

FALL 2022

Sheet Metal

Journal

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British Columbia

TRADESWOMEN BUILD NATIONS

Also in this Issue:

Business in a Connected World

Building the Trade

SMACNA Convention 2022

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Official Journal of
Record for SMACNA-BC



PROMOTING GROWTH AND STABILITY IN OUR INDUSTRY

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- To promote harmony in labour relations
- To study and help in the development and enforcement of governmental codes and regulations, and such legislation as may be necessary for the best interest of the public and the sheet metal industry
- To exchange technical, professional, and educational information with other contractor associations in the sheet metal industry and its allied trades in Canada and other countries
- To affiliate as a Chapter with the Sheet Metal & Air-conditioning Contractors National Association, Inc.

BC Sheet Metal Association (SMACNA-BC) • Executive Director: Jeremy Hallman

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FALL 2022

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SEE YOU NEXT YEAR

2022 has raced by. Contrasted with the never-ending 2020, it seemed fast and furious, punctuated by many tiny victories that sort of breezed over 2021 and brought us closer and closer to normal. Now, we see COVID-related warnings at the grocery store and we scoff. COVID? That's so last year.

Except it isn't in the construction industry. Contractors and GCs are still reeling a bit from the expenditures relating to pandemic-related restrictions and regulations, and the backlog of work still looms, but with too few workers to fill the spaces. The government is rushing to implement grants and bursaries for hiring from non-traditional fields, but is it enough? We will see.

This issue of *Sheet Metal Journal* introduces SMACNA-BC's new executive director Jeremy Hallman. Of course, Jeremy is already a familiar face for most, but we wanted to look a little closer at his past and ideas for the future—and officially welcome him in these pages. See page 9 for the full story.

Speaking of recruitment challenges, Local 280 represented three SMACNA-BC contractors at the Tradeswomen Build Nations event in Las Vegas this November. TWBN is important because it brings 3,100 tradeswomen, tradesmen, and association and union leadership together to understand the issues and learn about how to move forward collectively. Check out page 12 to find out more about two of our local



By / Jessica Kirby, Editor, *Sheet Metal Journal*

tradeswomen and hear from SMACNA's immediate past-president about why this event is important to the future of recruitment in the sheet metal industry.

I've always said it is the death of resilience that is changing the world—not cellphones, TikTok, young people, or Millennials holding out for work-life balance. Any of those things (and any number of other things) can occur, and if we are smart, we adapt, but if we crumble in the face of adversity, well, that's that. So, it was good to see resilience, adaptation, and growth as main themes at the 2022 SMACNA National Conference. Read more about what leadership had to say on page 15.

The next big rift to mend is that separating companies and training centres who believe in and use technology and those who do not. If the last three years have no other lasting effect it is that we have to be agile, productive, and open-minded to adapt—survive, even. Many JATCs, including our own SMWTCS, are training on all kinds of amazing tech, like augmented reality, virtual reality, and BIM, so it is time to get on the bus. Luckily, the government just earmarked \$4 billion over four years for technology implementation, not to mention piles of grants and opportunities through the ITI. Remember, being tech savvy isn't eliminating the workforce—it is creating space for a bigger one. Check out page 16 to see what's on the table for AR and VR and for beefing up your cybersecurity

Take a peek at page 18 for a look at Steve Davis, Local 280's organizer, who is hell bent on raising awareness about the trades and garnering the attention sheet metal deserves in high schools, at trade shows, and in the minds of young people interested in learning about the trades.

And finally, it is my favourite time of year when I get to collect your feedback through the *Sheet Metal Journal Industry Outlook Survey*. See this link: <https://www.surveymonkey.com/r/9B37KNR>, watch for it in our socials and on our website, and keep an eye on your email from SMACNA-BC for a reminder. The whole thing takes three minutes to complete (six if you elaborate on your answers, which would be amazing), and I will report on the results in the next issue. Thank you for your help and support.

From our small but sturdy gang here at Point One Media, I wish you love, light, and prosperity for the holidays and the coming year. ■

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SMACNA-BC: ENDING THE YEAR ON A HIGH NOTE

The first few months as Executive Director for SMACNA-BC have been exciting. I find myself easily inspired by the history available around me and the opportunity to place my personal stamp on it going forward. Even though the job is very different from my previous position, there is certainly a connection that I feel is working in my favour. I have really enjoyed meeting our members and touring their facilities, and I have felt welcome everywhere I've been. Everyone is proud to show off what they are doing, and so they should be.

There is a lot of uncertainty in the industry right now. Contractors have plenty of work on hand, or in progress, but there is concern about a possible recession (or accepting the fact that we may already be in one). The cost of everything from raw materials to finished products has gone up, if those items are available at all. It seems like the flow of goods is starting to improve, but there is certainly sticker shock in many cases.

Finding and retaining skilled people is also front and centre with many contractors. The pandemic seemed to make everyone reassess their priorities and may have been the tipping point for some to retire a little earlier than planned. There is a very strong group of young people that now have the opportunities created from this void. It will be a quick learning curve, but I'm confident they will be up for the task. Local 280 and the contractors are also working together to find creative methods to attract new talent. The apprentice and diversity grants recently announced are a strong step in the right direction to add new talent and diversity in the workplace.

I recently attended a presentation at the Burnaby Villa hotel that was put on by CIRP (Construction Industry Rehabilitation Plan). Vicky and her staff provided informative and disturbing statistics regarding overdose deaths in the construction industry. We learned about the link between construction and the opioid epidemic. They discussed some of the vital skills to help keep members resilient and safe from the harms of this epidemic. The round table discussions we had in our groups of 8-10 people showed how common the issue is. Half the people at the average table seemed to have some experience dealing with a worker that they were concerned about, which matched the stats provided. SMACNA-BC is in the process of scheduling Vicky Waldron for a dinner meeting in the New Year. Details are on page 10, and registration to follow.

We are populating our 2023 calendar in the SMACNA-BC office and have started booking presenters for dinner meetings, supervisory training, and business management programs. If you have any suggestions for topics or programs you would like to see covered, please pass them along.



Jeremy Hallman,
Executive Director, SMACNA-BC

Welcome new SMACNA-BC Associate members – Olympic International & Gripple Canada

Olympic International

We bring the world's leading technologies to the local market. Olympic International provides heating, ventilating and air conditioning equipment, parts, and service for commercial and institutional projects in Western Canada. Our extensive team of highly specialized mechanical sales engineers brings a depth of HVAC engineering and application experience to our projects..

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- Aesthetically pleasing solutions; lightweight and virtually invisible

Need Help With College Tuition?

