

SHEET METAL INSIGHT

RECAP:
CRAB FEED
PG. 20-21

UMC, INC.:
**SHAPING WESTERN
WASHINGTON FOR
OVER A CENTURY**

PG. 8-9

HMSE:
**38+ CAMPS.
2 COUNTRIES.
1 MISSION.**

PG. 16-17



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in each edition. If you're contacted by a member of our marketing team at Nehlsen Creative, be sure to accept this free opportunity to showcase your company!



• We've also added QR codes so you can quickly find more information on a topic or be directed to a registration page.

Speaking of registration, we have a full calendar of educational and social events planned through 2024. From our annual SMAC-YA Mariners game and membership meetings to educational training sessions, we have plenty of opportunities to network and sharpen the skills that are critical to help transform the sheet metal industry. Additionally, we're bringing our EEI program back for its second year, and have made some updates based on feedback from last year's program. If you have employees who would like to expand their management role, this is the workshop series for them! See pages 26-27 for more details on all our upcoming events.

With an election on the horizon later this year, our work is cut out for us as we face an uncertain political landscape. Regardless, we forge ahead and continue developing relationships and partnerships that help make our industry – and communities – stronger.



Julie Muller
JULIE MULLER
Executive Vice President
SMACNA-WESTERN WASHINGTON

SMACNA-WESTERN WASHINGTON

SHEET METAL INSIGHT

» 2024 FIRST EDITION

- FROM THE DESK OF JULIE 3
- ABOUT SMACNA-WESTERN WASHINGTON 4
- CODE CORNER 6
- MEMBER HIGHLIGHT » UMC, INC. 8
- LOCAL 66 SAFETY NEWS: MENTAL HEALTH AWARENESS TOOLS 10
- MARKETING 101: ESTABLISHING YOUR BRAND AND BUILDING A PRESENCE 12
- AFFILIATE MEMBER HIGHLIGHT » PACIFIC BIM SERVICES 14
- CAMP UPDATE » HEAVY METAL SUMMER EXPERIENCE 16
- MEMBER FEATURE OPPORTUNITY 17
- RECAP » 2023 HOLIDAY GALA 18
- RECAP » 61ST ANNUAL CRAB FEED 20
- RECAP » 2024 PARTNERS IN PROGRESS 22
- RECAP » 2024 WIC WEEK 24
- CALENDAR » SAVE THE DATES 26
- 2024 MEMBER LISTING 27

CONTENTS

FROM THE DESK OF JULIE

INDUSTRY INSIGHT » JULIE MULLER, ESQ.

Our SMACNA-Western Washington team is always working behind the scenes to deliver more value to our members. To that end, we completely revamped our member newsletter to offer a more professional look and better user experience.

• Welcome to the first edition of Sheet Metal Insight!

In these pages, you'll find the same quality content we've always provided but in a more easy-to-digest format. With the new look comes a few new features as well. Using a lottery system as our way of choosing, we're excited to highlight one contractor member and one affiliate member



WHO ARE WE? **SMACNA-WESTERN WASHINGTON**



SMACNA-Western Washington is a local chapter of the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA).

The mission of SMACNA is to create a competitive advantage for members through industry education, labor relations, standards development, industry representation and business studies. SMACNA members are innovative and forward-thinking sheet metal contractors who specialize in:

- HEATING, VENTILATION & AIR CONDITIONING (HVAC)
- ARCHITECTURAL SHEET METAL
- INDUSTRIAL SHEET METAL
- KITCHEN EQUIPMENT
- SPECIALTY STAINLESS STEEL
- MANUFACTURING AND CUSTOM FABRICATION
- REPAIR SERVICES
- SIDING AND DECKING
- FLOW TESTING AND BALANCING
- ENERGY MANAGEMENT AND MAINTENANCE

Well-known and respected within the construction industry, our contractors provide the highest quality workmanship, professionalism and service to customers. They care about the life cycle of the project, not just the winning bid. You'll find SMACNA contractors working in all construction sectors whether industrial, commercial, institutional or residential.

SMACNA contractors developed the technical manuals and standards that today are accepted worldwide in the construction community. As industry leaders, they continue to adopt and apply the latest technologies to HVAC and sheet metal work. From duct construction and installation to air pollution control, energy recovery and more – they do it all.

WHAT IS OUR PURPOSE? **SUPPORT THE SHEET METAL INDUSTRY**

The ultimate goal of SMACNA-Western Washington is to achieve and maintain the following principles and programs for the sheet metal industry:

1. To establish advertising, publicity and promotional activities that advise the public of the nature, extent and availability of services performed by the industry.
2. To promote educational programs to formulate high quality standards of sheet metal construction.
3. To aid in the formulation of uniform sheet metal specifications and improvement of state and municipal codes.
4. To expose fraudulent or misleading advertising or representations intended to deceive the public.
5. To encourage and promote trade practices that will eliminate unfair competition or exploitation of the sheet metal industry.
6. To encourage and promote the establishment of a uniform pattern of payments by customers during the progress of jobs to avoid inequitable payment delays and economic penalties.
7. To provide a forum for the discussion of the common interests and problems of labor and industry, and to encourage and promote harmonious relations between labor and industry.
8. To encourage any proper activity that will increase the efficiency of the industry and its ability to serve the public.

