events may come our way.

Forecasts and predictions are limited in their scope, but useful nonetheless. Suggestions that certain industries will be up or down such-and-such percent are a best guess based on past numbers and forward-looking statements, but they don't—they can't—consider upset factors like geopolitical disruption in Eastern Europe or a global pandemic. Beyond percentages, however, they can identify the long-term ramifications of events that have happened already and speculate how these will affect our industry. How does online shopping affect the building market? What do skyrocketing gas prices have to do with labor? Find out more about these and other factors influencing construction this year and next on page 10.

WIC Week is always well celebrated in Western Washington, thanks to the combined efforts of NAWIC and SMACNA-WW. It ran March 6-12 this year and involved a week of speakers and events that commemorated the important



By / Jessica Kirby

Editor, Sheet Metal Journal-Western Washington

contributions women make to the construction industry. Historically, March 8 became the first International Women's Day (around which WIC Week is timed) because on that day in 1917, a mob of Russian housewives took to the streets to protest inadequate food rations and call for an end to WWI. Their protest instigated events that would later bring down the Czar of Russia. In 1975, the United Nations declared International Women's Day to recognize that securing peace and social progress and the full enjoyment of human rights and fundamental freedoms require the active participation, equity and development of women. Today, women have made great strides, thanks in no small part to trailblazers in construction who have bravely stepped into many rooms (and shops) where no one else looked like them and to those who made those women feel comfortable and safe regardless of the status quo. Read about this year's celebrations on page 12 and read to the end for spotlights on some of the sheet metal industry's women in construction.

We all know the importance of building, fostering, and growing strong teams, but do we all know how to make that happen? Leadership expert and speaker John Garfinkle reminds us that building strong teams comes down to a few easy steps that involve engaging others, being collaborative, and remembering that leadership is servitude. See page 16 for more.

We are looking for some great projects to highlight in the next four issues of *Sheet Metal Journal - Western Washington*. Ready to show off your amazing work? Email me at jessica.kirby@pointonemedia.com. ■

SMACNA WESTERN WASHINGTON EVENTS

Supervisory Training, Effective Communication & Action Planning

May 11 | SeaTac Marriot

Mariners Game, SMAC-YA & Membership Mixer

June 16 | T-Mobile Park

Annual Golf Tournament

July 28 | Golf Club at Newcastle

DE&I Summit

August 17 | Hyatt Regency Lake Washington, Seattle's Southport

SMACNA Annual Convention

September 11-14 | Colorado Springs, CO

Oktoberfest Spooktacular

October 27 | The Lounge by Topgolf, Kirkland Urban

Membership Meeting

November 15 | SeaTac Marriott

Annual Holiday Gala

December 2 | W Bellevue Hotel *New Location

Watch your email for event invitations, details, and reminders.

USE THE THREE-QUESTION RULE FOR LIKABILITY

Have you ever had someone ask how you're doing and, after you respond, they launch into an extended talk about themselves?

It's annoying, isn't it? In fact, they're annoying, aren't they?

That's because they show little interest in us and made it all about themselves.

It's human nature for us to want to talk about ourselves. Some people mistakenly think that the secret to winning friends is making themselves interesting to others.

But according to Dale Carnegie, that's not the path to making friends.

"You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you," Carnegie wrote in his classic book, *How to Make Friends and Influence People*.

You'll actually gain more trust and respect from people when you show interest in them. That's where the three-question rule comes into play.

According to a Harvard study published in the *Journal of Personality and Social Psychology*, asking a question, then following up with at least two more questions, will greatly improve your chances of being liked.

According to the authors:

We converse with others to learn what they know—their information, stories, preferences, ideas, thoughts, and feelings—as well as to share what we know while managing others' perceptions of us....

In particular, asking questions that follow up on the other person's responses causes and conveys better listening, understanding, validation, and care.

The question asker's responsiveness, in turn, is likely to cause him or her to be better liked by the question answerer.

This makes sense because we, as human beings, like to share our observations and experiences. In fact, a UC Santa Barbara study found that about 40% of our daily conversations are about our subjective experiences.

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By / John Millen

The researchers concluded that people place a high value "on opportunities to communicate their thoughts and feelings to others" and that doing so "engages neural and cognitive mechanisms associated with reward."

To put it simply, we get a dopamine-type feeling of reward from the same area of the brain that gets excited about food, money, and other satisfying activities.

That's why simply asking up to three questions and listening carefully is an easy way to start or deepen a relationship.

In fact, the Harvard research included an algorithm studying speed-dating conversations. They concluded that "speed daters who ask more follow-up questions during their dates are more likely to elicit agreement for second dates from their partners, a behavioral indicator of liking."

According to Harvard's research, you might not believe that simply asking questions can produce these results. They concluded that, "despite the persistent and beneficial effects of asking questions, people do not anticipate that question-asking increases interpersonal liking."

So, don't take it from me. Believe these Harvard researchers that asking questions and listening might be good for your career, as well as your love life.

Now let me ask you a few questions:

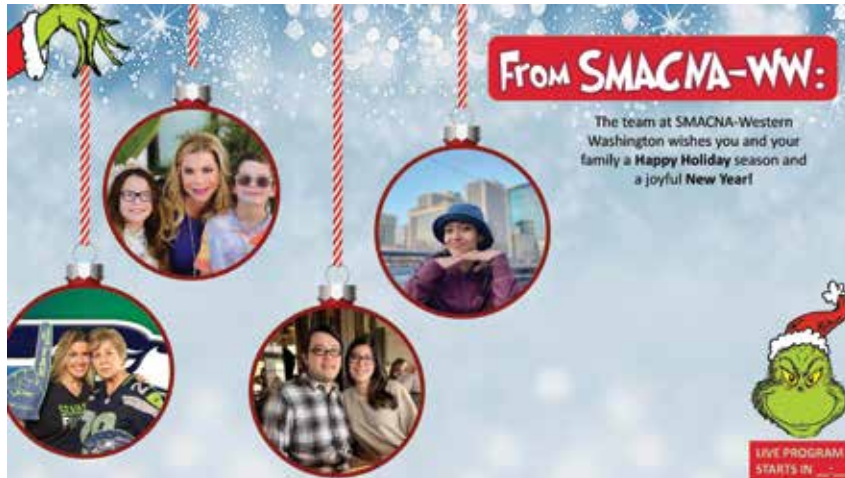
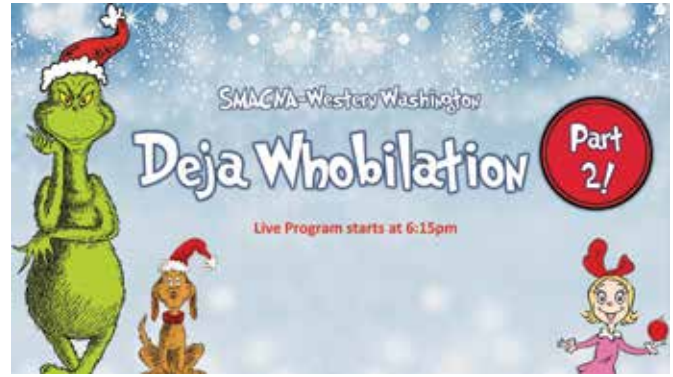
1. When you first engage someone, do you ask a question and really listen to their answer?
2. Do you ask follow-up questions and listen?
3. If not, will you consider giving the three-question rule a try this week?

