



# The Chambers Connection

**Chambers Construction**

Volume 2 Issue 2  
March 2017

## Presidents Message



**Dave Bakke, President**

**“QUALITY CONTROL”**  
How important is it really?

At Chambers, we pride ourselves in producing quality projects. One of our Core Values is **“build it like you own it.”** We’ve all heard people say, “that’s good enough” or “you can’t see it from my house” or even worse, “what do I care, it isn’t mine”. It’s those types of comments that are cancerous to a project; a poor attitude about quality is the first step to project failure.

On the flipside, if attitudes about producing a quality project are positive; your actions and body language are focused on doing your best; that leads to everyone stepping up to do not just a good job, but a great job. Pride sets in, it’s contagious. At the end of the day

it’s a great feeling to walk away from a job thinking you tried your best, and when the project is complete you can take pride that you were part of it.

Recently I was asked to inspect a property for one of our clients that he was considering purchasing. For him it was a huge investment and very risky. He trusted Chambers to give him the advice he needed to move forward with the deal. We visited the building, which was only 18 months old. I was astounded by some of the poor workmanship. It was obvious the contractor had only one thing in mind, build it and get done as quickly as possible. Corners were cut, installation of products were not per plan nor spec. Details were missed. It became apparent that this building, even though practically new, had a couple hundred thousand dollars worth of repairs needed for the Owner to move forward with the purchase.

What struck me was how Chambers would never have turned a building over in that state. If we ever did that on a project our reputation would be shot overnight. Chambers time and again goes the extra

mile to do a great job. Our customers keep coming back to us because we do good work and care.

In the case of our client he took our site inspection and negotiated a better purchase price. The deal went through, the repairs are getting completed and it was a win for him. It was his confidence in Chambers that made it work.

The lesson learned is that you never know who may be looking at one of our buildings. Not only is it important to build quality for our Owners but also so future clients can go to one of our projects and say “wow, these guys do really good work”. Taking it a step further, we never want one of our competitors looking at a project and telling an Owner that Chambers did a poor job.

**“Build it like you own it.”** Take pride, don’t let others drag down a project. Quality is contagious, if you believe in it others will too. Continue to raise the bar and we will all continue to grow.

Regards,  
Dave



### **Oakway Center Hyatt Place Hotel**

Self-Performed Work – Quality Control, Layout, Cleanup

### **River Road Elementary School**

Self-Performed Work - Concrete

### **Yogi Tea**

Self-Performed Work – Concrete

### **Paktech Cottage Grove Renovations**

Self-Performed Work – Demo, Cleanup

### **Milland Properties Building H**

Self-Performed Work – Concrete

### **Pastini Pastaria**

Tenant Infill

### **Wellness Building at The Child Center**

Self-Performed Work – Concrete

### **Grain Millers Flaking Pent-house**

Self-Performed Work— Demo, Cleanup



## Social Media Has Arrived



Many of you are aware of the Chambers Construction Facebook page and that we’ve been working on boosting the number of connections we have there. We are also now on Twitter and Instagram. If you have an account on either of those, now is the time to connect even more Chambers Construction

social media streams and get the good word out on our projects and work in the community. Search for @chambersconst and join us! If you need help getting started or getting connected, call or email Ted Corbin at 541-868-8571 or tcorbin@chambers-gc.com and he’ll walk you through the process!

## Employee Spotlight

### Kim Cailteux ...

Kim Cailteux has been employed with Chambers for 10 years and is currently a Contract Administrator. She handles project closeouts, owner contracts and change orders, subcontracts and sub change orders and is responsible for the archiving of all paperwork involved for Chambers' projects. She oversees the scanning and organization of electronic filing.

When asked what she enjoys most about her current position; she really enjoys the diverse group of people she gets to interact with and says it's really rewarding being part of a construction project from the ground up. She loves the structure and organization that working with spec books and construction documents require. She feels there are so many levels in this industry and she has never reached a point where she has felt like she has learned it all.

Kim is currently studying about the LEED (Leadership in Energy and Environmental



Design) certification program. This program promotes creating buildings and environments that are beneficial to protecting the people that inhabit them and reducing pollutants and use of natural resources.

