



**SMACNA**  
**Council of Chapter Representatives**  
June 2-4, 2024 Meeting  
Beaver Creek, Colorado



## AGENDA

### SUNDAY, JUNE 2

**5:00 p.m. Reception**  
*Gore Range Hall*

### MONDAY, JUNE 3

**7:30 a.m. Buffet Breakfast**  
*Mount Jackson/Grouse Mountain Prefunction*

**8:00 a.m. Meeting**  
*Mount Jackson/Grouse Mountain*

- Call to Order** – Chair Cheryl Sprague
- Opening Remarks**
- Appointments**
  - Parliamentarian – Dan Kelly
  - Sergeants-At-Arms & Tellers – Kristin De Guzman & Joye Blanscett
- Introductions**
  - New Councilors and Chapter Executives
  - SMACNA Officers

**8:10 a.m. Announcements**

- I. Council Purposes**

Article XIV, Section 2 of the SMACNA Bylaws states that “The Council of Chapter Representatives shall serve to implement this Association’s policies and programs at the chapter level, to interchange information on chapter activities and programs, and to inform the Board of Directors concerning chapter needs and problems.”
- II. Meeting Format**

Small Table Rounds – It was the consensus of the Council Advisory Task Force that the small group discussion format facilitated by small table groups provides the best ambiance for full participation of all representatives to the Council. This format will be utilized for future meetings of the Council unless changed by the Council.
- III. Future Council Meeting Sites**
  - December 8-10, 2024  
JW Marriott New Orleans  
New Orleans, Louisiana

- June 1-3, 2025  
Omni Louisville Hotel  
Louisville, Kentucky
- December 7-9, 2025  
Renaissance Nashville Hotel  
Nashville, Tennessee
- May 31-June 2, 2026  
Fairmont Le Château Frontenac  
Québec City, Canada

- 8:15 a.m. Icebreaker/Get To Know You Activity** – Conversations at Tables
- 8:30 a.m. Reports**  
SMACNA President’s Report – Carol Duncan  
SMACNA Chief Executive Officer’s Report – Aaron Hilger  
SMACNA Council Chair’s Report – Cheryl Sprague
- 9:00 a.m. Robert’s Rules of Order** – Dan Kelly, Felhaber Larson
- 9:20 a.m. Meeting Mastery: Maximizing Every Minute** – Keith Scott and Rebecca Klein Scott, TALLsmall
- 10:20 a.m. Break**
- 10:30 a.m. Latest Developments on the Hill** – Denise Murphy McGraw, SMACNA Capitol Hill
- 11:30 a.m. NARCAN Access for Job Sites & Overdose Response Training** – Justin Crandol, SMACNA National and Ed Robison, SMOHIT
- 12:00 p.m. Group Lunch**  
*McCoy’s Peak/Patio*
- 1:00 p.m. Labor Insights and Current Bargaining Trends** – Jason Watson, SMACNA National
- 1:20 p.m. Product Show and Associate Member Report** – Dustin Berger, SMACNA National
- 1:30 p.m. Contractor Operations Manual Revision** – Linda Jennings, SMACNA National
- 1:45 p.m. Supporting Mental Health on the Job Site** – Jeremy Holburn, SMOHIT Mental Health Network
- 2:45 p.m. Break**

- 2:55 p.m. Strategies for Workplace Resilience** – LaTisha Bader, Denver Women’s Recovery
- 3:40 p.m. SMACNA Technical Department Highlights** – Eli Howard, SMACNA National
- 4:25 p.m. Recess**

**TUESDAY, JUNE 4**

- 7:30 a.m. Buffet Breakfast**  
*Mount Jackson/Grouse Mountain Prefunction*
- 8:00 a.m. Meeting – Reconvene**  
*Mount Jackson/Grouse Mountain*
- 8:05 a.m. Building a Company Culture** – Andrew Moreno, Able Heating & Air Conditioning, Inc.
- 9:05 a.m. Chapter Budgeting – SMACNA Meetings and Other Operating Costs** – Aaron Hilger, SMACNA National; James Strother, SMACNA of Western Pennsylvania; Susan Miller, SMACNA - St. Louis Chapter; Tom Martin, T. H. Martin, Inc.
- 9:45 a.m. Open Forum: Setting Your Local Industry Fund & Planning for Increases**
- 10:05 a.m. Break**
- 10:15 a.m. Table Discussion: Fire Life Safety**
- 10:40 a.m. Business Items**  
**Action Items**
- 10:50 a.m. Open Forum**  
**Other Topics for Discussion**
- 11:00 a.m. Adjournment**

## June 2024 Council of Chapter Representatives Meeting

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ATTORNEYS AT LAW

2024 SMACNA Council of Chapter  
Representatives Meeting

**Roberts' Rules of Order**

Dan Kelly – President and Shareholder

# Who is Robert?

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Brigadier General Henry Martyn Robert  
Source: <http://www.hq.usace.army.mil/history/robert.jpg>



## Roberts Rules of Order “Arrive At The General Will”

“enable assemblies of any size, with due regard for **every members opinion**, to arrive at the general will on the maximum number of questions...”

## What are they good for?

- Ensures Orderly Conduct
- Facilitates Fairness
- Enhances Efficiency
- Provides Clear Procedures
- Encourages Participation
- Promotes Transparency
- Offers Consistent Framework

## Basic Principles

- A quorum must be present for business to be conducted
- No person should speak until recognized by the chair
- Personal remarks or side discussions during debate are out of order
- Only one question at a time may be considered, and only one person may have the floor at any one time
- Silence gives consent. Those who do not vote allow the decision to be made by those who do vote.
- The Chair should always remain impartial.



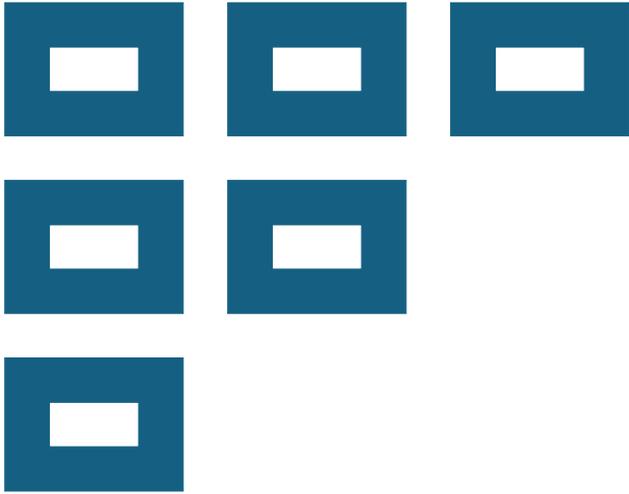
ATTORNEYS AT LAW

# Basic Meeting Outline



The official beginning of a meeting as declared by the presiding officer

## **Call to Order**



Instruments to ensure everyone is on the same page for what has been done, and what will be done

## **Agenda & Previous Minutes**



If there is something to report, provide a report

## **Committee Reports**



Where the work gets done

# Unfinished and New Business



When time runs out or the business has concluded

## **Adjournment**

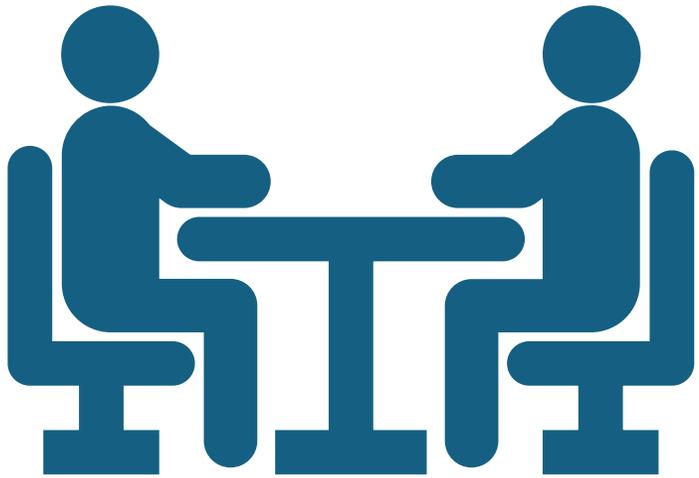


# What Is A Motion?



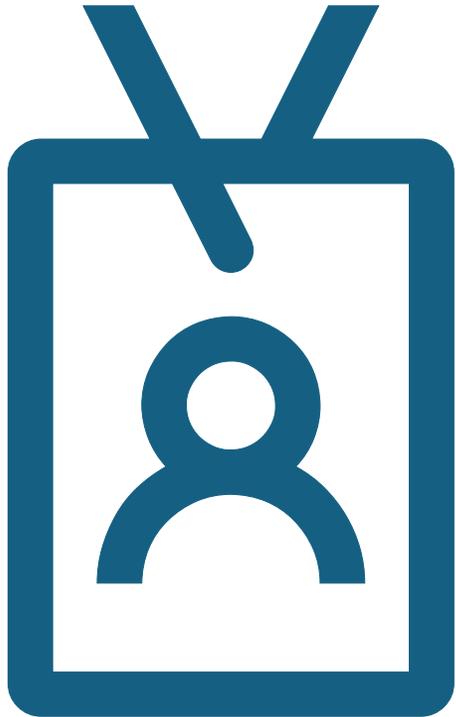
A formal and organized way for members to participate in the business

## **Motion Second**



Everyone gets to be heard when  
considering a motion

## **Discussion**



Concluding a motion

## **Voting**

# Examples of Common Motions

- Motion to amend
- Motion to substitute
- Motion to table
- Motion to limit debate
- Motion to close debate

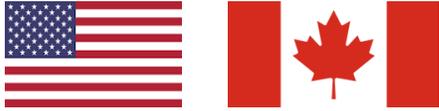
# Point of Order

# **Are Roberts Rules Right For My Meeting?**

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SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

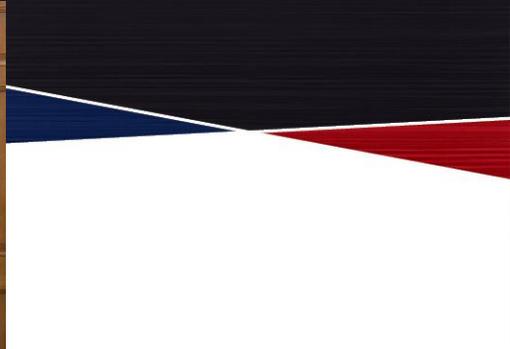


# Government & Political Affairs Report

Council - CO

June 3, 2024

Stanley E. Kolbe, Jr.  
Executive Director, Government &  
Political Affairs



## Where We Were, Where We Are, Where We Are Going on Policy and SMACPAC

- 2022: A year of record Legislative and Regulatory Achievements on SMACNA Priorities
- 2023: Most Unproductive Congress in a Century but SMACNA Secures Historic Regulatory Implementation, Advances Agenda
- 2024: Record Contractor Engagement Planned to Secure SMACNA's Key Bipartisan Priorities. Regulatory Comments on Landmark Legislation will be Submitted to Enact Vital Policy Goals.





