

MBCEA News & Updates - November 2018



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Message from the President

As we head towards Thanksgiving, it is always good to take a moment and reflect on what a special organization the MBCEA is. But don't just take my word for it, here are a few thoughts from my fellow Board members:

I join an association based on what I can get out of it. I want to be in a group that helps me improve my processes and profitability. The MBCEA is an organization that puts metal building contractors and erectors in touch with their national peer group. They provide extensive training capabilities through MBI and provide valuable assistance with the AC478 certification. The yearly meetings allow builders and erectors to visit with vendors who provide materials and equipment used in our industry. Members can find erectors or put themselves out to bid on the MBCEA website.

Jennifer Heimburger, Heimburger Construction

My first reason for joining was the opportunity for mentoring. I've learned a wealth of information from many skilled people that I apply every day in my business. Second reason for joining was access to training for my men and myself. These opportunities have led to our Apprenticeship Program and AC478. I tell other erectors that the amount I've gained in knowledge, guidance and opportunities far exceeds the incredibly small amount we pay in dues. Steve Moore, MMS Northeast

The MBCEA is one of the most unique associations I belong to. At the National Conference and the local chapter level the association brings competitors together to help them network to share ideas and even share jobs that may be larger than one erector can handle. The emails that are sent out to all members to announce available crews looking for work and conversely builders that need additional crews show the strength of the association by using positive networking to benefit the industry.

Andy Lee, SFS Group

What are your reasons for joining? Why not take a moment or two and hit reply and let us know. Testimonials are a powerful selling tool. We would love to hear from you.

I always like to report on the work going on behind the scenes to make our organization strong. These last few months we have been hard at work, updating and modernizing our website. We plan to go live by the end of the month. The new cleaner look was organized to help us put MBCEA's best foot forward. The MBMA asked that our searchable member directory be front and center; members asked for an easier to use interface to access template documents and training tools; we have made it easier for prospective members to get a feel for what we offer and become a member. Our

calendar tool is your one-stop for not only the MBCEA but for industry. Check out all the training and networking events going on around the country, feel free to send Sasha information to post. We hope you will find it helpful and informative. We also welcome your feedback.

We have also been busy planning next year's Conference and the next and the next! Sasha needs to plan at least 3 years ahead to make sure we get the type of venue and location we require. Our Conference is sure to sell out so plan ahead. We are thrilled to announce that our opening night celebration will include the Metal Construction Hall of Fame Awards. This is a fabulous opportunity to recognize and honor all those who paved the way for our continued success. Past inductees are the truly incredible men and woman such as Mary Farrar, Bob Ketenbrink, Tom Frahm, Gary Smith, Earl Raymond, Kelly Burk, and so many more. And those are just the names from the Contractor/Erector category. There are also fabulous leaders, engineers and inventors from the MBMA and MCA. We are thrilled to host this important event at our conference.

In the same vein as the Hall of Fame, don't forget to prepare your Building of the Year Applications. This is a high profile contest to bring pride to ourselves, our crews, manufacturers and suppliers. Every contractor and erector member should submit at least one Building!

I know this is a busy time of the year. As you juggle your busy schedules of work and holidays, please also keep an eye out for your membership renewal.

On behalf of the Board and Staff of the MBCEA, I wish you and your families a wonderful Thanksgiving. We are thankful for your friendship. I leave you with a few Thanksgiving quotes:

- E.P. Powell - *Thanksgiving day is a jewel, to set in the hearts of honest men; but be careful that you do not take the day, and leave out the gratitude.*
- Meister Eckhart - *If the only prayer you ever say in your entire life is thank you, it will be enough.*
- W.T. Purkiser - *Not what we say about our blessings, but how we use them, is the true measure of our Thanksgiving.*

Thanks and Stay Safe.

Regards,

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



P.S. Save the date for Conference 2019: May 1-3 in Myrtle Beach!

P.P.S We received 36 responses to the question, "What is your hourly starting rate for new hires?"

- 2 said about \$11
- 7 said about \$12
- 4 said about \$13
- 2 said about \$14
- 6 said about \$15
- 15 said \$16 or higher

Several clarified their answer with comments like "No less than \$20 up to \$40 per hour", "rate provided assumes no skills or limited experience", "starting rates as high as \$22", "12/hr- No experience. Goes up from there. Usually around \$16-18/hr with

experience", "We're a Union contractor and the local apprenticeship starts around 18 plus benefits." and, "this rate assumes a min of 2 years relevant construction experience in commercial trades".