Kim grew up in Hawaii and admittedly is a bit of an adrenaline junkie. Some things she enjoys are scuba diving, indoor rock climb-

ing, skydiving, jet skiing, repelling and she is looking forward to going to the Columbia River Gorge to do some paragliding this year. Kim enjoys visiting her sister and niece in Portland and exploring restaurants and activities there. She also enjoys taking pictures and used to do so professionally.

She has two adult daughters who live in San Francisco and a 9 year old daughter and 6 year old son who keep her very busy. Some of you may not know that Kim is married to Shawn Hussey who is a Superintendent for Chambers, they have been together 4 ½ years.

Kim has had some very interesting previous jobs that included spec writing while managing an architecture firm and working for a post production film company where she picked up accounting and really enjoyed it. Kim has a degree in psychology and she also has performed scientific research on the brain chemistry of mice. Kim has proven to be a very versatile, knowledge seeking, valuable member of the Chambers team.

### SAVE THE DATE!!!

**July 6, 2017 at PK Park**

**Watch The Eugene Emeralds vs Tri-City**

**Employee Appreciation Evening at The Ball Park  
with the Eugene Emeralds and Chambers Construction**

**Gates Open: 6:00 p.m.**

**Game Time: 7:05 p.m.**

**VIP @ 1st Base, Dinner & Drink and  
a Parking Pass**



### Apr/May Anniversaries

Tammy Crafton	27
Darell Stinson	20
Ron Hartman	10
John Wright	4
Ryan Briggs	3
Dennis Montgomery	3
Pam Hansen	2
Kim Hutchens	2
Anthony Johnson	2
Janelle Welling	1

### Birthdays

Pat Duerr	4/5
Tammy Crafton	4/6
Jon McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Jack Makarchek	4/15
Levi Connelly	4/17
Frank Travis	4/29
Kevin Manning	5/1
Gary Martin	5/1
Jenna North	5/1
Paul LaRose	5/3
Todd Keffer	5/26



**Paula, Don Brockmann & Pat Duerr at Paula's Retirement Party**

## Employee Spotlight



Roberto Sanchez—River Road Elementary



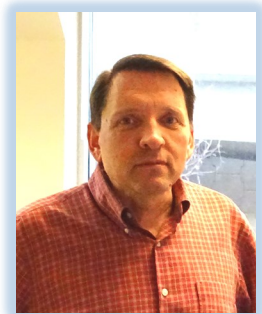
Nancy Thornton—River Road Elementary



Kenyan Hansen  
Oakway / Hyatt



2017 5k Couples Classic - Employees & Family  
Stacy Ivey, Dave Bakke, Kim Hutchens, Horacio Garcia, Dave Hoffman, Jenna North, Bob Billings & Erin Lawrence



Brent Shjerve, Estimator



Todd Keffer & Crispin Nunez—River Road Elementary



Jason Londo, Cassandra Dare, Tim Jacobs  
World of Concrete, Las Vegas



Darell Stinson & Mel Taylor—Oakway / Hyatt

### Gym Membership Benefits

Joining a gym or health club can be a big decision, one that requires discipline, dedication and commitment. Many people waste their money by signing up for gym memberships and then using them infrequently. Before joining, make sure that you have researched the different gyms in your area and picked the facility, location and price that is right for you. Some gyms offer discounts through your insurance provider or employer. Once you find a gym, you'll discover the ways a gym membership can improve your life.

#### Health

First and foremost, working out at a gym can improve your health. In addition to helping you to burn fat and calories, cardiovascular exercise also helps to strengthen your heart and prevent against risky medical conditions like heart disease, high blood pressure, high cholesterol, stroke, some cancers, type 2

diabetes and obesity. Cardio exercise can also help you sleep through the night more soundly, relieve stress, have a more positive attitude and increase energy level. Gyms offer a wide variety of cardio choices through both machines, like the treadmill, elliptical trainer and stationary bike, and group exercise classes, such as cardio kickboxing, aerobic dance and group indoor cycling. At a gym, you can also enlist the help of a personal trainer, who can guide you on the best methods and techniques in order to reach your fitness goals.

