



September 2017

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### *Adam Grunley to Address Members At September 12 Annual Meeting*



Be sure you and your team members are signed up for SMACNA Mid-Atlantic's Annual Business Meeting on Tuesday, October 12 at Maggiano's Little Italy at Tysons II.

Our key note speaker is Adam Grunley, Chief Estimator at Grunley Construction and current president of Associated General Contractors, Washington, D.C.

During the business portion of the meeting members will be voting on a slate of board members that will be presented by the chapter's Nominating Committee.

Registration begins at 11 a.m. with table top displays and appetizers.

Grunley has worked for the company for more than half his life. As chief estimator, his pivotal position involves the creation of all project budgets and estimates. Grunley Construction Company, Inc. is a full service, award-winning construction firm with expertise in high-profile, complex projects for both public and private sector customers.

Grunley will share his views about the local construction market and the relationship between the general contractor and sub-contractor community. Please use the enclosed registration form to sign up for this event!

### *Introducing SMACNA's New Downspout and Gutter Sizing Calculator*

One of the most frequently asked architectural questions SMACNA receives is on sizing gutters and downspouts. In response, SMACNA's Technical Resources Department has created a free Downspout and Gutter Sizing Calculator.

The Downspout and Gutter Sizing Calculator is located on the Tools, CAD, and Apps page of the SMACNA website.

Now architects, engineers, designers, and contractors can easily and accurately size downspouts and gutters according to the specifications in SMACNA's "Architectural Sheet Metal Manual," 7th edition, 2012.

SMACNA's new Downspout and Gutter Sizing Calculator enables the user to manually enter the Design Area of the roof or use the Design Area Wizard for the calculation. This Wizard makes it easy to calculate the roof Design Area by providing various shape calculations and the calculation for Vertical Walls area per International Plumbing Code (IPC).

The gutter and downspout size requirement depends upon the number of sections and length of the gutter sections as well as the number of downspouts. Adding additional sections of gutter reduces the length of each section and will reduce the gutter size.

*For more information please go to [www.smacna.org](http://www.smacna.org)*

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*Serving Maryland,  
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Virginia*

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## *Time is of the Essence*

### *Chapter President*

*Dale Trunnell, President of Metro Mechanical*

Last year upon accepting the gavel as your president, I reported to you that our number one goal for 2017 was the successful negotiation for a new collective bargaining agreement with SMART Local 100. As you know, we successfully agreed to three year agreements for both Washington, D.C. and Richmond, Virginia regions. By completing this important task we are now able to look ahead at new opportunities and challenges.

I have appointed Kevin Grenier, president of K.G. Sheet Metal, to chair our Marketing Committee. Kevin has been serving on our Board and last year was elected Treasurer. The Marketing Committee has been asked to present to the board a marketing plan that will help promote SMACNA Contractors through greater outreach.

This is important for a variety of reasons. For example, when attending local meetings involving other construction executives there is a lack of awareness of who the SMACNA Contractors are. The good news is that most are familiar with the SMACNA brand due to our technical manuals. However, the bad news is that when asked if they know who the local SMACNA Contractors are most struggle to name two or three.

This tells me that we need to do a better job of educating those within the local construction community about the value a SMACNA Contractor brings to the job. We assume our customers know that our workers are well trained and highly knowledgeable. But do they know how much we emphasize safety? Is there awareness that SMACNA Contractors are *required* to work under the precise SMACNA specifications?

After all, there is a significant difference between the union sheet metal worker and the open shop worker. Getting the job done right, on time, and within budget is a value we should not underestimate.

I firmly believe there is a need to better educate not only those within the construction community about our industry, but those in government as well. Key legislative and regulatory bodies need to fully understand and appreciate the role we play in society when it comes to energy efficiency, job creation, and our abilities to update and improve the infrastructure.

As an association we can take a leadership role and demonstrate to the various parties the full value of our services. It is important for us to demonstrate our expertise when given the opportunity.

While we work to develop a more comprehensive marketing plan, I invite all interested parties to join Kevin's Marketing Committee and contribute ideas to this campaign. With your involvement I am hopeful we can change attitudes and together help grow our industry. Please let me, or our Executive Director Bernie Brill, know if you are interested.

At our recent Board of Directors Meeting the Board approved a new awards program that will reward members for serving on boards and committees. This program as outlined on page 3 of this newsletter, explains that credits will be earned by attending meetings. These credits will be converted to dollars and may be applied towards registration fees for the SMACNA Annual Convention, Legislative Conference, or chapter education program.

This is a win-win situation in that our active members are rewarded for their contributions, and at the same time encourages attendance at association programs and events. It is hoped that you too will see this as an opportunity to get more involved with our industry.