CODE CORNER



LUCAS CRAMER

Sheet Metal General Foreman

MCKINSTRY

LucasC@McKinstry.com

WHAT IN THE HYDROFLUOROCARBONS?

CODE CORNER » HYDROFLUOROCARBONS

There's been a fair amount of talk and confusion about which refrigerants the industry will use in the wake of recent regulation changes.

I appreciate the opportunity to shed some light to everyone affected in our industry. As we get closer to the end of R-410A, I would like to invite you to take a closer look at where we are now, how we got here and where we're going with the Washington State Energy Code (WSEC) and EPA plans for refrigerants.

HOW WE GOT HERE AND WHAT IS GWP

Here's a quick history lesson. The Montreal Protocol Agreement of 1987 established regulations limiting the amount of ozone depleting substances that could be brought to market, e.g. chlorofluorocarbons (CFCs) and hydrochlorofluorocarbons (HCFCs). These substances received Ozone Depletion Potential (ODP) ratings, around which the regulations were established. In 2020 the EPA established a new rating, GWP (Global Warming Potential), which helps regulate gasses that contribute to global warming. Check out the timeline on the next page for more.



1996

R-12 refrigerant is phased out due to its high ODP rating. It's widely replaced with R-22.

2010

While it was an improvement over R-12, R-410A was even better, so R-12 is phased out.

2015

The EPA issues SNAP (Significant New Alternatives Plan) rules to further reduce the ODP ratings of refrigerant products.

2016

The Montreal Protocol Kigali Amendment calls for a gradual reduction of HFCs in production as well as consumption.

2017

Along with others, the great state of Washington begins working to further reduce HFCs produced through SECTION 608 of the Clean Air Act.

2020

The AIM (American Innovation and Manufacturing) Act gives the EPA the authority to regulate global warming. This changes a multitude of factors in how the standards are rated. ODP is scrapped in favor of GWP. A GWP rating is a numerical value based off the global warming potential of CO₂ at a value of 1; meaning that if a refrigerant is rated at 2080, it has 2080 times the potential of CO₂ to contribute to global warming.

2021

Washington State decides not to wait for the EPA's updated ruling on HFCs and establish their own GWP reduction plans for stationary air conditioning equipment manufacturers. Here's a simplified layout:

- January 1, 2024: 750 GWP limit for air conditioning chillers
- January 1, 2025: 750 GWP limit for residential and commercial air conditioning
- January 1, 2026: 750 GWP limit for variable flow refrigerant (VRF)

2022

The EPA publishes a NOPR (notice of proposed rule) that follows the same phase down cadence as the standard for the United States, apart from further reducing the GWP limit to 700.

This currently impacts, and will continue to impact the manufacturers of HVAC equipment, as well as how we plan, perform and service the clients of our industry. There are two clear front runners for the replacement of R-410A: R-32 and R-454B, but neither of them are "drop in" replacements for a R-410A system. These imminent changes are being made in an effort to reduce the production and consumption of HFCs by 85% by 2029.

KEY DIFFERENCES IN THESE REFRIGERANTS:

- **R-410A:** GWP rating of 2080, an ASHRAE A1 (non-flammable) designation, and is a blend of R-32/R-125 50/50
- **R-454B:** GWP rating of 466, an ASHRAE A2L (mildly-flammable) designation, and is a blend of R-32/R-1234yf 69/31
- **R-32:** GWP rating of 675, an ASHRAE A2L (mildly-flammable) designation, and is not a blend.

I hope that this sheds some light and simplifies the subject of the refrigeration changes that are happening all around us. If you have any questions about a specific topic or code that you'd like me to explain in the next issue, please feel free to reach out. I appreciate the opportunity to serve our community.



UMC, INC.: SHAPING WESTERN WASHINGTON FOR OVER A CENTURY

MEMBER HIGHLIGHT » UMC, INC.

Few construction firms have made a bigger impact in Western Washington than UMC, Inc.

plumbing and mechanical work for the Space Needle, which was built from the ground up in a staggering 400 days for the 1962 World's Fair.

experience with 3D modeling is a big reason they got the nod to handle plumbing and mechanical for this “outside the box” project in the center of downtown Seattle.

In the '90s, UMC was one of the first construction firms in the country to use the technology for project design and engineering, recognizing its potential to solve problems virtually before they manifest physically.

UMC President Steve Brooks said the company has always been full of curious people who like to solve problems. As result, UMC gravitates to challenging projects, like

“ We can provide turnkey solutions to anything a customer needs to hit their target. ”

STEVE BROOKS
UMC President

Fast forward to 2018, and you'll find UMC's hands all over another iconic structure in Seattle – the Amazon Spheres. The company's

designing, engineering and installing discreet yet robust mechanical systems in three giant glass domes filled with a menagerie of finicky plants – and a full staff of office workers.