It is interesting to note, our 36 responses came from all parts of the country, including Canada. So for ease going forward, we are dropping the geography question.

For this month, we would like to know what you pay your foreman per hour (just a ball park number. If you have several foremen, please average their rate). Click the link to answer.

[Foreman Pay](#)

Thank you for your participation.

WELCOME NEW MEMBERS!

Bay Insulation

Bill Doellman
Lewis Center, OH 43035
740-215-6932
740-549-2329 fax

bdoellman@bayinsulation.com
www.bayinsulation.com

Burnett General Contracting, Inc.

Christopher Burnett
9126 Howcroft Road
Hemlock, NY 14466
585-721-8232

Burnettsteel@gmail.com
www.burnettsteel.com

Chief Buildings

Jamie Mozingo
4425 Mountain Cove Drive
Charlotte, NC 28216
704-909-9433

Jamie.mozingo@chiefind.com
www.chiefbuildings.com

H.S. Williams Co., Inc.

Chris Alexander
PO Box 888
Marion, VA 24354
276-783-3185
276-783-4002 fax

chrisa@hswilliams.com
www.hswilliams.com

Nucor Building Systems

Michael Mullin
2 Breckenridge Drive
Oxford, PA 19363
610-207-9303

Michael.mullin@nucor.com
www.nucor.com

Preferred Solutions, Inc.

John A. Stahl

7819 Broadview Road
 Cleveland, OH 44131
 216-642-1200
 216-642-1166 fax
John.stahl@stayflex.com
www.stayflex.com

Chapter News

New England Chapter Upcoming Event:

First Aid, CPR & AED Training

11/15/18 11:30AM-4PM

Certificate from National Safety Services will be issued upon course completion.

Holiday Inn and Suites
 265 Lakeside Ave
 Marlboro, MA

Special thanks to event sponsor [Silvercote!](#)



Carolinas Chapter News:

The Carolinas fall golf tournament was held Thursday, November 8th, 2018 at

Springfield Golf Club in Fort Mill, SC. Eight teams played a challenging course that was in fantastic condition. The weather was wonderful and a great time was had by all. All proceeds from this event will benefit our annual Scholarship Fund. Thank you to all who participated in the event. Our next golf outing will be in the Spring of 2019.



First Place Winners

A special thank you to Kyle Smigel of Therm-All for all his hard work in scheduling, planning, and managing a great event.



Second Place
Winners

We Appreciate Our Sponsors!

Event Sponsor: [Therm-All](#)

Beverage Cart Sponsor: jwWilson Co.

Hole Sponsors: [A&S Building Systems](#), [Downs Construction](#), [Garanco, Inc.](#), [Hoke Enterprises](#), [IDI Distributors](#), [Roof Curb Systems](#), [Silvercote](#), & [United Rentals](#).

Save the Date for Construction Notebook Class #9: Bolting Technology scheduled for February 21, 2019.

Mid-Atlantic Division News and Upcoming Events:

The Mid-Atlantic Division recently held two well-attended sessions on the new Insulation Codes that came into effect in PA in October. Thank you to Tom Olver with Therm-All for presenting the important information to our members.

December 14th - [Holiday Social](#) at the Sands Casino, Bethlehem, PA. Reserve now for a great night of friends, food, live music, dancing and an all-around good

time! [Sponsorship spots](#) are still available. Thank you to our current sponsors: [ATAS International](#), [Butler](#), [Chief](#), [SFS](#) and [Therm-all](#)!

Save the date for our Management Roundtable Conference on 1/31/19!

Greater Ohio Chapter News and Upcoming Events:

The Ohio chapter held training for compliance with the new energy code and how to fill out com check in Fairlawn, OH. The training was done by Dr. Lee Shoemaker from the MBMA and 23 were in attendance. Special thank you to [Chief](#) and [Silvercote](#) for co-sponsoring the event. .

The annual Holiday Banquet will be on Jan. 10th at Jakes Restaurant in Wooster, OH. Special guest speaker will be Keith Wentworth, President of MBCEA.

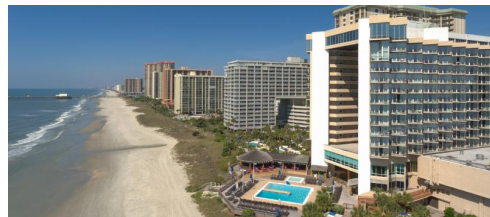
2019 Membership Incentive Program. New members joining before December 31, 2018 will receive 4 FREE SEATS TO ATTEND ANY TRAINING offered by the Greater Ohio Chapter during 2019. Please contact [Vic Miller](#) to join or with any questions!

