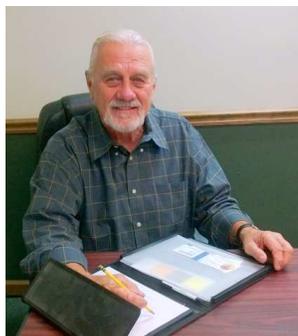


MBCEA News

Vol 11 December 2013

**Dear Sasha,**

As 2013 draws to a close and 2014 dawns I find myself reflecting on my first year as President of the Metal Builders Contractors & Erectors Association. This has been a great year of re-awakening for the MBCEA. We have kick-started a few new Chapters, added many new members and have laid the ground work for some exciting new programs. I am bursting at the seams wanting to share all the good news but the project teams need a few more weeks to put the finishing touches in place. So stay tuned for updates on the Safety Handbook, Certification Program, Conference and more!



If you missed last months newsletter, we announced our keynote speaker for next years conference - hockey legend Derek Sanderson! We are also in the final days of our half price new member sale. Membership does have its privileges - reduced rates at Conference, special "members only" sections of the web-site, Chapter benefits, etc. - so what are you waiting for?

I look forward to seeing many of you at the SEC Training Extravaganza in Orlando on January 24-25, 2014. Hats off to Wade Hobbs of Uni-Built and Universal Erectors for putting this great program together.

On behalf of the Board of Directors and staff Sasha and Jackie, please accept my best wishes for a wonderful holiday season and a healthy and prosperous New Year.

Sincerely,

Gary T. Smith
President, MBCEA
gtsmith@thomasphoenixintl.com

[Join Our Mailing List](#)

Conference 2014
May 1-3, Boston
Keynote speaker:
Derek Sanderson

[Derek Sanderson highlights on You Tube](#)

SOUTHEAST Training Extravaganza

Join Wade Hobbs and Gary Smith
in Orlando on January 24-25 for



Member Spot-Light



John Nicholson, E.J. Davis Company

Celebrating its 60th year in business, the E.J. Davis Co. is a second generation family business. They provide a wide array of thermal and acoustical insulation products. Their primary markets are the Metal Building Insulation market, Construction Products market and the OEM (Original Equipment Manufacturing) market. They have a 62,000 square foot facility in Connecticut where they laminate, fabricate, warehouse and ship all of their products.

John Nicholson joined the E.J. Davis Co. in August 1993. He recently celebrated his 20th anniversary with the company. He started as a Sales Manager and currently is Vice President. In addition, he has proudly served the Northeast Chapter of the MBCEA as Treasurer for the last 18 years. NEC President Ray Barbieri recently sat down with John to discuss his career. Detailed below are highlights of that conversation.

Tell our members about a recent high-light or success. We had a string of 4 consecutive years where we did a large distribution warehouse that exceeded 1.4 million square feet in the roof and 500,000 square feet in the walls. In itself, that is not too awe inspiring but in one of those years. We were right in the midst of allocation / planned availability where material was extremely difficult to get. Working very hard with our suppliers, we were able to furnish and deliver the entire job on time without a single snag which was amazing, considering the problems with availability at the time.

Qualified Rigger Level 1 and Qualified Signal Person Training



OSHA requires all persons who use rigging to be trained in the proper selection, inspection, use, limitations, and care of the rigging equipment, as well as in safe rigging practices. For some activities, OSHA even requires employers to identify riggers who they deem "qualified" for the task based on the individual's training, experience, knowledge, ability, and expertise.

This course brings all of the rigging concerns into focus for a practical, field proven method of ensuring rigging safety. This level of training would easily cost the average erector well over \$500. We are pleased to bring this quality program to MBCEA members for just \$25/attendee.

Agenda:

Friday Jan 24, 2014 6-8PM Meet/Greet, Networking
Saturday Jan 25, 2014 8AM start for a full day of training. Lunch will be provided and certificates issued

Location: Embassy Suites, Lake Buena Vista, FL

Price: MBCEA Members pay only \$25; non-members - \$275 (includes price of membership for 1st year)

SPACE IS LIMITED!

[Register Today](#)

[Southeast MBCEA membership App](#)



Half off the price of membership!