Fred Hutch Cancer Center Clinic

UMC's been a SMACNA Western Washington member since 1999, the same year Brooks came in the door with a fresh mechanical engineering degree from Seattle University. He jokes he's had five different careers with the same email address – working in engineering, project management, as a site superintendent, in business development and in 2021 the board gave him the keys to the big office. That office oversees 500-plus employees spread across several branches in the Pacific Northwest.

“We've built a team of experts to

try and have in-house solutions for as much as possible,” Brooks said. “Engineering, modeling, pre-construction help, financial planning for capital improvements. We want to be able to solve problems with a kind of holistic solution to make the building function better and be easier to manage.”

“We can provide turnkey solutions to anything a customer needs to hit their targets,” Brooks said.

UMC recently expanded its operations to include a sister company to help them practice what they preach. Rainer Metal Works is UMC's in-house duct work and sheet metal product manufacturing arm.

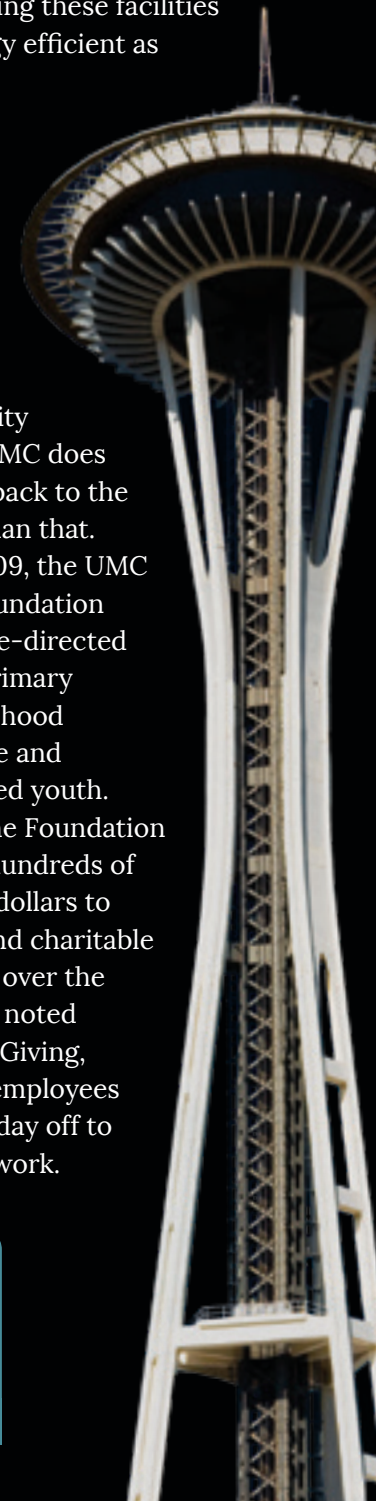
UMC will use all their resources to tackle another project that redefines Washington State, the massive overhaul of long-beleaguered Western State Hospital. The legacy mental health facility is the largest in the state.

The \$612 million Western State Hospital project will add 350 beds of forensic mental health services to Western Washington. UMC was brought on early to help the design team with modular construction planning.

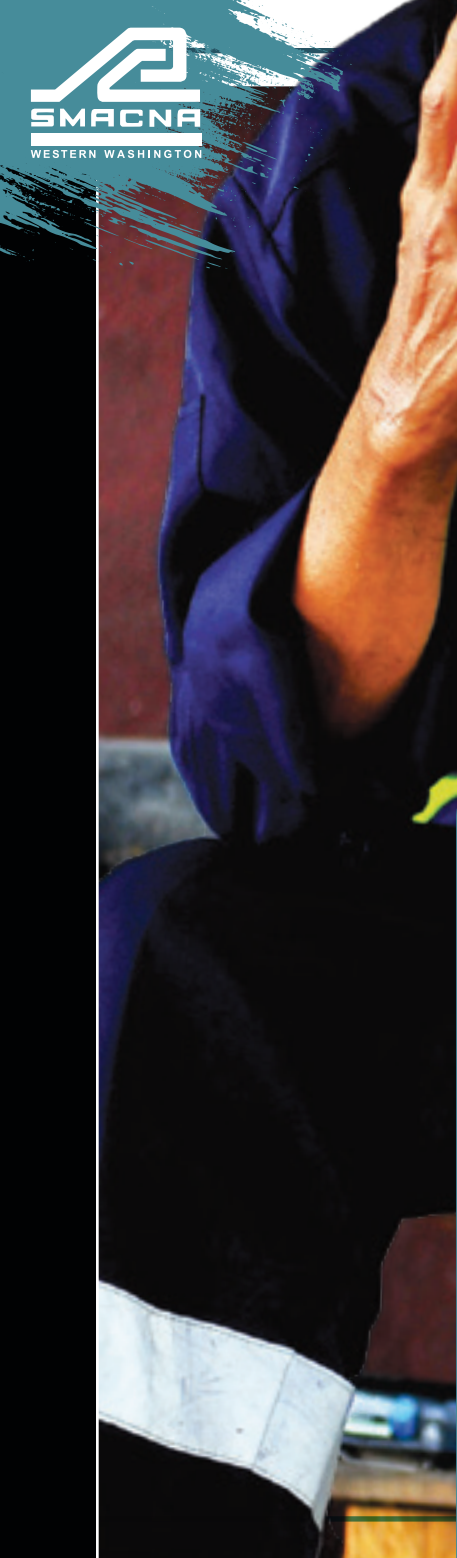
“We're trying to have as much off-site manufacturing done for that facility as possible to optimize efficiency, minimize impacts on the currently operational campus, and manage

public money,” Brooks said. “It's a public project and we want to save taxpayer dollars, which also means designing these facilities to be as energy efficient as possible.”

