




SMACNA
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2024 SoCal Scholarship Recipients

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MEET GINA MEDEL, SMACNA SOCIAL PRESIDENT 2024-2025

Gina Medel, CFO of The Penn Air Group, is SMACNA SoCal's incoming president for the 2024-26 term. Gina has been in the sheet metal business for 25 years, having started at The Penn Air Group during college. As she moved through the ranks, from administrator to CFO, she proudly helped the business evolve to become a leader in indoor air quality services, such as HVAC testing and balancing, remediation, infection control, industrial hygiene, healthcare labs, commercial work, and government contracts.

"I have seen so much growth in our industry," she says. "I have been fortunate to sit on many committees at the local (SMACNA SoCal), state (CAL SMACNA), and national (SMACNA) levels, and that has been fulfilling. While I'm most active locally, my participation at all these levels has given me a broad perspective on the challenges and opportunities facing our members. The industry has grown, our scope of work has expanded, and the company has flourished. The sheet metal industry has remained strong, and I am proud of it."

Gina is excited to take on the role of President of SMACNA SoCal and looks forward to the next two years as a chance to make things better. "I am very excited to work together with the board and membership so we can achieve our goals together."

She views the SMACNA SoCal board as a very dynamic group, and the membership as an amazing group of contractors that value working together as a team.

Her vision is to focus on supporting the needs of the membership as they pertain to ongoing learning and development. "When you have knowledge, training, and communication, everybody wins," she says. SMACNA SoCal will offer seminars, business management courses, and other continuing education opportunities. Gina also recognizes the equal importance of technical skills training. As a trustee of



the JATC, she will advocate for the contractors' needs and emphasize the value of specialized instruction—such as welding, TAB, and other advanced skills training. "I look forward to receiving feedback and suggestions from the membership and working with that information to provide robust and meaningful educational resources."

Her focus will also be ensuring members understand the value of SMACNA membership and all it has to offer. "It is important for contractors to know what resources and support are available to help them be successful in business," she says. "When you are running a business, there are so many challenges and obstacles, being part of an association like SMACNA can help, and I want our members to know that."

As she takes on this role in October, she plans to engage the membership and board with the same approach she takes to every other aspect of her work and life: "My words to live by are, do the right thing and it always comes back to you," she says. "Have good intentions and do your best." ■

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SMACNA SoCal has awarded four scholarships to deserving students in post-secondary fields relating to sheet metal.

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SEPTEMBER LEGISLATIVE RECAP

SMACNA QUOTED IN LATEST ENR FEATURE EDITION

The Engineering News Record (ENR) asked SMACNA to comment on policy goals for the White House going forward. I provided extensive background and offered that no matter the outcome, we have our policy priorities and upholding strict registered apprenticeship standards is a top priority.

The quote they abbreviated and used follows:

The Sheet Metal and Air Conditioning Contractors' National Association and other allied signatory contractor groups would push back against efforts to "water down" current criteria for registered apprenticeship programs, says Stan Kolbe, executive director of government and political affairs.

He says existing registered apprenticeship programs represent the "gold standard" in training. "Projects are incredibly complex, and the days of assembling workforces project by project with the hope that skilled labor shows up in sufficient numbers is not a model for megaprojects of the highest complexity," Kolbe says. Group members are signatory contractors with the Sheet Metal, Air, Rail & Transportation union.

SMACNA ENDORSES, HELPS DRAFT IAQ IN THE SCHOOLS LEGISLATION

SMACNA endorsed and helped shape H.R. 9131, the *Indoor Air Quality and Healthy Schools Act*, a bill to improve the indoor air of public schools throughout the United States. H.R. 9131, cosponsored by Representatives Paul Tonko (D-NY) and Brian Fitzpatrick (R-PA), is pending in the Energy and Commerce Committee.

According to data provided by the EPA, poor indoor air is one of the nation's top public health challenges, especially in the post-COVID era. Specifically, HR 9131 seeks to update, expand, and codify the work of EPA's Indoor Environments Division; require the EPA to establish and regularly update a list of significant indoor contaminants and develop health-based, voluntary guidelines to reduce exposure risks to these contaminants; direct the EPA to develop or recognize one or more voluntary certifications for buildings designed, built, operated, and maintained to prevent or minimize indoor air health risks, and establish a regularly updated national assessment of IAQ in schools and childcare facilities and support the development of technical assistance, guidelines, and best practices to improve the IAQ conditions of these facilities.