If you found value in this message, please do me a favor and share it with someone who might benefit. ■

John Millen, communication strategist, believes every person has the ability to develop powerful communication skills to inspire people to action. Since 2004, he has helped more than 7,000 leaders and entrepreneurs grow their businesses and careers with more effective communication skills. Through training workshops and keynote talks, he helps leaders achieve better results with improved communication skills. Learn more and sign up for his newsletter at johnmillen.com

DEJA WHOBILATION PART II

“Every Who down in Whoville liked Christmas a lot, but the the Grinch, who lived just north of Whoville, did not!” For this year’s SMACNA-WW Christmas event, attendees got up close and personal with the Grinch, official holiday spokesperson. Luckily, SMACNA-WW Executive Vice-president Julie Muller had the foresight to put the Grinch under contractual obligation to learn a few human skills before becoming a member of staff, so the celebrations could continue without issue.



Members of the SMACNA-WW board of directors tried as hard as they could to teach the Grinch golf, weight training, and riding a bike—all of which ended in abysmal failure. But with the tenacity typical of sheet metal workers, they finally found the Grinch’s calling and he joined the team as official holiday spokesperson. Find out how the Grinch was on-boarded to the SMACNA team and learned everything he ever wanted to know (and a little he didn’t) about SMACNA standards, tools, and safety in the workplace. Visit youtu.be/0nslj2tVvC0?t=2 for the full story.



More than 200 members enjoyed the premiere of this Deja Whobilation Part II short film, followed by a Zoom afterparty for member networking, a Whoville costume/Santa hat contest, live lip syncing, and grand prize drawing. The Holiday Scavenger Hunt had attendees ready to run and scavenge their houses for jolly holiday items, competing to be the first participant to display each item on the screen. Of course, no holiday celebration is complete without a Holiday Care Package, in which all confirmed attendees received fresh steaks, libations, and other goodies.



The SMACNA-WW board of directors thanked Julie and her “team of elves” in the SMACNA-WW office for a year of hard work, dedication, and commitment, and all are looking forward to a full 2022, hopefully complete with more and more in-person activities. ▀

SMACNA WESTERN WASHINGTON'S CRAB FEED 2022

February 4, 2022, was SMACNA-Western Washington's Annual Crab Feed, a day of delectable goodies and a nod to crab feed events from the past.

Participants picked up their jam-packed crab coolers from three locations: Airstest Co, LLC in the north, Hermanson Company in the south, and from the SMACNA-Western Washington office in Bellevue. Each cooler contained all the fixings for a home-cooked seafood boil for two, including succulent Dungeness crab, white shrimp, andouille sausage, corn on the cob, red potatoes, fresh garlic, white onion, lemon, and bay leaf and spices. Crab connoisseurs topped of their meals with dessert—two large chocolate chip Health Crunch pecan cookies—and Local 66 beer. The seafood boil was graciously prepared by John Howie Catering. The Local 66 beer—created by Local 66 members—was a light but flavorful American-style premium lager brewed with pilsner malt and flaked rice.

After picking up their crab coolers, participants were invited to take a stroll down memory lane at their leisure with a compilation of pictures from SMACNA Crab Feeds gone by.

A special thanks from the SMACNA-WW office to everyone who signed up for the 59th Annual Crab Feed Celebration. Make sure to join us next year for the 60th annual event! Watch your email or connect with Patricia at the SMACNA-WW office for information or to view the photo collection. ▪



SMACNA WESTERN WASHINGTON LABOR-MANAGEMENT INDUSTRY EVENT Winning Together with Kevin Brown, Motivational Speaker and Author – March 31

Motivational speaker and author Kevin Brown is passionate about helping people and organizations embrace a simple philosophy that separates world-class organizations and high-performance people from everybody else—he calls it The HERO Effect®.

Through his books and presentations, Kevin entertains, inspires, and challenges people to show up every day and make a positive difference at work and in life.

On March 31, all SMACNA members and Local 66 members were invited to join the team at SMACNA-Western Washington for the 2022 Labor Management Industry Event at the Hilton Seattle Airport and Conference Center. Guests enjoyed an early networking reception with appetizers before

hearing from Brown, keynote leadership speaker and author of *The HERO Effect: Unleashing Your Hero*.

Attendees received a signed copy of Brown's book titled, *Unleashing Your Hero: Rise Above Any Challenge, Expand Your Impact, and Be the Hero the World Needs*. There were also giveaway prizes, including up to \$500 cash prizes, electronics, and Seahawks tickets.

Brown's unconventional path to success has taught him that winning in business and life requires anything but conventional thinking. He is now on a mission to help people and organizations embrace a simple philosophy that separates world-class organizations and high-performance people from everybody else. Learn more at kevinbrownspeaks.com ■

SMACNA, MCAA, NECA AND RELEASE A JOINT TOOL AND EQUIPMENT RENTAL GUIDE Joint Publication Promotes Equipment Transparency For Industry Contractors

SMACNA, the Mechanical Contractors Association of America (MCAA), and the National Electrical Contractors Association (NECA) have released their joint publication, the *Tool and Equipment Rental Guide*. The publication is available through each association and is a robust guide to equipment recovery costs for mechanical, electrical, line, and other construction contractors.

While all three organizations have in the past published versions of the *Tool and Equipment Rental Guide* this joint edition is a new effort. The nearly 200-page guidebook offers insights on contractor-owned equipment to ensure industry professionals have the most updated costs to inform internal estimating, project proposals for new and potential customers, and cost accounting efforts.

“Having reliable and comprehensive tool pricing data enables our contractors to provide their clients with accurate and reliable bids,” said Aaron Hilger, CEO of SMACNA. “This multi-trade research supports our members and provides signatory contractors with the information they need to provide the highest standards of quality and service in the construction industry.”

Construction tools and equipment are an essential part of any contractor's business and can represent a significant investment. In addition to the large initial investment and the provision for eventual replacement, expenditures must be made for maintenance and repair, storage and handling, insurance, taxes, and interest. The comprehensive coverage of tools and equipment lends itself useful to a wide range of contractors who can benefit from transparent pricing.

This year's guide includes an expanded and enhanced rates selection experience. New equipment has been added and updated list prices across multiple industries are available for equipment, such as aerial lifts, air compressors, air tools, compactors, conduits and other raceway tools, connection and splicing tools, cranes, and much more.

As the construction industry experienced shifts in equipment availability, pricing, and usage because of the pandemic, rates were impacted more dramatically compared to previous versions. EquipmentWatch, the leader in data, software, and insight for the heavy equipment industry, worked with SMACNA, MCAA, and NECA to consolidate their most recent guides and incorporate rental rates based on shared types of equipment. The rates within the report are derived from EquipmentWatch methodologies used in the construction industry and consider purchase price, depreciation, maintenance and overhaul costs, indirect equipment costs, and average annual use hours.