Helping the state bolster its public mental health system is a kind of paid community service, but UMC does more to give back to the community than that. Formed in 2009, the UMC Charitable Foundation is an employee-directed fund with a primary focus on childhood illness, disease and underprivileged youth. Brooks said the Foundation has donated hundreds of thousands of dollars to non-profits and charitable organizations over the years. He also noted UMC's Day of Giving, which offers employees an extra paid day off to do volunteer work.



- 1950** THE NORTHGATE MALL
North Seattle, Wa.
- 1962** THE SPACE NEEDLE
Seattle, Wa.
- 1985** COLUMBIA CENTER
Seattle, Wa.
- 2002** MUSEUM OF GLASS
Tacoma, Wa
- 2018** AMAZON SPHERES
Seattle, Wa.



1 in 5 U.S. adults experience mental illness each year, and less than half receive treatment.

National Alliance on Mental Illness

LOCAL 66 SAFETY NEWS: MENTAL HEALTH AWARENESS TOOLS IN THE CONSTRUCTION INDUSTRY

SAFETY » MENTAL HEALTH

It's no secret that construction workers are regularly exposed to a variety of safety risks and jobsite dangers. Topping the list are physical hazards, like falls, struck by/caught between accidents and electrocutions. But did you know workers in our industry also face an increased risk of experiencing mental health disorders?

The ratio of men versus women in our industry remains largely unbalanced, hovering around 89% and 11%, respectively. Additionally, Substance Abuse and Mental Health Services Administration (SAMHSA) data points to men being more likely than women to have addiction issues – not to mention, suicide rates among males are also higher. To make matters worse, the CDC reports the construction industry to have one of the highest rates of suicide among all industries.

••• **The good news? You are not alone, and help is available!**

At Local 66, the safety and health of our members is a priority. Just like you would go to the gym to reach your physical health goals, we want to help you stay on top of your mental wellness. That's why we're proud to provide our SMART union brothers and sisters with support for both work-related and personal problems.

Regardless of what you're experiencing – whether it's financial issues, family difficulties, conflict at work, stress or something else – the 988 Lifeline is a national network of local crisis centers providing free, confidential emotional support for people in distress. Call or text 988 to be connected with a live counselor 24 hours a day, seven days a week.

Learn more at 988Lifeline.org.



LEARN MORE »

RESOURCES

WHERE TO GO FOR HELP

Mental Health Awareness Month happens every May, and is a national movement to fight stigma and build safer, more supportive environments for individuals (and workers) everywhere. Are you or someone you know in need of help? Check out these resources:

••• **988 SUICIDE & CRISIS LIFELINE:**

Call or text **988**

••• **VETERANS CRISIS LINE**

Call **1-800-273-8255**, press 1

••• **SAMHSA'S NATIONAL HELPLINE**

Call **1-800-662-HELP (4357)**

••• **NAMI HELPLINE**

Call **1-800-950-6264** or text NAMI to 741-741

••• **FIND SUPPORT**

Visit FindSupport.gov

••• **MAN THERAPY**

Visit ManTherapy.org



LEARN MORE »





MARKETING 101: ESTABLISHING YOUR BRAND AND BUILDING A PRESENCE

MARKETING » BRANDING



BUILDING BRAND IDENTITY

Establishing brand identity is a critical first step to any successful marketing effort. But what is a brand identity?

IT'S ALL THE VISUAL ELEMENTS THAT DISTINGUISH YOUR BUSINESS FROM OTHERS:

- LOGO
- FONTS
- COLORS
- SLOGAN/TAGLINE

Let's look at colors, for example. What did you see the last time you walked down the power tool aisle at a hardware store? Black and yellow – DEWALT. Red – Milwaukee. Blue and Red – Bosch. You knew which company's tools you were looking at before you read a word because those brands chose an impactful color scheme and used it across everything they put out into the world. You want this kind of brand recognition.

So, put together a striking logo, pick your colors, choose which fonts you'll use (no more than three!) and use these across your advertisements, social media posts, vehicle wraps and more. If you're having trouble getting all this together it's worth it to pay a professional marketing or design agency to do it for you. They'll create a "style book" with suggestions on how, where and when to use these visual elements, which will save you a lot of time.

YOUR WEBSITE

When you're building your website, think of what action you want users to take when they land on the site and make sure it's the first thing they see. For some contractors it's as simple as a phone number and an address. But the reality of your website is that people visit to find out how you can help them – so your services and solutions should be easy to find and position you as the expert.