Who has been the biggest influence in your career? The biggest influence on my career was my father-in-law. He was the General Manager of a family owned Building Supply Company and it was there that I learned what it meant to embrace what you do in the career you choose. I worked for him during the summers of my high school and college years and through him learned to be straight forward, honest and professional with everyone you came in contact with. Many of my organizational skills and business habits that helped me for so many years came from observing what he did. The experience also led me to get involved and enjoy the Construction business.

What is the most exciting or rewarding part of your work? I have always enjoyed seeing something go from nothing to completion, to see an empty piece of property be developed into a functioning building but probably the most rewarding aspect of the job is the people you meet. It seems as though you learn something from everyone you work with.

What do you find the most challenging about your work? Coming from the "supply" side of this, probably the most challenging thing today is meeting the ever changing energy codes, how to achieve what the customer needs in a way that is customer friendly in regards to cost and simplicity in installation.

What is your advice for someone who is young and emerging into the field? Not being on the contractor side of things, it isn't easy to answer this question but if I was, I would want to be as educated as I could in what I was doing, take advantage of all opportunities to learn new things.

What do you know now that you wish you would have known then? I don't think there is anything that I know now that would have deterred me from entering the field of construction products. It's always been a roller coaster ride in respect to the ups and downs that occur in this profession which can sometimes be hard to take but there always seems to be a "light at the end of the tunnel".

If you have ever considered joining the MBCEA, now is the time to do it! We are offering a one time 50% discount to new members for 2014! Join Today!

Did you know that the MBCEA

- Offers inexpensive and sometimes free training seminars on a regular basis?
- Believes in the safety and education of all our members?
- Championed the MBI in having our trade recognized by the Federal Government?
- Helps you upgrade and certify your work force?
- Keeps you up to date with the ever changing developments in the metal building industry?
- Offers a mentoring program?
- Maintains an on-line membership directory?
- Has available Employee Safety Handbooks and Tool Box Talks Sheets?
- Will help you bring the passion and excitement back into your business?

[Download the application and join today!](#)

The Holiday Party

A company party is a great way to show appreciation for and thanks to your employees, bring your work force even closer together by connecting on a social level, and reinforce morale.



Keep the festivities positive, light, and fun by following these three suggestions.

Lead by example. It might be wise to follow advice given to employees about company party etiquette: don't drink too much, don't talk too much about yourself or about business. Network, and introduce yourself to new staff members. Welcome your employees, toast to their health, and offer your praise and

What achievements are you most proud of? Probably the contributions that I have made that have led to company growth are what make me most proud. My goal when coming to E.J. Davis Co. was to add a product line or provide a new service for our customer base every year. For the first 8 or 9 years I was able to do that which helped grow company revenues annually.

Share your favorite networking tip. To me, networking is synonymous with being involved. When you're involved, you are in contact with people that share the same business interests. A great way to be involved is to join and participate / be active in professional organizations such as the MBCEA and other regional organizations.

Steve Webster said this of John Nicholson: "a real Gentleman. John has always supported family, industry and our organization at the MBCEA. Too bad he can't hit the golf ball..."

The E.J. Davis Company

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www.ejdavis.com

Chapter News

The New England Chapter has recently posted their 2014 calendar of events. Click [here](#) to view and/or download.

The Mid-Atlantic Chapter had a successful Equipment Training event at Ahern Rentals in Middlesex NJ on 11/22. The Holiday Social is this Friday



thanks. Keep things cordial and fun. If you want to provide a quick "snapshot" of the company's success, be brief - nothing like a long dry speech to dampen the party spirit.

If possible, limit alcohol consumption. With an increase of alcohol comes the inevitable decrease in inhibitions that can lead to embarrassing moments, ill will, and safety issues. If you celebrate off-site, it may be difficult to regulate the amount served, but you can eliminate "open bar" or set a limit on free drinks by using drink coupons. If the party is on-site, consider the legal ramifications of providing alcohol. Don't let the ale flow too freely, and provide an ample amount of non-alcoholic beverages.

You do not have to spend a fortune to have fun. Set up a budget that you can live with once the party's over. Whether you keep it small and simple, or lean toward a more extravagant outing, pay attention to the quality of presentation and make your employees feel welcome, appreciated, and at ease. It should never feel like an obligation to attend.

No Business like Snow Business



During a season in which business is off, do you throw up your hands and bemoan your losses, or do you look for new areas that can yield a bit of green? Take the example of the outdoor landscaper. In northern climates during the winter months, he watches his business fall off to nothing - a good time for a vacation, or a good opportunity to expand business into another area such as plowing snow or hanging Christmas lights.