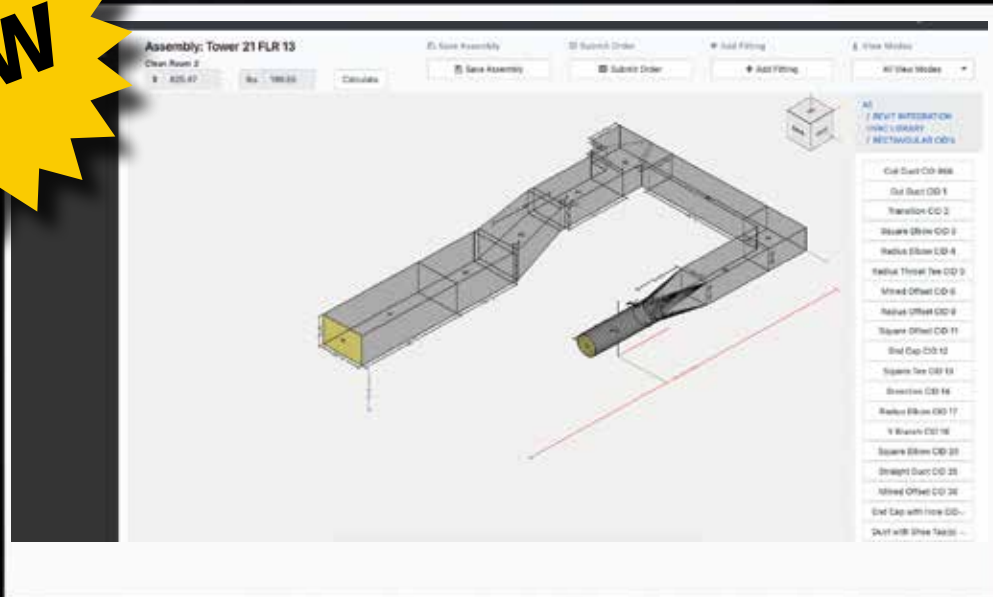
“With a shared goal of helping our members stay competitive, SMACNA is proud to collaborate with MCAA and NECA on this *Tool and Equipment Rental Guide*,” Hilger says. “It is a valuable resource that will support the important work of our collective contractors and their businesses.”

The *Tool and Equipment Rental Guide* is now available for members to access and/or download. In addition to the PDF, members of all three associations can access the guide via an enhanced web portal on each association's respective website. For more information, visit smacna.org. ■

continued on page 23

INTRODUCING THE BUILDCENTRIX ASSEMBLY BUILDER

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KEY FEATURES:

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- Generates a cost and price for material and labor, plus budgeted fabrication time
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Construction Outlook 2022-23

By / Jessica Kirby

Higher inflation, ongoing labor challenges, and a slowly improving supply chain will shape construction for the next two years

The forecast for 2022 is positive in the Greater Seattle construction market. Experts predict 6% growth for 2022, a rate that will see steady increased and an eventual return to near-normal levels. Beyond that, the industry may experience a slight contraction, mostly because of residential and pre-pandemic projects wrapping up. It is important to note, however, that residential construction accounts for more than half the volume of construction in the market, which means large, multi-trade contractors may not feel fluctuations as deeply as those focused primarily on residential and service contracts.

Growth hasn't been entirely even, either. Seattle's Eastside has seen several new projects, while downtown has cooled a bit and now has a surplus of office space. Tech firms like Meta and Amazon drive demand for office space and housing, but with work-from-home and hybrid work arrangements in place, this demand remains in precarious balance.

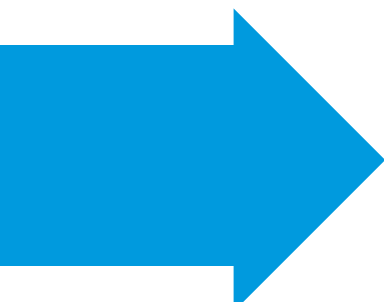
Even with the slight dip expected for 2023, the Seattle market continues to hold important opportunities as the city is expected to invest heavily in sustainable and green initiatives. Seattle set a carbon neutral goal back in 2010 to divest from fossil fuels by 2030 and become completely carbon neutral by 2050—and these deadlines are fast-approaching. Implementation and forward-looking plans for a greener city are top of mind. Public transportation investments (to reduce commute-related

pollution and traffic) include trams, light-rail, and mixed-use developments. New powerplants to address dependence on fossil fuels, and greener buildings (like Climate Pledge Arena, which recycles rain water into ice for the Seattle Kraken to play on) are on the horizon.

Labor is always a focus for the entire construction industry, and although shortages still exist, the labor market is showing improvement, thanks to involved and collaborative recruitment strategies. There were labor gains in 2021, but demand has outpaced volume, so further recruitment and retention action is needed.

Associated General Contractors of America (AGCA) published a study at the beginning of the year, which reported that most metropolitan areas have not seen the labor success the Seattle market has experienced over the past two years. While less than a third of the 358 urban areas in the study saw construction job growth since the onset of the pandemic, Washington saw construction employment rise 2%, adding 222,000 jobs to the state economy. Seattle, Bellevue, and Everett combined for a 5% growth in construction jobs, and Seattle alone added 5,300 new construction jobs. The Tacoma-Lakewood area came in a close second with a 4% increase.

This follows a significant national drop between March 2020 and March 2021, which indicated a 57% decrease in work

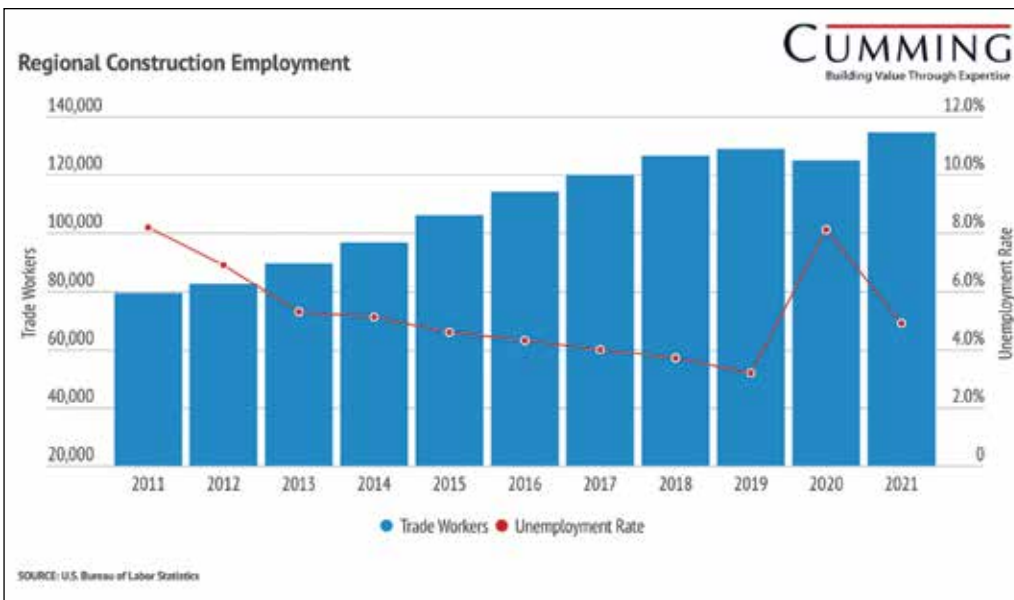


Total Construction Market Volume by Sector (x \$1m, Nominalized 2012\$)

CUMMING
Building Value Through Expertise

HISTORIC ☺ ☹ FORECAST

Sector	2016	2017	2018	2019	2020	2021	2022	2023
Total Increase	Y-O-Y %	2.2%	-9.2%	3.8%	3.4%	-1.8%	1.4%	0.9%
Residential	Y-O-Y %	1.9%	-14.7%	8.6%	12.7%	-2.3%	-1.6%	-0.5%
Commercial	Y-O-Y %	3.1%	1.1%	-4.1%	-10.5%	-6.9%	-0.8%	-1.4%
Manufacturing	Y-O-Y %	-3.8%	7.9%	-16.0%	-9.8%	-1.1%	6.6%	5.0%
Healthcare	Y-O-Y %	-1.9%	-2.4%	1.4%	-4.1%	-2.5%	5.1%	2.8%
Education	Y-O-Y %	2.5%	2.9%	-8.1%	-7.9%	-1.8%	1.8%	1.4%
Other Struct*	Y-O-Y %	4.1%	-1.2%	7.5%	-10.9%	-4.3%	7.1%	6.0%
Infrastructure	Y-O-Y %	3.9%	-3.8%	-1.8%	-12.7%	5.3%	12.8%	4.4%



in construction because of supply chain disruption, canned projects, and the soaring cost of building materials.

