

News from the MBCEA
Free and worth every penny!



MBCEA News & Updates - June 2016

Message from the President

I would like to personally thank everyone who attended and contributed to the 47th Annual MBCEA Conference. It was a great program of events, made even better by YOU. The Conference is one of the best parts of membership: informative educational sessions, great hands-on interaction with the vendors and suppliers and a fabulous opportunity to network and build relationships. The sunny location was not so bad either. Next year we are heading to the French Quarter in New Orleans and co-locating our Conference with the MBMA.



The MBCEA is focused on producing programs, training tools and networking opportunities to ensure we continue to succeed. Tools like the AC478 accreditation. This is exactly the tool we need to prove our quality and expertise; to demonstrate our commitment to safety, training and education. I know some of you are concerned about the high price that comes with AC478. I hear you. I suggest, however, you think about it a different way. Consider how much money you are prepared to invest in new equipment and tools. Now ask yourself: Does that new forklift or set of tools improve your operation, improve your profit margin, enhance your reputation, increase production, improve morale and retention, allow you to bid on certain jobs, lower your insurance risk? Guess what - AC478 does all of this and more.

Don't fear the AC478, consider it part of your continued evolution as a quality erector. Oh and by the way, the MBCEA will help you prepare. Jackie Meiluta is available to walk you through it. She will work with you one-on-one either via telephone or even at your site. She helped us develop the program. She was involved in writing the criteria and has access to the Technical Committee and companies that have already been through it. Call her. She's there to help.

Brad Curtis, speaking on behalf of the MBMA said AC478 will enhance and elevate the perception of erectors. Speaking personally he said "AC472 made my company a better company." As president of the MBCEA and more importantly, an erector I say if our manufacturers are encouraging this; if everyone agrees it is long over due; and good for us - why are you still on the fence?

Regards,

Mike Reynolds
President, MBCEA

mike@scisteel.com

PS Did you know the MBMA had a [you tube channel](#)? Check it out.

WELCOME NEW MEMBERS!

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47th Annual Conference Highlights

We have setup a dropbox with all the conference pictures. [Click here to view.](#) If you took pictures, please upload them and share!

There are many reasons to go to the Conference but one surely must be the education. This year we had a fabulous array of speakers. Our surveys had comments like this:

- Hit it out of the park!
- Topics relevant to everyone's life.
- Able to use immediately.
- Completely applicable to my business.
- Wished we had more time!

All of the presentations were great but based on exit surveys, the top 4 presentations were Josh Quinter's Leading the Way, Tim Kessel's Insulation Solutions, Bill Beal's Insulation Techniques and Josh (again) with Documenting your Project. Fan Favorite Josh Quinter will be speaking at Metalcon, so if you missed his session, you can catch him there. Copies of all the educational PowerPoint's are available in the members only area at www.mbcea.org.

If education is a key reason for the Conference, perhaps glory is an even better one. The following individuals were inducted into the MBCEA Pioneers Club: Richard L. Kessel, Kessel Construction, Inc.; Bill VanBebber, Vasco Industrial, Inc.; Lee Walker, Walker Design & Construction. Congratulations to each of them for their many years of service and hard work.

With a special thanks to our judge: Ronald Albert, AIA of RHA Architects, the following projects and companies were recognized:

Education and Recreation - Award of Merit

PROJECT: Kansas State University Research Center (Parsons, KS) COMPANY:
Crossland Construction Co. (Columbus, KS)

Education and Recreation - Award of Excellence

PROJECT: NCSU Indoor Practice Facility (Raleigh, NC) COMPANY: Downs Construction Company, LLC (Thomasville, NC)

Manufacturing- Award of Merit

PROJECT: New Hudson Facades (Linwood, PA) COMPANY: Tamora Building Systems (West Chester, PA) and Merit Builders (Rocky Ridge, MD)

Manufacturing - Award of Excellence

PROJECT: Techflex, Inc. (Sparta, NJ) COMPANY: Hance Construction, Inc. (Washington, NJ) and Thomas Phoenix International (Eastampton, NJ)

Retail- Award of Merit

PROJECT: Concordia Tractor, Inc. (Clay Center, KS) COMPANY: Hastco, Inc. (Topeka, KS) and Big Johnson Construction (Fort Morgan, CO)

Retail- Award of Excellence

PROJECT: PrairieLand Partners (McPherson, KS) COMPANY: Hastco, Inc. (Topeka, KS) and Big Johnson Construction (Fort Morgan, CO)

Specialty - Award of Merit

PROJECT: Oak Bluffs Fire/EMS Station (Martha's Vineyard, MA) COMPANY: MMS Northeast (Hampton Falls, NH)

Specialty - Award of Excellence

PROJECT: Belfor (Exton, PA) COMPANY: S&S Structures, Inc. (Blandon, PA)

Warehouse - Award of Merit

PROJECT: FedEx Ground (Ocala, FL) COMPANY: Steel Worx (Groveland, FL)

Warehouse- Award of Excellence

PROJECT: Hudson River Bulk (Hudson, NY) COMPANY: Miller Buildings, Inc. (Flourtown, PA)

Pictures of these fabulous projects and the company representatives receiving their awards can all be seen at the Dropbox link above. These are all impressive projects and required great skill to erect, but there can only be one **BUILDING OF THE YEAR**.

The 2016 Building of the year was awarded to the LAN Cargo MRO Facility at Miami International Airport, assembled by Commercial Metal Building Services Corp of Fort Lauderdale, Florida.