■ Both chambers in session ■ House only in session ■ Senate only in session ■ Federal holiday

### January

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14	15	16	17	18	19	20
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28	29	30	31			

### February

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### March

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31						

### April

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28	29	30				

### May

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### June

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30						

### July

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28	29	30	31			

### August

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4	5	6	7	8	9	10
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

### September

1	2	3	4	5	6	7
8	9	10	11	12	13	14
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22	23	24	25	26	27	28
29	30					

### October

		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

### November

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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

### December

1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



## SMACNA GOVERNMENTAL AFFAIRS REPORT: JUNE 2024

- Overview – CEA Washington Conference / Program – Convention Plans
- Major Actions, Achievements in Legislative and Political Affairs - The Path Ahead: The 118<sup>th</sup> Congress
- The Legislative Agenda
- The Party Convention Engagement Plan
- Regulatory – Davis-Bacon final rule Secured, PLA rule Secured / Independent contractor Pending
  - Registered Apprenticeship - Proposed Rule / Prevailing Wage Treasury Guidance – Secured

### SMACNA State & Local Government Relations

- Monthly reports covering key state and local chapter activities
- Targeted assistance on legislative and political priority issues and House and Senate events, meetings
- Legislative and political outreach to boost program building for chapters
- 2024 Political convention exhibition in Chicago and Milwaukee showcasing JATCs, workforce, SMACNA

### The Issue Overview:

- Infrastructure and Tax Reform Packages –Signed Into Law SMACNA Effort Helps Add Davis-Bacon To IRA,
- CARES Act, CHIPS and Science Act, and Infrastructure Bills – Signed into Law / Regulations and Funding FY24
- SMACNA, Allies Secure BRAVE Act in Defense Authorization Act – Signed into Law

**DRAFT PROGRAM AT-A-GLANCE**

*As of 4/16/2024*

*Schedule subject to change due to speaker availability.*

**ALL EVENTS HELD AT ROYAL SONESTA WASHINGTON DC CAPITOL HILL UNLESS OTHERWISE INDICATED**

**MONDAY, MAY 6<sup>TH</sup>**

**5:00 p.m. – 6:00 p.m.** All Association Reception  
SMACNA Dinner Capitol Overlook

**TUESDAY, MAY 7<sup>TH</sup>**

**6:30 a.m. – 12:30 p.m.** Registration / Congressional Appointments Desk Open

**7:00 – 8:00 a.m.** Buffet Breakfast  
7:30 – 8:00 a.m. Soapbox Presentation

**8:00 – 12:00 p.m.** Program  
8:00 – 8:10 a.m. Introduction - Rep. Earl Pomeroy (ND-At Large, Ret.), Senior Counsel – Alston & Bird

**8:10 - 9:45 a.m.** Labor & Workforce Issues: PLAs, Apprenticeship, Independent Contractor  
8:10 – 9:15 a.m. Jessica Looman, Administrator, Wage & Hour Division, Department of Labor  
9:15 – 9:30 a.m.  
9:30 – 9:55 a.m. Julie Su, Acting Secretary of Labor, Department of Labor  
10:00 – 10:15 a.m. Rep. Donald Norcross (D-NJ-1)

**10:15 – 10:30 a.m.** Tax Credits  
Joe Boddicker, Counsel, Federal & Int'l Tax Group, Alston & Bird  
**MOC TBD**

**10:30 -11:00 a.m.** Workforce Infrastructure: Transportation  
Kathryn Thomson, Deputy Administrator, Federal Aviation Administration

**11:00 - 11:45 a.m.** Federal Contracting and Procurement Issues  
11:00-11:15 a.m. Rep. Pete Stauber (R-MN-8)  
11:15-11:30 a.m. Rep. Don Bacon (R-NE-2)  
11:30-11:45 a.m. Rep. Andrew Garbarino (R-NY-2)

**11:45 – 12:45 p.m.** Lunch Program: The 2024 Elections' Impact on the Union Construction Industry  
12:00 - 12:15 p.m. Rep. Tom Emmer (R-MN-6)  
12:15 - 12:30 p.m. Rep. Pat Ryan (D-NY)

**1:00 – 4:30 p.m.** Congressional Appointments  
CIC AT NAT'S PARK VS ORIOLES / BUS TO GAME

**WEDNESDAY, MAY 8<sup>TH</sup>**

**6:30 – 10:00 a.m.** Registration / Congressional Appointments Desk Open

**7:00 – 8:00 a.m.** Breakfast

**8:00 – 9:30 a.m.** Program – *MC/Moderator: Rep. Earl Pomeroy (ND-At Large, Ret.), Senior Counsel – Alston & Bird*  
8:00 – 8:30 a.m. Sean McGarvey, President, NABTU  
8:30 – 9:30 a.m. Mariah Becker, Director of Research & Education, NCCMP  
9:30 – 10:00 a.m. Kathi Dobson, Safety Director, Alberici Constructors / Occupational Safety Representative, NACOSH

**10:00 a.m.** Congressional Appointments - Overage

# Government Affairs Review

- **The path ahead on 2024 SMACNA priorities. Where Are We Now?**
- **The following legislative goals were achieved, and regulations are final will soon be final.** All efforts were advocated by acting in coalitions and advocating for SMACNA alone: **Continued focus on key issues:** In coalitions and advocating for SMACNA alone -
- **CHIPS 1.0 and Science Act (P.L. 117-167) Now Law** - advocacy in coalition and alone to pass the CHIPS legislation providing \$55 billion in tax incentives/support for chip plant construction with prevailing wage coverage and \$4 billion for National Labs.
- **CHIPS 2.0 being drafted and 2<sup>nd</sup> round of tax eligible commitments for CHIPS 1.0** announced for release soon.
- **Infrastructure Building Provisions / Now Law** - educating membership on the buildings program, funds and benefits coming from the infrastructure law and recent appropriation package.
- **Building Efficiency Tax Incentives Regulations** - continue advocacy of the residential, industrial, commercial, and public building energy efficiency tax incentives remaining from infrastructure and reconciliation package **P.L.117-169 Regulatory Guidance from Treasury Department / IRS Rules Effective on January 29, 2023**
- **Project labor agreements (PLAs)** - building support for new Executive Order regulation and issue in general to outflank attacks. Draft Final Rule Issued August 19 / **Comments Filed October 2022, rules issued in final form December 18, 2023.**
- **179d Reform (P.L. 117-169)** - maintain active coalition and SMACNA lobby efforts to pass alone or in extenders tax package / includes prevailing wage-apprenticeship language / Treasury Department Guidance Out – January 29, 2023 / Final Rules - December 2023
- **Davis-Bacon Act Expanded to Private Projects Now Law** - Also supporting the process of **regulatory reform** with Members of Congress and opposing repeal efforts / SMACNA DOL / WHD comments filed 5/17/22 / \*Final Rule Issued 8-23-2023 /Effective Oct 23, 2023.

## Legislative Goals on Track for Final Action or Progress in 2024:

- **Endorse Extension of R&D Tax Credit AND Section 179** Bonus Equipment Depreciation provisions (S. 866 /H.R. 2673) Coalition and independent action.
- **FAA 5 – Year \$130 billion Reauthorization: New** HVAC and Energy Efficiency Earmarks / Terminal Energy Upgrades
- **Independent Contractor Regulatory Reform** – Draft Regulatory Comment Filed / support construction reforms in current draft process at DOL. Release expected any day of reformed IC rules beneficial to union contractors.
- **Promote the Change Order Reform / Small Business Payment for Performance Act** – Leading to endorse change order reform (H.R. 2726) bill again to provide payment on approval for half of change order amount, expedited resolution of the remainder once certified by contracting officer. Lobby effort will be doubled in the coming months.
- **Support Nuclear Energy Financing, Licensing and Advanced Technology Act** -
  - S. 1111, Accelerating Deployment of Versatile, Advanced Nuclear for Clean Energy (ADVANCE) Act of 2023. It also directs the Nuclear Regulatory Commission to create a pathway for conventional energy source sites to be repurposed in the future. The bill would expedite the development and deployment of advanced nuclear energy for the next generation of nuclear reactors. Passed Senate in 2023 and House Committee with SMACNA boost. Odds growing for final action by Congress in first quarter of 2024.
- **Advocate for The SAFE Banking Act** – House and Senate bills (H.R. 2891 / S. 1323) would provide access to the federal banking system for cannabis related industry payments. Senate Banking Passage with SMACNA noted, Senate pending vote.
- **Defend PLAs / Davis-Bacon Act** – Oppose (H.J. Res. 103/H.R. 1290/H.R. 720/S. 537) repeal bills.
- **Defend the IRA and CHIPS and Science Act 1.0 (Support 2.0)** tax incentives for private construction incentives / public projects.
- **Defend Continued Funding of School Construction / IAQ** - Programs included in the American Rescue Plan intended for 4 years of retrofits as well as new programs in the infrastructure and reconciliation package. \*\*179d use is optional.
- **Boost Registered Apprenticeship** - Support (H.R. 2851/S. 249/H.R. 2900) funds for general workforce development programs for construction industry in DOL Appropriations, Infrastructure Act, Rescue Plan and reconciliation package / Apprenticeship Act / Apprenticeship Hubs Act. Bipartisan support for action soon.

- **Promote Pension Reforms** - monitoring opportunities to advance our policy position as part of generic pension legislation.
- **Substance Abuse Program Funding and Research** - (S. 1359 / S. 644) would increase access to care for people, often in the workforce, experiencing opioid use disorder (OUD) by reforming outdated regulations governing the prescription/dispensing medications.
- **Advocate for Pro Codes Act** - (S. 832 / H.R. 1631) endorsed and supporting pending bill to boost the copyright protects of codes and standards issuing groups / coalition and SMACNA efforts.

