



SMACNA Elects New Members to Board of Directors

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At the Annual Convention in Maui, Hawaii the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA) elected four members to its Board of Directors at their annual business meeting on Oct. 25 at SMACNA's 74th Annual Convention. Four directors will serve four-year terms beginning on Oct. 25 at the close of the convention. One director appointed mid-year is serving a two-year term.

Following is a list of new directors along with individual releases below on each new di-

rector.

The newly elected directors serving four-year terms are:

Kyle Bellmon

United Mechanical Inc., Oklahoma City, Okla.

James E. Hall

Systems Management and Balancing Inc., Waukeg, Iowa

Gary G. Luthe Sr.

Luthe Sheet Metal Inc., Cherry Hill, N.J.

Thomas E. Martin

T.H. Martin Inc., Cleveland, Ohio

The recently appointed direc-

tor serving a two-year term is:

James Morgan

Worcester Air Conditioning, Ashland, Mass.

Jack Knox Elected SMACNA President

Jack Knox, president of R.F. Knox Co. Inc., Smyrna, Ga., was elected by the Sheet Metal and Air Conditioning Contractors' National Association's (SMACNA) Board of Directors to serve as president. His year-long term in office began Oct. 25 at the close of SMACNA's 74th Annual Convention. "SMACNA's board recently approved a new strategic plan that encompasses several important industry initiatives," Knox said. "We need to address human resource issues

facing the industry—in both the craft and non-craft areas. We must help position the industry to attract more quality people into our companies and local unions."

A versatile and active participant in industry issues, Knox served on SMACNA's Board of Directors from 2009 to 2014. He currently serves as a Sheet Metal Workers' National Supplemental Savings Fund Trustee and a Sheet Metal Industry Labor Management Cooperation Fund trustee.

An advocate for positive legislative change, he has been a longtime member of the SMAC PAC and Legislative Committees. He has been a member of SMAC PAC donor clubs for almost 20 years and currently serves as co-chair of SMAC PAC's top donor club, the Political Pacesetters Council. He also serves on the Investment Committee.

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Time is of the Essence

Chapter President

Dale Trunnell, president of Metro Mechanical

It is amazing to me see that we are at the end of 2017! Where did the time go? Not only am I another year older, but this year seems to have gone by in a flash. But the good news is that many of us have more work (and headaches) than we have had in past few years and things seem to have stabilized.

Of course the big question is what can we expect to happen in 2018 and beyond? Now is time to dust off the “crystal ball” and share your projections. Regardless of your political leanings, I think most will agree the volatile political situation we have been experiencing will continue to evolve—at least in the short term.

The recent elections in Virginia grabbed national attention and may be an indicator of what can be expected in next year’s Congressional elections.

However, I am optimistic that business opportunities will continue and that we will be challenged like never before. Advances in technology allow us to work more efficiently and with less waste. But expect to see changes to the tax code, pension regulations, family medical leave laws, and much more.

Stay on top of these and other changes by attending the SMACNA/Construction Employers of America Conference in May and join sheet metal contractors from across the country. The meetings and Capitol Hill visits are a key component to our industry’s legislative success.

On February 12-14 SMACNA and Sheet Metal and Railroad Transportation Union (SMART) will again be jointly sponsoring an industry wide conference in Orlando, Florida. (Please see the enclosed article.) Industry leaders will be gathering to share information, attend educational seminars, and socialize. This is a great opportunity to hear from the SMART executive team as well as from contractors from across the U.S. who speak our language. I urge you join me and your fellow chapter members at this event.

You might have heard or seen news about U.S. Secretary of Labor visited our Training Center in Suitland on November 15. He was accompanied by SMART General President Joe Sellers, Richie LaBille, and our own Kathy Bigelow, Kevin Grenier, and Jerry Robinson. It is refreshing to see that these programs are receiving the attention they deserve. More importantly, politicians see the construction industry as a place for job creation. Many thanks to everyone who participated.

Our chapter committees and staff are busy planning for 2018. As president I am excited to see the progress that is being made. In addition to our social and educational events, we will continue working with SMART Local 100 on a new collective bargaining agreement for the Baltimore region. The current agreement expires on June 30. Members working under this agreement are encouraged to work with our Labor Committee by sharing their thoughts and opinions on their hopes and expectations for the new agreement.

On behalf of the SMACNA Mid-Atlantic Chapter Board, Officers, and Staff, I extend to you and your families all the best for a terrific Christmas and a healthy and safe New Year. I look forward to your participation in 2018!

Please go to
www.smacnaatl.org
For the calendar of
upcoming events!



Northeast States Sheet Metal Council Meeting

April 19 - 21, 2018

**Marriott Resort Ft. Lauderdale
Harbor Beach**

- **Meet & Network with Fellow Contractors;**
- **Share information;**
- **Learn how other parts of the country are dealing with similar issues;**
- **Be updated on current issues;**



For more information please contact:

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“Partners in Progress”

**February 13-14, 2018
Hilton Orlando Buena Vista Palace
Orlando, Florida**

Don't miss attending “Partners in Progress” — a two day conference bringing together the leaders of SMART, SMACNA, and their respected leaders.