And this is, of course, the issue on everyone’s minds: supply and materials. The cost of construction materials rose during the fourth quarter of 2021 at a national average of 1.5%, according to a new report. Seattle led the survey with a 5% quarterly increase. Last month, a report from the National Association of Home Builders (NAHB) blamed rising costs for building materials like lumber adding \$24,000 to the average new home price.

An article in *ACHRNews* says large HVAC manufacturers have seen increases in annual sales over the past two years, thanks to continued consumer spending and increased interest in IAQ, but supply chain issues continue to pressure timelines. Robert Dietz, NAHB’s chief economist, says policy makers will play a key role in creating a solution, although inflation will be a top economic challenge for 2022 and 2023. Any help policy makers can offer by improving supply chains will help fight inflationary pressures, he says.

Anirban Basu, economist with the Sage Policy Group, spoke at the 2022 Partners in Progress Conference about inflation, the US economy, and what to look out for moving forward.

“The economy is an egg and we broke it,” Basu said. “It has been difficult to reconstitute due to several important market issues.”

He discussed key trends affecting spending, labor, and ongoing pressures and opportunities. For example, 68% of Americans want to work remotely, which both changes current and future demand for office space and drives growth in the modernization of existing office space. Malls are seeing less foot traffic because of online shopping, but these spaces may be retrofitted for other uses, including fulfillment facilities or even multi-residential housing.

Overall, Basu said, American and Canadian commercial construction investment is not going to be strong going forward, and elevated supply costs are going to delay growth in this sector as developers wait to proceed until costs decrease.

He forecasts that consumer misery resulting from inflationary pressure is driving increased shopping dollars, which means general consumer spending is up. While the supply chain still suffers, it is improving with more noticeable changes coming this fall. Supply issues will continue into 2024, however, partly because of on-going labor force shortages. Young people are more concerned about work life balance, so this can’t be solved by money.

In 2022, school construction is expected to rise, inflation will continue to grow, but supply and services will keep up with demand. That means higher than average economy-wide inflation, increased interest rates, and rapid declines in commodity prices are all on the books for this year.

There is an enormous appetite for manufacturing coming home to the United States, as this would better protect intellectual properties and minimize shipping costs, but labor continues to be a problem that may delay progress in this area. He says that because America’s population is growing very slowly, improvements in the labor supply will rely on changes to legal immigration policies and the introduction of productivity-focused technology.

As far as environmental mandates and their effects on construction, oil production is down and the discussion is about net zero goals. The change to renewable means oil companies are trying to get ahead of the curve, and oil prices will continue to grow until the electric car industry takes hold. ■

Envision Equity for WIC Week



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By / Jessica Kirby

Women in Construction (WIC) Week is an opportunity to amplify women's voices and an opportunity for them to show appreciation for one another and all they do to make construction better, says a representative with the National Association of Women in Construction (NAWIC).

WIC Week ran March 6-12, and the theme this year was Envision Equity, with a focus on raising awareness about the wide range of opportunities and roles available for women including tradeswomen, project managers, administrative positions, and business ownership.

"As we know, they [women] make up a very small population in the construction industry, so we really want to be able to amplify their voices and raise awareness that women are here, they are a valuable asset to every single construction company, and they bring so many great skills," said Makenzie Plusnick, communications manager with NAWIC, in a press release. "It's important that construction companies are aware of the importance of adding women to their team."

Every year, the team at SMACNA-Western Washington knocks WIC Week celebrations out of the park, and this year

was no different. Although the presentations were virtual, they were informative, engaging, and just plain fun.

The festivities kicked off March 6 with the All State Hot Chocolate 5K Race, including a 15K virtual option. The event brought members together for fun, fitness, and camaraderie.

On Monday, the NAWIC Puget Sound Diversity, Equity, and Inclusion Committee and special guests gave a free virtual presentation that included a DE&I Panel. Guests included Rita Brown, President/CEO, BCC+; Ally Jencson President/CEO, Frontline Floor Coverings; Jeanette McArldle Project Executive, Prime Electric; Jennifer Morales, Underwriting Consultant, CNA; Melanie Ryan CEO, MFR Coaching Consulting; Shannon Tymosko, Electrical Apprentice, IBEW Local 105; and Gerri Harris, President, G. Harris Consulting, LLC.

There's no one better to speak on Shattering the Glass Ceiling than Angie Simon, president of Western Allied and immediate past-president of SMACNA National. She gave a virtual presentation on Tuesday that encouraged strength, confidence, and innovation as men and women move forward

“A good, humble leader realizes they don’t need to know everything; they just need to hire good people around them.”

—Angie Simon



Angie Simon, CEO of Western Allied Mechanical and immediate past-president of SMACNA National.

into a new future for the sheet metal trade and the construction industry in general.

Angie told her story about how her father encouraged her to follow her interest in engineering, about how one of her first bosses told her he was a chauvinist and challenged her to convince him to change, and about being asked to leave a construction trailer because girls weren’t allowed—even though she was the project manager on the job. She also spoke of the great honor she has felt building a team as CEO at Western Allied, about finding balance between speaking out and getting the job done, and about the women and men with whom she has collaborated to build an admirable and rewarding career in sheet metal.

She left listeners with three important pieces of advice:

Leadership and learning are indispensable to one another.

“I have always said I want to learn something new every day,” Simon said. “Learning helps me be a better leader. And I learn from everyone—interns, other contractors, my peer group, and SMACNA board members.”

A good, humble leader realizes they don’t need to know everything; they just need to hire good people around them.

“My former boss said it was his goal to surround himself with people smarter than him,” Simon said. “I have done that same thing, and our team at Western Allied is amazing. If I were gone tomorrow, the team would be fine and continue on without a problem. Leading is about serving the organization. If you are a good leader, you will have enabled them to be good and you should be proud of that.”

Routine is the enemy of innovation. “If you catch yourself saying, ‘I do it that way because I’ve always done it that way’, don’t be afraid to shake things up because change is hard but it’s good,” Simon said. “We are always changing, and if you aren’t, you aren’t moving forward.”

Members gathered Wednesday morning for AGC Culture of Care, a virtual breakfast and presentation meeting spotlighting ANEW and Arcade Wayfinding.

Kim Peterson of Uniquely Savvy knows the importance of making a name for yourself in the business world. She said everybody has a personal brand and that *you* are your brand. In her presentation, she shared that people need to buy into your personal brand before they buy your product, service, ideas, or brand of leadership. The question then becomes, “How can you holistically and authentically package to S.E.L.L. (speak, engage, look, and lead) the brand called “you” out loud with confidence, clarity, presence, influence, and impact?” In her presentation, Peterson shared tips for understanding what a personal brand is, why it’s a critical cornerstone in one’s professional development, and how you can begin to build and harness yours to attract more of who and what is right for you in your career, business, and life. Who wants to achieve greater fulfillment, confidence, and success with greater ease? You do.