The SMACNA College of Fellows is now accepting applications for the 2023 scholarship program. Applications will be for the 2023-2024 academic year.

The scholarship application and details on eligibility requirements along with instructions for submitting the application are available on the SMACNA website smacna.org/stay-informed/news-and-publications/member-update/college-of-fellows-now-accepting-scholarship-applications

Recent Events

37th Annual SMACNA-BC Golf Classic

SMACNA-BC recently held its annual golf tournament, September 16, 2022, at Northview Golf & Country Club. The tournament sold out in 41 minutes this year. Thank you to all the generous donors, sponsors, and volunteers that helped make the event such a success.

Skill & Raffle Prize Winners

Texas Scramble

- Rob Nofield, Crossroads C&I
- Brock Cornish, guest of Crossroads C&I
- Gord Gohringer, guest of Crossroads C&I
- Brian Creed, guest of Crossroads C&I

Men's Low Gross

- Alan Rhodes, Ridge Sheet Metal Co.

Men's Low Net

- Marcello Simoncioni, Ridge Sheet Metal Co.

KP / Honey Pot Winners

- Ron De Santis, Viaduct Sheet Metal Ltd.
- Collin De Fehr, EH Price-Vancouver
- John Kalinich, guest of Aarc-West HVAC Solutions, Inc.
- Chris Fenske, SMART Local 280

50/50

- Chet McIntosh, Northwest Sheet Metal Ltd.

Beat the Pro Raffle (sponsored by Crossroads C&I/Johns Manville)

- Paul Finch, guest of EH Price-Vancouver

Through many efforts, over \$3,800 was raised on the course; Apollo Sheet Metal Ltd, Summit Sheet Metal Ltd, and SMACNA-BC matched the money raised and together we donated over \$14,000 for Canuck Place & Surrey Fire Fighters Charitable Society. Thank you to all who generously supported these worthy causes. ■

37th Annual SMACNA-BC Golf Classic Sponsors

- | | |
|-------------------------------|-------------------------------|
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| Cascade Metal Design Ltd | Ridge Sheet Metal Co |
| Crossroads C&I | Samson Metals Ltd |
| Crosstown Metal Industries | Samuel, Son & Co. Ltd |
| Davidson Brothers | SMACNA-BC |
| Mechanical Contractors Ltd | SMART Local 280 |
| ECCO Supply | Smith Sheet Metal Works Ltd |
| EH Price | SPI (Burnaby Insulation) |
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| Engineered Air | Viaduct Sheet Metal Ltd |
| HSL Automation Ltd | Western Mechanical Services |
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SMACNA-BC Christmas Party

SMACNA-BC welcomed members and guests to the Pan Pacific Hotel–Vancouver for its much anticipated Christmas party. Members and guests attended to spread holiday cheer and celebrate the event’s return after two years’ hiatus. Executive director Jeremy Hallman, SMACNA-BC president Phil McDonald, and SMACNA-BC administrator Michelle Rodford hosted the event with Santa photos, generous door prizes, and an incredible dinner.

Many, many thanks to all who brought gifts and/or donations to support Helping Families in Need Society, to Progressive Air Products for sponsoring the Photos with Santa, to Crossroads C&I for sponsoring the chocolates, and to the companies that generously donated the extravagant door prizes. We hope you had a good time and will join us again next year, December 1, 2023, at the Pan Pacific Hotel–Vancouver.

Cheers to a Merry Christmas and happy and prosperous 2023! ■



SMACNA-BC/ASHRAE-BC

Technical Standards Program

SMACNA-BC and AHSRAE-BC held a jointly-organized technical standards program in September at the Surrey Civic Hotel. Eli P. Howard, III, Executive Director, Technical Resources, SMACNA, Inc., and William Farrell, Senior Project Manager, Technical Resources, SMACNA, Inc., provided an in-depth, all-day program that was attended by approximately 70 people with an even split of contractors and engineers.

continued on the next page



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The topics covered included the following:

- HVAC Duct Construction Standards
- HVAC Air Duct Leakage
- HVAC Systems Duct Design
- Fire, Smoke and Radiation Damper Installation Guide for HVAC

October Membership Meeting – Central City Brewers

SMACNA-BC and ASHRAE BC also joined forces on the October membership meeting, which took place at Central City Brewers and Distillers. More than 100 ASHRAE and SMACNA-BC members attended this social event/tour of the production facility. This is the second time SMACNA-BC and ASHRAE-BC have held a meeting together at Central City Brewing, and the reviews have been great. Attendees learned the beer making process from grain to glass and each went home with a generous gift pack from the brewery.

Be sure to visit smacna.bc.org for a calendar of events and to plan your attendance at the next SMACNA-BC membership meeting.

Upcoming Events

SMACNA-BC Project Management Course: Driving Predictable Cost Projections

Presented by Maxim Consulting at the Surrey Civic Hotel, March 9, 2023. Registration to follow.

Many project managers lack a clear handle on how their projects are performing financially. Most commonly, that is because they have not been trained on how to forecast properly. Many contractors struggle with how to build a robust cost projection process that provides for consistency and predictability. Profit fade at 90% complete is no longer an option in today's market. This training course will teach project managers how to properly set up job budgets, track progress, and forecast accurately. Moreover, attendees will learn critical financial indicators that point to problems on projects early so they can be rectified.

Learning Objectives:

- Identify how to manage work-in-process for better profitability
- Understand the relationship between project profitability and processes (budgeting, forecasting, change control, job status reporting, and WIP)
- Apply earned value reporting to projects ■

SMACNA-BC 54th Annual General Meeting & Convention

Save the date: May 4-7, 2023 at the Delta Hotel by Marriott Victoria Ocean Pointe Resort in Victoria, BC. ■

Announcements

The Annual Business Meeting of SMACNA members took place September 14, 2022, at the Broadmoor Hotel in Colorado Springs, Colorado. The purpose was to elect four United States board of directors members and one Canadian director, all of whom will serve four-year terms that began September 15 and will expire at the conclusion of the 2026 SMACNA Annual Convention.

Congratulations to Bernie Antchak, Northwest Sheet Metal Ltd. for being accepted to the SMACNA Inc. Board of Directors. Antchak's chapter liaison assignments include Sheet Metal Contractors' Association of Alberta, Canada; Alaska Mechanical Contractors Association, Alaska; S/M Contractors of Iowa, Inc., Cedar Rapids, Iowa; and Inland Northwest Sheet Metal Contractors Association, Washington. ■

Industry News

BC Construction Employers Offered \$40,000 to Support Apprenticeship & Diversity

The BC Construction Association (BCCA) and the Construction Building trades Union (CBTU) have both recently announced that funding will be available for onboarding new apprentices into 39 Red Seal trades, even if you already hired a first-year apprentice. Funding is available for up to four first-year apprentices: two first-year apprentices in the first year of the program, which runs from July 1, 2022 until March 31, 2023, and two additional first-year apprentices hires between April 1, 2023, and March 31, 2024.