As we look forward to the fall I hope you will pay particular attention to our many programs and services. Get involved! Get active! We need your participation.

**Two  
Important  
Programs:**

**SMACNA  
Mid-Atlantic  
Chapter  
Annual  
Meeting  
Sept. 12  
Maggiano's  
Tysons II  
11 a.m.**

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**SMACNA  
2017 Annual  
Convention  
Oct. 22-25  
Maui,  
Hawaii**

**Register at:  
[www.smacna.org](http://www.smacna.org)**



Register Today for SMACNA's  
Annual Convention

- ◆ Great Educational Sessions
- ◆ Excellent Networking
- ◆ Super Social and Entertainment Events!

Join your industry friends and colleagues at our annual convention.

For registration and information, please go to [www.smacna.org](http://www.smacna.org)

### Chapter Plans Field Trip for Business Leaders

SMACNA Mid-Atlantic Chapter Members are planning a field trip to Ductmate Industries in Charle-roi, Pennsylvania on September 27.

Members will arrive at the plant in time for a 12 noon plant tour which will include the opportunity to meet management and other key people.

Following the tour members will be treated to dinner and taken to PNC Park to watch the Washington Nationals take on the Pittsburgh Pirates.

Ductmate Industries Inc. is the largest heating, ventilation and air conditioning (HVAC) accessories manufacturer in North America. Its products are sold through a vast network of over 400 distributors in the U. S. and around the world.

Contractors may sign up by calling the SMACNA Mid-Atlantic Chapter Office at 301/446-0002.

## Send Your Key People to "A Foreman's Field Guide to Developing Your Workforce Seminar"

November 16, 2017

7:30—11:30 a.m.

Hilton Garden Inn, Greenbelt, MD

When it comes to developing a quality workforce Nic Bittle has the information and tools necessary to give to your foremen and supervisors. Bittle works with labor and management who want their rank and file to think, act, and perform like a boss. He is also the author of the books "Good Foreman; Bad Foreman," "Perform Like a Boss," and "Small Business, Big Mistakes."



Nic Bittle

This half-day program will give those with leadership responsibilities four core competencies lacking in most of the workforce entering the industry today. He will focus on communications so that everyone on the team communicates at a higher level. This seminar will also give foremen and supervisors leadership tips to help their team reach their potential.

Please use the registration form in this mailing or contact the office at 301/446-0002 x 101. Registration covers program admission, handouts, continental breakfast, and refreshment break. Early Bird registration is \$95 per person, \$75 for each additional person from the same company. After November 1 registration is \$125 per person. This program is expected to sell out so please sign up early!

### New Chapter Awards Program Offered to Members

Effective January 1, 2018 the SMACNA Mid-Atlantic Chapter will award credit to those member companies who participate on the association's boards, committees, trust funds, or task forces. For every hour a member spends working on (or attending) a committee meeting will be awarded a \$25 credit that can be applied towards a Chapter or SMACNA National program.

For example, a contractor member attending four two hour meetings will accumulate eight credit hours or \$2000 they can apply to the SMAACNA Annual Convention or the SMACNA Legislative Conference. Credits may also be applied to Chapter educational seminars, and social events held locally. Credits will accrue to the company and not the individual so a company can pool their credits. The credit must be used in the year they were earned.

Mid-Atlantic Chapter President Dale Trunnell said, "This is a way of recognizing members who give of their time and talents to the association and encourages participation at important national and local industry events."



### Visit us on Facebook SMACNA Mid-Atlantic

- Photos
- Events
- More at [www.smacnaatl.org](http://www.smacnaatl.org)

## *Update on Mandatory Paid Sick Leave on Federal Work*

Federal contractors need to be prepared to comply with the U.S. Department of Labor's final rule "Establishing Paid Sick Leave for Federal Contractors." The rule, established by the Department's Wage and Hour Division, went into effect for most federal contracts entered into on or after Jan. 1, 2017.

While it was anticipated that the new Administration would rescind this rule, that has not occurred, nor is there any indication that it will happen soon. Accordingly, federal contractors should prepare to comply with the Department of Labor's (DOL) final rule.

Contractors who disregard the new requirements can be subject to debarment, among other penalties. The rule implements Executive Order 13706, which requires contractors that are working on federal contracts to provide paid sick leave to certain employees.