Considering it's 2024 and 97% of Americans own (and shop from) a mobile phone, it goes without saying that your website should be optimized for viewing on a mobile device. A GoodFirms survey of web designers reports that **73.1% agree that a non-responsive website is a top reason for visitors to leave the site**, followed by slow load times, bad navigation and poor content structure. It's clear a "mobile first" mentality helps ensure a smoother user experience.



Other elements of a good website include photos, particularly those of your team working on noteworthy projects. Highlighting recent or in-progress projects can be an effective way to build customer trust and showcase your range of products and/or services. Installing Google Analytics is another beneficial tool for your website (and your marketing team) because the data it collects is invaluable to informing your future marketing strategy.

Not to harp on brand identity more, but make sure every page of your website reflects your brand identity.

SOCIAL MEDIA PRESENCE

Social media can be a marketing powerhouse for your business by promoting brand awareness, driving website traffic and connecting with your customers in a more personal space. It's also more cost-effective marketing than more traditional advertising. However, it takes a fair bit of organizing to make sure you're posting engaging content and maintaining a cohesive brand presence. If your team is already strapped for time, hiring a full-service marketing agency can help execute your plan effectively.





PACIFIC BIM SERVICES: LEVERAGING TECHNOLOGY TO BOOST EFFICIENCY

AFFILIATE MEMBER HIGHLIGHT » PACIFIC BIM SERVICES

Like CAD (Computer Aided Design) before it, Building Information Modeling (BIM) was a revolutionary advancement in the construction industry, allowing designers and engineers to model an entire 3D structure, fully loaded with data to a degree that even the smallest change in the model is automatically accounted for and adjusted model-wide. BIM allows architects, structural engineers, project managers and contractors to collaborate through every step of a construction

process in ways that were largely impossible before.

Seattle's Yuriy Kosmin recognized the increasingly critical role technology plays in successful construction projects and started Pacific BIM Services in 2018 to meet the demand. The company is geared to assist mechanical, electrical and plumbing contractors with 3D Building Information Modeling and coordination services from the early design feasibility stage all the way through to the fabrication stage. Pacific BIM Services has been a SMACNA Western Washington member since 2018 and is a signatory contractor with Sheet Metal Workers Local Union 66.

"I always say we're not designers or builders, but we ensure that the design is buildable," Kosmin said.



"I'm passionate about utilizing the window of time we get in the BIM coordination process **to iron out design oversights, find opportunities for system efficiency improvements and increase ease of install where possible.**"

In the early days of the company, Pacific BIM focused on mechanical HVAC detailing. As the company grew so did its capabilities. Now, the Seattle-based company can tackle just about any 3D BIM modeling and coordination project, commercial or residential. Kosmin said most clients come to Pacific BIM either to expand their BIM capabilities to reach new markets or simply for help shoring up their existing BIM department when they're shorthanded.

"We see ourselves as a partner to our clients," Kosmin said. "We want to reduce cost and provide a level service they would not get from other BIM professionals."

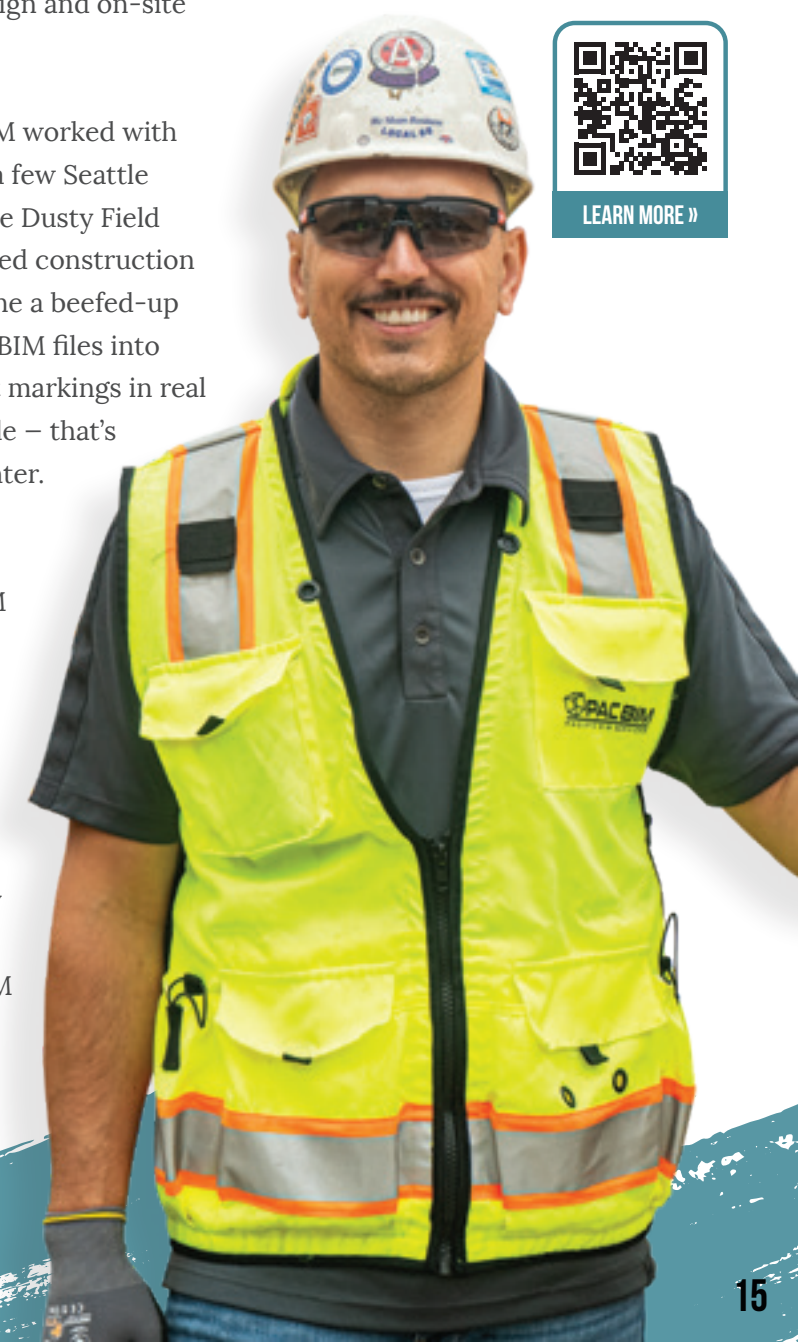
Pacific BIM works with clients all across the U.S., which has given the team insight on the unique BIM processes in different parts of the country. This enables the team of five full-time professionals to confidently adapt to whichever project they take on, wherever it is, allowing them to successfully bridge the gap between digital design and on-site construction.