INDOOR AIR QUALITY COMMERCIAL TAX CREDIT EARNS SMACNA ENDORSEMENT

In July, Congressman Don Beyer introduced the SMACNA-



By / Stan Kolbe, Executive Director of
Legislative and Political Affairs, SMACNA

endorsed *Airborne Act* (H.R. 9000), legislation that would incentivize non-residential building owners to conduct indoor air quality assessments and upgrade their ventilation and air filtration systems. SMACNA and SMART have endorsed this legislation, which incentivizes IAQ assessments and HVAC/air filter systems in commercial buildings and supports creation of a voluntary certification program for property owners.

SMACNA BOOSTS SUPPORT FOR COMMERCIAL BUILDING CONVERSIONS

SMACNA has increased its existing support on Capitol Hill for legislation designed to expand the conversion of underutilized commercial buildings for residential use. By endorsing and advocating for H.R. 9002, the *Revitalizing Downtowns and Main Streets Act*, introduced by Reps. Mike Carey (R-OH), Jimmy Gomez (D-CA), and 15 bipartisan original co-sponsors, SMACNA helps magnify the issue's importance. This legislation addresses the growing demand for residential construction by creating a market-based tax incentive for converting older commercial buildings to residential use. Despite the increased demand for large-scale projects in the industrial sector, there continues to be a shrinking inventory in the residential space.

SMACNA ENDORSES DEVA KYLE TO SERVE AS THE NEXT DIRECTOR OF THE PBGC

SMACNA believes nominee Deva Kyle is extremely experienced and knowledgeable concerning the Pension Benefit Guaranty Corporation (PBGC) and the complexities of multi-employer pension plans, a rare and valued leadership attribute to be found in pension policy oversight and administration. From starting her career as a skilled and valued lawyer at the PBGC to being nominated to lead the organization, Deva Kyle's commitment to pension plan security and financial integrity for multi-employer sponsors and their workforce is unquestioned.

SMACNA feels Kyle will undoubtedly bring the expertise and seasoned leadership needed to safeguard our nation's pensions and guide the agency through whatever economic challenges may lie ahead. ■



SoCal Scholarship Program

Gives Recipients the Chance at a Better Life

By / Jessica Kirby

One of the SMACNA SoCal board's most impactful initiatives is its scholarship program. It is aimed at incentivizing and aiding students who are juniors and seniors in post-secondary programs that directly serve the sheet metal industry, such as engineering and construction management.

The scholarship program is funded entirely by SMACNA SoCal members. The number of annual recipients depends on a number of factors, including the number of qualified applicants and available funding resources.

"Scholarships can be valued up to \$5,000 per year for up to two years, not to exceed \$10,000 for any one applicant," says Mark Terzigni, executive director at SMACNA SoCal. "The amount could also be affected by the number of scholarships awarded."

To qualify, applicants must be accepted or enrolled in a college program that promotes the study of sheet metal related industries and that provides a college degree. The applicant must also have and maintain a 3.0 GPA and provide transcripts.

Terzigni and the scholarship committee first review the applications and screen them to ensure they are considering applicants who meet the requirements. The qualified applications are presented and discussed at a board meeting along with a synopsis of the applicant's current and future goals and eligibility. The board then votes on which applicants will receive scholarships and the amount.

"This year was especially difficult because we had four really solid applicants, which is significantly more than a typical

year," Terzigni says. "In the end, because of the quality of applicants and because the resources were available, the board decided to award four applicants \$5,000 each."

"Two of this year's applicants are in post-graduate programs, which is also historically unusual but may be a new trend."

Jordan Marin, 36, grew up in South Bay (Los Angeles) and is currently living in Torrance where he is studying Construction Engineering Management at California State University of Long Beach. He works for Control Air in Anaheim as a project engineer on the Harbor UCLA Medical Center Replacement Program, and he plans to continue there after graduation, with an eye on a project manager position. In 2022, he completed his apprenticeship with Local 105.



"Scholarships are important because they give people the opportunity to cover high tuition fees and living expenses."

—Jordan Marin

As a full-time student with three children, Jordan found the scholarship tremendously helpful. "It will help me with providing childcare for them while I'm at school and help pay tuition," he says. "Scholarships are important because they give people the opportunity to cover high tuition fees and living expenses."

“This scholarship helps me pay for approximately six classes and helps me to manage my debt and keep me afloat in these pressing times of high inflation and cost of living.”

— Anthony Rene Castillo, fourth from the left in the photo.



He is grateful to the board of directors—and his children are, too. “Being a full-time student and employee gives me very limited time to do normal tasks like cook dinner, pick up/drop off at school, and help with their homework/projects,” Jordan says. “It has been a very difficult road, but these kinds of scholarships make the road less bumpy.”

