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**Greetings!**

The roundtables at Conference are always a source of inspiration and great advice. I would like to share a few ideas I heard at this past conference as they may be worthwhile to you.



I have grouped these thoughts under the general heading of Recruiting / Retaining – so if you have an issue with finding and keeping skilled craftsmen – read on.

A somewhat novel idea is to let your field people have a say about who you hire and/or keep. At face value this sounds pretty basic and I'm sure most are thinking "we do that", but do you really? Don't we all have that one guy who drives everyone else crazy but we keep for some reason: maybe he's your nephew or the only one who knows how to do X. Whatever it is, there is truth to the saying 'one bad apple can spoil the whole bunch'. His bad attitude tells everyone else it's OK; you turning a blind eye to his antics affects morale and may drive some to look elsewhere.

Alternately with new people, as a hiring manager sometimes I am so frustrated I will take anything with a pulse. But if my people don't understand the amount of time invested to get that warm body, they just think I make lousy hiring decisions. When they are involved in the process, they have more of a commitment to his success.

It goes without saying, but do make sure you are offering a robust benefits package. Gone are the days when you needed to join a union to get benefits. Now all reputable companies offer benefits. Take time to make sure your pay rates and benefits are competitive for your area. One MBCEA member shared that he provides a \$50K life insurance policy for all workers. This is relatively inexpensive per man but may provide peace of mind at home or cause someone to think twice about leaving.

Another no-brainer is to make sure they have good tools, good equipment and good clothes. You want your crews to wear your brand with pride, to have a swagger in their step when they enter a jobsite. Frustrations over faulty equipment and broken tools

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Conference 2025 will have a field focus. Where should we go?

Dallas

Select

Denver

Select

Cleveland

Select

Kansas City

Select

may cause your better workers to give up and certainly will do nothing to inspire new workers to stay.

Don't forget the power of cash incentives. Variations on this theme include:

- Pay your workers or an assigned buddy to mentor the new guy. If the new guy stays safe and remains with the company the mentor gets a cash bonus.
- Offer new hires a cash bonus for staying 60 days and again at 6 months.
- Referral fees and "bring a friend" program.

The ideas above are all associated with the job, but don't underestimate the power of company culture. A simple Annual Play Day where you and your entire team spend time away from the job, e.g. Top Golf, Go-Kart Racing, etc. can go a long way to create bonds and instill commitment.

Another way to foster company culture: bring your workers to events like the MBCEA National Conference or Chapter events so they can get involved, learn from their peers and to instill pride. Consider the photo on the left. You may have seen it last month, when we posted that Bryan Turner had won the Builders' game. Look at the pride and joy on those faces; notice they are all wearing TBT-branded clothes. There is a true sense of camaraderie and esprit de corp. Notice they are standing with the Senior VP of their manufacturer, BlueScope's Greg Pasley. Priceless!

Speaking of Conference, next year we will be in San Diego on April 24-26. This event is styled as a Management Retreat. In 2025, we return to a field focus. So, please help us pick a site. Where would you consider bringing a few of your team? Let us know via the poll on the left.

Lastly, I would like to recognize **BlueScope** and **Chief** who have both responded with financial pledges to support the new MBI/NCCER curriculum. These companies are true visionaries that understand our industry's future depends on attracting and training new craft professionals, increased safety on our job sites and the integrity of our builds.

If you share this commitment to our future, let us know in the pledge box below.

Jen Heimburger  
President, MBCEA  
President, Heimburger Construction, Inc.

**Pledge your Support to MBI/NCCER**



St. Louis

Select



Did you know that MBCEA members get 15% off at ClickSafety.com with the discount code in the [Training Section of the Members Area](#)? Several OSHA and Construction Courses can be found!

### Curriculum

DATE AND TIME  
06/12/23 -06/30/23

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## PROVE YOUR QUALITY WITH ACCREDITATION

Rallying around AC478 is the best way to elevate the professionalism of the metal building construction industry. AC478 is a quality assurance accreditation program for metal building assembly which is used to verify the competence of contractors and building erection companies. It is the only means to truly differentiate yourself from the competition.

MBCEA members get free consultative support and a mentor to help



them through the program PLUS tons of free templates, tools, and documents related to AC478 in the Members Only Area– well worth the price of membership!!

Have questions? Contact **Jackie Meiluta** Check out the **AC478 section** of the **Members Only area** of the MBCEA website . Hear from your peers on the **MBCEA YouTube channel**.

