

MBCEA News & Updates - June 2019



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Message from the President

Hard to believe we are almost halfway through the year. I hope everyone reading this is off to a great start to make 2019 a banner year. I know we say it all the time but active participation in our Association is one of your tools for success.

Consider this: at Conference last month during the round table, a new guy asked for tips on being invited to bid, how to grow his business. The overwhelming response from the experienced guys was to get involved; attend Chapter meetings, and network within the MBCEA. Actual quotes:

"I want to do business with people I know and have looked in the eye"

"It's all about rapport and getting to know people"

"Worst thing you can do is isolate yourself"

"Cozy up to the bigger guys, they may feed you projects they consider too small"

Another hot topic at Conference had to do with retention. We all know how difficult it is to find new workers but even worse, how do we get them to last 90 days and then 6 months... ? This same subject comes up when we talk about women in construction and millennials. It is easy to cast blame on the new hire, "he didn't work out" or "she wasn't a good fit", but maybe it is time to reconsider and look deep within ourselves.

Do we create a welcoming environment or do we haze the new guy? Are we sure he didn't work out or maybe he just didn't know how to fit in? Teasing and bullying have long been a part of the typical crew make-up. **The tip of the month goes to our friends at [J&M Steel Solutions](#).** They have obviously thought about this issue quite a bit. They are almost two years into a new program based on mentoring. And it's working!



Their program is simple: each new hire is paired up with a mentor. The mentor gets a cash bonus if the worker succeeds and stays. The new hire also gets a ding after 60 and 90 days. The mentor is not necessarily the trainer or the foreman, he is simply someone who knows your name, who makes sure you have someone to sit with at

lunch, who makes sure your safety gear is on properly - you know those basic acts of human kindness that unfortunately are often lacking on the typical jobsite.

Sounds simple right? Just think, if you get involved in a local chapter and learn one tip to save you money or meet someone who may have some work for you, how great your return on your membership investment would be. If you have not yet recruited one new member, maybe now is the time to forward this newsletter to a friend or colleague. He'll thank you for the tip!

Thank you and Stay Safe!

Regards,

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

WELCOME NEW MEMBERS!

Chief Construction

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Grand Island, NE 68803
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308-389-7393 fax
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Iron Steel Company, Inc.

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402-270-9699
866-539-5549 fax
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Crane Tec Inc.

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Cincinnati, OH 45252
513-851-1655
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Novus Steel

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813-291-6415
rmeyer@novussteel.com
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Chapter News

New England Chapter Upcoming Event:

Save the Date for the 29th Anniversary MBCEA New England Chapter Golf Tournament @ Lake of Isles (Foxwoods Casino) 1 Clubhouse Drive North Stonington, CT 06359 on July 18th 2019. Tournament will be sponsored by RJD Associates, Inc. We had a fantastic turnout last year and hope to repeat that again this year. Please see the [flyer](#) and [sponsorship form](#).



Carolinas Chapter Upcoming Event:



Carolinas Chapter Annual Summer Meeting

June 27-30, 2019

Sonesta Resort Hilton Head Island, SC

[Schedule of Events](#)

[Vince Sagan Bio](#)

[Cynthia Anderson Bio](#)

Mid-Atlantic Division News and Upcoming Events:

Recent Events

- May 17: Aerial/Platform/RTF Training at Ahern Rentals - 11 trained
- June 7: First Aid/CPR at ATAS International - 31 certified

Upcoming Events

- June 21: [Annual Golf Outing](#). Riverview Country Club, Easton, PA. A great fundraiser for training and scholarship activities.
- July 8-12: MAD is sponsoring [Let's Build Camp for Girls](#). Camp is for campers ages 14 - 18. Gives girls an opportunity to learn about a trade and experiences to help them as they grow and search for career opportunities.
- August 23: Annual Sporting Clays Event

Greater Ohio Chapter Upcoming Event:

3rd Annual Greater Ohio "GO" MBCEA Golf Outing Friday, August 9, 2019 Bunker Hill Golf Course, Medina OH

This year's guest speaker will be Tony Bouquot, General Manager of the Metal Building Manufacturers Association (MBMA). Tony will be giving a brief presentation on the perception survey that MBMA recently conducted to see what architects, specifiers, general contractors, etc. think about metals buildings and their use for different projects. It will be interesting to hear what's really important to these key decision makers and how we can all help to change some of their misperceptions to benefit the metal building industry.