Recently, Pacific BIM worked with Dusty Robotics on a few Seattle projects utilizing the Dusty Field Printer, an automated construction layout robot. Imagine a beefed-up Roomba that turns BIM files into construction layout markings in real life, at accurate scale – that's the Dusty Field Printer.

"From our fully-coordinated 3D BIM files we produced a 2D layout that the Dusty Field Printer printed to 1:1 scale on-site," Kosmin said. "Our ability to communicate many critical details from the coordinated BIM model was much more effective with

the Dusty Field Printer. Emerging technologies like this are helping tighten the gap between digital design and on-site construction."

When he's not managing BIM projects all over the nation from Pacific BIM's office in Ballard, Kosmin spends his time volunteering as media director for the Church of Grace, a Ukrainian Church in Renton. PacificBIM has made multiple donations to the church over the years and has focused on helping modernize and support its media program.



LEARN MORE »

HEAVY METAL

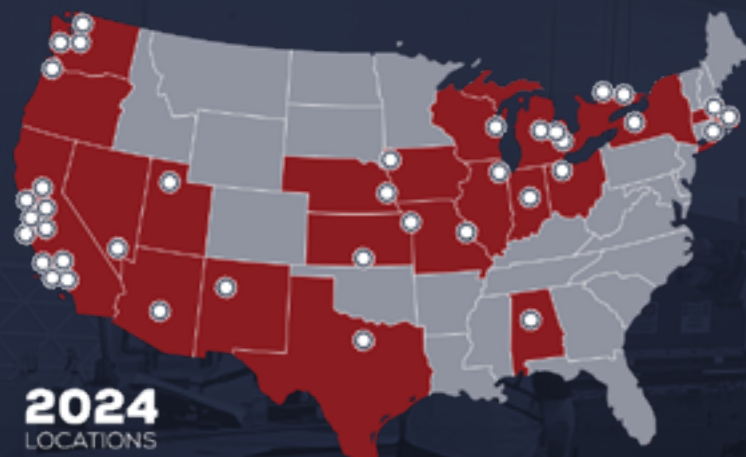
SUMMER EXPERIENCE

**HMSE:
38+ CAMPS.
2 COUNTRIES.
1 MISSION.**

CAMP UPDATE » HEAVY METAL SUMMER EXPERIENCE

The Heavy Metal Summer Experience (HMSE) is heating up, with nearly 40 camps across the U.S. and Canada in the summer of 2024.

The SMACNA-Western Washington team has been heavily involved in HMSE since its inception as a pilot program in 2021. What began with 28 student participants in two locations – Western Allied Mechanical and Hermanson Company – has grown exponentially in the past three years. This summer, the program is projected to connect more than 600 students with the resources they need to pursue a career in the building trades.



“We knew the impact HMSE could have when we started this journey, and we continue to streamline and expand our offerings to better incorporate the unique needs of every host camp location,”

said Julie Muller, HMSE Treasurer and SMACNA-Western Washington Executive Vice President. “Now that the program is gaining more momentum, visibility and support from other industry partners, our industry is poised to take on the workforce and diversity challenges of the future head-on.”

THREE SMACNA-WW CONTRACTOR MEMBERS HAVE COMMITTED TO HOSTING CAMPS IN 2024:



Hermanson Company, Johansen Mechanical and McKinstry. Although every camp is different, each is expected to target 30 hours of instruction across sheet metal, piping, plumbing and/or electrical disciplines. Once they’ve signed on as a host location, team leaders are given a playbook full of resources and best practices compiled from camps along the way to ensure success in their own camps.