## KOEHN Building Systems

Koehn Building Systems is a general contractor that works closely with the client to create and design an exceptional product that maximizes value. Their skilled team and qualified sub-contractors help to maintain safe site conditions to keep your project running on time.



“The commitment to quality and safety were two main reasons we decided to pursue MBCEA’s quality initiative AC478,” notes President Steve Koehn. “By achieving AC478 recognition, we now have demonstrable proof that we have the personnel, procedures and commitment to deliver quality projects.”

If you choose Koehn Building Systems for your next commercial or agricultural projects, you can expect an exceptional level of attention to detail, comprehensive proposal information and project scope documents, long-term growth planning expertise, and a dedication to the highest level of service.

To learn more about Koehn, visit [www.koehnbuildings.com](http://www.koehnbuildings.com). To learn more about AC478, contact **Jackie Meiluta** or visit <https://www.mbcea.org/ac478>.

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The logo for Vulcan Steel Structures, Inc. features the word 'VULCAN' in a large, bold, green font with a white outline, and 'STEEL STRUCTURES, INC.' in a smaller, white font below it.

“In metal buildings, design is important, as well as cost and service. We get all three from Vulcan Steel Structures.”  
-Tom Davis, Tom Davis Construction Inc.

A photograph of a white pickup truck with a green and yellow 'VULCAN STEEL STRUCTURES, INC.' logo on the side. Two men in hard hats are standing next to the truck, looking at a document.

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The logo for LSI Group Metal Building Components features the text 'LSI GROUP' in a large, white font, with 'METAL BUILDING COMPONENTS' and 'BPD - Logan Stamping - Roof Hopper' in smaller text below it.

Use our online Clip finder at [WeGotClips.com](http://WeGotClips.com)

## Aligning your Key People with your Future Exit

*Shannon Fowler, PWA - IronBridge Wealth Counsel, LLC*

There is an old saying that goes “show me how I am paid and I’ll show you how I’ll behave”. The issue is simple for business owners – the right incentive plans help to grow the value of your company while the wrong (or no) incentive plans leave key employees with little direction as to help you, the owner, grow the company to the next level.

When it comes time to think about a transition or exit, often times key people are, rightfully so, the initial consideration. People issues can be some of the toughest that you will face in your role as manager, owner, and leader of your private business. The key is not only to attract these value-add managers but also to retain them and, perhaps also align their efforts with what drives value through your Company. If done properly, aligning your key people can not only result in a more profitable business, but also a more transferable company as well.



## Liquidated Damages Versus Economic Disincentives...What's the Difference?

Colby Hodges - Andrews Myers

If you work in the construction industry, you've seen, heard, or experienced in some way, shape, or form, liquidated damages. Simply put, liquidated damages are contractually agreed damages assessed in the event of a breach. In the construction context, liquidated damages are typically a pre-determined measure of an owner's damages for late completion of work.

Love them or hate them, liquidated damages are a familiar element, and parties so frequently use them (and get into disputes about them) that many states have developed entire legal frameworks around their enforceability and limitations. A similar concept, but one that most are not as familiar with, is economic disincentives. Like liquidated damages, economic disincentives are often used in construction contracts—typically expressed as daily monetary rates for delay—and assessed for late completion of work. On their face, economic disincentives look, sound, and may even seem to act like well-known and loved (or hated) liquidated damages. However, there are key differences between the two.

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## SAFETY MOMENT – Craig A. Shaffer, CSP – SafetyWorks, Inc.

### WHAT THE FORK!?!

This month, we look at a quick list of [Fed. OSHA] most cited extensible boom forklift violations. *Hopefully none are familiar...*

1. Trained operator – Operator has not received training or did not have skills evaluated within the past 3 yrs.
2. Seatbelt – Operator not wearing seatbelt. (When observed during pre-inspection surveillance, this can open a line of questioning during the inspection that otherwise may never have been brought up.)
3. Parked lifts – Lift not properly parked: Forks flat on ground, directional lever in neutral, parking brake set, machine shut off, & wheels chocked (if on an incline). Note that the machine may remain running if all the other precautions are taken and the operator is within 25 ft. of the lift & can see it.
4. Lifting people – Not permitted unless in a personnel basket that the lift manufacturer specifically authorized for this purpose. In these cases, the basket (lift attachment) must be used in accordance with lift manufacturer instructions. It is important to note that most lift manufacturers will not authorize personnel lifting unless they produce the attachment being used. As such, homemade & third-party personnel platforms/baskets are rarely acceptable.
5. Missing information – Operator's manual, load charts, &/or safety decals that are missing

or illegible.

