



June 2017

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Paid Sick Leave Passes in Maryland



After five years of trying legislation to require paid sick leave won General

Assembly approval. The bill requires employers with 15 or more employees to offer five days of paid sick leave per year. An employer with 14 or fewer employees must provide unpaid sick leave with at least one hour for every 30 hours an employee works.

Employees can carry over 40 hours of paid sick leave from one year to the next. The amount of paid sick leave employees can use annual is set at 64 hours.

Until now Maryland law did not require private-sector employers to provide paid or unpaid sick leave. In fact, only Arizona, California, Connecticut, Massachusetts, Oregon, Vermont, Washington, the District of Columbia and Montgomery County, Maryland mandate paid sick leave.

Under the current law, con-

struction companies covered by a collective bargaining agreement may be exempted by a waiver from their union.

According to the U.S. Bureau of Labor Statistics, in Maryland's region in 2016, 61 percent of workers in private-industry business have paid sick leave while 92 percent of workers in state and local governments have paid sick leave.

Governor Hogan's bill was somewhat different in that it made paid sick leave optional for businesses with fewer than

ternity leave) while approximately 65 percent of workers who are not covered by paid sick leave plans do not take any days off for illness or injury.

In 2015, Montgomery County, Maryland enacted paid sick leave legislation which generally requires employers in the county to provide one hour of earned sick and safe leave for 30 hours an employee works in the county, up to 56 hours in a calendar year. An employer with five or more employees must provide paid leave while an employer with fewer than five employees must provide 32 hours of paid leave and 24 hours of unpaid leave in a year.

The law does not cover an independent contractor or a person who does not have a regular work schedule.

The paid sick leave bill will have the greatest impact on Maryland small businesses. It should also be noted that the Maryland bill does not preempt the Montgomery County paid sick leave bill.

Small business, defined as those with under 50 employees, created 75,000 jobs to the 34,000 jobs created by big business.

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50 employees, but offered those small businesses up to \$60 million in annual tax breaks as an incentive to provide sick leave. The Governor's bill was basically ignored before it was killed.

Based on the 2015 National Health Interview Survey, approximately half of all workers who are covered by paid sick leave plans do not take any days off for illness or injury in a given year (not including ma-

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Infrastructure Captures Attention of Capitol Hill



Parks addresses the media on Capitol Hill

In May Geoff Parks of CMC Sheet Metal shared his thought on the need to fund the country’s infrastructure projects in a press conference with U.S. Congressional Representatives Norcross and McKinley. Parks during his comments pointed out, “While it’s true spending for transportation, public buildings, water treatment systems will create good jobs, it will also promote greater economic prosperity. It is also true that as a country, we owe future generations productive higher-quality and more energy efficient buildings with the advanced technologies that are readily available today.

Voters want the federal government to invest more in the nation’s transportation infrastructure, believe those investments would create jobs and help American businesses, and want Congress to move forward now with an infrastructure package, according to a new survey from the U.S. Chamber of Commerce conducted by Morning Consult and released today at the opening of Infrastructure Week 2017.

The survey shows broad agreement among voters that infrastructure matters to the economy, to the U.S. workforce, and to Americans’ daily life. Seventy-two percent of those polled said the U.S. should invest more in transportation infrastructure, and 73 percent said the federal government should take the lead role. Respondents indicated that investment in transportation infrastructure would help strengthen the economy; 74 percent said it would create jobs, and 70 percent said it would help American businesses. And voters agree the time for infrastructure investment is now; 64 percent of respondents said they want Congress to move forward with an infrastructure package, and the sentiment held true across party affiliations.

SMACNA has long been supportive of efforts to repair, rebuild, and invest in America’s infrastructure. This was evident at the recent Construction Employers of America Legislative Conference in May in which this coalition of seven national construction specialty contracting associations worked together to bring this message to their lawmakers.

Industry representatives knocked on doors and spoke with their elected leaders to promote the need for spending on public buildings, water systems, airports, transit and surface transportation network to meet the needs of the 21st century. SMACNA and its partners support President Trump’s call for \$1 trillion infrastructure investment package to begin rebuilding our infrastructure.

“As an engineer, I understand how America’s construction workers helped build this great country,” said Congressman David B. McKinley, P.E. (R-WV-01), Co-Chair of the Congressional Building Trades Caucus. “From infrastructure investments to corporate tax reform to streamlining regulations, there are a host of options for federal policymakers to boost job growth, drive economic prosperity, and allow America to reclaim the mantle of infrastructure leadership on the world stage.”

Congressman Norcross added, “Working as an electrician, I learned the value of hard work while hanging hundreds of feet above the Delaware River lighting the Benjamin Franklin Bridge. I know we need to update our aging infrastructure and that, when we invest properly, we will add high-skilled, high-wage jobs. It’s great to stand alongside construction contractors and join them in supporting worker training and apprenticeship programs and protections, like Davis Bacon.”



Representatives Norcross and McKinley

**Two
Important
Programs:**

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

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

**Register at:
www.smacna.org**



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For registration and information, please go to www.Smacna.org

SMART and SMACNA Join Forces to Promote Fire Life Safety



Brandon Scott

On Monday, April 24 SMART Business Baltimore Agent Ed Whalen, NEMI Administrator David Bennett, and SMACNA Mid-Atlantic Chapter Executive Director met with Baltimore City Council Member Brandon Scott to discuss Fire Life Safety and what the city can do to make it a safer place to work.