The "GO-MBCEA" golf outing is a great opportunity to network with fellow contractors, erectors, manufacturers and suppliers and have some fun at the same time. This is an open event to MBCEA Members, possible members, guests, and I encourage everyone to attend. Let's make this year's outing a memorable one. [REGISTER NOW!](#)

Texas Southeast Chapter:

Upcoming Events: **(AUSTIN)** Top Golf social in early summer. **(HOUSTON)** After - hour social and fall arrest demonstration, mid-summer. **(DALLAS)** We are closer to launching a new quarterly schedule for MEET & EAT Networking Lunches in Central and North Texas. Area members and prospective members are all invited to help us kick off our first one in North Texas this summer.

Follow MBCEA TXse on [Facebook](#) and [LinkedIn](#) or contact us at mbceaTXse@gmail.com if you want to be added to our email list.



DO YOU KNOW HOW TO USE OUR MEMBER DIRECTORY?

I get calls all the time from members and non-members looking for contractors or erectors for an upcoming project. I always send them to the [member directory](#) on our website. We're constantly fine-tuning the search capabilities and results page to make it more user friendly. Check it out! Try a sample search.

Make sure your listing is accurate and includes a short blurb about your company and a longer description along with your logo. A pretty cool feature is being able to see the [location on the map of all MBCEA members](#). When you click on [Advanced Search](#) you are able to search in any number of fields. I like to do a distance search by zip code but you can search by state and/or business type.

This is a huge membership benefit and I hope you are taking full advantage of it! Let me know if I can assist you with your first search or updating your listing! - Sasha

By the Numbers: Women in Construction

The pervasive shortage of construction workers has led some in the industry to target women for recruitment. But women don't seem to be choosing the construction industry, at least not in the numbers that some have hoped for and not in the trades, where workers are desperately needed.

So how many women are working in the construction industry? A frequently cited figure from groups like the National Association of Women in Construction, which lead the charge in recognizing [Women in Construction Week 2019](#), has participation at about 9%, and [the last 25 years or so of Bureau of Labor Statistics Current Population Surveys](#) bears that out. However, that figure includes administrative, executive and office positions, categories that have almost always have a decent number of women.

The statistics for trade involvement tell a much different story.

[Read on](#) in this Construction Dive article by Kim Slowey.

The Labor Shortage is Our Fault

Paul Deffenbaugh, Editorial Director for Metal Construction News

as published in the May 2019 MCN Edition

The labor shortage is a result of the practices of the construction industry, and we're the ones who will have to fix it.

For several years, we have been asking respondents to our [Top Metal Builders survey](#) what the biggest challenge they faced was, and every year the most common response is dealing with the shortage of skilled labor.

This isn't a new issue. In fact, I remember researching and writing articles about this as early as 1995. Back then, the experts said the labor shortage was caused by fewer 18- to 34-year-old white males who had been the mainstay of the construction work force. Baby boomers were aging out and because Generation X was much smaller; there just weren't the numbers to replace the boomers. The solution then was to seek alternative labor sources, including immigrants, minorities and women. I think we can all agree that the construction industry was quite successful in tapping the immigrant workforce for its labor shortage.

But what's the reason we have a shortage now? The millennial generation is actually larger than the baby boomers, and we have integrated immigrant and minority labor into the pool. We're still short of full acceptance of women in the construction workforce, but we're making inroads.

[Read more.](#)

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High stakes: State cannabis laws make contractors' obligations hazy

As medical and recreational use of marijuana becomes more acceptable - and in some instances, legal - contractors are faced with a growing pool of candidates that are testing positive.

Many states in the U.S. have loosened up their regulation and restriction laws related to cannabis, or marijuana, in recent years, with 33 states and Washington, D.C., currently allowing it for medical reasons. Ten of those states and D.C. allow adult recreational use.