### **Regulations Targeted for Special 2023-2024 Attention and SMACNA Comments Filed:**

- Davis-Bacon Reform – Rules were final October 23, 2023
- IRA Tax Incentives Regulatory Guidance – Most key rules final December 2023.
- Independent Contractor Reform – Draft rule expected by February 2024.
- PLA Executive Order / Reform – Final rule issued to take effect in February 2024.
- FAR Council Decarbonization Reform – Final rule expected by Summer 2024.
- Buy America Act Regulatory Reform – Final rule in early 2024.
- Cannabis Regulatory Reform – FDA reclassification rule comments being drafted now.
- Registered Apprenticeship Reform – Proposed final rule December 2023; commenting.

# Top Issues - Overview:

- **Appropriations Outlook:** The House has a lot of unfinished business to accomplish this summer. Earlier this week, leaders announced that they would complete all [12 annual appropriations bills](#) and the FY25 NDAA before August recess. Here's their tentative schedule:
  - Week of June 3: Military Construction - VA
  - Week of June 10: NDAA
  - Week of June 24: DoD, DHS, and State and Foreign Operations
  - Week of July 8: [Legislative Branch](#)
  - Week of July 21: Ag-FDA, CJS, Financial Services-General Government, and Interior- EPA
  - Week of July 29: Energy and Water, L-HHS-ED, THUD
- **NDAA Advances:** Earlier last week, the House Armed Services Committee [advanced](#) the FY25 NDAA.
  - The \$883.7 billion measure included \$849.8 billion for the Pentagon and a 20% increase for junior troops as well as other quality of life improvements.
  - The measure now heads to the full House and is expected to be considered next month.
- **As part of the Committee's debate was a major victory beating back FL Rep. Matt Gaetz and his PLA repeal** amendment 31-26 with four Republicans voting with the Democratic minority to send the PLA Executive Order language to the floor and likely inclusion on DOD projects for FY 25.
  - GOP champions Bacon, Turner, LaLota and Graves.

# Special Focus: FAA Reauthorization

**SMACNA endorsed the Just Passed/Enacted Compromise FAA reauthorization - H.R. 3935.**

- SMACNA has shared with Congress and federal policy leaders for decades the needs for the following provisions contained in H.R. 3935:
- **For our construction companies, the bill's most important provision is its \$19.7-billion authorization for the Airport Improvement Program (AIP). Of that total, \$3.35 billion is for the remainder of fiscal year 2024. The bill also provides \$4 billion a year for fiscal 2025 through 2028. The \$4 billion is a 19.4% hike over the level provided in the last multiyear FAA bill, which became law in 2018.**
- **Permitting reform to expedite airport environmental reviews to accelerate terminal construction projects.**
- **Retrofitting HVAC, boosting energy efficiency of all the nation's airports (section 742).**
- **Allowing present and future airport power demands for airside and landside operations to be included airport energy assessments.**
- **Allowing the Secretary of Transportation to make grants to airport sponsors to acquire or construct equipment that will improve energy efficiency at the airport complex.**
- **Provide a GAO study of onsite airport energy generation solutions for operational efficiency.**
- **\$1 billion to make airports more resilient to the impacts of weather and climate change.**

## Policy Focus Example: SMACNA's Market Opportunities in the IRA - Building Tax Incentives:

The new law will extend existing tax credits for efficient construction and retrofits projects. It would also allow project owners to receive a direct payment for their investments instead of a tax credit.

- **A direct pay and tax credit transfer option** would provide greater financial flexibility, increased corporate cash flow, to reduce business financing needs. Filed regulatory comments to Treasury and IRS Division. Final Rules Expected the fall.
- The legislation **extends and creates new tax credits for various efficiency / IAQ retrofits**, including transmission
- **It expands the investment tax credit (ITC) and Production Tax Incentive (PTC)** program to include combined heat and power CHP), energy storage technology, biogas property, microgrid controllers, and linear generators.
- **Tax credits would be created or extended for additional technologies and energy sources including nuclear energy, hydrogen energy, biofuels plants and technology that captures carbon from fossil fuel power plants.**

### Other highlights include:

- *Davis-Bacon Act and Registered Apprenticeships, Youth Apprenticeships, and Pre-Apprenticeships Standards Included.*
- **Provides special funding and program support for apprenticeship programs, pre-apprenticeship programs that matriculate to registered apprenticeship programs, and youth apprenticeship programs;**
- **Decarbonization of buildings and facilities reduction financing / leverage fund**, with a share going to disadvantaged urban areas and communities.
- **Grants for high-capacity transmission lines and for siting and upgrading interstate interconnections** and improves grid
- Department of Energy and the Federal Energy Regulatory Commission, advance efficient and **expeditious permitting.**
- **Efficiency tax credits and decarbonization program incentives**, with Davis-Bacon and Registered Apprentices for facilities in the utility, commercial, industrial, residential, and public sectors.

## **The Political and PAC Summary for 2024 - What is ahead for the PAC and Political Engagement?**

- Too early to handicap any race until all primaries and new districts are decided by courts.
- 6275 votes made the House majority outcome last election in just 5 races. House majority now 2 seats!
- SMACNA and SMART Workforce events planned at **both party conventions** TBA.
- PAC Impact - A PAC of our size and focus matters – a lot of clout if focused, growing.
- Fundraising - Countless local / DC hosted PAC events, PAC Member trips.
- We will again cohost at least 24 Nat's baseball House and Senate Fundraising events @\$2000 per seat and 30 spots in our suite / at times 3 events in one night side by side.
- Total raised in all fundraising events close to \$2 million raised to assist candidates.
- Prior Approval Campaign and Forms – The Minimum to Become more Engaged and Informed

**Area for Greater Involvement** – Step up a higher PAC level if you can but sell the PAC to others as every dollar raised matters is even more important in an election year with many close races on the line.

- Increased PAC Support – PAC Consultant Boost for PAC Campaign, Convention PAC Auction –
- Special Effort to raise more Administrative Funds to boost PAC engagement and support.

**Issues for Greater Engagement by Members and Leadership** - On the Hill we continue to engage our members to help cultivate and activate dozens of Democratic Members and GOP House members by continually educating, supporting and assisting their policy and political as well as fundraising staff on our issues.

- Many in the House GOP and some in the Senate GOP will continue to seek rollbacks in the list of achievements from the 117<sup>th</sup> Congress.
- Most bipartisan Members in the House WILL support union contractor priorities, especially if our PAC is stronger and becomes even more engaged in DC and in districts.

- A few dozen Rs with us on DB and apprenticeship issues so far this Congress... and the party is fracturing along regional, ideological lines so this number should grow.
- We know the split in the House and Senate will remain razor thin on key votes and that means bipartisan coalition building will again be needed in 2024 to prevail. Our reasonable business and workforce agenda items... and opportunities should be part of soon expected tax and industrial competitiveness amendments.

**Bottom Line:** I am confident that with your consistent, growing and enthusiastic engagement we will see many more SMACNA policies move nearer to passage this year and before the conclusion of the 118th Congress.

- As we shared last year, our top challenge is to sustain close margins on 2024 floor votes planned to challenge the regulatory reforms won in newly enacted laws passed in 2022 and 2023.
- Goal is to earn new policy victories where our groundwork has been meticulously prepared in recent months and years.

**The Priority Goal - Our PAC goal is to build a stronger bipartisan base for our issues** in the next Congress following the November election to sustain policies benefitting our membership project volume and their profitability for years to come.

**If you have any questions, please contact me for a quick response... any time of day.**

[skolbe@smacna.org](mailto:skolbe@smacna.org)

Thank you

# State & Local Government Relations

## Denise Murphy McGraw

[dmurphymcgraw@smacna.org](mailto:dmurphymcgraw@smacna.org)

### Has Been A Busy Year:

- Began monthly newsletter with focus on state & local projects, policy and legislation as well a success stories of local chapters
- Launched e-Advocacy beta program with 10 chapters and provide regular office hours with support
- Offered government relations training for groups big and small
- Helped secure speakers for events

### In The Year Ahead:

- Add more chapters to e-Advocacy. Its FREE!
- Work with chapters to provide support for state advocacy days throughout US in 2025
- Share more Good News! Please send your updates to Denise at any time.



# Thank you!

Please reach out to the SMACNA Government Affairs staff with questions!

**Stanley E. Kolbe**

Executive Director, Government & Political Affairs

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SMACNA Capitol Hill Office | 305 Fourth Street, NE | Washington, DC 20002





# ***NARCAN Access for Job Sites & Overdose Response Training***

*Justin Crandol, MS, CSP, ARM, CRIS*  
SMACNA Director of Safety

&

Edmund M. Robison  
SMOHIT Field Representative



# Mental Health Resources

- SMACNA Efforts and Resources
- SMOHIT Efforts and Resources
- NARCAN Training



# SMACNA Efforts and Resources

- Safety Alliance Resources
- White House/CPWR Initiative



# Safety Alliance Resources

- Video Podcasts for Safety Week
  - [Mental Health](#), Alex Kopp, TAUC
  - [Opioid Awareness](#), Justin Crandol, SMACNA
- Suicide Prevention in the Construction Industry: Know the Signs and Help a Life

[Play Recording](#)  
[Additional Resources](#)

[Download Presentation](#)



# Safety Alliance Resources



Suicide Prevention Poker Chips

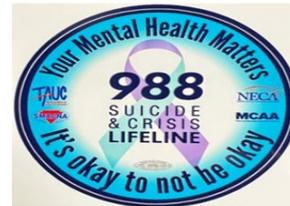


Quantity: \_\_\_\_\_

Company Name and Contact Person: \_\_\_\_\_

Shipping Address: \_\_\_\_\_

Suicide Prevention Hard Hat Stickers



Quantity: \_\_\_\_\_

- [SMACNA Suicide Prevention Hardhat Stickers and Chips—ORDER FORM \(office.com\)](https://www.office.com)
- Distributed over 25,000 Chips and 10,000 Stickers
- Distributed through 15 chapters and dozens of requests



## White House/CPWR Initiative

- White House NARCAN project – The White House has an initiative to increase training and access to opioid overdose reversal medications (OORM) with a focus on 3 goals:
  - o training employees on OORM,
  - o keeping OORM in first aid kits at worksites,
  - o and purchasing and distributing OORM to employees for at-home or at-community use.