Scott has represented District 2 since December 8, 2011 and chairs the city's Public Safety Committee. He also serves on many other committees including Budget and Appropriations, Judiciary and Legislative Investigations, and Labor.

Prior to attending college and running for office, Scott performed HVAC work for a number of years for his family's HVAC business in Maryland. As a result, he is very familiar with the importance of how dampers function and the need to have the required inspections.

Whalen, Brill, and Bennett noted the ongoing efforts to educate local fire marshals and code officials of NFPA 80 pointing out that it protects the lives of building occupants and first responders.

Another element introduced to the conversation was how other cities were passing ordinances to assure buildings were being inspected as per the respective codes. It was suggested the city council consider passing a city ordinance requiring building owners and managers to have their properties inspected by certified technicians as was recently done in Pittsburgh.

Scott expressed sincere interest in this program and ask for a few weeks to study the information provided by the group.

Foreman Field Guide to Developing Your Workforce

When a foreman develops a group of individuals to perform as a team, great things will happen. In "A Foreman's Field Guide to Developing Your Workforce," Nic Bittle will walk your foremen and supervisors through a process teaching them how to develop their team for long-term success. As natural mentors on the jobsite it is up to every foreman and supervisor to develop their crew to be the next leaders of this industry.

This half day program is one every foreman and supervisor should attend!

November 16, 2017

7:30 to 11:30 a.m.

SMACNA Mid-Atlantic

\$95 pp.

Hotel Real Estate Merger

BET founder Robert Johnson's hotel investment company is merging with another in a deal that will create one of the nation's largest hotel real estate investment companies. Bethesda-based RLJ Lodging Trust and Texas-based FelCor Lodging Trust Inc. will merge in a transaction that will make FelCor a wholly-owned subsidiary of RLJ.

It will create a \$7 billion company with stakes in 160 hotels in 26 states and the District, the third largest pure-play real estate investment trust focused on hotels. It will also expand RLJ's hotel portfolio to the West Coast.

Johnson will remain chief executive of the merged companies, and its headquarters will remain in Bethesda. The merger is expected to close by the end of 2017.

SMACNA Works to Save Lives

SMACNA is committed to helping create a movement to build a zero-suicide industry. The Association recently joined the Construction Industry Alliance for Suicide Prevention to help provide information and resources for its prevention and for mental health promotion in construction.

The Association has joined nearly three dozen industry organizations dedicated to helping shape the construction industry through promoting the safety and well-being of our companies' most valuable assets, our human capital.

Established by the Construction Financial Management Association (CFMA), the Alliance notes that construction is the number one industry for the number of suicides and number two in suicide rates. It is essential to change the mental health stigma and create caring cultures within our industry. Michael McCullion, SMACNA director of market sectors and safety, will represent SMACNA on this worthwhile effort.

Chapter Outdoor Event Moved to June 15

More than 40 SMACNA Mid-Atlantic Chapter Members will participate in the **June 15th** event at the Prince George’s County Trap and Skeet Center. The event had to again be postponed due to rainy weather.

SMACNA Mid-Atlantic sends a special “thank you” to the following companies who are co-sponsoring this event::



- Ductmate Industries, Inc.
- Duro Dyne Corp.
- Federated Insurance
- Ferguson Lyon Conklin
- Havtech Air Distribution, LLC.
- H&B Engineered Products
- N.B. Handy Co.
- Old Dominion Supply, Inc.

For more information please email info@smacnaatl.org or call 301/446-0002 x100.

Transitions:

Rob Delawder, Mid-Atlantic Construction Manager at Southland Industries, has been appointed to the SMACNA Mid-Atlantic Chapter’s Board of Directors. Delawder, a 32 year industry veteran, replaces Mike Miller who left Southland in May.

Delawder is responsible for all aspects of construction performed by Southland including safety, fabrication and installation of HVAC piping, sheet metal, plumbing and fire protection. He is also active nationally serving on a new SMACNA task force charged with developing a new standard that has yet to be published.

Dale Sheppard, Sheet Metal Preconstruction Manager at W.E. Bowers has been appointed as a trustee on the SMACNA Mid-Atlantic Chapter’s Sheet Metal Industry Fund.

Bernie Brill has been appointed as a trustee on the pension/health/401(k) plans.

Final Overtime Rule - Employment Standards Service (ESS)

Judge Amos L. Mazzant, of the U.S. District Court for the Eastern District of Texas, sided with 21 states and business groups to block the Department of Labor’s overtime rule, staying the December 1, 2016 effective date of the rule and applying nationwide. The U.S. Department of Justice on behalf of the U.S. Department of Labor has now filed a notice to appeal the preliminary injunction to the U.S. Circuit Court of Appeals for the Fifth Circuit.

Upcoming Lunch & Learn:

June 13 — Learn about:

Sealant Requirements
and
New Developments in
Adhesives

Current Sealant Requirements
for ductwork

Ductmate’s new powder adhesive line

Schedule:

Lunch 11:30 a.m.

Seminar 12 noon

Programs are FREE to SMACNA Contractors— Owners, Design Engineers, Project Managers, Foremen, and Supervisors

To register please complete and return the enclosed form or call 301/446-0002 x 100



Watch your mail for information about the 2018 SMACNA Mid-Atlantic Chapter’s Membership Directory and Buyers’ Guide! This is your opportunity to add names, make corrections, and update your listing! For even greater exposure, members are encouraged to place an ad in this popular publication. This directory is seen by not only members, but architects, engineers, general contractors, mechanicals, building managers and many others!