For employers, including those in the construction industry, this new status of marijuana, which used to be an illegal substance everywhere and under all

circumstances in the U.S., presents some challenges - not the least of which is finding workers who can pass a hiring or post-accident/incident drug test.

[Read more](#) in the Construction Dive article by Kim Slowey.

Leadership is about context, not checklists

Checklists of leadership qualities ignore that context is often what determines which behaviors, tactics or traits will serve best, writes Sean Hanrahan. "By seeing these conflicts and understanding when to adjust their approach a leader can be the person the team needs in almost any situation," he writes.

[Read What Most Leadership Advice Gets Wrong](#)



Thursday, June 27th, 2019 at 1:00pm EST (1 hour+): *What Happens After a Fall is Arrested? Suspension Trauma and the Importance of Having a Rescue Plan*

Presented by: Mike Kassman, Training Specialist, CPWR - The Center for Construction Research & Training and Chad Riddleberger, Captain and Technical Rescue Team Lead with Roanoke Fire-EMS, Adjunct Instructor with VA Department of Fire Programs, and Instructor with Spec Rescue International

Even when contractors and workers take steps to prevent them, falls can still occur. So what happens after a worker falls and is saved by their personal fall arrest system? Hanging in a harness too long can lead to orthostatic intolerance and suspension trauma, and there isn't always time to wait for emergency services to respond. It's critical that employers train and provide for fall rescue. Learn more from our experts about suspension trauma, rescue plans, solutions for self- and assisted-rescue, and the importance of training. This webinar will last between 1 and 1.5 hours including Q&A. [Click to register.](#)

It's Time to Elevate Safety at Heights

As 19-year-old Sarah Wong and 71-year-old Alan Justad sat in their cars on Mercer Street in Seattle, waiting for traffic to move about 3:30 p.m. on April 27, 2019, a construction crane fell from nearly nine stories above, crushing their cars and killing them. The collapsing crane also killed 31-year-old Andrew Yoder and 33-year-old Travis Corbet, ironworkers who had been dismantling the structure. Four other people down on Mercer Street were injured.

The Seattle tragedy dramatizes the reality that hazards often lurk above our heads. Thankfully, cranes don't fall every day. But wherever work is underway at heights - on multistory buildings, bridges, cell towers, raised walkways, wind turbines, factory equipment - any safety lapse can lead to serious injury or death.

The Bureau of Labor Statistics (BLS) reported that being struck by falling objects or equipment resulted in 45,940 injuries in 2017, accounting for 5.2% of all workplace injuries. According to the Occupational Safety and Health Administration (OSHA), dropped objects are the third leading cause of injuries in construction.

[Read on](#) for Three Steps to Greater Safety by Charles D. Johnson in EHS Today.

In the News / Member Spotlight

[Dynamic Fastener Releases Tool and Fastener Hand Guide](#)

[Many MBCEA Members are listed in the Top Metal Builders of 2018 Special Feature in the May 2019 MCN Edition](#)

[Harrell Construction Co. Inc. Featured in May 2019 MCN Edition for Jacksonville Bus Station](#)

[Pat Munger Construction Co. Inc. Featured in April 2019 MCN Edition](#)

[2019 Metal Construction Hall of Fame](#)

[ATAS Receives Award at CSI Middle Atlantic Region Conference](#)

[ATAS Announces Project of the Year Award Winners](#)

[ATAS Invests in Solar for their Headquarters](#)



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Join the Discussion in our New Facebook Group

We're creating a Facebook group for members only so you can share tips, resources, successes, etc. We learn from each other. We support each other. We continue to grow as we continue to influence the perception of metal buildings in a positive way as a whole. It can be invaluable to connect and learn from other business owners on a frequent basis. Share how the MBCEA is helping you. Assist a new member in navigating the benefits. Make your own post that you have crews available or are looking for work. Share this invite with the rest of the people in your organization.

[**Join Group**](#)

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

"Honest criticism is hard to take, particularly from a relative, a friend, an acquaintance, or a stranger." - Franklin P. Jones

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