## White House/CPWR Initiative

- The Safety Alliance participated on stakeholder call with the HHS Secretary to discuss Narcan efforts
- WH Recognition of the Safety Alliance Efforts –  
<https://www.whitehouse.gov/savelivesfromoverdose/>

# SMOHIT Efforts and Resources

## SMOHIT Contacts



**Aldo  
Zambetti**  
Administrator

 (412) 996-4644  
azambetti@smohit.org

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Helpline (877) 884-6227  
National Suicide & Crisis Lifeline 988



**Jeff  
Bradley**  
Program Director

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jbradley@smohit.org

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Helpline (877) 884-6227  
National Suicide & Crisis Lifeline 988



**Chris  
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MAP Program Coordinator

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Helpline (877) 884-6227  
National Suicide & Crisis Lifeline 988



**Edmund M.  
Robison**  
Field Representative

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erobison@smohit.org

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Helpline (877) 884-6227  
National Suicide & Crisis Lifeline 988



# map

MEMBER ASSISTANCE PROGRAM



# Naloxone Saves Lives

Naloxone training-Ed & Chris



## Opioid Crisis in Construction

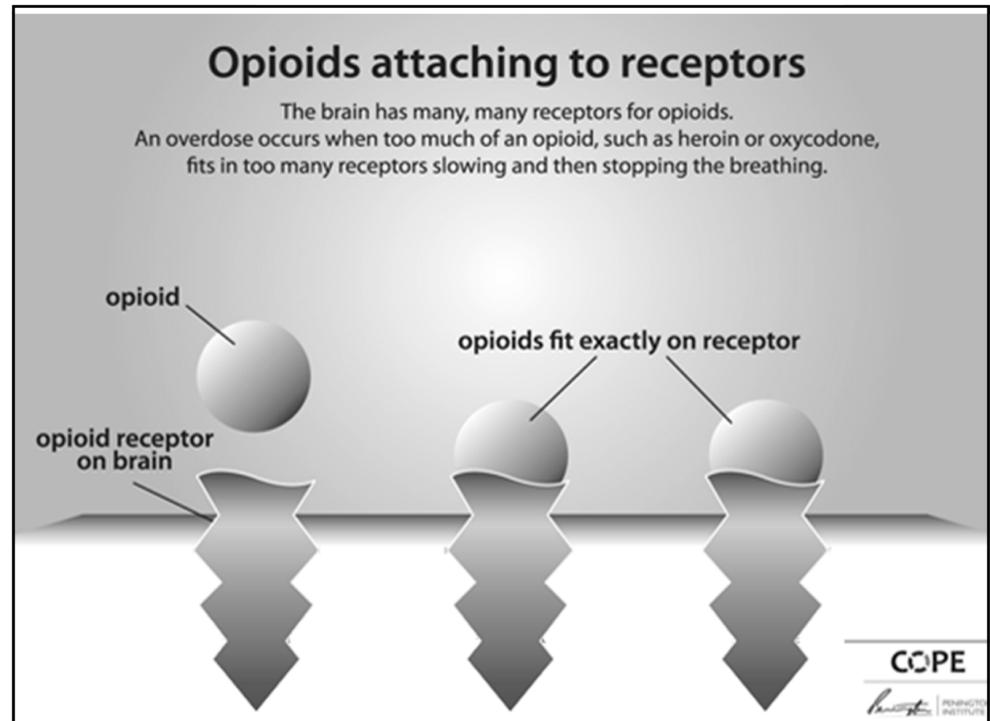
- Construction workers are five times more likely to have an overdose than people working in other industries.
- Between 2010 and 2016 the number of overdose deaths among construction workers went up!



## Why are construction workers at risk?

- Almost a quarter of all overdose deaths in construction involve legal prescription painkillers given by doctors to help with pain.
- Construction work can be tough on our bodies, causing pain from injuries or just hard work. Doctors sometimes prescribe strong painkillers like OxyContin or Vicodin. But these medicines are dangerous if not used correctly.

# What Is an Opioid Overdose?





## Symptoms of an Opioid Overdose

- Slow, shallow or stopped breathing
- Sleepy and unable to talk, or unconscious
- Lips or fingertips turning blue
- Pale/grayish skin
- Loud snoring or gurgling sounds

# What is Naloxone (Narcan)?

- Naloxone is an opioid antagonist that can reverse the effects of an opioid overdose. Usually available as a nasal spray medication.
- It works by blocking the effects of opiates on the brain and by restoring breathing. Naloxone will only work if a person has opiates in their system. It does not work for other drug induced overdoses.
- There are different brands of Naloxone. Narcan is a “brand” name of Naloxone.
- In most states, Naloxone nasal spray can be purchased over the counter at your local pharmacy.



# How to administer Naloxone nasal spray

## Peel - Place - Press



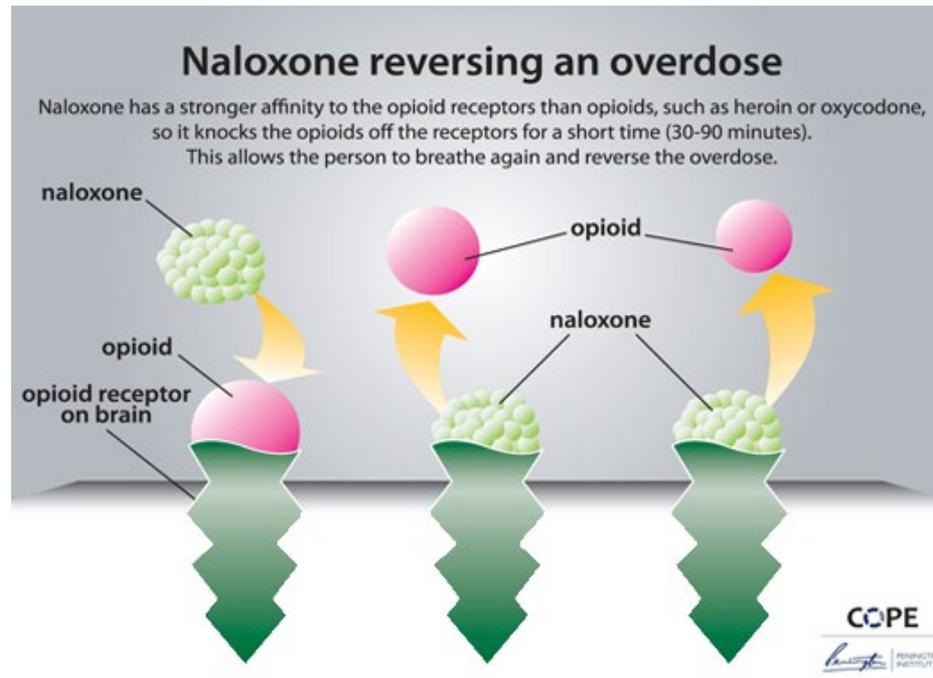
[CDC How to Use Naloxone Nasal Spray Video Link](#)

# How to respond to an opioid overdose

1. Call 911
2. Use Naloxone nasal spray as fast as possible
3. Try to keep the person awake and on their side.
4. Provide CPR if needed.
5. Stay with the person until medical help arrives.



# Naloxone (Narcan)



# Patient Revival

**After a patient wakes up, they may:**

- Be startled
- Be irritated and want to move around or even leave the area

**How to help:**

- Talk to them calmly
- Explained what happened



# Good Samaritan Laws

Numerous states have enacted Good Samaritan laws designed to safeguard individuals who seek assistance in the event of an overdose.

These statutes may provide legal immunity, even if one possesses drugs at the time of seeking help.

Additionally, they may extend protection to those rendering aid during an overdose. It is advisable to familiarize yourself with the specifics of these laws in your jurisdiction.





Source: GAO analysis of jurisdiction laws. | GAO-21-248

# How to prevent opioid use?

1

Create a pain management plan with your medical provider.

2

Request non-addictive pain medications.

3

Request physical therapy/massage therapy or chiropractor

SMOHIT  
Helpline



QUESTIONS?



Justin Crandol, MS, CSP, ARM, CRIS - [jcrandol@smacna.org](mailto:jcrandol@smacna.org)



SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# Bargaining Update

Council of Chapter Representatives Meeting

Beaver Creek, Colorado

June 3, 2024



Jason Watson  
Executive Director, Labor Relations



## 2023 Sheet Metal/Plumbers and Pipefitters/ Construction Settlements

		Year 1	Year 2	Year 3
Sheet Metal	Percent	4.9%	4.5%	4.3%
	Dollars	\$3.09	\$2.91	\$2.90
Plumbers	Percent	4.4%	3.7%	3.3%
	Dollars	\$3.27	\$2.95	\$2.75
Construction	Percent	4.6%	4.2%	3.9%
	Dollars	\$2.97	\$2.76	\$2.69

Sources: SMACNA National  
Construction Labor Research Council



## 2023 Sheet Metal Settlements by Region

		Year 1	Year 2	Year 3	Year 4	Year 5
East	Percent	3.8%	3.4%	3.4%	3.3%	3.9%
	Dollars	\$2.75	\$2.66	\$2.70	\$2.58	\$3.10
South	Percent	4.7%	4.6%	4.3%	3.3%	N/A
	Dollars	\$2.00	\$1.92	\$1.90	\$1.63	N/A
Midwest	Percent	4.8%	4.2%	4.0%	4.2%	3.2%
	Dollars	\$3.25	\$3.08	\$3.09	\$3.53	\$2.20
West	Percent	6.2%	5.4%	4.0%	3.5%	N/A
	Dollars	\$3.69	\$3.33	\$3.42	\$3.25	N/A

Source: SMACNA National



## Length of 2023 Sheet Metal Contracts





# 2024 Bargaining Update



## 2024 Work-Hour Forecasts

- 39% of chapters are projecting increased work-hours.
- 39% of chapters expect work-hours to decrease.
- 22% of chapters are projecting that work-hours will remain steady.