Employers can receive payments for up to two first-year apprenticeship positions per year during the two years of the drive, for a maximum of \$40,000 per employer. There is no requirement as to how the employer must spend the dollars they receive.

Both programs offer \$5,000 for hiring or registering any new first-year apprentice, plus an additional \$5,000 if the worker self-reports as a woman, new Canadian, LGBTQ2S+, Indigenous, a person with a disability, or a visible minority. ■

For more information, visit | bccassn.com/bc-construction-employers-offered-40000-to-support-apprenticeship-diversity/ | buildingtrades.ca/INTHETRADES/ ■

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HOLDING UP THE TORCH

Meet Jeremy Hallman, Executive Director, SMACNA-BC

Other than a paper route, Jeremy Hallman's first real job was working weekends at a sawmill when he was 15. It was a natural fit, since his father, grandfather, and most of his uncles worked in mills as tradesmen in a unionized environment.

"The conditions and pay seemed good to me, but my dad had always made me promise not to make a career out of it, as he felt there was no future in forestry," Hallman says.

The gig started in cleanup and moved into a junior millwright position that had him greasing the mill's moving parts. While learning how things worked, he also worked with some rough fellas who didn't mince words.

"My uncle was head millwright, so I think they took pleasure in abusing me," he says. "If I had been more sensitive, I don't think I would have lasted long!"

In grade 12, he met Mike Sierpina, who worked as a foreman for Craig Benson at Paramount Sheet Metal. "He asked me what I wanted to do after high school and I had no idea, but I did have interest in the trades from my time in the sawmill," Hallman says. "I figured it couldn't hurt to start a trade since I didn't have the grades or interest to continue to post-secondary. I started in 1996 as a 'material man' and became an apprentice later that same year."

While he was taking night courses at the Sheet Metal Workers' Training Centre, work slowed down at Paramount, so then-lead instructor Wayne Fagrie called Apollo Sheet Metal to see if Hallman could go there "on loan" for six weeks. Spoiler alert: those 6 weeks turned into 24 years.

In the winter of 2000, Hallman became a Red Seal journeyman sheet metal worker. By then, he was running smaller projects for Apollo, but in time, he realized he was drawn to industrial work.

"I enjoyed working in breweries, pulp and paper plants, and anything with high work and cranes," Hallman says. "I imagine that a lot of this stemmed from my sawmill experience. I liked the variety and the camaraderie that seemed to come with this type of work."

As he delved into industrial/custom work, Hallman became interested in AutoCAD. "I signed up for a night school course at the Sheet Metal Workers Training Centre and was able to get my hands on a student version that I could use at home," he says. "I stumbled through it myself for about a year and eventually went to BCIT for their Level 1 & 2 programs."



Around the same time, Apollo purchased what was then called TSI software and is now owned by Autodesk. Apollo purchased the estimating, detailing, and fabrication components and asked if Hallman was interested in coming into the office full time.

Working on the same floor as the estimators, project managers, and owner, he slowly came to realize that there was more to the company than his own division.

"While detailing, I was exposed to more of the business side of things," Hallman says. "I started becoming more interested in the project management side. I knew that it would enable me to get back out on job sites and see progress through to completion, which was something I missed."

Apollo Sheet metal was always heavily involved in and a strong supporter of SMACNA-BC. Hallman attended the SMACNA Business Management University program in Tempe, Arizona, and learned a great deal in those four days.

"It reignited my desire to get into the project management side as quick as I could," he says. "I pushed hard when I got back and transitioned from CAD and detailing into project management."

At the same time, Hallman started attending the SMACNA-BC AGM and Convention and monthly dinner meetings. At a dinner meeting in 2012, Hallman's predecessor, Bruce Sychuk, was recruiting volunteers for a newly formed Young Executive Committee.

"I kept my hand down during the initial ask but approached him right after the meeting," Hallman says. "We met as a



group once a month to solve all problems in the sheet metal industry (and maybe have a beer or two afterward). I believe this helped lay the groundwork for where I am today.”

Hallman spent the next 12 years working in project management for Apollo. He started off small and slowly, building up to some of the bigger jobs. He became involved in selecting and purchasing new equipment for the shop and software and technology in the field.

“My favorite part of the job in the last few years, though, was working with new and young foremen,” he says. “We—like everyone else—had a lot of very talented, experienced people retire, and there was concern about the future. I found the next generation of people to be a breath of fresh air. They were

excited for the opportunities, embraced the technology, and were open to new ideas.

In March of 2022, Hallman heard that Sychuk was retiring from his position as executive director of SMACNA-BC after 24 years of service. “I knew it had been 24 years because I had watched him show his replacement around Apollo when I was an apprentice on my ‘six-week loan;” Hallman says. “I did not want to leave Apollo, but knew a job like this would likely never come up again in my career. After many sleepless nights and discussions with my wife, I applied for the position and was successful.”

Hallman’s vision for SMACNA-BC going forward is to continue to build on the relationships that Jim Paquette, former business manager-FST for Local 280, and Bruce Sychuk created over their tenures. “I think we can all achieve more if we can work together and try to see things from each other’s side,” Hallman says. “I hope that my time working on the sites and relationships I’ve built over the years will help facilitate this.”

He is also striving for greater involvement from the SMACNA-BC membership and to see what the group needs collectively.

“This will allow me to focus my attention in the right areas and find programs and educational content,” he says. “I remember the excitement after attending a SMACNA program. I want to help create the fire in the next generation that will help take our contactors and workers to the next level.” ■



SMACNA-BC EVENTS – 2023

SMACNA-BC Board of Directors Meeting | January 10
SMACNA-BC Boardroom | 4–6 pm

January Dinner Meeting: Stillwater IT Understanding Cybersecurity | January 19

Stillwater IT will present on how to protect your small business from cyberattacks, recover from an attack, and keep your business running smoothly.

Civic Hotel | Civic Ballroom B

Reception: 5:30 pm | Dinner: 6 pm | Presentation: 7 pm

SMACNA-BC/Local 280 Joint Conference Board Meeting | January 24

SMACNA-BC Board Room

February Dinner Meeting: Construction Industry Rehab Program | February 16

Vicky Waldron will present on CIRP, a treatment program that has been in business for over 35 years providing care to the unionized construction industry.