6. Lift condition – Lift is damaged or in a condition of poor repair and is not tagged out of service. For example: malfunctioning back-up alarm, missing/damaged seatbelt, illegible boom angle/extension indicators, poor tire condition, significant hydraulic leaks, structural damage, modified or substituted lift components, bent forks, etc. (To an inspector, this may be evidence that the lift is not being inspected prior to each shift's use.)
7. People under elevated parts – People walking or passing beneath an elevated boom or load whereby they could be struck by a dropped, falling, or collapsing object.
8. Power lines – Min. 10 ft. clearance to power lines 50kV or less. This is clearance not only to the lift, but also to any part of its load.
9. Unsafe operation – This could take many forms, like driving with load too high, turning with a raised load, backing up before looking, excessive speed, hauling riders, using the lift as a crane (without the proper attachment) or in any other manner not intended by its manufacturer.
10. Use of unauthorized attachments – Any attachment used must be authorized by the lift manufacturer. Think fork extensions, jibs, buckets, personnel platforms, etc. A lift-specific load chart must be provided for the attachment.

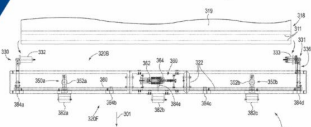
Of course, this list is not exhaustive but might help to provide a timely reminder through our busy months.

**BTW... I'd like to THANK all who attended the rigging class we held last month during the MBCEA annual meeting in Nashville. You all were fantastic & your participation made the event most enjoyable!!**

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## MBCEA/MBMA Annual Golf Tournament

Over 100 players signed up to play golf, sponsored by Schulte Building Systems, at the beautiful Gaylord Springs at the end of the 54th Annual MBCEA Conference and MBMA Spring Meeting in Nashville last month. Four golfers asked that their winnings be donated to a children's charity. MBMA made a \$300 donation on their behalf to **Camp Twin Lakes** – a camp for kids with disabilities in Georgia. Besides being a great cause, the camp recently added two new metal buildings!



**Congratulations to the winners!**

### First Place

Clifton Reasor – Roof Curb Systems  
DJ VanRooyen – SteelWorx USA  
Scott Tomlin – D.I. Roof Seamers



**Second Place** (Pictured below)

Randy Smith – Silvercote  
Shawn Gould – Sunward Steel Buildings  
Bryan Lowe – Canadian Metal Buildings  
Justin Bruzzese – Canadian Metal Buildings



**Third Place**

Brian Parks – Cornerstone Building Brands  
Franky Greene – Curbs Plus  
Matt Traverse – Cornerstone Building Brands  
Aaron Rose – Sure Steel

**Longest Drive:** Tanner Moy – Schulte Building Systems  
**Closest to the Pin:** Matt Stone – Schulte Building Systems  
**Longest Putt:** Dan Steed – Bay Insulation

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**MBCEA Chapters**

**Mid-Atlantic Chapter News**



Last call for all golfers for the [17th Annual MAD Golf Tournament](#) on **Monday, 6/26 @ Burlington Country Club!**

**Save the dates:** Clay Shoot at Lehigh Valley Sporting Clays on **10/9** and the Holiday Social at Peddlers Village on **12/8**.

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## Carolinas Chapter News

[Follow the Carolinas Chapter on LinkedIn for updates](#)

On 05.16.2023, the Carolinas Chapter held a combined Golf and Skeet event to raise money for its Scholarship Fund. The event had a great turnout for participants with Golf at the **Grandover Resort in Greensboro, NC**, and Skeet at **Claysbreakers Shotgun Range in Lexington, NC**. Fun was had by all and we raised money for our annual scholarship program. Thanks to all our sponsors and participants.

Upcoming 07.13.2023 – 07.16.2023, the Carolinas Chapter will hold its Annual Summer Meeting in **Hilton Head, SC at the Westin**. This event has been held consistently over the years, and maintains a strong following. We can't wait to share the details of the meeting as this year's event is setting up to be the largest attended yet!



## New England Chapter News

Multiple companies within the NEC chapter were in attendance at the national conference. All agreed that the conference was a great success. Hats off to Sasha and committee.