## 2024 Sheet Metal Settlements (as of June 3, 2024)

	Year 1	Year 2	Year 3	Year 4	Year 5
Percent	5.3%	4.6%	4.4%	3.6%	3.5%
Dollars	\$3.47	\$3.22	\$3.25	\$3.22	\$3.64

Source: SMACNA National



## 2024 Sheet Metal Settlements by Region (as of June 3, 2024)

		Year 1	Year 2	Year 3	Year 4	Year 5
East	Percent	4.3%	3.5%	3.7%	3.5%	3.6%
	Dollars	\$3.64	\$3.33	\$3.56	\$3.52	\$3.66
South	Percent	2.8%	3.0%	3.0%	2.3%	N/A
	Dollars	\$1.18	\$1.33	\$1.37	\$1.06	N/A
Midwest	Percent	6.0%	5.2%	4.8%	4.3%	N/A
	Dollars	\$3.62	\$3.32	\$3.27	\$3.57	N/A
West	Percent	3.2%	3.6%	3.5%	3.6%	3.5%
	Dollars	\$2.79	\$3.25	\$3.25	\$3.50	\$3.50

Source: SMACNA National



## 2024 Health Care Projections

Medical	
Indemnity	N/A
PPO	6.8%
HMO	7.6%

Rx Drugs	
Retail	9.9%
Mail Order	14.5%

Dental	
Indemnity	4.0%
Dental Provider Org.	4.0%
Dental Maint. Org.	3.5%



Source: 2024 Segal Health Plan Cost Trend Survey



## NPF Contribution Rates Beyond 2024

There are **NO** scheduled increases for **2024**.

Scheduled increases for **2025** and **2026** will be as follows:





## Upcoming Labor Relations Programs

- **Final 2024 Bargainers Conference Call**  
June 11<sup>th</sup> | 11:00 am Eastern
- **NJAB**  
September 17-18, 2024 | St. Louis, MO  
Cut-off date for submissions is Monday, August 26, 2024. Submissions mailed between Aug. 22-26 must be sent via overnight mail to the address below.

Street Address: NJAB  
4201 Lafayette Center Drive  
Chantilly, VA 20151-1219

- **2025 Collective Bargaining Orientation (Registration Opens July 2024)**  
January 8-9, 2025 | Phoenix, Arizona
- **2026 Partners in Progress Conference (Registration Opens Fall 2025)**  
February 27-28, 2026 | Orlando, Florida



## SMACNA Bargaining Resources

- [SMACNA Chapter Agreements](#)
- [Database on contract terms and conditions](#)
- Specialty agreements on file
- Immediate e-mail notification of settlements
- [Pension Information](#)
- LM-10/LM-30 Information
- [Bargainers Community](#)
- [CLRC Employment Share Reports](#) by Collective Bargaining Area (distributed in January 2024 to Chapters)
- [Substance Testing Guidelines](#)



## Additional Bargaining Resources

- [Wage and Fringe Database](#)
- [Residential Wage and Fringe Database](#)
- [Examples of Favorable Contract Language](#)
- [Vaccine Resources](#)
- [Annual Labor Report](#)
- [Annual Bargainers Update](#)
- Call the SMACNA Labor Relations Staff to discuss proposals, ask for legal analysis and request custom research
- [SMACNA Website](#)



# Thank you!

Let the Labor Relations staff know how we can help!

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SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# ASSOCIATE MEMBER & PRODUCT SHOW REPORT

DUSTIN BERGER  
DBERGER@SMACNA.ORG





# SMACNA NATIONAL ASSOCIATE MEMBER PROGRAM







# SMACNA PREMIER PARTNER ZONE

[smacna.online/ppz](https://smacna.online/ppz)





## SMACNA NATIONAL ASSOCIATE MEMBER PROGRAM

6 Premier Partners

1 Platinum Associate

10 Gold Associates

45 Silver Associates

11 Bronze Associates



# SMACNA ASSOCIATE MEMBER PAGE

[smacna.online/associatemembers](https://smacna.online/associatemembers)





# SMACNA ASSOCIATE MEMBER PRESENTED WEBINARS

What to Know About Selling, Transitioning, or Closing Your Business

How Contractors Can Tap Technology to Make the Most of Their Workforce

Succession Planning

5 Secrets to Healthier Cash Flow

5 Keys to Implementing New Tech

The Facts on Fiberglass: Understanding the Research

Optimizing IAQ & Energy Efficiency with Sorbent Ventilation Technology

Secure Act 2.0 - How Are You Impacted on Retirement Plans

How Goals Can Help Businesses Retain Employees in a Labor Shortage

7 Steps to Better Procurement

Increase Your Microsoft Outlook Effectiveness

Develop a Culture of Accountability at Your Business

Ductwork Fabrication from Innovation to Integration

Take VRF Further with Building Automation

Use Digital Workflows to Streamline Field/Office Communication

Back on Track: Why Software Implementation Derails and How to Fix It

How to Save When Purchasing Materials

Managing Your Cyber Risk

What Contractors Need to Know About Withdrawal Liability

Fiberglass Duct Liner for Efficient & Quiet HVAC Systems

Building a Dynamic Contracting Business Through Constant Change

A Lasting Legacy

Better Labor Productivity Through Workforce Management

Construction Metrics That Matter

Effective Tips for Training That Sticks



# SMACNA WEBINARS

[smacna.online/webinars](https://smacna.online/webinars)





# SMACNA PRODUCT SHOW





## SMACNA PRODUCT SHOW

- **Tuesday, October 29 from 6:45am - 11:15am**
- **Over 70 exhibitors**
- **Breakfast served from 6:45am - 8:45am**
- **Product Show Morning Bar open from 9:00am - 11:00am**
- **Attendee Breakfast Sponsorships are available again this year**



### **GOLD SPONSORSHIP - \$2,000**

---

- Top placement on Attendee Breakfast signage
- Top placement in Annual Convention slideshow
- Recognition on SMACNA Annual Convention website
- Recognition on SMACNA Product Show website
- Recognition in the Annual Convention app
- Recognition in SMACNA Member Update
- Recognition in SMACNA Chapter Leadership Update
- Recognition in SMACNA Products & Services Update
- Recognition in SMACNews

### **SILVER SPONSORSHIP - \$1,000**

---

- Placement on Attendee Breakfast signage
- Placement in Annual Convention slideshow
- Recognition on SMACNA Annual Convention website
- Recognition on SMACNA Product Show website
- Recognition in the Annual Convention app
- Recognition in SMACNA Member Update
- Recognition in SMACNews

### **BRONZE SPONSORSHIP - \$500**

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- Placement on Attendee Breakfast signage
- Placement in Annual Convention slideshow
- Recognition on SMACNA Annual Convention website
- Recognition on SMACNA Product Show website
- Recognition in the Annual Convention app

**CONTACT INFORMATION**



**DBERGER @SMACNA.ORG**



SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# CONTRACTOR OPERATIONS THE MANUAL AND THE PODCASTS

Linda Jennings  
Executive Director of  
Innovation, Integration  
and Learning



# **UNDERSTANDING THE CONTRACTORS OPERATIONS MANUAL**

**What is it?**

**What is new in it?**

**What are the podcasts?**

**What will we think of next?**



## UNDERSTANDING THE CONTRACTORS OPERATIONS MANUAL

- The Contractor Operations Manual covers the operational and strategic areas involved with running a successful contracting business.
- There are 24 books (or chapters) within the book. These resources are geared towards improving business management skills, preparing your business for the future, providing new tools for proven practices, and other important industry specific subjects.
- Where to find the components – [smacna.org](http://www.smacna.org) → Resources → Business Management → Contractor Operations Manual
- <https://www.smacna.org/resources/business-management/contractor-operations-manual>



# WHAT IS NEW IN THE MANUAL?

- In '**Right Sizing: The Keys to Profitably Scaling Your Business**,' released in August 2023, the book distinguishes between growth and scale, highlighting the importance of rapid revenue increase while managing resources incrementally for successful scaling. It explores challenges such as evolving business processes and managing larger teams, while providing insights into adapting leadership styles and strategic right-sizing to navigate growth and scale effectively and maintain profitability in fluctuating markets.

## RIGHT SIZING

THE KEYS TO PROFITABLY  
SCALING YOUR BUSINESS



SHEET METAL & AIR CONDITIONING CONTRACTORS'  
NATIONAL ASSOCIATION



# WHAT IS NEW IN THE MANUAL?

- J.B. Knowledge's Construction Technology Report reveals that over 40% of construction firms lack an IT department, with a higher proportion among small and medium-sized specialty contractors like SMACNA members, prompting the release of SMACNA's '**Guideline to Information Technology**,' released in July 2023, offering concise advice on standardized hardware, software, and connectivity, alongside essential appendices for disaster recovery planning and IT policy and procedures, serving as a valuable resource for IT decision-making and management.

## GUIDELINE TO INFORMATION TECHNOLOGY

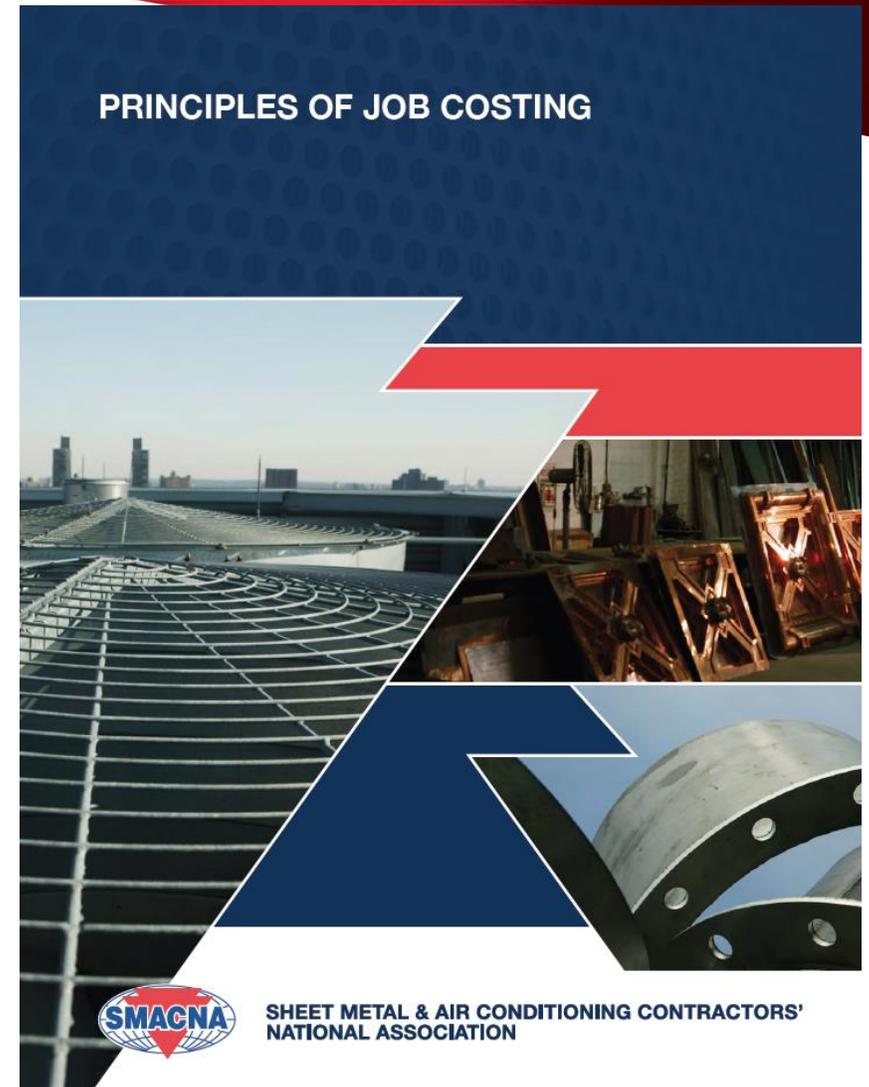


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# WHAT IS NEW IN THE MANUAL?