There are times when it seems it may be easier to give up and look for another profession, but Jordan enjoys what he does and hopes that all his hard work will pay off in the end.

“It’s things like the scholarship program that continue to give me hope,” he says.

Thirty-eight-year-old Anthony Rene Castillo, Project Engineer for ACCO Engineered Systems, is in his final year of his bachelor’s degree in construction project management at Rowan University of Engineering. Next, he intends to graduate with honors before pursuing his master’s degree in engineering management at the same school. He was born and raised in Los Angeles.

“Currently, I am paying for my education on credit cards,” he says. “This scholarship helps me pay for approximately six classes and helps me to manage my debt and keep me afloat in these pressing times of high inflation and cost of living.”

He feels blessed to receive the scholarship and says being selected was an answered prayer. “I had no clue how I was going to pay for my education, but I knew I had to finish, not only for me but for my children, for my wife, and for our future as a family and people,” he says. “Every day I work hard toward moving my family into a better community with less violence, crime, and drug use in hopes of keeping them safe from the darkness that surrounds.”

Because Anthony works full time, it is hard to qualify for additional monetary help for his family. “This scholarship was a true beacon of hope,” he says. “Thank you so much.”

Jesse Jong, 36, is studying master’s in business administration at UCLA Anderson School of Management.

“I strive to inspire the next generation of those joining the mechanical contracting and construction industries,” he says. “I wish to continue sharing success and driving change in the HVAC industry, which has an enormous impact on people’s lives.”



“I strive to inspire the next generation of those joining the mechanical contracting and construction industries.”

—Jesse Jong

His goal is to lead a company at the forefront of the industry’s newest innovations to implement new perspectives and ideas.

“This scholarship helps alleviate the financial burden associated with tuition and allows me to dedicate more time and focus toward my educational goals and career development,” he says. “I’ve come to appreciate the fulfilling career that Southland Industries has brought to my personal life and professional career. Winning this scholarship motivates me to continue developing as a leader and provides validation for continuing my education.

“I’m deeply grateful to the board of directors for their generosity, and I hope that, with my post-graduate studies, I’ll be able to further contribute to the HVAC industry and SMACNA’s Southern California Chapter.”

The other 2024 recipient was Diego Tres, Mechanical Design Engineer with ACCO Engineered Systems. Diego is pursuing his Master’s in Mechanical Engineering at San Diego State University.

Terzigni says anyone meeting the qualifications is encouraged to apply for a SoCal funded scholarship. “Applications are typically due at the end of May each year,” he says. ■

HEAT STRESS: WHAT IS YOUR RESPONSIBILITY AS AN EMPLOYER?

By / Click Safety

Can you recognize the signs of heat stress? According to the Occupational Safety and Health Administration (OSHA), employers have a responsibility to protect their workers from extreme heat. Every year, dozens of workers die and thousands more become ill from heat exhaustion at work. To protect workers, employers should establish a complete heat illness prevention program in addition to observing the Heat Index.

How to Prevent Heat Exhaustion in the Workplace

Under OSHA law, employers must have the appropriate measures in place to protect workers and establish a complete heat illness prevention program that includes:

- **Education:** Provide training to employees and supervisors on the signs of heat stress and illness, as well as the preventative measures that can protect against heat exhaustion at work.
- **Hydration:** Make sure employees always have access to fluids and encourage frequent breaks for hydration.
- **Shade:** Provide areas of shade for employees to rest in during breaks or when working in direct sunlight.
- **Clothing:** Supply appropriate clothing for employees who

are working in high heat environments, such as light-colored, loose-fitting clothing.

- **Monitoring:** Regularly monitor the Heat Index to ensure that employees are not exposed to dangerous levels of heat.
- **Acclimatization:** Allow for a gradual increase in exposure to hot temperatures to ensure that employees can safely adjust to the heat.
- **Rest:** Make sure that employees have access to rest and recovery periods throughout the day, especially when the Heat Index is high.

It is important for employers to recognize the warning signs of heat stress and illness and keep their workers safe. Signs of heat stress and illness can include:

- Heavy sweating
- Paleness
- Muscle cramps
- Fatigue
- Dizziness
- Rapid heart beat
- Headache
- Nausea
- Confusion
- Fainting

It is also important for workers to be aware of risk factors such as high temperature and humidity, direct sun exposure, physical exertion, and medications. The Heat Index is a system created by the National Weather Service to indicate the risk of heat-related illness for workers exposed to hot and humid conditions.