Although HMSE is for any student between the ages of 15-19, it’s particularly emphasized as a viable career path for women and minorities, who often face barriers to entering the trades. Thanks to HMSE’s funding partners, every camp is free to participating students. And based on the 2023 numbers, the program works: Last summer, 77 of 300 total students expressed significant interest in joining the trades, applied for an apprenticeship or plan to work in construction. Additionally, nearly half of the total students were minorities, and 48 were females.

It’s clear HMSE has a proven track record of success, and we look forward to the future of the program!

BECOME A HOST OR FUNDING PARTNER »
HMSE.org



MEMBER OPPORTUNITY: HAVE YOUR COMPANY FEATURED IN SHEET METAL INSIGHT

Has your company recently celebrated a milestone anniversary, award or other industry achievement?

We want to hear about it! Contact our marketing partners at Nehlsen Creative to spread the word in the next issue of Sheet Metal Insight.

Info@NCPR.com



EMAIL NEHLSSEN »

HOLIDAY Gala



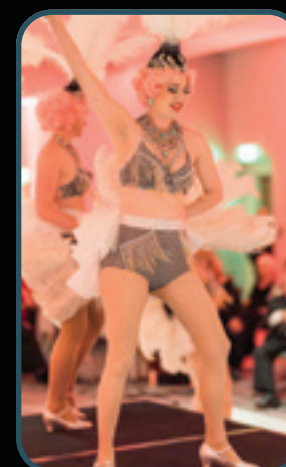
DECEMBER 1, 2023

NIGHT IN MONTE CARLO

RECAP » 2023 HOLIDAY GALA



The 2023 SMACNA-Western Washington Holiday Gala was an evening of fun and celebration with more than 160 guests in attendance. This year's theme was Night in Monte Carlo - Casino Royale, and a variety of delicious food, live music, dancers, a comedian, exciting raffle prizes, multiple poker tables and a photo booth were included as part of the main event. Through the generosity of our members and guests, we're thrilled to have raised \$1,235 in donations for Mary's Place, a community organization that helps ensure safety, stability and housing for families in need.



VIEW THE FULL PHOTO LIBRARY »
2023 Holiday Gala

SMACNA-WESTERN WASHINGTON'S 61ST ANNUAL

The event featured more than 700 pounds of crab available for everyone to enjoy.

Following dinner, SMACNA-WW President BJ Giri and Past President Tom Montgomery gave a speech and presented awards to the best-dressed pirate, best-dressed mermaid and best-dressed couple. Once the awards were announced, the dance floor filled and the live band performed while everyone danced the night away.

FEBRUARY 2 CRAB FEED

RECAP » 61ST ANNUAL CRAB FEED

The 61st Annual SMACNA-WW Crab Feed on February 2 was filled with music, laughter, cocktails and, of course, all-you-can-eat crab!

More than 260 guests attended our most popular social event of the year. Limousines arrived and escorted guests from the casino to the Convention Center. Upon arrival, the photographers provided a photo booth with fun props and different backgrounds to choose from. The main area also featured games like corn hole, water bongos and ping-pong, which were open throughout the night.



[VIEW THE FULL PHOTO LIBRARY »](#)
 2024 Crab Feed





THE FUTURE IS NOW

FEBRUARY 27-28

2024 PARTNERS IN PROGRESS CONFERENCE

RECAP » 2024 PARTNERS IN PROGRESS

From February 27-28, more than 600 SMACNA and SMART executive leaders, contractors, labor representatives and young professionals met in Orlando for the 2024 Partners in Progress Conference. Executive Vice President Julie Muller, Operations Manager Carrie Heinrich, President BJ Giri, Past President Tom Montgomery, JATC Committee Member Chris Gourly and Emerging Leaders Representative Katie Carlton made the cross-country trip to represent SMACNA-Western Washington, along with Devin Leingang and his team from Local Union 66 and Jeff Reinhardt and his JATC team.

This year's theme was "The Future is Now," and focused on cultivating a more collaborative environment and creating stronger connections between labor and management counterparts to help shape a brighter future for the construction industry.



The two-day event was packed with useful information that attendees could take back to their businesses for more discussion and implementation, including future trends and challenges, communication strategies and best practices, supporting mental wellness and more. The Heavy Metal Summer Experience, which

“.....
It's a simple equation.
If we take care of the industry, the industry will take care of us.
.....”

MIKE COLEMAN
SMART General President

our chapter has been involved with since its inception in 2021, also received a few well-deserved shoutouts as instrumental in recruiting the next generation! One particular general session that stood out to our team was the fireside chat with SMACNA President Carol Duncan, SMART General President Mike Coleman, SMART General Secretary-Treasurer Joseph

Powell and SMACNA CEO Aaron Hilger. When asked about building partnerships on the local level, Hilger said, "It's both very easy and very hard." He said he worked hard to establish relationships with all the building trades and every business manager he worked with, noting many of those professional relationships fostered personal friendships. "If you're a chapter

executive or a business manager, take a good look at your job every day. You're going to see that you're more alike than you think, and your counterpart might be the person who understands most what's going on in your life." It's true; our interests are aligned. We all want a successful, profitable career and future for our industry – and we'll get there by prioritizing collaboration and trust.