In general, the rule:

- Requires that employees of contractors, or subcontractors, working on, or in connection with, federal contracts accrue not less than one hour of paid sick leave for every 30 hours worked.
- Allows contractors to limit sick leave accrual to 56 hours (i.e., 7 days) per year, but requires contractors to carry over an employee's unused sick leave into the next year.
- Does not require contractors to pay out accrued but unused sick leave when an employee separates from employment. It does require contractors to reinstate an employee's accrued sick leave if an employee is rehired by a covered contractor within 12 months of separation.
- Allows employees to use their paid sick leave only when working on a covered contract to care for their own physical or mental health and also to care for sick children, parents, spouses or partners, and for circumstances related to domestic violence, sexual assault, or stalking.

Areas with vacation, paid-time-off or other plans which allow employees to receive benefits during times of unemployment may wish to review the terms of the plan to determine whether they meet the obligations of the Rule. In making such a determination, contractors will want to ensure that the requirements to provide sick leave accrual are met by the plan or are incorporated into their payroll system as necessary.

**Accrual Year:** An accrual year is any 12-month period beginning (1) when the employee begins to perform covered work; or (2) on any date that the contractor sets. If a contractor opts to select a fixed date (Such as January 1) as the start of its accrual year, it must apply the same date to all employees on all covered contracts.

**Calculation of Hours Worked:** Contractors must include all "hours worked" on or in connection with the contract. The Rule borrows the definition used by the FLSA for "hours worked" meaning the contractor need not include hours when an employee did not work but was in paid leave status. For employees who work on covered contracts and have duties not covered by the contract, contractors must accurately record the employees' covered and non-covered hours.

*(continued on page 5)*

Mark your calendar

For:

## **ASHRAE/MCA Metropolitan Washington Tradeshow**

**Monday, November 6**

**Marriott Pooks Hill**

**(new location)**

**Bethesda, Maryland**

**Join architects, engineers,  
mechanical contractors and  
others for an evening of:**



- **Great Networking**
- **Terrific Food**
- **And visiting with industry leaders and decision makers.**

*For more information please contact  
SMACNA Mid-Atlantic Chapter at  
301/446-0002 x 100.*

### **INDUSTRY NIGHT on the TERRACE**

**September 14, 2017**

**5:30—8:30 PM**

**MCA - Maryland**

**3600 O'Donnell St.**

**South Tower—Suite 800**

**Baltimore, MD 21224**

**Register by calling 410/276-1926**

For covered employees for whom a contractor otherwise does not have an obligation to track their time, contractors may calculate paid sick leave accrual by tracking the employees' actual hours worked, or by assuming that the employees spend 40 hours per week working in connection with a covered contract.

**Tracking of Accrued Sick Leave:** The Rule requires contractors to calculate accrued paid sick leave every pay period or once a month, whichever is more frequent. Additionally, the contractor must inform employees, in writing of their total accrued paid sick leave on the same basis. Contractors must also provide a written tally of accrued paid sick leave when an employee asks for the tally, requests sick leave, separates from employment, or has his or her paid sick leave reinstated upon rehire.

**Caps on Sick Leave:** Contractors may cap their employees' paid sick leave accrual year. Accrued and unused frontloaded hours over to the next accrual year. amount available for use at any one



contractors may cap their employees' accrued paid sick leave at 56 hours in each accrual year. unused paid sick leave (or generally must be carried over to the next accrual year. But contractors may limit the amount available for use at any one point in time to 56 hours.

For example, if an employee carries over 20 hours from year 1, they could be limited to accruing 36 more hours in year 2 unless and until they used some of the then "banked" 56 hours. At such time as an employee did use some of the "banked" hours, the employee would again begin accruing hours for year two until once more hitting the 56 hour "bank" cap or have accrued in total 56 hours for year two.

For contractors following a frontloading method, the employee must always be credited with 56 hours at the beginning of the accrual year regardless of the number of hours carried over.

**Reinstatement of Accrued Sick Leave Upon Rehire:** Contractors need not pay employees for accrued but unused paid sick leave time upon termination, but they must reinstate all accrued but unused paid sick leave time for any employee who is rehired by the contractor or a successor within 12 months after a job separation.

To assist contractors in complying with this rule, SMACNA has prepared the document "Understanding the DOL's Rules on Paid Sick Leave for Federal Contractors" available on SMACNA's labor relations webpage.

### *Capital Hardware Supply Joins SMACNA Mid-Atlantic Chapter*

Capital Hardware Supply, a HVAC and sheet metal manufacturer, serving HVAC contractors, fabricators, and resellers has joined the association as an associate member. They provide their customers with a full line of HVAC hardware, accessories and sheet metal parts.

They are manufacturers of damper hardware, flanges, slips & drives, C & F corners, cleats, access doors, vane, pipes and fittings, flexible connectors, as well as HVAC and duct accessory items. The company stocks a wide range of fittings, connectors, mechanical supports, etc.