The Heat Index Risk Level Protective Measures include:

- **Lower (Caution):** Basic heat safety and planning.
- **Moderate:** Implement precautions and heighten awareness.
- **High:** Additional precautions to protect workers.
- **Very High to Extreme:** Triggers even more aggressive protective measures.

Risk factors that must be taken into consideration even when the Heat Index is lower include having workers work in direct sunlight, performing prolonged or strenuous work, or wearing heavy protective clothing or impermeable suits. Workers at higher risk of experiencing heat exhaustion at work include those who are 65 years of age or older, are overweight, have heart disease or high blood pressure, or take medications that may be affected by extreme heat.

Heat Stress Awareness

Employees must be able to recognize the risk factors of heat illness and know what to do if they are experiencing symptoms. By providing safety training for heat illness and stress awareness, employers can help keep their employees safe.

To learn more about opportunities for your company or chapter, or to set up training, please contact Katie Adams at Click Safety (913) 239-2692 or Katie.Adams@ClickSafety.com.

This article as edited for space. Please read the full article at clicksafety.com/blog/heat-stress-what-is-your-responsibility-as-an-employer

SMACNA-SOCAL EVENTS

SMACNA SoCal Annual Meeting/Dinner Dance

October 5, 2024

Hyatt Regency, Huntington Beach

SMACNA SoCal members and their guests come together for the annual meeting, dinner and dance, and elections.

SMACNA National Convention

October 27-30, 2024

JW Marriott Desert Springs Resort & Spa, Palm Desert

SMACNA National invites sheet metal contractors, suppliers, and manufacturers to attend its annual conference for education, networking, and business development opportunities.

CAL SMACNA's Day at the Capitol

February 10-11, 2025

Sacramento

CAL SMACNA members are invited to Sacramento with their families to meet with their legislative members and discuss issues important to the sheet metal industry.

Sweethearts Ball

Saturday, February 22, 2025

Terranea Resort, Rancho Palos Verdes

The Annual Sweetheart's Ball invites SMACNA SoCal members and their sweethearts to the Terranea Resort in Rancho Palos Verdes for a cocktail reception, dinner, and entertainment.

SMACNA SOCIAL CONTRACTORS ATTEND PROJECT MANAGEMENT INSTITUTE TRAINING

Experienced SMACNA contractors know that the best project managers take ownership of their projects. The Project Management Institute training offered through SMACNA National is a concentrated program that encourages contractors to build upon their existing project management skills and strengthen their proficiency in key areas.

Recommended for project managers with two to five years project management experience, the training covers management leadership, project planning, customer-focused construction, time management, change order management, financial management, and standards/best practices.

Participants are expected to have some field experience and/or a college degree as they learn to plan projects to maximize profits and customer satisfaction; develop and maintain profitable customer relationships; build and lead powerful, integrated project teams; and understand and master financial control of projects.

PMI is delivered by professionals at FMI, Rick Reese and Stephen Staff. As a senior consultant with FMI, Rick works with a diverse group of general and specialty contractors, consulting on various strategic, financial, and operational issues.

Stephen is a talent development consultant with FMI, Stephen specializes in creating and delivering customized training programs designed to develop world-class leadership and organizational effectiveness.

The next SMACNA PMI is scheduled for November 10-13, 2024, in Austin, Texas. Visit smacna.org to learn more. ▀

SMACNA SOCIAL CONTRACTORS COMMENT ON RULE 1445 LASER AND PLASMA CUTTING EMISSIONS

The South Coast Air Quality Management District (South Coast AQMD) scheduled a public workshop in August to present and solicit information and suggestions from the public on Proposed Rule 1445 – Control of Toxic Emissions from Laser and Plasma Arc Metal Cutting (PR 1445), which is scheduled for a public hearing before the South Coast AQMD Governing Board on November 1, 2024.

Background

Laser and plasma arc metal cutting processes create fumes and smoke from vaporizing molten metal. The generated fumes can contain toxic metal particulates, including nickel and hexavalent chromium, depending on the composition of

the metal being cut. Under Assembly Bill 617 (C. Garcia, Stats. of 2017, Ch. 136), South Coast AQMD staff has worked collaboratively with community members to identify air quality issues and develop Community Emission Reduction Plans (CERP) for designated overburdened communities. Some communities have identified toxic emissions from metal processing facilities (including metal cutting) as an air quality priority in their CERPs. Additionally, reducing toxic metal particulates from laser and plasma arc cutting operations has been included as an air toxics control measure from the 2016 South Coast AQMD Air Quality Management Plan (AQMP).

