

MBCEA *all the news you need*



September 2021

Reaching New Heights, Together



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We want to hear from you!

Let us know what is important to you; what kinds of things you are interested in; what you need.

[Sasha Demyan](#), Executive Director

[Art Hance](#), President

[Jackie Meiluta](#), Program Manager

WELCOME NEW MEMBERS!

Bull Building Erectors, LLC

Gumaro Limon
 6107 Wortham Way
 Houston TX 77033
 (832)441-7426

bullbuildingerectorsllc@gmail.com

Delaware Building Systems, Inc.

David Overcasher
 2330 Cleveland Road
 Wooster OH 44691
 (330)804-0195

DavidO@delawarebuildingsystems.com

<http://delawarebuildingsystems.com>

Griffin Ridge Builders LLC

Benjamin Shaw
 318 Knox Marsh Road

Hello Sasha,

As many of you know, back in the early 2000's the MBCEA created a sister organization, a 501c(3) educational non-profit called the Metal Buildings Institute (MBI). Soon after, MBI launched a first of its kind DVD video training series developed by erectors, for erectors. The Quality and Craftsmanship Original Series was 11 modules with topics such as Tools of the Trade, Unloading, Material Handling and Staging, Framing, Windows & Doors, etc. This series is still considered premier training and is perhaps the only such training exclusive to Metal Building Systems. **As an MBCEA member you have FREE access to this series – and should be using it!**



Over the years we have upgraded the delivery platform but not the actual training videos, until now! I am pleased to report that the insulation video has been completely updated to reflect current practices, materials, and standards.

“The Insulation module covers the terminology associated with insulation, how fiberglass insulation works, and why we use it in metal buildings. We'll introduce you to several different types specifically designed for metal buildings. You'll learn additional materials that are needed to properly insulate a metal building and finally you will learn the safe and proper way to handle insulation for metal buildings,” reports narrator and past president Tim Seyler.

If you are already using the series, you do not need to do anything. New trainees will automatically see the new and improved video. I heartily recommend you encourage your entire team to re-watch just Insulation. They don't need to re-do the whole series, although they can. Better yet, next rainy day, organize a group meeting and watch it together. In case you are wondering, the related test and questions have all been updated too.

If you are a member, you have access to the Original Quality and Craftsmanship Series (aka 101) for FREE. If you are not a member and want access to the Insulation video, you can order it as a stand-alone for \$250/year or the entire set for \$500/year.

I would like to thank Sasha, Tim, Andy Lee, Dylan Seyler, Jen Heimburger, Keith Wentworth, Dave

Madbury NH 03823
(603)953-4870
bshaw@grbnh.com

Tomchak, and the many representatives from the Insulation Industry for all their hard work and effort to update, script, shoot, proof and deliver this important training tool.

How are you showing off your MBCEA Membership?

Do you have the logo in your email signature line and on your website, showing your affiliation? Do you have it hyperlinked to www.mbcea.org so that others can learn about the benefits?

If you're a manufacturer or supplier, are you encouraging your builders and customers to learn more and join?

The logos are in the [Members Area](#) of our website. Download and use them!



I hope you are planning to attend METALCON. There's a reason METALCON has been the premiere international event for the metal and design construction industry for over 30 years! METALCON is the one and only event devoted exclusively to metal. If you are a construction professional, an architect, engineer or specifier who uses, plans to use, or wants to expand into metal in construction, you must attend METALCON. This is where, once-a-year, thousands of metal fabricators, suppliers, distributors and manufactures from around the globe showcase the greatest range of metal construction products, peripherals, services equipment and technology in the world.

There is a widget on the sidebar to get you a discount. There are many reasons to attend, but perhaps the best is we will be unveiling our Temporary Bracing Guidelines for Metal Building Systems on Thursday, October 7, 1 pm. This long awaited book is complete and ready to ship.

The purpose of this Design Guide is to assist Metal Building Contractors and Erectors in developing temporary bracing and sequencing requirements for each metal building project. Safety is our goal. We know our Metal Building Structures are highly engineered, optimized structures, with virtually all elements of the building structure working as an integral system to meet the strength and serviceability requirements for the project. However, during erection when some, but not all components are in place, temporary bracing and specific erection sequencing are critical to ensure that the structure is stable and safe.



There are things we Assemblers have traditionally done that we ASSUME are right. Safety is too important to assume. MBI President, Keith Wentworth and author John Rolfes, PE, SE will be presenting highlights of the new guide at METALCON. We will be accepting orders at our booth #1921 or you can order your copy on MBI's website. These guidelines are a "must have book" for all erectors. MBCEA members, of course receive a discount!