Civic Hotel | Civic Ballroom B

Reception: 5:30 pm | Dinner: 6 pm | Presentation: 7 pm

Business Management Program with Stephane McShane | March 9

Stephane McShane will teach attendees how to properly set up job budgets, track progress, forecast accurately, and recognize critical financial indicators that point to problems on projects early so they can be rectified.

Civic Hotel, Vancouver | All day

SMACNA-BC AGM and Conference | May 4-7, 2023

Delta Hotels Victoria Ocean Pointe Resort, Victoria, BC

BC CONSTRUCTION ASSOCIATION LAUNCHES BUILDING BUILDERS MENTORSHIP PROGRAM

Connecting the community to improve talent retention and career development

Encouraging Canadians to explore career opportunities and develop connections with employers in the skilled trades is a key priority for Canada's Skilled Trades Awareness and Readiness (STAR) Program. Receiving training and connecting with experienced tradespeople and industry leaders for guidance can be a valuable benefit to workers who are considering a career in the construction industry. To help deliver these important services, the Ministry of Employment and Social Development Canada will provide \$3.6 M to the British Columbia Construction Association (BCCA).

To reduce skilled workforce shortages, the Building Builders program will connect under and un-employed workers, labourers and unregistered apprentices working in BC's construction industry with established credentialed tradespeople, executives, and industry leaders who have been working in construction in BC for a minimum of ten years. These mentorships will provide career guidance for workers and a talent acquisition opportunity for employers who are seeking new workers during the ongoing labour shortage.

The program objectives are to:

- attract non-traditional workers to the industry
- retain existing workers who are not yet on a solid career path and potentially not supported in apprenticeship by their current employer
- lower the average age of apprenticeship initiation (currently 27)

- improve apprenticeship registration and completion rates
- place mentees in employment with mentor companies

"Mentorship is a tradition in the construction industry, where apprentices learn their craft under the experienced guidance of an accredited journey person," says Chris Atchison, President of the BCCA. "Building Builders amplifies the role of mentorship well beyond the apprentice/journey relationship, giving job seekers and those workers who are under employed in their current construction job a way to connect to employers and mentors who might otherwise be out of reach."

In BC there are 27,630 job openings in construction anticipated by 2027 due to expansion and retirement; many of those jobs need to be filled from outside the industry by new entrants without established connections, and through much better retention of current workers. Building Builders seeks to establish a greater sense of community that will result in more institutionalized support for newcomers to the industry.

The Building Builders program opened for applications from mentors and mentees in August. The program is funded to run for approximately two years and will seek to support 300 mentees through a 12-month mentorship period. Mentees will receive Site Ready safety training, and mentees and mentor companies will receive culture training through the Builders Code.

For further information on the STAR program visit canada.ca/en/employment-social-development/news/2020/02/skilled-trades-awareness-and-readiness-program.html ■

MODERN NIAGARA EARNS SAFETY AWARD

Every year, SMACNA congratulates its members for their outstanding performance in occupational safety and health through SMACNA's Safety Excellence Award Program (SSEAP), presented annually at the national convention. 2022 represented another banner year as the latest safety survey results show that safety and health continue to be a high priority for SMACNA contractors. SMACNA-BC executive director Jeremy Hallman proudly accepted the Canadian SSEAP award on behalf of Modern Niagara of Toronto, Ontario, at the 2022 convention. "Safety is a top priority at Modern Niagara because it is our goal to be the employer of choice for great tradespeople and professionals," said Modern Niagara CEO Brad McAninch. "In order to accomplish that goal, we absolutely have to provide, not just a safe physical environment, but also a healthy mental and emotional environment for employees."

Congratulations, Modern Niagara! ■



Industry News continued on page 23



Tradeswomen represent Local 280 and SMACNA-BC contractors at

TRADESWOMEN BUILD NATIONS

Tradeswomen Build Nations is the largest gathering of tradeswomen in the world. Hosted by North America's Building Trades Unions (NABTU), the annual event brings more than 3,000 tradespeople, contractors, and leadership together, this year representing 48 states and ten provinces.

By / Jessica Kirby

The three-day conference featured two formal plenary sessions, a banner parade on the Las Vegas strip, and over a dozen workshops on a range of topics addressing unique and critical issues of tradeswomen in the workforce.

“The impact of TWBN and its exponential growth are phenomenal,” said NABTU President Sean McGarvey. “There is nowhere on the planet where more building trades members gather each year than at this conference, and this year, almost every general president in the building trades attended.”

Attendees included four tradeswomen and three office staff from Local 280, representing SMACNA-BC members Ridge Sheet Metal, Viaduct Sheet Metal, and Boston Sheet Metal.

Sheila Sadler has worked at Viaduct Sheet Metal for 18 years and has been in the trade for 19. She'd been a stay at home mom straight out of high school, which took her out of the paid workforce for a decade. When her marriage ended, she had a minimum wage job and still had to depend on her children's father for financial help.

“I didn't want to be that any more,” Sadler says. “So, I looked to the trades.”

The trades discovery program at BCIT led her straight to sheet metal, and she never looked back. “I loved the metal work class and wanted to have a good stable job to raise my kids,” she says.

Similarly, Nikki Pasqualini of Ridge Sheet Metal has been in the sheet metal industry for five years and entered from high school, with her eye on a career and earning a good living. “Sheet metal was something I knew nothing about at the time, but when the opportunity arose, I took it and became the first ever female to work as an apprentice at Ridge,” she says. “The future potential and benefits were a driving factor in this decision.”

Nineteen years later, Sadler still loves her job, so much so that when she heard about the Tradeswomen Build Nations event, she was immediately interested in attending. The idea of meeting other women in trades and getting eyes on proof she's not alone was a big draw. She wanted to find out about the challenges women face collectively and maybe even make a difference.

“I wanted to find out what I could do to make it better for everyone coming into trades and learn ways to keep us in the trade,” Sadler says. “I am also interested in ways to bring women into the trades and help them find jobs that could change their lives for the better—pick them up.”

Pasqualini decided to attend because she wants to be more involved in the union and the industry, and she also wants to learn how to be more of an advocate for her fellow tradeswomen.

“I wasn’t too sure what to expect, although I was told it would be an empowering experience,” she says. “The convention exceeded my expectations. The amount of powerful and strong women in one room just blew me away.”

For Sadler, the meeting in the Great Hall was the event highlight. “It was the most powerful experience I have ever felt,” she says. “The pride that was in that room was overwhelming. I felt connected to 3,300 people all at one time. I have goosebumps thinking about it.”