- SMACNA's updated book '**Principles of Job Costing**,' released in July 2023, offers valuable insights into enhancing construction companies' job costing systems, aiding in profitability, risk identification, and efficient project management, with chapters covering system setup, estimating, budgeting, progress reporting, change control, work in progress, cash-flow forecasting, and useful appendixes providing practical samples and checklists.





Podcast

# The Operations Hub

SMACNA

- **A forum where SMACNA Contractors can learn from one another on ways they can enhance their businesses through the incorporation of best practices and new technologies...with your host, Seth Lennon!**
- Episode 1 – **Partnerships**, Feat. Todd Hill, Paul Klaus, and Tom Martin
- Episode 2 – **When is it Time to Right Size?** Feat. Heath Allard, Chad Bunting, and Kurt Mattson
- *Coming soon!!*
- Episode 3 – **Advancing Your Business Negotiations Skills**, Feat. Bobby McCally and Roeland Hoeke
- Episode 4 – **Improving Shop Workflow and Efficiency**
- Episode 5 – **Guidelines for Change Orders**



## **TO BE RELEASED IN 2024-25!**

- Alternative Delivery Methods Expansion (Maxim)
- Enhancing BIM Scheduling Practices for MEP Contractors (SpectrumAEC)
- Career Path Mapping (Maxim)
- Guide to Successfully Executing an Integrated Project Delivery Contract (Maxim)
- Personnel Policies and Procedures (Update from Felhaber)
- Best Practices in Writing a Proactive RFI (SpectrumAEC with Veloris Consulting)



# **THIS HAS BEEN AN UPDATE ON THE CONTRACTORS OPERATIONS MANUAL**

**for further information, please contact us...**

**Linda Jennings – [ljennings@smacna.org](mailto:ljennings@smacna.org)**

**Travis Voss – [tvoss@smacna.org](mailto:tvoss@smacna.org)**

# Twisted Thinking

(and a few of the resources we need to untwist it)

# Who's this guy?

- Licensed Counselor in Colorado
- One of the counselors who answer the SMOHIT Helpline
- Part of the Peer Training and SMART MAP Training team
- One of the world's worst fly fisherman
- And, as of 7 weeks and 4 days ago, a proud daddy!

# Who's t

- Licensed C
- One of the
- Part of the
- One of the
- And, as of



pline  
eam

*FEAR*

The Common Denominator Between Vampires and Inadequacy

## Ropes into Snakes

“...we remain transfixed in the panic of fear’s awful falsity.”

# Cognitive Distortions...

- are **deeply** ingrained irrational thought patterns
- have the potential to lead to severe consequences on our mental health
  - Anxiety and Depression can result from these Thinking Errors
- CAN be identified and challenged!

You might be wondering if YOU have fallen victim to Cognitive Distortions.

**Wonder no more...**

**YOU HAVE.**

# Find a partner or two

- Spend a few minutes identifying which of these common cognitive distortions might fall into your thought patterns

common

# COGNITIVE DISTORTIONS



## CATASTROPHIZING

WHEN YOU EXPECT THE WORST-CASE SCENARIO TO HAPPEN TO YOU



## MIND READING

WHEN YOU ASSUME YOU KNOW WHAT OTHERS ARE THINKING OR FEELING



## NEGATIVE FOCUS

WHEN YOU IGNORE THE POSITIVE ASPECTS & ONLY SEE THE NEGATIVE ONES



## CONTROL FALLACY

WHEN YOU ASSUME YOU CAN CONTROL EVERYTHING THAT HAPPENS IN YOUR LIFE



## PERSONALIZATION

WHEN YOU FEEL PERSONALLY RESPONSIBLE FOR THINGS YOU CAN'T CONTROL



## OWNING THE TRUTH

WHEN YOU ARE CERTAIN YOU ARE RIGHT AND YOUR OPINION IS THE TRUTH



## SHOULD-THINKING

WHEN YOU HAVE RULES OR EXPECTATIONS OF HOW THINGS OR PEOPLE SHOULD BE/ACT



## EMOTIONAL REASONING

WHEN YOU BELIEVE THAT HOW YOU FEEL IS EVIDENCE OR REFLECTS REALITY



## OVERGENERALIZING

WHEN A SINGLE NEGATIVE EVENT OCCURS AND YOU BELIEVE IT'S A PATTERN



## LABELING

WHEN YOU LABEL YOURSELF OR SOMEONE NEGATIVELY SUCH AS "I'M A LOSER"



## JUST-WORLD THINKING

WHEN YOU ASSUME THAT EVERYTHING IN THE WORLD WILL BE BALANCED FAIRLY



## FORTUNE-TELLING

WHEN YOU THINK THE FUTURE IS SET IN STONE & OUTCOME IS SURE

# Ways to challenge our Cognitive Distortions

- Practice Awareness – mindfulness practices, such as meditation
- Journaling – getting thoughts/beliefs on paper can get them out of our head
- Being intentional with the language we use – slow down and pause before speaking
- Bring others into the process – address the “closed economy”

Sometimes we get to bring in others we don't know well...

- Stranger on the street
- Spiritual Advisor
- Mental Health Professionals
- Helpline staff

## BIO

## PSYCHO

## SOCIAL

## SPIRITUAL

### Examples:

Get to bed by 9:30pm

Eat a salad once a day

Morning walk (10 mins)

Weekly massage

### Examples:

Weekly therapy

Meditate with Calm App daily

Daily check-in with loved one

Go fishing on Saturdays

### Examples:

12-Step 3 times a week

Time with spouse every Friday

Play golf with friends

Get some good alone time

### Examples:

Go fishing on Saturdays

Daily prayer time

Go to church/temple/mosque

Play time with the kids

SMOHIT HELPLINE

**1-877-884-6227**

# Strategies for Workplace Resilience

Council of Chapter Representative Meeting

June 3, 2024

LaTisha Bader, PhD, LP, LAC, CMPC





What can we do build and support a  
Culture of Respect?

---





I am not concerned with  
your liking or disliking of  
me...all I ask is that you  
**RESPECT** me as a human  
being.

- Jackie Robinson

“

Culture consists of the shared beliefs, values, and assumptions of a group of people who learn from one another and teach to others that their behaviors, attitudes, and perspectives are the correct ways to think, act, and feel.

”

Cultural Intelligence

- 
- Culture is learned. - Culture is shared. –
  - Culture is dynamic. –
  - Culture is systemic. - Culture is symbolic. -



# Quotes on the jobsite

---

- It's just a nickname.
- We are just joking.
- You are too sensitive.
- This is what we do!
- It's not a big deal.
- I had worse done to me.
- Here comes the fun police?!?
- This is what I went through.
- It's how we make our team.
- If you can't handle it, you can leave.
- Do you need your wife to come rescue you?!

Let's measure...

---

# Origins of aggression



# Microaggression

---

- Microaggression is a term used for commonplace verbal, behavioral or environmental slights, whether intentional or unintentional, that communicate hostile, derogatory, or negative attitudes toward stigmatized or culturally marginalized groups.
- Second class citizen

# Ribbing

---

- The act of someone harassing someone playfully or maliciously (especially by ridicule); provoking someone with persistent annoyance. “His ribbing was gentle but persistent.”
- The act of laughing at someone in a friendly way as a joke

# Teasing

---

- To bother or annoy someone, by persistent irritation
- Banter, back-and-forth
- Types
  - Playful, hurtful, educative





# Resilience

---

- Resilience refers to the ability to successfully adapt to stressors, maintaining psychological well-being in the face of adversity.
- It's the ability to “bounce back” from difficult experiences.
- Resilience is not a trait that people either have or don't have. It involves behaviors, thoughts, and actions that can be learned and developed in everyone.



# Why resilience matters

---

- Enhances personal well-being
- Improves professional performance
- Increased work engagement
- Builds a positive work environment
- Enables better stress management
- Increases organizational commitment

Shame impacts safety

Find it







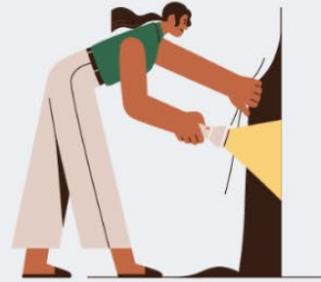




## Characteristics That Resilient People Embody



Having realistic sense of control over one's choices, and an understanding of limitations over such control.



Seeing change as an opportunity or challenge.



Secure attachments with others, and the ability to engage their support.



Personal goals.



A strong sense of humor.



Patience.



A high tolerance of negative affect.

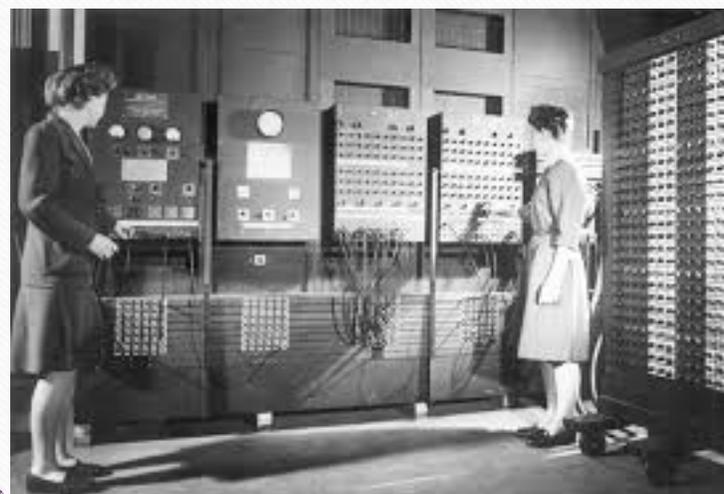


An optimistic outlook.