So new Insulation video, New Temporary Bracing Guidelines and discounts to METALCON! Stay tuned for even more great stuff to come!

Stay safe!

Regards,

Art Hance
President, MBCEA

President, Hance Construction

PS The original MBI Quality and Craftsmanship training series is considered so integral to the way we train and develop our craftsmen, that passing grades are required for all field personnel for companies that pursue AC478!



Career Day Package for Your Use!

The MBCEA has put together a [Resources page](#) for members' use in participating in local Career Days. Be sure to checkout the videos, presentation, and additional resources the industry provides for your use in introducing students to careers in metal buildings!



Our [Careers page](#) is also a great resource to point students to for opportunities, exploration and introductions in the industry.

How to Approach a New Leadership Role

Don't let your deficiency overwhelm your proficiency

Leaders in new roles or companies must cultivate "a beginner's mind" -- confident in what you know but always ready to learn -- writes Scott Eblin. "Establishing early momentum and posting some quick wins will help create the space and grace you need to learn more about the things you don't understand yet," he writes.

Full Story: Eblin Group (9/7)



What do employees want? Praise, progress, potential

Retention is easier when employees feel like they're making progress in their work, are praised often and have managers helping them grow their career. "Unless you have these conversations with your people, the longer they're in a role, the more likely they will be to look for another job that provides the next step in their career growth," this article argues.

Full Story: Lighthouse (8/25)



Are you taking advantage of all the Members-Only Resources available to you?

Watch the above short video which highlights what's included in the Members Area of our website to make sure you're not missing out! If you've got anything you'd like to add, please send it to [Sasha!](#)

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-Tom Davis, Tom Davis Construction Inc.



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How Technology in Construction is Revolutionizing the Industry

As construction demand continues to grow both at home and abroad, companies have to keep up. One way construction companies are addressing expansion is by adopting new technology in construction. There are so many different technologies available today. New technologies continue to force construction companies to evolve.

How is technology in construction changing the way you do business? As it turns out, technology touches almost every aspect of your operations. [Read on](#) to learn more about the changes technology is bringing to the industry at Rhumbix.com.

How small businesses can find the best employees

Small-business owners are facing myriad and unprecedented challenges, and an especially critical issue is trouble with finding the best employees. In addition to going to career sites at colleges and universities, other strategies such as posting ads online, hiring an outside recruitment firm and contacting area trade, professional or affinity associations are just a few of the strategies to consider.

[Full Story](#) by Gene Marks, *The Philadelphia Inquirer* (tiered subscription model) (9/13)

CLIPS & ACCESSORIES

We manufacture and supply roof clips and accessories.



MBCEA Chapters

Carolinas Chapter News

For the latest news, check out our [August newsletter!](#)

We have an upcoming **Continuing Education class for the NC General Contractors Licensing Board requirement taking place on September 22 and 23, 2021, in Boone.** For more information please visit our [Carolinas Continuing Education webpage](#).

Stay tuned for information on our Fall Golf Outing and Skeet Shoot...

Greater Ohio Chapter News

We are working on a training day for Insulation best practices and a Clay shoot for later this year. Watch for full details, dates, and locations!

New England Chapter News

30th Annual Golf Outing has been rescheduled for Tuesday, October 19!

This year we have decided again to hold our tournament at [Lake of Isles at Foxwoods Casino Resort](#). We have had great success over the last few years and feedback has been overwhelmingly positive. This has made our decision for one more year at this premiere golf resort an easy choice. This event is a major fundraising opportunity each year to help our mission to promote the Metal Building Industry in New England and nationally. The funds help provide education and training to our members for little or no cost.

[Entry Form](#)

[Sponsorship Form](#)

Mid-Atlantic Chapter News

Register now!

9/17/21 - **Licensing Requirements and How to Manage the Process (multi-jurisdictional)** - Email [Sasha](#) to register to attend.

[Register now](#) for the **6th Annual MAD Clay Shoot to be held Friday, November 6, 2021** at Lehigh Valley Sporting Clays.

Amazon Is Offering \$3,000 Hiring Bonuses For New Employees. You Can Too. Here's How. - by Gene Marks in Entrepreneur

Leverage the Work Opportunity Tax Credit and the government will pay those hiring bonuses for you.

Amazon is looking [for 1,000 workers](#) at a Delaware facility and is willing to pay hiring bonuses of up to \$3,000 to get them.

Like so many other businesses around the country, the online giant is desperate for labor. You may think that Amazon has a competitive advantage because it can afford to pay these hiring bonuses thanks to its vast financial resources. But, actually that's not entirely true.