Stay tuned for Gary's Training Tour through the South starting in January 2019! Tentative dates include **Tampa, FL 1/15** for Rigging I and Hand Signals; **Nashville, TN 1/18**; **Montgomery, AL 1/21**; **Jackson, MS 1/23**; **Baton Rouge, LA week of 1/28**; **Houston, TX week of 2/4**; **Phoenix, AZ week of 2/11** and **California week of 2/18**. More information to follow. Email [Sasha](#) to let her know you're interested in attending.

ALL THINGS CONFERENCE

SAVE THE DATE! MAY 1-3, 2019, HILTON MYRTLE BEACH RESORT, SOUTH CAROLINA

Metal building contractors, erectors, suppliers and manufacturers will gather at the 50th Annual MBCEA Conference to learn from the experts, network with key industry people, visit with old friends, be introduced to the latest products, and discuss leading issues with peers. We will be co-located with the MBMA Spring Meeting and host the Metal Construction Hall of Fame Awards! Exhibitor and Attendee Registration will open in December so stay tuned for the announcement!



CALL FOR PRESENTATIONS!

Do you speak on a topic that is relevant to the metal building contractor and erector community? Past attendees have requested topics like Internal Business Operations, Air Infiltration Requirements, New Technologies, Apps, Programs Related to the Construction Industry, Industry and Construction Trends, Business and Economic Trends, Technical and Code Developments. Please contact [Sasha](#) if you can share your knowledge on one of these topics or another you feel would be of interest.

SPONSORSHIP OPPORTUNITIES ARE NOW AVAILABLE!

Get your brand in front of key decision makers in the industry! There are several [opportunities](#) available to enhance your prominence and visibility at the

conference. Take advantage now as these fill up quickly and are on a first-come, first-served basis!

NOW ACCEPTING BUILDING OF THE YEAR ENTRIES



2018 Building of the Year - Hoover Sportsplex Dunn Building Company
Birmingham, AL

The Building of the Year Awards are a great way to recognize Contractors and Erectors for the incredible projects they complete. Their dedication to quality and safety, the interesting features, complexity and green building elements all come into play when judging these projects. The awards ceremony will take place during the opening session where we'll be joined by MBMA members so plan now to attend this prestigious event. [Submit](#) your projects by February 15, 2019. New this year is a

Reroof/Renovation/Addition Category by your request!

EXHIBITING AT THE CONFERENCE

Exhibitors, plan to attend to display your latest products and spend quality face to face time with your customers. The Exhibit Hall will be open during an extended lunch period and for an evening reception. There will be plenty of networking opportunities including a friendly golf tournament at the end of the conference. Watch your inbox for registration to open in mid-December!

HOTEL RESERVATIONS

MBCEA attendees and exhibitors should use this [reservation link](#) which will be good through April 8, 2019, unless the block is sold out before then. Or if you prefer to call-in directly to reservations:

- Dial 1-800-876-0010
- Select the Hilton Option
- Provide the Reservationist with the group code: MBCE

Reserve early!

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METAL BUILDING CONTRACTORS & ERectors ASSOCIATION

Industry could be overspending \$177B per year, study finds

The average time U.S. construction professionals spend on rework, conflict resolution and looking for project data - issues that can be avoided with improved communication and data management - is costing the industry more than \$177 billion annually, according to a new report from PlanGrid and consultancy FMI Corp.

Out of 600 professionals surveyed for the "[Construction Disconnected](#)" report, 336 work in commercial construction, and of the total number of respondents, 49% are general contractors, 36% are in the specialty trades and 15% are owners or developers.

Respondents spend 65% of their time on "optimal" activities that keep project execution on track, which can include communication with stakeholders and optimization of jobsite resources and labor.

The remaining 35% is spent on activities the survey calls "non-optimal" tasks such as hunting down project information, resolving conflicts, and dealing with mistakes that require rework. That translates to more than 14 hours lost per person each week, the report found, or almost two full working days that could be better spent accomplishing "optimal" tasks.

[Read on](#) for Improving Time Efficiency and Making the Most of Digital Tools.