Finally, to wrap up a fulfilling week of reflection and celebration, members enjoyed a virtual guided Loving Kindness Guided Meditation with Envision Equity Integration with Be Mediation. Anahi Russo Garrido, PhD, instructor with Be Mediation, began practicing meditation in 2001 in Mexico City and has studied Zen meditation since 2006. She is a graduate of the Sage Institute for Creativity and Consciousness, Meditation Leader Training Program and holds a PhD in Gender and Women’s Studies. She is the author of *Tortilleras Negotiating Intimacy: Love, Friendship, and Sex in Queer Mexico City*. She also teaches college and writes on transnational feminist and queer theories and immigration, and is developing a new writing project on meditation and activism.

Envision Equity for WIC Week

WIC Week included a clothing drive all week for Rosie's Closet—a resource set up to reduce barriers women face when entering the construction industry. In an effort to support female apprentices and others who are new to the skilled trade occupations, Washington Women in Trades created a women's work clothes clearinghouse called Rosie's Closet. Recognizing that job site clothing is both expensive and not readily available, Rosie's Closet is committed to reducing barriers to women in the trades, providing access to the gear they need to be safe and comfortable on the job.

Learn more | wawomenintrades.com/rosie-s-closet

Donate or shop Rosie's Closet | Drop-off at ANEW, AOP's Kent Training Center, PSF, Hermanson, SMACNA-Western Washington, Holaday Parks, or ACCO.

Shop for Rosie's Closet at Amazon Wish list: [amzn.to/34ALVEL](https://www.amazon.com/wish-list/B08L34ALVEL)

NAWIC's first official WIC Week took place in September 1998. In the 20 plus years since, WIC Week has grown to become an event recognized industry-wide for encouraging networking, connection, sisterhood, and building a strong community of construction women. As WIC Week gained momentum, the event was moved from September to March to coincide with Women's History Month. This enabled WIC Week events to cover a wider range of topics related to women's struggles within the workplace in general, including the history of women's rights, striking balance as working mothers, and how to be a mentor for young girls.

Learn more at NAWIC | nawicpugetsound.com

2022 WIC SPOTLIGHTS

Words and photos courtesy of SMACNA-Western Washington



I started drafting in high school and loved it. It wasn't long after that when I decided drafting was my future. In the early days of my career, I did irrigation drafting and designing. After deciding I needed more of a challenge, I discovered mechanical drafting and found my place on the Holaday-Parks team. Watching projects go from conceptual sketches to real-world objects still amazes me.

The most interesting project I've ever worked on was the Seattle Space Needle—there is no other building like it. And my most memorable project was the Four Seasons Hotel in downtown Seattle. This was the first jobsite I ever visited that I had worked on, and I've never forgotten the impact that visit had on me.

Being a woman in a male-dominated industry has meant having to prove myself as an expert and build trust with others in the industry so they believe in me and my abilities. I have also had the opportunity to bring different ideas from a different perspective to each project—which I feel makes a better-rounded team.

I've been at Holaday-Parks for 17 years and consider the people there my "work family." I feel as close to some of my HP coworkers as my actual family. Within the CAD department, the atmosphere feels like I'm spending time with friends—we joke, laugh, and communicate openly and easily. The team works on projects from small to complex. We all collaborate and learn from each other, and I know my role as a CAD professional is important and more than "just drafting." Looking ahead in my career, I'd like to start programming in our 3D drafting software (BIM) to automate tasks and assist with faster layouts and designs. BIM will be an exciting challenge for me, and I'm ready to add this to my skillset.

For those women out there thinking about a career in the construction industry—the sky is the limit. There are construction jobs in an office as well as at a jobsite. My advice would be to work hard and take advantage of all the learning opportunities that cross your path. Who knows, that next opportunity might just be working on the Space Needle! ■



I interned with ACCO Engineered Systems in Orange County, California, during my last summer in college. During my internship, I was exposed to a variety of projects and enjoyed the collaborative and hands-on environment that accompanied the construction industry. Following graduation, I returned to ACCO full-time as a design engineer. Throughout the course of my career, I've relocated to ACCO's Seattle office, worked to develop our internship program, and have worked closely with our construction department to improve interdepartmental communication.

When I first started working in the construction industry, I felt a pressure to fit a certain mold. It took many years for me to realize that my differences were strengths. I began to shift the perspective I had of my peers from "comparative" to "combinative." Environments that are diverse in skills and personalities curate well-balanced teams, promote a healthier working culture, and ultimately produce higher quality deliverables. ■



The year I officially entered the construction industry was 1989. What I love most about my career is that every day is different. I'm part of a team that builds places for people to work, live, play, and be cared for. I've worked for general contractors, electrical contractors, envelope remediation engineers, and now a mechanical contractor. I have completed ground-up facilities, tenant improvements, high-tech grocery stores, medical clinics, re-surfacing on a high-rise tower, and service.

Two projects are high on my list of most memorable. First, Lumen Field and Exhibition Center. To be part of the electrical team responsible for power and personally tracking over 260,000 light fixtures was amazing. The most challenging project was as an owner representative on a 26-storey building in Miami, removing stucco that was failing and replacing it with a new water barrier. Hanging in a swing stage 25 storeys above the ground is exhilarating and frightening!

My current role as service manager with Holmberg Mechanical has been an amazing road in my career path. I learn something new each day, have a great team to work with, and the opportunities are endless. ■



I was inspired to join the construction industry by a mentor I had while at University of Washington. He was a project manager and described how rewarding the construction industry could be. My boyfriend also inspired me to join the industry, as he works for an electrical contractor. After graduating, I attended a career fair and was offered a position as a field controls technician at a controls contractor. Around a year later, I leveled up to a mechanical contractor, and I am now working as a project engineer.

It's important for women to be in the construction industry because it helps bring more women into the industry. And with more women in the industry, it's a step toward making the industry more diverse and better overall. There are several women in leading roles at my company that inspire me. ■



After completing my bachelor's of science in Chemical Engineering at San Jose State University in 2014, my career path led me to the construction industry as a part of the project management and operations team at Miller Sheetmetal.

As a project manager, I'm instrumental when it comes to working with the engineering and owner teams by adding a level of mechanical understanding to the contractor role. I most enjoy the technical difficulty of every project and building positive work relationships with our end customers.

I believe women should be in construction because we bring diversity, different perspectives, and a detail-oriented organizational strategy that ensures overall project and company success. ■



Strategies for Building a Stronger Team and Intrapersonal Relationships

by Joel Garfinkle

In business, the main focus is often on the bottom line, and things like relationships get pushed to the back burner. But relationships are important in business, whether you are talking about relationships with your customers, your team members, or even yourself. By putting strategies in place to improve team building and intrapersonal relationships at work, you'll not only enjoy a happier, healthier workplace, you might also see a positive impact on the bottom line, as well. Here are six strategies to help you build stronger team and intrapersonal relationships among your employees.

1. Set clear expectations.

Are you trying to establish an overall environment where everyone feels like they are part of a big team working together toward a common goal, or are you trying to establish a smaller group to work on a specific project? Either way, letting people know that you are continually assessing your succession plan lets them see where they fit in the big picture and what potential their future holds. When people know where they are headed, they will get there with fewer headaches and setbacks, for themselves and for you.