A high level of adaptability.

Teach it



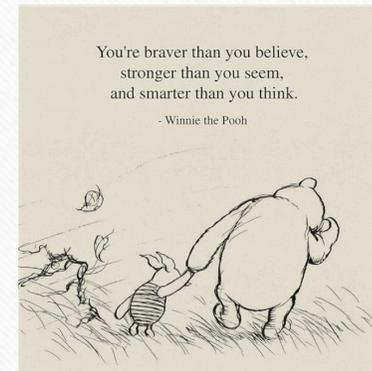
# Skills / Strategies

- **Emotional regulation**
  - Mindfulness and meditation
  - Identify and challenge negative thoughts
  - Routines for self-care
- **Cognitive flexibility**
  - Embrace change
  - Practice problem-solving
  - Engaging in creative activities



# Skills / Strategies

- **Social support**
  - Networking and building relationship
  - Seeking mentorship and offering support
  - Effective communication and conflict resolution
- **Purpose and meaning**
  - Setting goals
  - Reflecting on personal values and aligning them with work
  - Engaging in activities that contribute to the greater good



## Group Norms

**B**e on time and present for the entirety of group.

**R**emain open to feedback.

**A**dvice giving and rescuing are limited.

**V**aping, nicotine, and eating in group are prohibited.

**E**motion focused vs. content oriented, allow space for feelings!

**S**peak for yourself using "I" statements.

**P**articipation- group is not a spectator sport.

**A**ttentiveness- silence electronics, get grounded, and dig deep!

**C**onfidentiality- what's said in group stays in group.

**E**xplicit discussion of medications and finances are prohibited.

Values on the jobsite

# Skills / Strategies

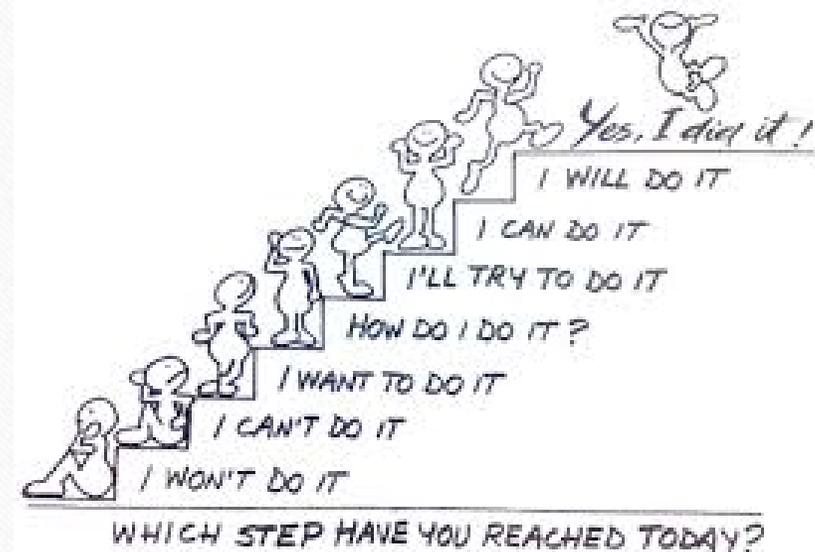
- **Physical wellbeing**
  - Regular exercise
  - Healthy eating habits
  - Adequate sleep and rest

“  
DO NOT JUDGE ME BY MY  
SUCCESS, JUDGE ME BY HOW  
MANY TIMES I FELL DOWN  
AND GOT BACK UP AGAIN.  
”

– NELSON MANDELA

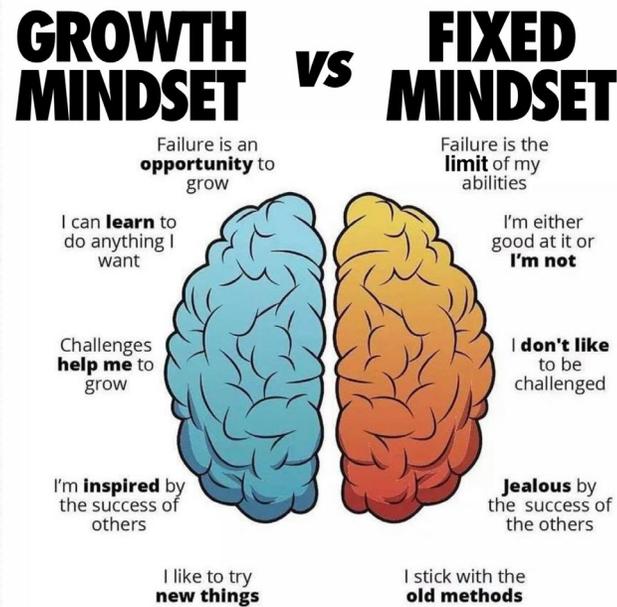
# Post traumatic growth

- “positive psychological changes experienced as a result of the struggle with trauma or highly challenging situations.”
  - Education
  - Emotional regulation
  - Disclosure
  - Narrative development
  - Service

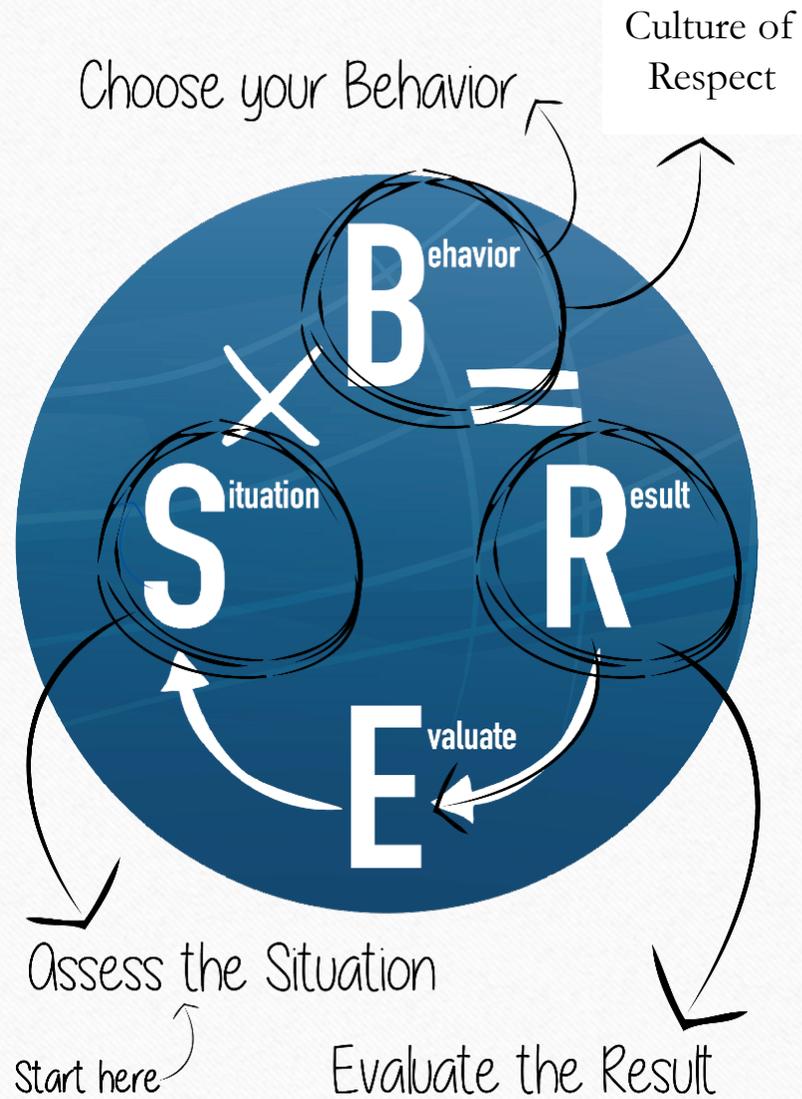


Foster it

## Resiliency mindset



- **Competence:** notice when people are doing right and give them opportunities to develop skills.
- **Confidence:** ability navigate the world, think outside the box, and recover from challenges.
- **Connection:** people, mentors, and communities offer the security that allows independence and creative solutions.
- **Character:** clear sense of right and wrong and a commitment to integrity.
- **Contribution:** contribute to the well-being of others will receive gratitude rather than condemnation. Contributing feels good; turning to others and doing so without shame.
- **Coping:** those with healthy coping strategies will be less likely to turn to unhealthy quick fixes when stressed.
- **Control:** privileges and respect earned through demonstrating responsibility help make wise choices and feel a sense of control.