This is an exceptional opportunity for labor and management to build on their relationship, share information, and learn new and innovative strategies to work together for a stronger industry.

Contractors, chapter executives, and association leaders will all find something valuable from this two-day program.

With a streamlined format, the conference promises to be even better than in the past. Browse the following link for more information. More details and information will be added as they become available.

<http://www.pinp.org/conferences/pinp18>



SMACNA Chapter Board Adjusts Industry Fund

At the October 12th SMACNA Mid-Atlantic Chapter Board of Directors Meeting, the Board voted to increase the Sheet Metal Industry Promotion Fund by one cent or to \$0.32 for every man-hour worked by journey persons, apprentices, concession, or specialty worker.

The modest increase was the first in three years as the association works to represent members on the legislative fronts, at key industry events, and creating networking and social events.

In related news, work is already underway in planning social and educational events for 2018. These programs compliment SMACNA Nationals programs targeted at keeping members informed on current issues and events impacting their businesses.

For more information, please go to the Chapter's website: www.smacnaatl.org

Nic Bittle Address Foremen and Supervisors



On November 16 Nic Bittle shared with foremen and supervisors effective techniques that can

be used to inspire and communicate with team members.

The program was sponsored by SMACNA Mid-Atlantic and MCA of Metro Washington. The evaluation of the program was overwhelmingly positive and plans are in the works to bring Nic Bittle back in the spring. More than 60 people participated in the event.

Labor Secretary Acosta Visits Training Center



On November 15 U.S. Secretary of Labor Alexander Acosta toured the Sheet Metal Workers' Local Union 100's Apprenticeship Training Center in

Suitland, Maryland.

“Apprenticeships are the pathway for many American to learn the skills they need for family-sustaining jobs, said Acosta. “I appreciate the opportunity to tour the Training Center. Seeing apprentices in action and learning more about how the program works provide helpful insight as the Administration works to expand apprenticeships.

Representing SMACNA Mid-Atlantic Chapter were Vice President Kathy Bigelow, Treasurer Kevin Grenier, and JATC Chairman Jerry Robinson.

SMACNA's Executive Director of Legislative Affairs Stan Kolbe attended as was SMART General President Joseph Sellers, Jr. and Local 100 President Richie LaBille.

SMOHIT Safety Competition



Nominations are now being accepted for training centers, organizations, contractors, and deserving individuals who may qualify for SMOHIT's Annual Safety Awards.

The awards recognize outstanding contributions in expanding health and safety programs at the local level for unionized sheet metal workers. SMOHIT will choose one honoree from each of the six regions: Northeast, Southeast, North Central, South Central, Northwest and Southwest.

How to nominate:

- Submit the individual's name, title, and company.
- Include the reasons why you selected your candidate.

Send via email to: rkrocka@smohit.org or by mail to:

SMOHIT Attn: Randy Krokca

8403 Arlington Boulevard, Suite 100

Fairfax, VA 22031

Safety Champion Conference Set For February 25-27, 2018 Talking Stick Resort Scottsdale, AZ

Join industry colleagues for the 2018 Safety Champions Conference to share information and ideas. This conference is open to all members who contribute to SMOHIT and are approved by their business manager.

The conference is a continuing plan to help create an improved safety culture in the sheet metal industry and will feature:

- Interactive breakout sessions
- Keynote speakers
- Finding solutions to safety challenges
- Best practices involving safety and health



Montgomery County to Implement Increased Minimum Wage

Montgomery County's Council voted to pass a \$15-an-hour minimum wage that would take effect by 2024. The measure would be enacted in phases depending on the number of workers employed by businesses.

The new law raises the minimum wage in stages over the next several years – the \$15 minimum goes into effect in 2021 for businesses with more than 50 employees, in 2023 for businesses with 11-50 employees, and in 2024 for businesses with 10 or fewer employees. It also includes indexing for inflation, which is essential to ensure that wages increase at the same rate as our cost of living.

The Maryland General Assembly voted in 2014 to raise the minimum wage in increments. As of this past July the rate is \$9.25 per hour. Next July the rate increases to \$10.10 per hour.

As of July 1, 2017, the minimum wage in the District of Columbia increased from \$11.50 per hour to \$12.50 per hour for all workers, regardless of size of employer. Mayor Muriel Bowser signed the "Fair Shot Minimum Wage Amendment Act of 2016 into law on June 27, 2016 after unanimous passage by the D.C. Council.

In 2016, the Alexandria City Council adopted a Living Wage ordinance that requires contractors, excluding construction, providing services on City-owned or City-controlled property to pay a minimum wage to their employees.

The Virginia Minimum Wage is the lowest hourly wage that an employee working in Virginia can legally be paid. Both Virginia and the federal government have set a legal minimum wage - Virginia's is \$7.25 per hour, while the federal minimum wage is \$7.25 per hour. Federal law states that the applicable minimum wage is whichever minimum wage is higher.