To that end, our SMACNA-Western Washington leaders enjoyed a productive conversation with our Local 66 union representatives over a lovely dinner at Shula's Steak House on the last night of the conference. Overall, we came home from the conference energized and with a renewed sense of purpose in moving our industry forward together.





MARCH 3-8
WIC WEEK

RECAP » 2024 WIC WEEK

SMACNA - Western Washington
WOMEN
IN CONSTRUCTION

The 26th annual WIC Week (March 3-9) was a success! In addition to highlighting some exemplary SMACNA-Western Washington and Local Union 66 members, we were proud to host a Women's Appreciation Outing on Friday, March 8.

Sixty participants joined us for the event, which was hosted at Hotel Interurban. All women in attendance received a special swag bag from SMACNA-Western Washington and a rose in celebration of Women's Appreciation Day courtesy of Jim Frees (Sheet Metal Organizational Trust), Jeff Reinhardt (Western Washington Sheet Metal JATC) and Jeff White (Holmberg). The main event took place after lunch: a themed panel discussion based on Rosie the Riveter. Many thanks to our panelists – BJ Giri, Angela White, Allison Camper and Lisa Connors – who explored five R.I.V.E.T. prompts:



- R** **RELATIONSHIPS:** How to build meaningful business relationships in the industry
- I** **INNOVATION:** How to develop innovative initiatives that promote women and minorities in the industry
- V** **VALUE:** How to continue bringing value to your company and industry through DE&I initiatives
- E** **EMPOWERMENT:** How to empower all women in your workforce, from receptionist to CEO
- T** **TEAMWORK:** How to ensure the entire team buys into the importance of diversity.

After a raffle giveaway of fabulous gift baskets and gift cards, attendees had a great time testing their race car driving skills and engaging in friendly competition at SyKart – Seattle's premier indoor racing venue!

Thank you to everyone who attended, and all those who continue to support diversity initiatives within our industry. When we work together, we elevate our businesses and our industry!

VIEW THE FULL PHOTO LIBRARY »
2024 WIC Week



SAVE THE DATES

CALENDAR » SAVE THE DATES



MAY 14

May Membership Meeting

The Museum of Flight

Save the date for our next membership meeting. Guest speaker Pamela Brown will join us for an informative presentation.

REGISTER NOW »
bit.ly/31IjswX



JULY 25

2024 Annual Golf Tournament

The Golf Club at Newcastle

Members will enjoy a day of friendly competition on the course along with a happy hour, dinner, tournament gifts and prizes. Sponsorship opportunities are available.

Watch your email for details!



OCTOBER 27-30

2024 SMACNA Annual Convention

JW Marriott Desert Springs Resort & Spa, Palm Desert, CA

Network with counterparts from across the country and attend sessions dealing with some of the hottest topics in our industry.

WATCH FOR DETAILS »
bit.ly/3PMjxD7



MAY 31

SMAC-YA Baseball Night

T-Mobile Field

Members are invited for a networking event while watching the Seattle Mariners take on the Los Angeles Angels.

Watch your email for registration details soon!



AUGUST 20

Talent Development Training

Seattle Airport Marriott

Guest speaker Andy Patron is a consultant, trainer, speaker, group facilitator and presenter with more than 30 years of experience in the construction industry.

Registration details will be available closer to the event.



NOVEMBER 20

Foreman Training

Seattle Airport Marriott

Join Kevin Dougherty for a full day of foreman training! His 30-plus years in the construction industry enable him to relate to today's problems and provides tangible solutions.

Registration details will be available closer to the event.



TBD

Executive Education Institute (eei)

We're excited to present our second annual Executive Education Institute for young executives, future leaders and the next generation of SMACNA directors! This elite program is taught by some of our industry's most respected leaders.

Watch your email for registration details soon!



SEPTEMBER 18

Fall Membership Mixer

Topgolf Seattle-Renton

Join us for an unforgettable experience at Topgolf, where members can challenge each other in a high-tech golf game or mingle with colleagues over cocktails and bites.

Registration details will be available closer to the event.



DECEMBER 6

Holiday Gala

InterContinental Bellevue at the Avenue

Members are invited to celebrate the holiday season in elegance and sophistication! More than just a hotel, the InterContinental Bellevue is a luxurious experience.

Registration details will be available in the fall.



SMACNA-WESTERN WASHINGTON:

2024 MEMBERS

MEMBER LISTING » 2024 MEMBERS

SMACNA-Western Washington contractor members are HVAC-sheet metal contracting companies signatory to a bargaining agreement with the Sheet Metal Workers International (SMWIA) - Local Union 66. Our affiliate members are those companies that distribute and supply SMACNA contractor members with the materials and supplies the contractors require to get the job done.

View our full member listing at SMACNAWW.org.



MEMBER LISTING »

SMACNA-WESTERN WASHINGTON

13810 SE Eastgate Way, Ste. 445
Bellevue, WA 98005



**SHEET METAL
INSIGHT**

SMACNAWW.org