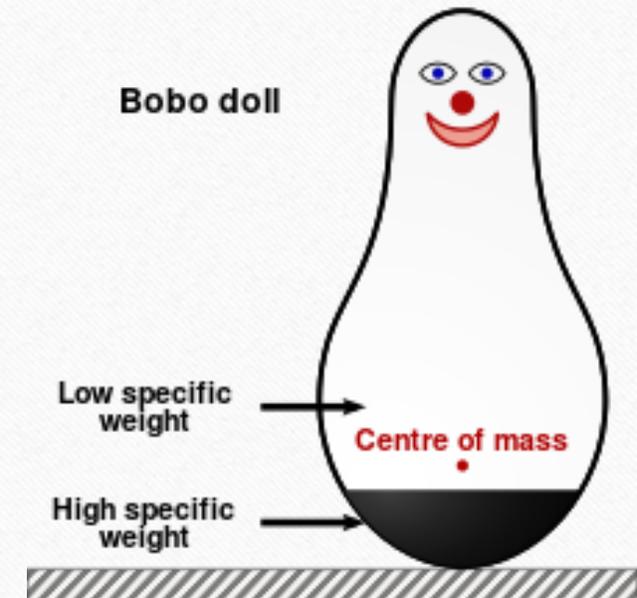


## Situation x **B**ehavior = **R**esult

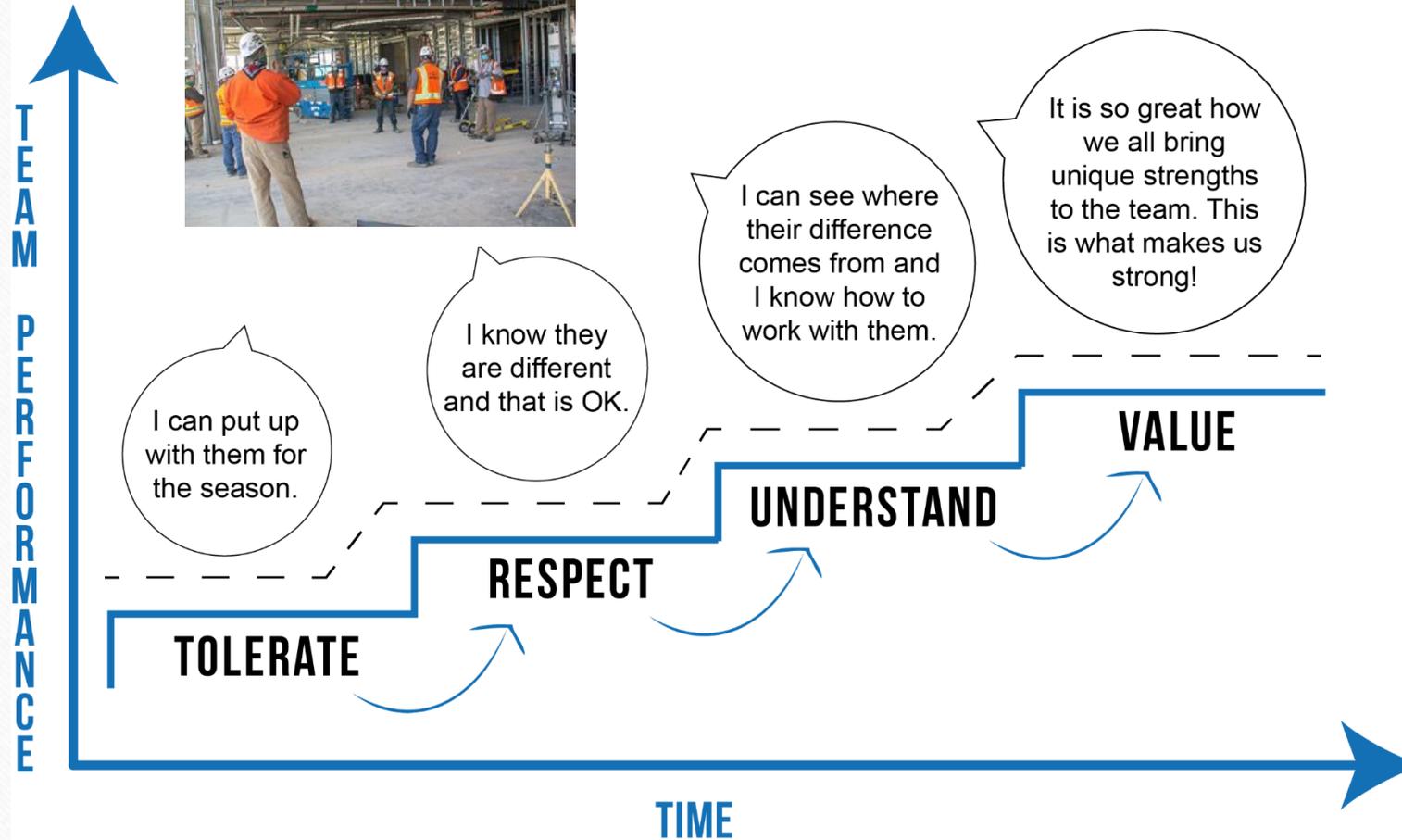
- Assess the **Situation**
- Choose appropriate **B**ehavior in order to
- Obtain the desired **R**esult
- Then **E**valuate the Result to learn for the future

# Resiliency Plan

- Goal Setting (individual and team)
  - Productive 8 hours of safety in order to be profitable.



# Ultimate goal when working with a team..



What is your takeaway?

---

# Find it, teach it, foster it

---



Thank you for your time!

[lbader@womensrecovery.com](mailto:lbader@womensrecovery.com)



SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# Council of Chapter Representatives Technical Update

June 3, 2023





## 2024 New Releases

- ❑ HVAC Systems Duct Design Manual
- ❑ Testing, Adjusting & Balancing (TAB) Manual
- ❑ HVAC Duct Inspection Guide
- ❑ TAB Procedural Guide



## 2024 Upcoming Releases

- Seismic Restraint Manual – Guidelines for Mechanical Systems
- Rectangular Industrial Duct Construction Standards
- Phenolic Duct Construction Standards
- Sound & Vibration Manual



## **Technical Projects 2024-2025**

- Kitchen Equipment Food Service & Kitchen Ventilation Manual TF
- Accepted Industry Practice for Industrial Duct Construction TF
- Architectural Wall Panels Guidelines TF
- Laser Welding Guidelines TF
- Indoor Environmental Agricultural Guidelines TF



## Technical Projects 2024-2025

- Exhaust Duct Sizing Web-Based App
- Duct-U-Lator Web-Based App
- Update to all Existing Technical Apps
- Technical Videos (HVAC-DCS 1<sup>st</sup> Phase)



## Model Building Codes

- April-May First Action
  - International Code Council - ICC Hearings (Mechanical Code)
  - International Association of Plumbing & Mechanical Officials – IAPMO Hearings (Mechanical Code)
- September-October Finale Action
  
- Updates to ASHRAE Standard 15, 15.2 34  
(15 Commercial Refrigerants, 15.2 Residential Refrigerants, 34 Refrigerant Classifications)
  
- A2L's, 454B, R-32 Refrigerants  
(454B & R-32 replacement 410A refrigerants)



## Model Building Codes

- Both the IMC & UMC accepted the SMACNA HVAC Testing, Adjusting & Balancing Manual as the basis for TAB.
  
- UMC accepted the SMACNA System Leakage Test Standard
  
- Both the IMC & UMC rejected the application of Fabric Duct in a negative pressure operation.
  
- Type 1 Kitchen Grease Exhaust Duct Testing
  - IMC continued to Accept the light test
  - UMC rejected the continuation of the light test



## Model Building Codes

- Canadian National Building Codes – June 15 Process Kicks-Off
- NFPA 96, 92, 90A & 90B in process
- ASHRAE Committees



## Technical Educational Programs

- ❑ SMACNA Technical University
  - 1 Day Program – HVAC Duct Construction, Fire Dampers, Duct Leakage, Large Duct Applications
  - 2 Day Program – Rectangular/Round Industrial Duct Construction, Steel Stacks
  
- ❑ SMACNA Technical Staff are the Educators!
  
- ❑ June –December (SMACNA KC, SMACNA St. Louis, SMACNA Boston, SMACNA Portland)
  
- ❑ Joint SMACNA/ASHRAE/NEBB Meetings, Building Code Inspectors, AIA, etc.
  
- ❑ SMACNA & SMACNA Technical Staff certified for ICC, AIA, State Educational Credits



## Technical Services

- SMACNA Technical Inquiry Form – SMACNA Website
- SMACNA Members have “direct access” to the SMACNA Technical Staff



**Questions?**



SHEET METAL & AIR CONDITIONING  
CONTRACTORS' NATIONAL ASSOCIATION

# CHAPTER BUDGETING

It's more than just revenue and last year's expenses!

Moderator: Aaron Hilger, SMACNA National

Panelists: James Strother, SMACNA of Western PA  
Susan Miller, SMACNA - St. Louis Chapter  
Tom Martin, T. H. Martin, Inc.



# HOW MOST CHAPTERS BUDGET

- Revenue Estimate
  - Hours Projection
  - Industry fund revenue
  - Other revenue
- Expense Estimate
  - What did we spend last year?
  - Is anything going to change this year?
- Adjust if net is negative



## ADDING VALUE

- How often do we look at our budget strategically?
- What does the association do to add value to members?
  - Education, Leadership Development
  - Industry Networking Events
- Should the association add more services or programming?
- Are there programs we should be funding?
  - Recruitment efforts with labor?
  - Advertising or other promotional programming?



# **ADDING VALUE FOR CONTRACTORS, ASSOCIATE MEMBERS & FUTURE LEADERS**

- Networking and social events
- Industry events with ASHRAE, MCAA, CMs, and GCs
- Expand travel policies and reimbursements to engage
- Offer State Contractors License training sessions (i.e., lunch & learns) if contractors need hours annually



# BUDGETING FOR ENGAGEMENT

- How are you engaging young leaders?
  - Targeted Programming
  - Leadership Development Programs
- Are you creating events that are attractive to the next generation?
- Are you hosting family friendly events?



## REIMBURSEMENT MODELS

- Cost Center in Chapter Budgets
- Chapters facilitate access to national events and programming
  - Convention
  - State or Regional Meetings
  - National Education Programs
- Models
  - Flat amount per contractor
  - Variable amount per contractor
  - Registration fees for education programs or regional meetings
  - Full reimbursement



# RESERVES

- What is a good goal for reserves?
- How do you use reserves
  - Smooth out revenue fluctuations
  - Deal with shock expenses or revenue decreases (e.g., litigation or strikes)
  - SMACNA National After 2008 Financial Crisis



# ACTIVELY MANAGING THE INDUSTRY FUND

- A flat industry fund is a shrinking association
  - Inflation
  - Reserves or hours growth
- Low funding = low services
- What does a penny cost a contractor?
  - 100,000 hours = \$1,000
- How does a penny fund an association?
  - 500,000 hours = \$5,000



# ACTIVELY MANAGING THE INDUSTRY FUND

- Planning for Increases
  - National Example
- Set Industry Fund on Autopilot
  - Percent of wages in labor contract or board policy for planned increases



## ACTIVELY MANAGING THE INDUSTRY FUND

- Labor Problems with Industry Fund Increases
- SMART / SMACNA Agreement
- Call SMACNA Labor Department
- It's none of labor's business, just like labor's dues are none of SMACNA's business



## **OTHER REVENUE SOURCES**

- Associate Member Programs
- Event Fees
- Sponsorships



# STRATEGIC BUDGETING

- More than just revenue and expenses
- Ask how your chapter can add value
- Determine how your chapter can increase engagement
- Determine how your chapter can grow
- Set your industry fund accordingly



**QUESTIONS?**