That feeling resonated throughout the weekend, and among women and men in all trades who attended the event. “People on the street could feel the energy when we went on a small walk about,” Sadler says. “It was amazing to see and feel.”

One of Pasqualini’s favourite parts of the conference was the banner parade. “Having over 3,000 women march, union strong and proud down the strip, was such an amazing experience,” she says. “The crowd watching cheered for us and chanted with us. As someone who has not had the opportunity to work with too many women, it was breathtaking to see the amount of support there is out there.”

Among many lessons gleaned at the event, Sadler learned that daycare is a huge issue in the industry because they days start early and daycare hours don’t often align. This poses a difficult barrier for single parents, most of whom are women.

“We need a better support system for retaining these workers,” Sadler says. “We are here to help fill the jobs that the industry so desperately requires and to take care of our families, the same as any other construction worker.”

Another key takeaway was from the workshop “Bullying and harassment – Don’t be that guy”. “Bullying and harassment, unfortunately, happens in many work places, especially for women and apprentices in trades,” Pasqualini says, noting instances where co-workers are bystanders to bullying and do nothing to help or deflect because they themselves are afraid of retaliation.

“‘Silence is compliance’ was a phrase that stood out to me,” Pasqualini says. “We as tradespeople need to work on how we treat each other because times have changed, and this is not a man’s job or a woman’s job. This is OUR job.”

Sadler feels as though barriers women face when entering trades may sometime exist simply because others don’t understand why women want to work in trades.

“Not everyone is made to work in a retail or office space,” she says. “Some are meant to work with their hands and minds.



And just because I was born into a female body doesn’t mean I am not capable of doing a trade. I might have to use my body differently than a larger man would, but I am still very capable of doing the work. I love the challenge everyday of figuring out the work I have ahead of me.”

Angie Simon, past SMACNA National president, attended and was most impressed by how many allies (male supporters) that attended the event. “SMART General President Joe Sellers and his top people as well as many business managers and JATC trainers were there to support the SMART women,” Simon says.



SMACNA held its Women’s Summit with 50 attendees on Thursday in Las Vegas before the Friday event started to encourage SMACNA attendees to stay and also attend TWBN.

“There were about 10 SMACNA folks that stayed for the Friday and Saturday events,” Simon says. “This included SMACNA CEO Aaron Hilger. SMACNA attendees were also invited to the SMART reception on Friday.”

“The men who attended this event told me it was eye opening!” Simon added. “They heard stories and attended panel discussions that made them even more aware of what their female sisters have had to endure being the only women on a jobsite. So, for their awareness, it is excellent that they attended. For the women, it was a chance to celebrate their success, not feel so alone and



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bond and network with other women that have been working in the trade, as well. Plus, the educational content was solid.”

Sadler encourages anyone thinking about attending TWBN in the future: “Do it!” she says. “It was one of the most powerful things I have ever done. It would also help people to see that these women just want to work and do a good job.”

For future attendees, Pasqualini recommends taking the time to listen to people’s experiences and stories, which can be a good source of learning how to navigate future situations.

“Be open to networking and making connections,” she says. “It’s hard, but it will be worth it. Finally, don’t be afraid to speak up and tell your story.”

McGarvey says trailblazing tradeswomen are leading the future of construction, and empowering them is the best way to increase opportunities for and retention rates of women in unionized trade careers.

“Every day, inspiring tradeswomen advance and recruit more women into the family-sustaining unionized construction careers our affiliates provide,” he says. “This conference was a celebration of these sisters and a testament to the growth of tradeswomen in our ranks.”

Pasqualini agrees. “We need to work together, respect one another and not treat others as if they are below us, even if they have less training or make less than us,” she says. “We need to build up apprentices and women in the trade as they are our future.” ■



SMACNA Convention: Building Resilience Through Adaptation

Amid constant change, SMACNA convention attendees learn to adapt and grow.

“Change is inevitable. Growth is optional.”

This infamous quote by leadership author and speaker John C. Maxwell was a continuous theme heard throughout SMACNA’s annual convention, which welcomed nearly 1,000 attendees from September 11–14 in Colorado Springs, Colorado, including Bruce and Rocky Sychuk and Jeremy and Kerri Hallman representing SMACNA-BC.

According to SMACNA CEO Aaron Hilger, big changes continue to happen across the industry, from workforce challenges and selective supply chain issues to an increasing need for technology to remain competitive. The association is also working on its own processes and services, addressing things such as increasing engagement and membership, strengthening its chapters, building stronger ties with the union, and coming up with a strategic plan to determine its path forward.

“Most of us have a lot of business in the pipeline but trouble finding the labour to do the work,” said Tony Kocurek, SMACNA’s new president. “However, we have strong labour partners and an association that supports all our needs.”

“This is our moment,” explained Joseph Sellers, Jr., SMART general president. “We are poised to see the growth of our companies, growth in SMACNA, and growth in SMART. And we must do this together. We must come together and have trust in each other to grow nationally and locally.”

Here are some of the major topics covered during networking opportunities, the trade show, and numerous relevant educational sessions that help members address and adapt to constant change.

2022 Futures Study Update

Angie Simon, advisor to the board of Western Allied Mechanical, and Guy Gast, president, Iowa division, The Waldinger Corp., shared trends from the *2022 Futures Study*, how they impact SMACNA contractors, and what steps they recommend for conquering these challenges.

The session examined project risks contractors can expect to face now and into the future, including retaining a skilled workforce to meet growing demand, post-pandemic supply chain disruptions, and calamitous contracts, to name a few.

First, the workforce shortage is expected to continue, highlighting risks to the industry’s work pipeline that will only be fully realized with adequate labour. Contractors who embrace



SMACNA CEO Aaron Hilger addresses attendees of the annual business meeting at the conference. Photo courtesy of SMACNA.

diversity in their organizations won’t be impacted as much as those who don’t. To stay ahead of this, Simon and Gast suggest contractors increase recruiting, create pipeline programs like the Heavy Metal Summer Experience and internships, boost inclusion, and beef up onboarding and mentoring programs.

Supply chain and contract risks are also expected to continue, but they will be more specific to individual products and supplies and not as pervasive as they were in the recent past, Simon and Gast confirmed.

To reduce risk and increase productivity, Simon and Gast advised contractors better manage contracts to protect themselves. Additionally, learning more about their target markets, educating customers, and exceeding customer expectations will be key ways to build client loyalty. Also, using technology like building information modeling (BIM) is not optional anymore for those contractors who want a seat at the table with certain clients—the use of BIM will continue to evolve to effectively tackle complex projects and work within tighter project schedules.