For more information please contact Art Huger at 201/964-0008 or email [sales@elgenmfg.com](mailto:sales@elgenmfg.com).

### *Have News About Your Company?*

If you have news you wish to share with your SMACNA Mid-Atlantic Chapter colleagues and friends, please send it along to Bernie Brill at [Bernie@smacnaatl.org](mailto:Bernie@smacnaatl.org)!

Whether your company is introducing a new product or service, promoting an employee, or being recognized with an award, please send the relevant information to the association's office along with any photos of the event.

### *Show Support for your Industry by Becoming a SMACNA CIC Member*

For as little as \$535 you too can become a member of SMACNA's Capitol Insiders Club. Join fellow industry leaders as they work to favorably influence legislation that promotes the sheet metal industry!

#### **If you have an interest in:**

- Pension Reform
- Infrastructure investment
- Green Buildings
- Davis-Bacon
- Prevailing Wage Issues
- Bid Listing
- Project Labor Agreements
- Worker Misclassification
- And other issues

#### **Get Involved Today!**

For more information please contact SMACNA's Capitol Hill Office at 202/547-8202 or SMACNA Mid-Atlantic at 301/446-0002 and learn how your involvement will help



*New Round Industrial Duct Construction Manual Now Available From SMACNA*

SMACNA's revised "Round Industrial Duct Construction Standards," third edition, 2013, an American National Standard, ANSI/SMACNA 005-2013, is now available.

The standard expands the scope of the second edition, updating the duct materials to include aluminized steel, temperature correction factors for round industrial, and minimum decimal thickness for aluminum duct selection tables. Several chapters offer a standardized, engineering basis for design and construction of industrial duct of Class 1 to Class 5 air.



A spiral duct chapter for Class 1 and Class 2 air covers design pressures ranging from 30-inch wg negative to 50-inch wg positive, plus carbon and galvanized steel tables. The 660 page-book includes expanded tables for stainless steel and aluminum, expanded tables for duct sizes up to 96 inches in diameter, plus Class 5 systems handling corrosives and spiral lock-seam pipe.

The "Round Industrial Duct Construction Standards," third edition, 660 pages, 2013, is available in both book and PDF formats. Annual subscriptions may also be

purchased. Order online at the SMACNA Bookstore.

Non-member list price for the book is \$356, \$356 for the PDF, and \$588 for the book/PDF combination. Discounted prices for architects, engineers, government, and code officials are \$256 for the book, \$256 for the PDF, and \$422 for the two formats purchased together.

The discounted price is available only to architectural and engineering firms and their employees provided they are not in the contracting business as well.

(Government agencies, schools and universities also qualify for the discount.)

The Sheet Metal and Air Conditioning Contractors' National Association is an international trade association representing 3,500 contributing contractor firms and is dedicated to promoting quality and excellence in the sheet metal and air conditioning industry. SMACNA has national offices in Chantilly, Va., outside of Washington, D.C., as well as on Capitol Hill. Visit [www.smacna.org](http://www.smacna.org) for more information.

***Many Thanks to our Associate Members for Exhibiting at the 2017 SMACNA Mid-Atlantic Chapter Annual Meeting!***

Ductmate Industries, Inc.

Metropolitan Equipment

Havtech Air Distribution, LLC.

Milwaukee Electric Tool Corp.

Duro Dyne Corporation

Gripple, Inc.

Vicon Machinery/Plasma Automation

H&B Engineered Products, Inc.

Capital Hardware Supply

Exxon



*Upcoming Events & Meetings—  
Be Sure You and Your Key People  
are Registered*

- ◆ September 12 - SMACNA Mid-Atlantic Chapter Annual Meeting;  
Maggianno's Little Italy  
Tysons II; McLean, VA  
11 a.m.— 1:30 p.m.
- ◆ September 14 – Industry Night on the Terrace;  
MCA-Maryland; 5:30 – 8:30 p.m.
- ◆ September 27 - Field Trip to Ductmate; Charleroi, PA
- ◆ October 22-25 – SMACNA Annual Convention;  
Maui, Hawaii
- ◆ November 6 –  
MCAMW/ASHRAE Tradeshow  
N. Bethesda Marriott  
Convention Center  
4:30 - 8:30 p.m.
- ◆ November 16 – "A Foreman's Field Guide to Developing Your Workforce;"  
7:30-11:30 a.m. Greenbelt, MD

*Advanced registration is required for all events.*

For more information:  
[www.smacnaatl.org](http://www.smacnaatl.org)  
and  
[www.smacna.org](http://www.smacna.org)