A new addition to the board as director for a three-year term is Wayne Hickey, DM for Chief Buildings.

**Save the Date:** New England Chapter Annual Golf tournament to be held **July 20th, 2023**.



MBCEA-NEC By-law changes vote by participating chapter members has been affirmed. The proposed changes, giving non-builder members the right to sit as President, passed. Bylaws will be revised.

MBCEA-NEC scholarship committee has received two applications this year. Up to \$5,000.00 can be awarded. The committee will be reviewing the applications and award will be published shortly.

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## Greater Ohio Chapter News

As you may be aware, we are currently gearing up for our **5<sup>th</sup> Annual GO-MBCEA Golf Outing** which is scheduled to be held at Bunker Hill Golf Course in Medina, OH on Thursday, August 17<sup>th</sup>.

Be on the lookout for additional details as we'll start taking player registrations in the coming weeks. In the meantime, please consider raising your company's awareness within our association and our industry by **becoming a sponsor** of this year's outing.

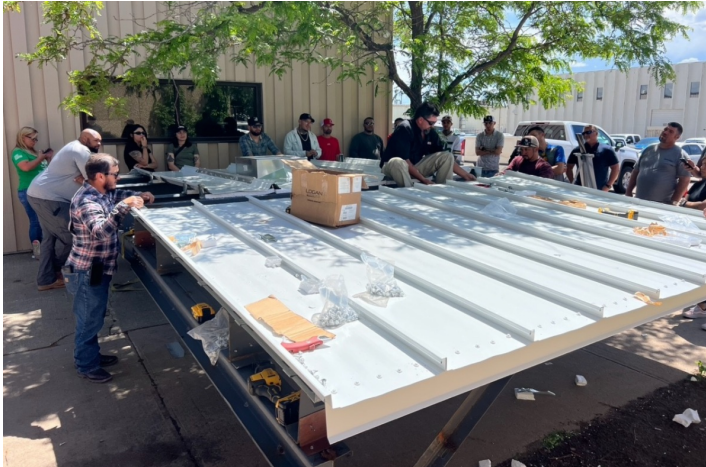
All you have to do at this time is reserve your sponsorship by contacting Vic Miller at: (330) 842-9778 or by email at [vic.miller@silvercote.com](mailto:vic.miller@silvercote.com).

- cost: \$20.00



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## Rocky Mountain Chapter News



The Rocky Mountain Chapter had a big start to the month of June. On June 8th, United Rentals hosted a Standing Seam Roof training class put on by Keith Morgan of Alliance Steel. Also included was Curb training by Clifton Reasor of Roof Curb Systems, Seamer training by Greg Talley of DI Roof Seamers and Color Guard Snow Retention by Shawn Haddock of S-5!. We had 22 attendees from 5 different companies including a hands on portion outside.

The following day we held our Annual Sporting Clays Shoot at Kiowa Creek sporting clays with 48 shooters participating. We want to especially thank our Gold sponsors, DI Roof Seamers, Roof Curb Systems, and Nucor Building Systems. Our Silver sponsors were Chief Buildings, Wood's Powr-Grip, and Thermal Design. The winning team was from Lefever Building Systems with Matt Herbers, Adam Mathews and Max Baird. Second place was from Chief Buildings, a team of Brian Shelton, Darcy Moul, and Kyle Neeman. The raffle shotgun was won, for the second year in a row, by TaraLee Haddock from S-5!



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training videos at no charge and receive discounts on other critical training such as Insulated Metal Panels and Temporary Bracing. Visit us on the web at [www.metal-buildings-institute.org](http://www.metal-buildings-institute.org).

An informative module on Retrofit Roofing has just been released! **Check out the promo!** While you're on the **MBCEA YouTube Channel** watch our Temporary Bracing PSA in either **English** or **Spanish**.

To purchase your copy of Guidelines for Temporary Bracing, **click here**. MBCEA members take 50% off the purchase price with your 2023 discount code.

**Every contractor and erector should have a copy!**

### In the News / Member Spotlight

**[NORBEC to open new plant in Ontario](#)**

**[Over 50% of the 2023 Top Metal Builders Highlighted in MCN are MBCEA Members](#)**

**[MBMA Folio Shines Spotlight on Arbogast Performing Arts Center](#)**

**[Metal Building Systems are the Stars of New MBMA Video Series, "Travels with Tony"](#)**

**"Summertime is always the best of what might be." – Charles Bowden**