



# DUCT TALK

The Sheet Metal Industry Monthly Newsletter

November 1, 2005

Volume 10, Issue 11

## **SMACNA OF SOUTHERN NEVADA ANNOUNCES ITS 40TH ANNIVERSARY INSTALLATION OF OFFICERS BANQUET**

**Mandalay Bay Resort Hotel  
Islander Ballroom  
Friday - November 18, 2005  
Reception - 6:00 p.m. Dinner - 7:00 p.m.**



*M* MANDALAY BAY • Resort & Casino • Las Vegas

Invitations have been mailed out. Please RSVP by calling 384-1894. Contractors, please get your table reservations in as soon as possible, with names of those attending. Fax your lists to 384-2631.

Attendance this year will include elected dignitaries; building department officials; local architects and engineers; construction industry representatives and Local Union #88 officials.

Start your holiday season by joining us for this festive occasion!!

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# TOP 10 WAYS TO PREVENT MAJOR SCREW-UPS

SMACNA of Southern Nevada sponsored this seminar at the Apprenticeship Training Center on Thursday - October 6, 2005. We want to especially thank Angelo Iannucci, Don Williams and Pat Schlosser for their participation as our panelists. We also want to thank everyone who attended and helped make this event so successful!!



# SMACNA of Southern Nevada Officers and Board of Directors - 2006/2007

Congratulations to the newly elected Officers and Board of Directors for 2006 - 2007:

## Officers

Kim Gregory - President      Angelo Iannucci - Vice President      Steve Kimmel - Secretary/Treasurer

## Board of Directors

William Blazvick - Royal Metal Works      Scott Chatelain - Rapid Mechanical  
Mike DeJohn - Lloyd's Refrigeration      Paul Eliason - Ryan Mechanical  
Frank Vuckovic - Ideal Mechanical      Mark Williams - Southland Industries



## Spread The Word – “Expertise” Logos Available

Expertise is what owners demand when hiring a sheet metal and air conditioning contractor.

The “Expertise” logo is now available for chapters to use on their business cards, stationery, promotional materials and Web site. The logo combines the architectural, HVAC and industrial expertise logos into one symbol.

In addition, SMACNA has also created three separate “expertise” logos for SMACNA members to use on their business cards, stationery, estimates, and invoices. Simply select the expertise logo that is right for your business – either architectural, industrial, or HVAC.

Contractors and chapters who wish to use the Expertise logo should contact Jen Squirewell at (703) 803-2980 or [jsquirewell@smacna.org](mailto:jsquirewell@smacna.org) to obtain an application form. You may also download a PDF application from the Partners In Progress Web site at [www.pinp.org](http://www.pinp.org).



## SMACNA National Officers Elected for 2006

At the recent SMACNA Board of Directors meeting, the following officers were elected to terms commencing Oct. 19, 2005: President Keith E. Wilson, Miller Bonded Inc., Albuquerque, NM; President-Elect Richard J. Cramer, Sr., Dee Cramer Inc., Holly, Michigan; Secretary/Treasurer Ronald J. Palmerick, AABCO Sheet Metal Co., Brooklyn, NY and Immediate Past President Kevin A. Harpring, Harpring Inc., Louisville, KY.

New to the executive committee is John Ilten, Ilten's Inc., Cedar Rapids, Iowa, who was elected vice president. A member of the International Training Institute's (ITI) Board of Trustees, Mr. Ilten is also a member of the SMACNA/SMWIA Best Practices Task Force and a SFUA Article X Management Panelist.

## JOINT APPRENTICESHIP TRAINING CENTER

Many of us Baby Boomers (41-59 years of age) have a hard time understanding Generation Xers (19-34 years of age). Most of the Sheet Metal Apprentices for Local #88 fall in the Generation X category. I recently read an article titled "Baby Boomer Versus Generation X - Managing the New Workforce", that helps explain the differences. The article says:

Generation X grew up seeing their parents laid off. Many of them have grown up as latch key children and in divorced family situations. Therefore time for their family is very important to them. They will not sacrifice their family for their job. Many times Gen. X workers are characterized negatively by the older generation. Clearly, their work ethics are different, but they bring unique strengths and abilities. They have an appetite for technology and learning. Some of the differences of work environments are:

<b>Traditional Workplace</b>	<b>New Generation Workplace</b>
Loyalty to the organization	Loyalty to the team
Wait to be told what to do	Challenge authority
Respect based on position/title	You must earn respect

Generation X is less motivated by overtime pay and more motivated by personal satisfaction with their jobs. They want to grow in their jobs and learn new skills. They are creative thinkers; independent; results oriented; and skeptic.

The article went on to say that there are general areas that should be kept in mind to improve retention and productivity. Be approachable - they need personal acknowledgement and job satisfaction. Take time to be personal - listen to what they have to say. Performance based promotions and rewards - recognize an employee who has done an outstanding job. Help employees see the "Big Picture" - help them see how meeting their goals contribute to meeting the organization's goals. Build morale - encourage initiative and welcome new ideas. This generation enjoys having fun at work.

I am not trying to say that we all have to change the way we do business, but maybe we can combine our strengths with their strengths to improve the workforce of today and tomorrow.

**Submitted by Dan Rose, Training Coordinator**

## CALENDAR OF EVENTS

**Tuesday - Thursday  
November 1 - 3, 2005**

**ITI, NEMI, NEMIC & SMOHIT  
Trust Meetings - Caesars Palace**

**Wednesday - November 9, 2005  
Code Meeting with Clark County  
Building Dept.**

**SMACNA Board Room  
9:00 am**

**Friday - November 11, 2005  
Veterans Day  
(Recognized Union Holiday)**



**Friday - November 18, 2005  
Installation of Officers Banquet  
Mandalay Bay Resort Hotel  
Islander Ballroom  
6:00 pm - Reception 7:00 pm - Dinner**

**Thanksgiving Day - Thursday  
November 24, 2005  
Day After Thanksgiving - Friday  
November 25, 2005  
(Recognized Union Holidays)**



## SMACNA Duct Talk

Duct Talk is issued twelve times a year. If you have an idea for an article, please call the SMACNA of Southern Nevada office at (702) 384-1894. We want to hear from you! Deadline for submitting articles is the 25th of each month.

## Executive Committee

**President - Bill Blazvick  
Vice President - Tye Halverson  
Secretary/Treasurer - Angelo Iannucci  
Executive Director - Judy Nagle  
Newsletter Editor - Robin Goodrich**

**HAPPY BIRTHDAY  
IN NOVEMBER TO:**

**PAUL ELIASON  
Ryan Mechanical**