“Faced with labour shortages, compressed schedules, and price constraints, contractors will be compelled to innovate and deliver more with the same or fewer resources,” Gast said.

“Change is the only constant out there,” Simon said. “Change is all around us in the industry now. Learning about new opportunities is the only way to grow your business and adapt to this change.”

Amid major industry changes that are outside of contractors’ control, such as price changes, supply chain issues, regulations, and economic challenges, learning how to adapt and better navigate these business disruptions is how contractors can thrive.

“You have to have good processes to consistently manage risk and get a feedback loop going in your business,” Mike Clancy, partner and strategy practice leader at FMI.

By recognizing and quantifying risks, you can be more prepared as a business owner, he said. “If you can see risk and put a value on it, then when it does occur, you can make a more informed business decision when you respond to it,” Clancy explained.

Read the full review of the 2022 SMANA Convention at smacna.org. ■



Business in a Connected World: Part I

By Ron Coleman

What levels of cybersecurity does your business have in place?

Many of us have a love/hate relationship with technology. The phone isn't simply a telephone anymore. It is a powerful communication tool in both our personal and business worlds. We know that technology is getting more powerful and that we need to stay on top of it for us to run our businesses effectively.

The federal government also recognizes how important digital technology is for small and medium size businesses and has introduced the Canada Digital Adoption Program (CDAP). It is set to provide \$4 billion over four years with \$1.4 billion in grants and \$2.6 billion in loans from the Business Development Bank of Canada (BDC). The funding will help small and medium-sized enterprises leverage e-commerce opportunities, upgrade or adopt digital technologies, and digitize their operations.

Digital Footprint

Grow Your Business Online funding provides microgrants of up to \$2,400 and youth e-commerce advisors' support to help small businesses implement digital storefronts and e-commerce capabilities. The Boost Your Business Technology funding provides grants covering 90 percent of costs up to \$15,000 to access advisory services to develop a digital adoption plan, access to zero percent interest loans from the BDC, as well as opportunities for student placements. To determine eligibility, there are a few basic questions that need to be answered. For either program, you must have at least one employee. To be eligible for the Boost Your Business Technology, you must have had revenues of at least \$500,000 in one of the previous three years and must complete a digital needs assessment. The applicant must be an owner or director of the business.

Locking The Back Door

Let's look at some other areas the CDAP financing can help with. Cybersecurity has become a major issue. We need to protect our critical systems and sensitive information from digital attacks. Just imagine the horror of not being able to access your computers. Your business would come to a halt and might never recover. My first recommendation is that you use some of the funding to beef up your cybersecurity.

A huge growth opportunity for businesses that is still in its infancy but worth exploring is augmented reality (AR). AR uses a real-world setting while virtual reality (VR) is completely virtual. AR users can control their presence in the real world; VR users are controlled by the system. VR requires a headset device, but AR can be accessed with a smartphone. According to Procore, there are five main areas that AR is set to impact in construction businesses over the coming years.

The first is safety training. Augmented reality simulates tools, equipment, and other safety scenarios to give trainees a safe learning environment where nobody gets hurt. Thus, they can safely learn from their mistakes. The programs are richly detailed so that the new skills carry over to the real world. The cost is significantly lower than the current methods.

Next is real-time project information. Thanks to AR, field workers can walk a job site at any time and see how the finished project will look. The technology helps an empty shell of a building floor come to life with location, style and size of windows and doors, pipes, and HVAC systems. Using an AR headset, the worker sees these details as if they were right in front of them. They can compare what they see to the building

plan to ensure everything is in order. This can significantly cut time spent correcting minor mistakes, like wrong outlet covers, as well as major errors, such as incorrect positioning of a door or window.

Thirdly is team collaboration. Augmented Reality allows remote workers to inspect the job site as if they were there in person. It enables real-time collaboration to solve problems and fix errors without having to wait for a particular contractor or decision-maker to be physically present. AR also allows workers to take photos or videos of issues, and remote teams can view and comment on them.

Virtual Walkthroughs

New technology will allow for more easily streamlined project planning. AR lets owners, engineers, and other lead people take virtual walkthroughs of buildings in progress or see how changes will be incorporated into the design without throwing the job off track. Being able to visualize changes' effect on a project in real time can help find mistakes early and guarantee every project principal is on the same page.

Lastly, is modifying projects. Using an AR headset with a digital overlay of a project, engineers can easily change the layout of walls or other essential structural components and systems. AR gives them a view of how those systems work together. It can also show incompatibilities or instances when a potential fix will create a problem down the line. Accepted changes update in real time, so the risk of workers following outdated plans is greatly reduced. Using AR here can avoid budget-killing oversights, lowering the chances of major rework once the project is underway.

We would encourage you to get ahead of the curve by exploring these areas now. Be proactive. Check out Microsoft HoloLens to see how this is impacting our industry.

Cybersecurity and AR are two major areas that you could review to see where you might want to use the CDAP support in your business. In Part 2 of this article, we will focus on social media. Social media is critical to your success as studies have shown that 74 percent of consumers rely on social media when making purchasing decisions.

CDAP makes this a great time to set up or fine tune your social media programs and deal with other key technology issues. The process requires expertise and ongoing maintenance. Part II will examine what social media platforms are available, what their key strengths and weaknesses are, and what other areas you need to explore. ■

Ron Coleman is a Vancouver-based accountant, management consultant, author, and educator specializing in the construction industry. He can be reached by email at ronald@ronaldcoleman.ca.

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Building the Trade

He's got experience. He's got reach. He's got passion.
 Steve Davis, Local 280's Organizer, is shaking things up.

By / Jessica Kirby

In 1997, Steve Davis started working on a permit for his parent's company, Mercury Metals Ltd., where he spent two years installing architectural sheet metal. He started his apprenticeship at this shop, but in 2000 he went to Apollo Sheet Metal where he spent the next two decades.

"I started getting really interested in the union a few years into my apprenticeship," Davis says. "I started attending meetings, trying to gather more knowledge and information about what the union had available that would help my career."

January 2023 will mark Davis's 25th year in Local 280. Around 2009, Davis was elected to Local 280's executive board and from there, he has served four consecutive terms. He became a negotiations committee member and participated in Local 280's last four negotiations. Next, he was elected to the Health Benefits and Training Board as a trustee and is currently vice-president.

"I've always tried to be involved with the union," Davis says. "I just felt that if there were something I could to help or participate, then I would try."

Up for the Challenge

As a shop foreman at a larger contractor, Davis knew about BC's ongoing labour challenges and that it could be difficult to recruit new members. He is also an extremely social person and his passion for the industry was palpable. It was the perfect storm.