Sure, the company has vast financial resources to afford hiring bonuses. But if you're a small business owner you can match Amazon's offer, and even exceed it. Not only that, but the federal

government will foot the bill. How so?

It's called the [Work Opportunity Tax Credit](#) and thanks to recent stimulus legislation it's been extended through 2025. Used the right way it can be a powerful hiring tool that will enable you to recruit those much needed employees.

[Read the rest of the article.](#)

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 "When you open the crate up, you load a handrail on each piece as it comes out and send it directly to the roof. So it's a lot quicker than any other system we've used."
-Bill Cook
Project Superintendent

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See more testimonials on our channel on YouTube

www.BayInsulation.com

AC478 - Heimburger Construction



HEIMBURGER
CONSTRUCTION, INC.

As the metal building industry has evolved from basic metal "boxes" for warehousing and manufacturing to architecturally-pleasing retail and office spaces, so has Heimburger Construction's (HCI) commitment to meeting those needs.

In 1978, HCI had a staff of just one individual. Today they have 15 employees, several with more than 20 years of service. As Heimburger Construction continues to grow and plan for the future, a strong commitment to quality guides each project they undertake. They are a results-oriented contractor with a sincere commitment to exceed customer expectations.

HCI underscores their commitment to quality by attaining the AC478 accreditation for metal building assemblers. Clients can be assured that HCI follows a documented safety and training program when erecting their buildings.

HCI has been affiliated with Butler Manufacturing since day one. Butler Manufacturing has additionally achieved IAS AC472 accreditation for metal building systems. These specific designations (AC472 and AC478) provide a level of confidence that their buildings will be designed, manufactured and assembled according to code and specifications.

AC478 Accreditation Metal Building Assembly

MBCEA hosted an AC478 roundtable on September 10th. A big focus of this month's dialogue was on training. Jackie Meiluta shared a few slides that explain the training requirement for AC478. You can see them [here](#).

As more and more companies seek to prove their quality and differentiate themselves from the competition, our roundtables are the place to learn, to

Speak to your peers who have been through the process, to ask questions and get answers!

The IAS is so committed to the success of this program, they are personally introducing newly accredited companies to Building Code Officials and sending out [this flyer](#).

Metalcon Live recently hosted a webinar on AC478. In case you missed it - catch it on [YouTube!](#)



MBCEA is committed to this quality assurance initiative for all members.



Construction Law Corner by Joshua Quinter, Offit Kurman

Addressing the Talent Drain

I help clients with both legal and business problems in my role as an out-of-house general counsel for construction companies. One of the most common issues I am asked to help address these days is the talent shortage in the construction industry. It's a tough issue to tackle.

The economy – especially in the construction market – looks shaky at the moment. Inflation is on the rise and there is also the possibility of a large tax increase coming in the next 12 months. The construction industry lost roughly 3,000 jobs in July and August; and when one removes the residential construction numbers from the mix the picture gets a little more discouraging with more than 20,000 jobs being lost. Higher materials costs, fewer skilled workers, and supply chain issues are keeping construction employment down. This is an empirical way to say that the talent drain that existed before the pandemic hit is real and getting worse.

My construction clients and others are struggling to find workers who can fill open positions that they desperately need in order to get the work done and grow their companies. Because it's a "seller's

market" right now, employers need to think more strategically to ensure they get and retain the best people. Here, in no particular order, are some suggestions to consider...

Use a "wedge" to carve out time for daily reflection

Schedule deliberate downtime between events and projects to remain effective and prevent burnout, writes Juliet Funt, who calls the concept "the wedge." Funt outlines four motivators of workplace activity and how we can avoid going overboard in any of those areas.

Full Story: Leadership Now (9/13)

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In the News / Member Spotlight

["Immediate Stop Use and Inspect Notice" from Guardian Fall and Pure Safety Group, Inc.](#)

[Metal Construction News Project Excellence Awards - submit by 9/17/21](#)

[ATAS Introduces New Online Continuing Education Course](#)

[ATAS Shingles Replace Hurricane Damaged Roofs in Virgin Islands](#)

[MBMA Continuing Education Courses Earn Awards from Architectural Record Magazine](#)

[METALCON 6-Part Business Academy - Final Two Sessions will take place live at METALCON!](#)

Would you like to feature your employees on the job in Metal Construction News?

"Site Scene" began in the February 2020 issue of MCN. Employees of several MBCEA member companies are featured. Check it out and see if you recognize them! Send in photos of your employees on the job!

Click here to read what to include, where to send them, and a common sense reminder in order to "reward and recognize the people on the job site who make this industry go."

"America was not built on fear. America was built on courage, on imagination and an unbeatable determination to do the job at hand." — Harry S. Truman

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