Proposed Rule and Objectives

PR 1445 will reduce toxic metal particulate emissions from laser and plasma arc cutting equipment by establishing air pollution control device and parametric monitoring requirements. PR 1445 also includes measures to minimize the release of fugitive emissions.

California Environmental Quality Act

Pursuant to the *California Environmental Quality Act* (CEQA) and South Coast AQMD's certified regulatory program (Public Resources Code Section 21080.5, CEQA Guidelines Section 15251(l) and South Coast AQMD Rule 110), the South Coast AQMD, as lead agency, is currently reviewing the proposed project (PR 1445) to determine if it will result in any potential adverse environmental impacts. Appropriate CEQA documentation will be prepared based on the analysis.

Learn more at aqmd.gov/home/rules-compliance/rules/scaqmd-rule-book/proposed-rules/rule-1445t ▀



**Save
the Date**
**CAL SMACNA's 2025
Day at the Capitol**
February 10–11, 2025
Sacramento

LOS ANGELES / ORANGE EMPIRE AGREEMENT

Pursuant to our Collective Bargaining Agreement, the following wage and fringe package shall be effective July 1, 2024, through December 31, 2024. The taxable wage is increased by \$2.45 per hour, the Health Plan is increased by \$0.25 per hour, the Retiree's Supplemental Health Plan is increased by \$0.05 per hour, and the Industry Fund is increased by \$0.04. The total package is increased \$2.79 per hour.

Effective July 1, 2024, the Local Union 105 - Los Angeles / Orange Empire wage and fringe package shall be as follows:

	Journeyman Wages	Foreman/Detailer	General Foreman
Hourly Taxable Wage (increase)	\$59.40	\$68.31	\$71.28
* Savings Plan (taxable)	-10%	-10%	-10%
* 401(a) Plan - mandatory	\$1.00	\$1.00	\$1.00
* Retiree's Supplemental Health Plan (increase)	\$0.65	\$0.65	\$0.65
* Health Plan	\$11.10	\$11.10	\$11.10
* Health Reimbursement Acct. (HRA)	\$0.50	\$0.50	\$0.50
* Local Pension	\$11.82	\$11.82	\$11.82
** Local Training JATC	\$0.70	\$0.70	\$0.70
*** National Training ITI	\$0.12	\$0.12	\$0.12
*** National Pension (increase)	\$4.45	\$4.45	\$4.45
*** NEMI	\$0.03	\$0.03	\$0.03
*** SMOHIT	\$0.02	\$0.02	\$0.02
**** LMCT/FP-ACC	\$0.09	\$0.09	\$0.09
Total Wage Package:	\$89.88	\$98.79	\$101.76
**** Industry Fund	\$0.60	\$0.60	\$0.60
TOTAL:	\$90.48	\$99.39	\$102.36

The mileage rate established is sixty-seven cents (\$0.67) per mile. See zone and subsistence.

***** WORKING DUES RATE: The dues check-off rate remains at two dollars and thirty-four cents (\$2.34) per hour worked.

*, **, ***, ****, and *****: Please refer to the enclosure titled "Funds Payment and Remittance Reporting Procedure effective January 1, 2024" for information regarding remittance payable names and the remittance mailing addresses.

For questions or to review supporting documents, please call Local 105 at (909) 305-2800.

SMART Local 105 2024 Holidays

Holidays	LA/OE Commercial	Industrial	Bakersfield Commerical	Orange Empire Residential	LA/OE S&M	Bakersfield S&M	LA/OE Residential	Bakersfield Residential
Veteran's Day Monday, November 11	✓	✓	✓	✓	✓	✓	✓	✓
Thanksgiving Day Thursday, November 28	✓	✓	✓	✓	✓	✓	✓	✓
Friday After Thanksgiving Day Friday, November 29	✓	✓	✓	✓	✓	✓	✓	✓
Christmas Eve Tuesday, December 24	✓	✓	✓	✓	✓	✓	✓	✓
Christmas Day Wednesday, December 25	✓	✓	✓	✓	✓	✓	✓	✓
New Year's Day Wednesday, January 1, 2025	✓	✓	✓	✓	✓	✓	✓	✓



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PUBLISHER / EDITOR
Jessica Kirby • 250.816.3671
jessica.kirby@pointonemedia.com

CREATIVES
Lara Perraton • 877.755.2762
lperraton@pointonemedia.com

CONTRIBUTORS
Jessica Kirby, Stan Kolbe

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