When you hit a seasonal downturn, take time to rejuvenate yourself, but also plant the seeds for future growth. Research your competition and look for new clients, create new marketing materials, update your database, repair or add equipment, examine the return on the services you offer.

(12/13) at the Sands Hotel Bethlehem, PA. First training session for 2014 will be in February and will cover Rigging I and Signalman certification. Details to follow.

SouthEast Training Extravaganza - Jan 24-25 see side column for more info. Also the Southeast Board is currently accepting nominations. Please contact Wade Hobbs at southeast@mbcea.org if you are interested in serving on the Board.

Listening

Your ability to listen may be the difference between keeping or losing a valued customer, engaging or alienating an employee, or capturing or losing new business.



Focus on the Speaker. Stop what you're doing, face the speaker, and make eye contact. When you acknowledge your customer, business contact, or employee, you show the speaker that you're interested in hearing what she or he has to say.

Don't interrupt; hold that really good point you want to make until the speaker is finished. Make an effort to understand the speaker's feelings as well as the facts.

Avoid verbal and non-verbal expressions of disagreement. Too many questions may lead the speaker to feel badgered, while restating what's been said can affirm you hear and understand the speaker.

Remember that not all information is verbal. Watch the speaker's expressions, gestures and other nonverbal cues. Be aware of your body posture as well - remember that crossed arms may feel comfortable to you, but may look like you are putting up defenses from another's point of view. On the other hand, nodding your head can be a way to say, "I'm listening."

When in doubt, listen. When asked to respond, respond thoughtfully. The more you listen, the more you'll actually hear, and the more effective your conversation will be.

Or, like the landscaper, cultivate new growth in a complimentary area.

Practice Makes Perfect

After a Golf match that he did not win, in part due to a minor injury that adversely affected his game, golfer TigerWoods was asked by a TV interviewer if he would go "rest up" for a few days. Although he had completed the tournament round only minutes before, Woods responded by detailing his plan to practice certain shots that very afternoon, then fly the following morning to the site of the next tournament, acclimatize himself, do more drills, and play practice rounds.



He certainly didn't acknowledge - in fact he didn't seem to even hear - the broadcaster's implication that he might take even the briefest break from his in-season routine.

No one is born with skill to do anything. People may have special aptitudes - some things may come to them relatively easily - but in order to excel, they still must practice. This is true in all callings, whether you're a leader of industry, a golfer, a parent, or a rock-band drummer.

The most skillful are those who practice the most.



Got something on your mind, we want to hear from you.

Sasha Graver, Executive Director sgraver@mbcea.org
Gary Smith, President gsmith@thomasphoenixintl.com

Interested in being the next member spot-light? Have content or news to share with your fellow members?

Taking the time to listen can go a long way towards handling irate customers or frustrated employees and may help you to avoid those stressful situations in the first place.

You've got mail!



Think of the e-mail messages you and your employees send from your company's e-mail system as the equivalent of letters sent on your company's letterhead. Do these messages reflect well on your company, convey your values?

It's easy to take e-mail for granted; it's reliable and simple to use, it boosts productivity, and it enables quicker communication with customers and vendors. In the wrong hands, however, e-mail can pose a danger, exposing your company to negative publicity and possibly, lawsuits.

All companies should have clear and comprehensive rules for acceptable e-mail (and social media) use. Include the e-mail policy in your employee handbook and use it when training new employees. Your policy should cover these basic tenets:

- E-mail should be professional and courteous and should not contain lewd jokes, religious messages, or political correspondence.
- E-mail must not contain any illegal, libelous, or offensive statements. All statements meant to harass - sexually or otherwise - are prohibited.
- E-mail is company property and is not private. The company has the right to access e-mail sent to or from every computer and to retrieve e-mail stored on its servers that users have deleted from their email programs.

* While you are updating your email policy, take a minute to review your employee handbook and update it as well. After your done, schedule an employee handbook meeting - these should be done annually.

Do you want to advertise to MBCEA members and readers? Contact Jackie Meiluta at jmeiluta@comcast.net



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Quote of the day:

"Time is the coin of your life. It is the only coin you have and only you can determine how it will be spent. Be careful lest you let other people spend it for you" Carl Sandberg



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