2. Share your knowledge and encourage them to share theirs.

Encourage them to read articles on leadership skills. Start some lively discussions about what everyone is reading. Then, if someone has a problem that you can help with, speak up. By sharing your expertise, you not only save the person the time

and trouble of searching for the solution, but also you earn their respect and trust, which makes the whole team stronger. On the flip side, ask for advice and be willing to listen to their ideas and implement them in your own projects.

3. Say good things about other people.

It makes people feel good to hear that you're praising them behind their backs. Too many times, the only things people say when you're not present are negative. Turn that around to show your team members that you really are on their side and that you support their efforts.

4. Encourage collaboration.

Encourage employees and team members to form smaller teams to a specific project, task, or goal. Working together on a project is a great way for people to get to know each other better.

5. Ask questions.

This is a great way to get a conversation going. When you ask questions, the person you're talking to feels like you're really interested in what they have to say, which makes your relationship stronger.

6. Develop your friendship.

Friends do other things together besides work. Whether it's golf, bowling, or participating in a charity project together, activities outside of work help cement your friendship and



make it stronger. Spending time with people shows them that they are important to you.

To help good employees become all-stars, consider enlisting the help of a trusted coach who can help them build their executive presence capabilities. You'll see them progress further and faster when they have expert guidance on top of the support you give them.

Building strong intrapersonal relationships within your team creates a work environment that is more conducive

to working together and getting things done. This increased productivity affects the company's bottom line and makes your entire team more valuable to management.

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The Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) is an international trade association representing contracting firms throughout the United States, Canada, Australia, and Brazil. The mission of SMACNA is to create a competitive advantage for SMACNA members through industry education, labor relations, standards development, industry representation, and business studies. SMACNA members are innovative and forward-thinking sheet metal contractors who specialize in Heating, Ventilation, and Air Conditioning, Architectural & Industrial sheet metal, Manufacturing, Testing & Balancing, and Energy management.

Sheet Metal and Air Conditioning Contractors' National Association - Western Washington Chapter
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LEGISLATIVE SESSION SHORT BUT PRODUCTIVE

The Legislature ended its 60-day session on time with a big bump in state spending, no new taxes, and a 16-year transportation funding package. Despite the fiscal impact of the pandemic in general, Washington state had a lot of additional revenue to spend this year. Republicans argued for tax reductions. Democrats gave small business a break on business and occupation tax but did not agree to broad tax reductions or even smaller proposals for tax relief, like a sales tax holiday for school supplies, free state park passes, or removal of sales tax on diapers.

The majority party used the additional funds for a multitude of general fund expenses, growing the state operating budget in a supplemental year by 24% to reach \$64.9 billion. The two-year budget adopted last year was \$59 billion. In a rare move, the budget leaders also agreed to transfer \$2 billion to prop up the transportation budget, which saw a big decrease in transportation revenue from gas tax and other sources during the pandemic.

Transportation package with no gas tax

Contrary to expectations, the majority party succeeded in adopting a 16-year \$17 billion dollar transportation package—without a gas tax increase. The money will come from the state’s carbon reduction auction system passed last year, increased transportation related fees, and two existing funds used for infrastructure and pollution. The carbon money will be dedicated to transit, ferries, and other non-road programs. The rest of the funding will support road projects, most of them in the Puget Sound region.

Climate change and conservation—what passed and what didn’t

Governor Inslee’s package on climate change had an emphasis on reducing greenhouse gas emissions and, specifically, the use of natural gas. SB 5722 is the only bill from his package that made it across the finish line. SB 5722 will lower the existing threshold for the current clean buildings law for commercial and multi-family buildings from 50,000 square feet to 20,000 square feet. The clean buildings law requires building owners to do energy benchmarking and related conservation retrofits—work SMACNA contractors perform.

Three other bills in the Governor’s climate package did not pass. They included: requiring gas utilities to scale down the use and deployment of natural gas for residential and commercial; allowing publicly owned electric utilities to use rate payer money to offer incentives to customers to switch from gas to electric; and directing the state Building Code Council to adopt a net-zero ready code for new buildings by 2031 and authorizing reach energy codes for cities and counties.

The Legislature adopted HB 1280, a bill that establishes a state policy to have public buildings analyze the cost to construct all-electric facilities and requires the Department of Enterprise



By / Kathleen Collins,
Government Relations Consultant

Services to develop lifecycle analysis guidelines for all-electric systems. On the conservation front, the Legislature also passed HB 1768, a bill that expands the use of performance-based contracting for public facilities to include conservation from distributed energy resources, such as energy storage, demand response, EV charging, and grid-interactive efficient buildings. HB 1619 adopts new energy efficiency standards for several appliances, including residential ventilating fans and air purifiers. For SMACNA contractors who do solar, HB 1814 will provide an opportunity to partner with a utility or non-profit to do community solar projects for low-income properties. The Legislature is dedicating \$100 million for community solar projects over the next ten years.

Contracting and contractor issues

Two tax break bills passed with labor standards tied to them. HB 1846 requires the use of project labor agreements or community workforce agreements to qualify for tax breaks for data center projects planned for the Puget Sound area. Similarly, HB 1988 provides a tax deferral for building clean technology manufacturing facilities with repayment amounts tied to how many labor provisions are used in the contract. These include contracts with women, minority, and veteran-owned businesses, use of apprentices, and execution of a project labor agreement or community workforce agreement. Use of all the labor standards forgives the entire tax deferred amount.

SMACNA worked with Local 66 in 2020 to pass a law improving inspections and specifying worker training requirements for fire life safety systems in commercial buildings. SMACNA had concerns with HB 1971, which was introduced this session and would have relaxed the training criteria for contractors who work on smoke control and fire control systems and weakened the inspection requirements. HB 1971 did not pass out of the House. We expect there may be continued discussions on the issue over the interim.

Employment and other bills of interest

In the first few days of session, the Legislature responded to concerns about the controversial long-term care insurance law

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TIME TO UPDATE YOUR EMPLOYEE HANDBOOKS

With the first of the new year reporting and organizing deadlines completed, it's a good time to consider updating your employee handbook. While it's tempting to overlook regular reviews, employees often go to the handbook first with questions about time off and unexpected absences. Keeping up with key legislative changes in Washington that affect these kinds of policies is important to both (1) inform employees about their rights and (2) to protect the company from needless complaints to local and state agencies tasked with overseeing employer compliance with the ever-growing list of employment protections in Washington state. The following handbook policies deserve special attention right now.

Washington State Paid Family Medical Leave (PFML)

Beginning July 2021, Washington expanded its paid family medical leave entitlement to include some household members. Specifically, Washington now defines "family member" to include "any individual who regularly resides in the employee's home or where the relationship creates an expectation that the employee care for the person, and that individual depends on the employee for care." RCW 50A.05.010(11). Perhaps realizing the potential burden on employers, the legislature limited coverage so it does "not include an individual who simply resides in the same home with no expectation that the employee care for the individual." Because the state administers PFML, the state presumably determines if an employee's household member meets the expanded definition. Thankfully, this expanded definition applies only to PFML and not any other type of leave (for now at least), so employers should be careful in revising their policy to avoid confusing employees.

Washington Paid Sick and Safe Leave

No legislative changes have recently passed regarding this law, but employers using the state's sample policy language may benefit from streamlining their current policy. The state sample policy is long and can be confusing. Your experience administering the policy can help you identify the key elements you need, and a legal review can ensure that you maintained any elements required by state law to be included in a written policy.