8 Things You Can Do Daily That Will Boost Employee Engagement

Employee engagement is running at around 32%. Which means that a staggering 68% of staff, potentially your staff, are either disengaged or even worse actively disengaged. According to Gallup, this costs the US economy anywhere between \$450 to \$550 billion per year.

As a leader, you have the biggest impact on the engagement of your teams, and your number one goal should be to look to increase this as it will have a significant impact on the bottom line of your company.

Here are eight things we can do daily to help boost engagement.

1. Be Engaged

2. Let people see you
3. Show your enthusiasm
4. Take time to talk
5. Show appreciation
6. Be approachable
7. Make yourself available
8. Smile more

[Read](#) how each of these can make a positive impact on the morale of your employees.

How to Tweak Your Hiring Practices to Fit Today's Tough Job Market

You've probably noticed that hiring for open positions these days feels harder than it ever has before.

With the unemployment rate at a historic low--it fell to 3.9 percent in July--there are more open positions than there are job seekers for only the second time in the past two decades, according to the Labor Department. The percentage of American workers who quit their jobs is also up, reaching 2.4 percent in May, the highest level in 17 years. That means workers are increasingly switching jobs and feeling confident they can find a new job and perhaps get higher pay.

"Candidates have all the power," said Josh Howarth, district president of the staffing firm Robert Half International. "Most good candidates have multiple opportunities they are considering."

So how do hiring managers fill open positions with quality workers? Here are four tips for how to adjust your hiring practices in today's brutal job market.

1. Broaden your search
2. Study the competition
3. Sell yourself
4. Act quickly

[Read more](#) about each of these tips.

First Day on the Job

I absolutely love and agree with Paul Deffenbaugh's [comments](#) in the October 2018 Metal Construction News Issue. My dad owned a metal building erection company as I was growing up and I even worked in the field a few summers so I saw firsthand how new, young employees were treated by the old-timers. Granted, I am not a fan of pranks so I'm slightly biased but his words ring true now more than ever as it's getting harder to find qualified workers. Maybe think a little more about how you want that new kid's first day to go and then make sure the guys in the field are on the same page. - **Sasha Demyan, Executive Director MBCEA, MBI**



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OSHA Establishes Partnerships to Ensure Worker Safety at Construction Sites in Georgia, Missouri, and Nebraska

OSHA's [Strategic Partnership Program](#) provides opportunities for OSHA to work with stakeholders to eliminate serious hazards and enhance workplace safety and health practices in major corporations, government agencies, private sector industries, and at large construction projects.

- OSHA, the Associated General Contractors of Georgia, Inc., and Brasfield & Gorrie, LLC, entered into a [partnership](#) to promote safe work practices during construction of a sales center and warehouse in Union City, Ga. The three-year partnership will address falls, struck-by, caught-in/between, electrical, silica, and noise hazards, as well as heat illness prevention.
- OSHA and Alberici Healthcare, LLC, are partnering to promote safety during the construction of a hospital in St. Louis. The [partnership](#) will address falls, as well as struck-by, caught-in/between, and electrocution hazards, which are the [top four causes of fatalities in construction](#).
- OSHA and McCarthy Building Companies, Inc., entered into a partnership to protect workers during the construction of a veterans ambulatory care center in Omaha, Neb. The [partnership](#) will address construction hazards such as falls, struck-by, caught-in, and electrocution; educate employees and employers on best practices; and encourage worker participation in safety and health programs.



Manual Materials Handling Planning Tool and Resources

Manually lifting and moving heavy materials on job sites can result in strain, sprain, and related soft tissue injuries. These types of injuries cost business billions of dollars and are the leading cause of disabling injuries in the construction industry.

Best Built Plans provides contractors and workers with practical tools and information to plan for safe manual materials handling while staying productive and profitable.

For access to the Site Planning Tool, Training Resources and Coaching, [click here](#).

In the News

[Allen Harrold \(BlueScope Buildings North America, Inc.\) and Alan Blair \(Chief Industries, Inc.\) Earn MBMA Recognition](#)

[Highnote Promoted To Vice President At Roof Hugger](#)

[ATAS International Participates in Annual Manufacturing Day Event](#)

[ATAS International Hosts International Melting Pot Event in Allentown, PA](#)

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We want to hear from you!

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

[Sasha Demyan](#), Executive Director
[Keith Wentworth](#), President
[Jackie Meiluta](#), Program Manager

Please connect with us!



Quote of the Day

**"If you don't know where you are going, you might wind up
someplace else."**

- Yogi Berra

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