"Knowing that recruitment is an issue, anytime we went out anywhere I was always talking to people about our trade and trying to recruit them," Davis says. "In the middle of 2019, I was having a discussion with my wife about how hard it was to get new people and how people didn't really know what sheet metal was. I felt like the message wasn't getting out there. We seemed to be an unknown trade, and I had a lot of ideas of how we could get out into the market to bring new members into the union."

Local 280's Organizer position sat empty for several years. At the end of 2019, Davis applied for it, and he was hired in March 2020. Davis is a person who is always up for a challenge. He saw the position as one that presented a lot of those, as well as a lot of risk with minimal reward—but he was intrigued.

"I love our trade, and I love what we do," he says. "To be able to get out there to talk to people, to recruit them, to share about who we are and what we do and be paid to do it was a dream come true."



Making Progress

Davis hit the ground running. Local 280 went without organizer for so long, Davis knew recruitment opportunities had been missed, so he quickly sought opportunities to increase the union's visibility and familiarity in the community.

"Since I have been in this position, I have made a point of getting out into the community, attending trade shows and job fairs, visiting high schools, and working with various school board trades programs," he says. "Anything to connect with new possible members."

He is currently on the Local's Recruitment and Retention Council, which means he's been reaching out to old members to find out why they left and what can be done to help or keep them.

"I think the biggest thing for me going forward will be to try to recruit and retain new members," he says. "We are working with several high school trade programs to help grade 12 students get their final credits towards graduation. We put them to work part or full time. I find this one very rewarding."

Calling All Recruits

Davis' focus is continued forward momentum, getting out into the community with trade expos, job fairs, and making

connections with more school districts. His overarching goal is to help build a trade that people want to come to as a first option.

"Most of the high school programs have several different Red Seal programs available, including electrical, carpentry, masonry, steel fabrication, and plumbing, but sheet metal is not mentioned," he says. "With the help of the Sheet Metal Workers Training Centre Industry Board and our current union officers, we would really love to see it recognized in the high school programs, so when students are coming out of school, they're looking at joining sheet metal as a first choice."

He also believes filling the required labour shortage will require a joint effort between the union and SMACNA-BC contractors. "We will need to adapt our work schedules and change our approach on flexibility for our workforce," he says. "We can work together with school districts and youth programs to expand our new recruits, and we can offer more training and support for our new pre-apprentices."

He leaves an important message with individuals considering a career in sheet metal and those just getting started. "Be proud of what you do," he says. "We are a great trade with high wages, benefits, and pension. It takes skill and ability to be a good sheet metal worker. Construction is a high-paying, lucrative career. Let people know what you do for a living, and take pride in being a sheet metal worker." ■

SMART Local 280 / SMACNA-BC Partnership



Left: Jud Martell, Local Union No. 280 President.
Right: Phil McDonald, Summit Sheet Metal Ltd., SMACNA-BC President.



Labour & Management
"Embracing the Challenge"

- B. Flaherty, Cornell University, Syracuse, N.Y.

BEING A MAGNETIC AND POSITIVE LEADER

You ever get a vibe off someone when you first meet them? Right away, you either like them or you don't. They have some kind of energy that you are responding to (good or bad) and it's having an effect. The same thing plays out in the workplace with your crews and your routine as a leader.

Being a Magnetic and Positive leader is vital to success at work. Here's why:

A magnetic and positive person draws positive people and outcomes to themselves. If you do not work at being positive, you may, without even knowing it, put out negative energy and draw negativity to yourself. Now, before you think I'm dropping some California tofu-eater metaphysical B.S. on you, give me a chance.

Being positive is very important. Being respected is always better than being liked—but what if you can achieve both? What are some of the business benefits?

Positive and magnetic people:

- Are better persuaders and negotiators
- Are given the benefit of the doubt about their intentions
- Generally have more doors open to them



By Mark Breslin
Apprentice Performance Solutions

- Often have a network of people promoting them
- Attract others
- Make people smile

Okay, that last one is a "have a nice day" moment. But it is real. A lot of people think that being positive is simply inherent—people are either born positive or not, so they are sometimes unwilling to work at it. I disagree. Being positive is a choice.

Here's what to keep in mind if you want to be a positive and magnetic person both in and out of the workplace:

- Be enthusiastic and show it
- Be encouraging and say it
- Be complimentary and mean it
- Show real interest in other people and their families
- Be a good and active listener
- Don't interrupt others
- Show respect and make people feel important

And remember, as Dale Carnegie wisely said, "A person's name is the sweetest and most important sound they can ever hear..."

Some leaders and managers revel in the idea that being a hard-ass people fear or dislike is a good sign. Personally, I think being a positive and encouraging hard-ass is a much better idea.

For more information on leadership training and performance, or to find Mark's best selling books, *Five Minute Foreman* and *Alpha Dog*, visit breslin.biz.

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COMFORT BY DESIGN PER ASHRAE STANDARDS 62.1 AND 55

The goal of a good room air distribution system is to provide thermal comfort and a healthy living environment for occupants in the space. ASHRAE Standard 55-2017 *Thermal Environmental Conditions for Human Occupancy* and ASHRAE Standard 62.1-2019 *Ventilation for Acceptable Indoor Air Quality* provide design engineers with the guidance to optimize health and comfort in occupied building spaces. Many codes around the country require compliance with these ASHRAE standards. LEED also requires compliance with these standards. This article will briefly outline the goals of these standards and how to comply.

The occupied zone as defined by standard ASHRAE 55-2017 reads as follows: “The region normally occupied by people within a space, generally considered to be between the floor and six-foot level above the floor and more than three feet from outside walls/windows and one foot from internal walls.” The space from the interior walls inward one foot serves as a mixing zone where room air is entrained into the supply air stream and mixes to provide thermal comfort in the occupied space. When designing underfloor air distribution (UFAD) systems or thermal displacement ventilation (TDV) systems, the occupied areas around the outlets may be excluded to where the total air jet from the outlet contains velocities greater than 50 feet per minute (FPM). These are known as the “clear zone”.

Any design must also include an adequate supply of ventilation air to the breathing zone of the space. ASHRAE 62.1-2019 defines ventilation air as “that portion of supply air that is outdoor air plus any re-circulated air that has been treated for the purpose of maintaining acceptable indoor air quality.” The breathing zone is the six-foot area above the floor.