Work From Home

Some workplaces plan to continue work-from-home arrangements indefinitely. A carefully worded work-from-home policy is key to setting employee expectations, monitoring employee performance, and protecting the employer from unnecessary workers' compensation claims.

New Legal State Holiday

The Washington legislature officially recognized June 19 as a state holiday in the 2021 regular legislative session, stating: "The nineteenth day of June, recognized as Juneteenth, a day of remembrance for the day the African slaves learned of their

freedom." RCW 1.16.050(1)(f). Employer are not required to give employees time off for recognized state or federal holidays, but it has become an established practice in many workplaces. For employers who regularly grant time off on state holidays, it's a good time to add June 19 to their list of recognized holidays. We are ready to assist you in your handbook review at Employer Solutions Law. A typical handbook review for an existing 30-40 page handbook takes approximately four to five hours of attorney time, which varies depending on handbook length and missing content. Making this investment now will help you avoid or minimize disputes, distrust, and disruption in the future. ■

Sarah Capelli has worked over 15 years in employment law representing business owners and managers. She has defended employers against charges of discrimination, wage and hour violations, wrongful termination, and more, but now devotes her practice to general advice. When not working, Sarah enjoys spending time with her husband, two children, and their family dog. They particularly love exploring the great outdoors.



By / Sarah Capelli



CONTRACTORS AND SUPPLIERS

SMJ-WW is on the lookout for interesting HVAC, architectural sheet metal, testing & balancing, and industrial / specialty news and feature topics. If you have a great idea or notice an industry issue that needs addressing we would love to hear from you.

Reach out to jessica.kirby@pointonemedia.com or call 250.816.3671 to share your ideas.

CABLE VS TRADITIONAL METHODS OF SUSPENSION FOR HVAC SERVICES

Looking forward...

Before addressing why a contractor can greatly benefit from switching to cable for the suspension of HVAC services, I must first address our conditioned response to change.

Generally, as a species, we don't like change. We know this about ourselves. Even when we know change can help us, it doesn't mean it's any easier.

For instance, if you tell yourself that you're going to wake up early every morning and go for a run. Intuitively, you know that this is a smart decision, but when your alarm clock goes off at 5 am and it's pouring rain outside, you will find any excuse to hit snooze and go back to dreamland. However, if you do make it out of bed and into the elements, you'll find that it was the right decision after all and that you feel infinitely better throughout your day because of it.

Change is unnerving but sometimes necessary to reach new heights. It's not always comfortable and it's unfamiliar, but it can lead us towards massive personal and professional improvements. What if the great Henry Ford was happy with the old horse and buggy and didn't see the need to develop our mode of transportation into an automobile?

"If I had asked people what they wanted, they would have said faster horses."

— Henry Ford

How to defuse fear of change within an organization

Communicate often and thoroughly, and set expectations and benchmarks to better help employees understand everything they need to know about this change. Explaining why the change is required is always helpful. When employees better understand why this change is necessary for the company, it's easier for them to get on board with it, and perhaps even become a supporter for change. By fully explaining the 'why' behind the change, employees will see the benefits of the adjustment, instead of harboring a close-minded view of what is to happen in the future.

So, why should you consider cable as opposed to suspending ductwork with traditional methods such as threaded rod, strut, and hanger strap? Please allow me to explain why you may want to consider a change.

Benefits of switching to a cable suspension system

Significant time and cost savings on your project
It's been the experience of contractors throughout Canada



By / Ryan Kinsella
Territory Manager, Gripple

and the United States that a contractor can save up to 85% on installation times when you use cable suspension kits compared to traditional methods. As a pre-engineered solution, not only are cable kits faster, no pre-work, such as cutting or filing, is required. This ability to save time and labor by using a cable system is arguably the most attractive benefit that contractors can look forward to experiencing.

Health and safety

Some cable suspension kits are ready to use straight from the box, removing the need for potentially hazardous hot works and cutting on-site. In addition, these involve massive material handling reductions. For example, 150 lengths of 10 foot 3/8 threaded rod weighs in at ~500 lb. The comparable material needed for cable would weigh approximately ~20 lb. This is not only a huge material handling savings but think about the overall weight on the structure.

Considerable reductions in packaging, vehicle movements, and embodied CO₂

For every meter of cable specified to replace the threaded rod, it is estimated that a saving of 2.66 lb of embodied CO₂ is made. This equates to total embodied CO₂ savings of up to 95% when switching from threaded rod to cable. In 2018, the use of cable suspension systems rather than traditional methods delivered an estimated CO₂ saving of 120,000 tons in North America.

Alongside material savings, one can also ensure significant reductions in vehicle movements by providing pre-engineered solutions in a compact, one-foot-square cardboard box full of pre-prepared, ready-to-use kits. The solutions are easily transported and handled on site when compared to traditional systems, which involve 10-foot lengths of threaded rod delivered to site on heavy transport vehicles.

If you would like more information on cable suspension please feel free to connect with me or ask for references and best practices from current users. Some manufactures have free trial programs that allow contractors to test products and ensure making a change is the right decision for the company. ■

WASHINGTON STATE'S CLEAN BUILDINGS ACT AND HOW IT WILL IMPACT YOUR BUSINESS

As mentioned in a previous edition of this column, implementation of the Washington State *Clean Buildings Act* (now called the Clean Buildings Standard or CBS) is coming our way soon. This is a major change to existing commercial and some multi-family buildings in our state, in that by the dates targeted these buildings/owners need to both reduce their energy consumption and potentially switch from fossil fuels to electric/heat pump systems.

The target dates in this standard are 2026 for all buildings over 220,000 square feet, 2027 for buildings over 90,000 square feet, and 2028 for all buildings over 20,000 square feet. In the areas that our SMACNA - Western Washington members represent, there are literally hundreds of buildings over 220,000 square feet and thousands of buildings over 20,000 square feet. That means the Clean Buildings Standard will provide opportunities for all of us to install major upgrades in these candidate buildings. It also means we need to be responsible to educate our customers who own and operate these buildings on what's coming and how best to meet this new law. As our committee is reviewing the details of this new legislation, we have some thoughts outlined below to share with our members.

The CBS not only focuses on reducing energy consumption in all new and existing commercial buildings, but also on the “de-carbonization” of new and existing buildings now and in the future. The CBS first appeared in 2016 in the form of the City of Seattle’s Building Tune-ups program, followed by passage of House Bill 1257 in 2019. This new law will be phased in over the next several years and requires buildings to meet target Energy Use Index (EUI) values for maximum allowed energy consumption. It will also eliminate the use of carbon-based fuels (primarily natural gas) in these buildings in favor of refrigeration cycle electric heat pump technology for heating, cooling, and domestic water generation. The target EUI standards are aggressive and will require substantial upgrades to buildings with old or low-efficiency HVAC systems, and given that the target date for compliance for buildings over 220,000 square feet is June 1, 2026, now is the time to start planning and budgeting upgrades to meet these new energy performance standards.

Another reason to get started now is that buildings that meet these goals prior to the dates above will be eligible for incentives, and those that do not comply by these dates will be subject to fines. In order to obtain at least some financial relief from these requirements via the incentives offered, we need to inform our customers and help them strategize the least-cost approach to this legislation. There are currently several incentive programs available to support energy efficiency upgrades, including Puget Sound Energy’s Clean Building Accelerator and Pay



By / Peter Boileau, Chairperson
SMACNA-Western Washington Code & Technical Committee

for Performance programs; Washington State Department of Enterprise Services Energy Savings Performance Contracting (ESPC) program for public buildings; and the Commercial Property Assessed Clean Energy and Resiliency (C-PACER) program for private sector projects, which provides commercial property owners a new source of financing for energy efficiency, renewable energy, water conservation, and seismic resilience improvements to their buildings.