The last award of the Conference is always fun. The Robert and Beverly Ketenbrink Service Award "Oil Can" is given annually to one person who goes above and beyond; who is an active member of the MBCEA, constantly working for the good of the Industry and our Association. This year's recipient exemplifies this spirit 100%. Tim Seyler, of S&S Structures has been a leader,

serving on the MBCEA Board of Directors for many years, he is active in his Chapter, he chaired the AC478 Technical Committee and has participated in many projects and initiatives for our benefit. Congratulations Tim!



Conference 2017

**May 18-20, 2017
New Orleans Downtown Marriott
at the Convention Center**

Stay Tuned for more information!



AC478 - Prove Your Excellence: Earn the Metal Building Assembler AC478 Accreditation

Many still have questions about what is really needed and what it means to your company. The MBCEA is here to ensure you get the answers and help you need. We will continue to offer training sessions and workshops to help you. We recently did a webinar hosted by Metal Construction News and sponsored by Chief, Butler and NCI. If you missed it, you can watch it [here](#). We will have a workshop at MetalCon and at Chapter meetings.

In the meantime, as mentioned above, Jackie Meiluta is available to come to your site to help you prepare. Simply [email](#) her your interest. Also in this column we will address one specific issue every month.

Requirement: Site Specific Safety Plans

The first thing to understand is that Erectors that are committed to Safety, Training and Education should qualify ...the fact that you are an active member of the MBCEA demonstrates this commitment. As you prepare you may find you are missing a document or need a little help - no worries - the

MBCEA has your back. Remember, the goal of the program is to help sell buildings, promote metal building systems and enhance the reputation of quality assembly. We want you to become accredited!

So why Site Specific Safety Plans? The MBCEA Technical Committee that drafted the criteria feels strongly about this. We debated whether or not a simple box in a clear field needed a site-specific project plan and ultimately agreed the discipline of this level of planning and preparation was essential.

The plan does not need to be overly complex or long but you are expected to take the time to develop a plan. Most plans will be cut and pasted from the prior project plan but you will still tweak/modify it for that specific project and site. Ultimately, this level of planning will make your project run smoother, your production rate higher and your team more efficient.

If you are not doing this currently or are sporadic in this type of planning, you are not quite ready to apply but the good news is we have all the documents, templates, forms and checklists that Gary Smith (Thomas Phoenix International) and Mike Reynolds (Systems Contractors) use. You may find when you see their forms, you are already doing it, and you just call it something else. Their documents are all posted in the members only area of the MBCEA website.

If you have any questions about this program or require any additional information, please do not hesitate to contact [Jackie Meiluta](#).

Program information can also be found at www.iasonline.org.

Watch a [short video](#) about the program here.

Recruiting and Retention

A common theme we hear today is the high cost of recruiting and retaining quality employees. Although there is no easy answer, having a documented training program and procedures in place to ensure consistency and fairness are steps in the right direction.



In the Learn from Leaders session at the Conference, both Gary Smith and Mike Reynolds spoke about what they do to ensure a quality team. The MBCEA will continue to explore this theme. If you are doing something that works or have an idea, [let us know](#).

One tip: Be a magnet for new talent. Portray a professional and successful image in your community. Company shirts, hats, trucks and signs all create a corporate identity. Use your website and social media to emphasize to employees and clients what sets your firm apart. Prospective employees want to join an organization that is a leader, uses up-to-date practices, has access to the best tools and equipment and offers ongoing opportunities.

Business News Daily recently published this [article](#) called Dollars and Sense: the Cost of a Bad Hire

Metal Construction News Editor Paul Deffenbaugh, blogs frequently on this topic. Read one of his [columns here](#).

New CPWR Report Describes Growing Ranks of Latino Workers, Contractors



As construction bounces back from the downturn, Latinos are occupying a larger role on the jobsite. CPWR's latest [Quarterly Data Report](#), Hispanic Employment and Business Owners in the US Construction Industry, lays out the facts.

Construction employment grew by 1 million from 2012 to 2015 -- and almost 70% of the new jobs were filled by Hispanic workers. That meant Hispanics accounted for 29% of the American construction labor force, according to the Bureau of Labor Statistics -- more than 2.8 million workers.

But it wasn't just workers. The percentage of Hispanic-owned construction businesses has been steeply climbing as well. In 1992 only 5% of construction businesses were Hispanic-owned; by 2012 more than 16% were. In that year, there were nearly a half-million Hispanic-owned construction firms.

These firms were newer, smaller and less likely to carry steady employees than the average contracting firm. A quarter of these firms were less than one year old in 2012, compared with 12% among non-Hispanic owned firms. And while accounting for 16% of firms, Hispanic-owned firms earned less than 4% of the revenue.

It adds up to a picture of a growing Latino presence in work crews and contracting ranks alike, and we need to prepare for their occupational safety and health needs. CPWR can help:

- Download Spanish-language versions of our [Hazard Alerts](#)
- Take a look at CPWR's [Latino Construction Worker Resources Collection](#) for more ideas
- And don't forget our popular collection of [toolbox talks](#), recently translated and published in Spanish!

Visit [CPWR](#) for information on our training programs, research findings, and resources for your health and safety or research initiatives

Don't forget, MBCEA members Save 15% on over 300 Online Safety Training Courses with ClickSafety.

We want to hear from you!

The MBCEA is dedicated to the professional advancement of our members. We need to know what is important to you, what kinds of things you are interested in, what you need.

[Sasha Graver, Executive Director](#)
[Mike Reynolds, President](#)
[Jackie Meiluta, Program Manager](#)



please connect with the MBCEA.



Quote of the Day

"He who is not courageous enough to take risks will accomplish nothing in life." Muhammad Ali



(Jackie Meiluta at dinner with the Champ in 1994)

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