The primary factors to be considered when determining conditions for thermal comfort in the occupied space are: temperature, air velocity, humidity, clothing insulation, and activity level of the occupants. All of these factors are interconnected when determining the general occupant comfort of the space. The ideal temperature in a space is one in which the occupant will feel neutral to their surroundings. While the range of acceptable temperature may vary depending on other conditions, ASHRAE 55 requires the “allowable vertical air temperature difference between head and ankles to be 5.4 degrees F”. Air velocity in the space is less than 50 FPM during cooling and 30 FPM during heating. ASHRAE 55 requires the dew point to be less than 62.2 degrees F. Clothing variables also are factored in, from sandals to shoes. The final item is the activity level of the occupant in the space. Most office activity ranges from a 1.0 to 1.3 factor.

The three common methods of room air distribution used in commercial buildings are: fully mixed, fully stratified, and



By Norm Grusnick, PEng
Sales Manager, ECCO Supply

partially mixed, such as in underfloor systems. Design methods for cooling an interior zone and heating a perimeter zone vary with each method. For fully mixed systems, the pattern of the air delivered to the space must be considered when selecting the air outlets. Various options include ceiling diffusers, plenum slot diffusers, and side wall grilles.

Typically for perimeter applications where the same outlet is being used for both heating and cooling, a liner for plenum slot diffuser is used. For perimeter heating, the requirements for table 6-2 of ASHRAE Standard 62.1-2019 must be considered.

For partially mixed air distribution systems (typically UFAD), the core area usually experiences even loading throughout the occupied area. The goal of partially mixed systems is to save energy by conditioning the lower area through use of floor diffusers. Perimeter zones for partially mixed systems need special attention due to the outdoor solar and air temperature changes. Fully stratified design typically requires a separate heating system, but ventilation air can be reduced by 20%.

Regardless of which type of room air distribution system you use on your project, occupants who are comfortable are more productive. Comfort derived from good design keeps all occupants and users happy and healthy. ■



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SMACNA Seismic Restraint Manual

This session highlights the *SMACNA Seismic Restraint Manual – Guidelines For Mechanical Systems* 3rd Edition (ANSI) means and methods for seismically bracing ducts and pipes to meet the requirements of the regionally appropriate seismic hazard levels so that ducts/pipes are more likely to maintain their integrity and remain attached to the building’s structure during a seismic event.

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This webinar demonstrates how to use SMACNA’s 3rd Edition of the *HVAC Duct Construction Standards* to determine the proper range of construction options of rectangular duct used in today’s commercial market.

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Architectural Metals: A Guide to Selection, Specification, and Performance

Written by L. William Zahner, A Zahner Company, this is the first comprehensive guide to the metals and metallic finishes available for use in architecture. Learn from a fourth-generation expert in the field who has, over the past 15 years, consulted on some of the world’s most prestigious building projects.

This publication demystifies metals for architects, artisans, and design professionals providing them with a logical framework for the selection and use of the correct material for the job at hand.

Each chapter of is devoted to a specific type of metal, metallic finish, or coating, and includes a historical overview, environmental concerns, an exhaustive description of available forms and (where appropriate) colours, performance evaluations, finishes, weathering and corrosion characteristics, maintenance and restoration techniques, fastening, welding, joining methods, and more.

Written by one of the leading experts on architectural metals, this book helps architects realize some of the most exciting designs of the past 20 years.

Visit smacna.org for details.

SMACNA’s Fibrous Glass Duct Construction Standards, 8th edition

SMACNA’s *Fibrous Glass Duct Construction Standard* 8th Edition provides important updates from former editions, with 1400 EI 2” board now covered within the standard. This new standard also includes revisions to tie rod reinforcements, channel system reinforcement, partial wrap-around reinforcement, and fasteners associated with the newer boards. Additional provisions for fittings, closures, and specifications referencing the North American Insulation Manufacturers Association (NAIMA) and Underwriters Laboratories (UL) are included. Now available at a 15% discount.

Contact smacna-bc.org to order your copy. ■



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FEDS ANNOUNCE COLLABORATIVE APPROACH FOR NATIONAL MODEL CODES

Construction codes are essential in supporting safe, energy efficient homes and buildings for Canadians. As the construction industry employs nearly 1.4 million Canadians, a harmonized set of codes reduces regulatory burden and removes internal trade barriers.

The Honourable François-Philippe Champagne, Minister of Innovation, Science and Industry, has announced a new governance model for the National Model Codes development system.

The new federal-provincial-territorial (FPT) governance model replaces the Canadian Commission on Building and Fire Codes, the committee that was responsible for code development in Canada since 1991.

The new FPT governance model includes the Canadian Board for Harmonized Construction Codes, overseen by a new Canadian Table for Harmonized Construction Codes Policy. It was developed to integrate provinces and territories into the national process, bringing Canada significantly closer to harmonized construction codes across the country.

With this new approach, the code development system will be more responsive to provincial and territorial code priorities and will result in more efficient construction in Canada. The new model will contribute to lower construction costs for industry and reduce internal trade barriers related to manufacturing, operation, inspection, education, and training. Adoption of more harmonized codes will accelerate the construction of energy-efficient buildings, creating more affordable and efficient homes for Canadians, while also helping to meet Canada’s net-zero goals.

It is estimated the new FPT governance model will bring Canada an economic benefit between \$750 million to \$1 billion per year by 2028. ■

CSA SURVEY ON WOMEN’S PPE—YOU CAN’T JUST SHRINK IT AND PINK IT

A new report published by CSA Group, Canadian Women’s Experiences with Personal Protective Equipment in the Workplace, found only six per cent of women say PPE they wear is designed for them.

The report looks at the current state of how PPE is meeting the needs of women and includes first-hand experiences, said Jennifer Teague, vice-president of standards research and planning with CSA Group. It’s based on the results of a survey of nearly 3,000 Canadian women from different sectors.

According to the report, the three most common problems the women surveyed have are: it does not fit properly (50 per cent); it is uncomfortable to wear (43 per cent); and the selection of women-specific PPE is inadequate (35 per cent).

They reported they use PPE that is the wrong size at least some of the time (58 per cent); they don’t wear all the required PPE at work because of issues with fit (28 per cent); and they use a workaround to make their PPE fit (38 per cent).

“As we are looking at labour shortages in key sectors, we have more women entering the trades and all people should have a right to be protected equally through their PPE,” said Jennifer Teague, vice-president of standards research and planning with CSA Group. “It’s something that we really need to take a close look at and be mindful of when we’re providing PPE for our workforce, that we give women an opportunity to access...the same level of protection as their male colleagues. It’s important to their sense of safety but also to feel confident in what they do.”

Read the full story at *Journal of Commerce | canada.constructconnect.com* ■

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