In addition to these incentive and finance opportunities, the most ambitious new program developed so far is by the State of Washington in coordination with the major electrical utilities serving our state to develop the Early Adopter Incentive program, which is now available for all commercial and multi-family buildings over 50,000 square feet. This program has an initial budget of \$75 million available on a first-come-first-served basis, with a maximum grant of \$0.85 per gross square foot of building area. To be eligible for this incentive existing buildings must have a current EUI of at least 15,000 BTUH/SF/year more than the new CBS target EUI and must meet some additional requirements.

In order to help our customers take advantage of these incentives, we need to start sooner than later with benchmarking each candidate building’s current energy use, and from that, develop a plan on how to meet the new target EUI. From there, this plan must be budgeted to include not only mechanical upgrade costs, but also electrical and potentially architectural and structural work that may be required to install these upgrades. On large buildings this can be a complex and time-consuming process that can take months or even years to complete. We also need to be aware that this type of mechanical system upgrade will likely not be top priority for our customers, who simply want to continue operating their facilities without interruption. We need to work with our customers to educate them that the CBS is not optional, and that buildings not upgraded to meet the new EUI targets will not only lose incentives but also be subject to fines, meaning that “doing nothing” will be a painful option.

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SAFETY & TECH CONFERENCE A SUCCESSFUL VIRTUAL EVENT

SMACNA-Western Washington held its Safety and Tech Summit at the end of the year, presented by the SMACNA-WW Risk Management and Safety Committee. Held virtually, the conference saw positive participation numbers and an engaged and eager audience focused on learning important strategies for developing safer workplaces and employee culture.

Kirk Baisch from UMC, Inc. presented on how to achieve a pride-based safety culture. Baisch is the Safety Director and part of the Executive Leadership Team at UMC. During his 14-year tenure, he has been instrumental in shaping the firm's safety culture and elevating its construction safety performance. Striving to empower, support, and motivate every employee to live UMC's safety credo from the inside out, Kirk has led the nearly 500-person company to top best-in-class safety excellence.

His talk was followed by a panel of industry leaders who presented ways to minimize risk and maximize safety culture. The panel included Lee Pyform, MacDonald-Miller Facility Solutions, as facilitator; Pattie Reuter, Miller Sheetmetal Inc.; Kyle Foley of Holmberg Mechanical; Dean Grasser from MacDonal-Miller Facility Solutions; and Karen Forner, Employer Solutions Law.

Pyform has been Safety Director for MacDonald-Miller Facility Solutions, Inc. since 2013. Prior to that, he worked for the Washington State Division of Occupational Safety and Health (DOSH) for ten years as a compliance officer, safety consultant, safety compliance supervisor, and as the Region 3 Consultation Manager.

Pattie Reuter joined the team at Miller Sheetmetal in 2009. Working for a small company has required her to wear various hats over the years, while gaining valuable insight into all areas

of the business. Reuter is currently responsible for all financial operations, including risk management, and she spoke on the panel about Returning to Work after COVID.

Kyle Foley is the Safety Director for Holmberg Mechanical. He has been in the safety industry for just over eight years since graduating from Central Washington University with a degree in safety and health management. His contribution was a presentation on Re-invigorating Safety Culture in the Workplace.

For more than 30 years, Dean Grasser has been enjoying the sheet metal trade. His experience includes field installations, starting as a apprentice and working up to superintendent, project management, and department manager in Seattle. His current responsibilities include operations manager for Seattle, Portland, and Inland NW, Risk Management and QA/QC. He spoke about Task Training.

And finally, Karen Forner, who presented on How the Best Safety Risk Management Tool is a Four Letter Word, has been working on labor and industries issues and employment law matters since 1993. Her early background includes working at the attorney general's office in the labour industries division. After working as a senior attorney at a private law firm assisting employers with labor and industries cases, Forner founded K-Solutions Law—now Employer Solutions Law—in Bellevue Washington. Her practice has grown since 2009 into a firm comprised of ten employees aiding and advising employers statewide on matters of workers' compensation, workplace safety (WISHA/DOSH/OSHA), wage and hour, prevailing wage, and employment law solutions.

Learn more about the Safety and Tech Conference and watch for the 2022 event dates at smacnaww.org ■

Submit your news, story, or photo idea



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SMJ-WW is on the lookout for interesting HVAC, architectural sheet metal, testing & balancing, and industrial/specialty news and feature topics. If you have a great idea, notice an industry issue that needs addressing, or want to weigh in on a technical subject, we would love to hear from you.

We also need great pictures—current and historical—of people working in all aspects of the sheet metal industry. If you have something to share, please email it to our editor, Jessica Kirby, with a caption about what is going on in the photo.

Questions about how else to get involved in a future issue of *Sheet Metal Journal*? Reach out to jessica.kirby@pointonemedia.com or 250.816.3671 to get the scoop.

INDUSTRY NEWS

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PRESIDENT BIDEN FY23 BUDGET PLAN HAS MIXED RESULTS FOR CONSTRUCTION

Joe Biden’s fiscal year 2023 budget request includes tens of billions of dollars for federal construction and infrastructure programs, supplementing the big gains provided in the *Infrastructure Investment and Jobs Act*.

But within the \$5.85-trillion proposal, sent to Congress on March 28, some line-items would be increased from 2022 levels, such as new starts for transit, and others would be cut, such as U.S. Army Corps of Engineers’ civil works.

The release of the budget is only the kickoff of what will be months of review and debate on Capitol Hill about fiscal 2023 spending. It would not be surprising for Congress to fail to approve the 12 individual appropriations bills by Oct. 1 when the new fiscal year begins.

In fact, the fiscal 2022 spending round was not wrapped up until March 15 of this year, more than five months after the current fiscal year began.

The new budget and appropriations season comes during a midterm election year, at a time when partisan fights will heat up. That could make a deal on fiscal 2023 spending even harder to achieve.

Charles Seville, America’s sovereign co-head for Fitch, a credit-rating firm, said in a statement that “many of the policy measures included in the budget remain unlikely to be passed.

Read the full story at enr.com

LEGISLATIVE UPDATE

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and passed a bill to defer implementation of the program until July 1, 2023, with the goal of amending it during the 2023 session. Paid family leave was also in the spotlight. After the Legislature learned that the program was going to become insolvent before the end of the year, they added an actuarial and legislative review of the PFL program to SB 5649, a bill that makes minor changes to the program. The Legislature transferred \$350 million from the general fund money to shore up the program in the short term. SB 5873 reduced the unemployment social tax that would have been triggered due to higher pandemic related use. Last, the Legislature passed HB 1815, a bill increasing penalties on the theft of catalytic converters.

If you want to look at bills referenced here, go to leg.wa.gov and select bill information. Type in the bill number and you will find both the bill and bill report, or you can ask for additional information from SMACNA. ■

CODE CORNER

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There is no doubt that in the coming months and years additional information will become available along with other new incentive programs to help our customers meet the ambitious new goals included in the CBS and now required by law. The SMACNA - Western Washington Technical and Code Committee is a resource for you to use to develop your solutions to this challenge, so please reach out with your questions as needed and our committee members will happy to assist as best we can with this complex issue. ■

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