#### Weight Loss

Cardio exercise machines at the gym will help you to burn calories and fat. Strength training will help you build lean muscle mass, as it tones and sculpts your body, which will help boost your metabolism. The weight-training machines at the gym can simplify your workout while also letting you target whichever area of the body you would like. Great when you are short on time.

#### Networking

Gyms and health clubs provide options for meeting new people. Many of these facilities tend to have sociable environments since

most people are there for the same reason, giving everyone something in common. You may find the group fitness classes especially friendly, as they generally focus on a specific activity, such as kickboxing, dance or core work, and attract like-minded people. Which opens the door for a more comfortable setting to segue into networking relationships.

#### Access to "Extra's"

Along with working out, your membership benefits usually encompass access to "extra's". These days, many gyms have designated yoga and Pilates studios, lap pools, saunas, hot tubs and steam rooms. Your facility may also have an onsite spa that provides massages, facials, manicures and pedicures. Some places offer tanning and child care services, and a wide majority of gyms have some sort of juice bar and sports-wear store on the premises.

#### And.....DONT FORGET!

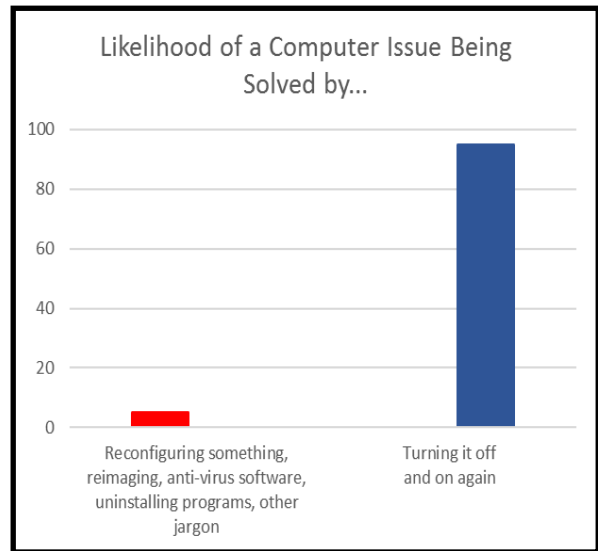
Chambers Wellness Program offers gym or health club participants a (1) time \$50.00 reimbursement towards membership. Contact a wellness committee member for details.

## itb+ IT Bytes

### Keyboard Shortcuts

Keyboard shortcuts are an alternative to the mouse when working in Windows and can make it easier to interact with your computer. Some of the most common keyboard shortcuts are listed below.

Keyboard Shortcut	Function of Shortcut
F5	Refreshes current program
Ctrl + C	Copy
Ctrl + X	Cut
Ctrl + F	Find
Ctrl + V	Paste
Ctrl + H	Find and Replace
Ctrl + N	New
Ctrl + O	Open
Ctrl + P	Print
Ctrl + S	Save
Alt + F4	Exits program
F7	Spell Check
Ctrl + A	Selects All
Ctrl + B	Sets or removes Bold from selected text
Ctrl + I	Sets or removes Italics from selected text
Ctrl + 5	Sets or removes Strike Through from selected text
Ctrl + U	Sets or removes Underlining from selected text
Alt + Tab	Switches between open programs
Ctrl + Home	Goes to beginning of document
Ctrl + End	Goes to end of document



IT Problem-Solving Techniques

Need IT assistance? Contact Kim Hutchens

khutchens@chambers-gc.com

Direct: 541-868-8527 (rings cell too)

Text/Cell: 541-214-6868

We realize you may encounter an issue after hours. If so, call, text or email her and she'll get back to you quickly if she doesn't pick up immediately.

## News



### Proper Clothing for the Job Site

True safety begins with wearing proper clothing to the job site. Without the appropriate dress, workers are putting themselves at risk no matter how well trained they are.

Our company dress code enforces a manner of dress that promotes personal safety in all aspects. Without it, workers could show up mentally prepared but physically incapable of avoiding injury.

#### Close-Fitting Clothes

The first general protocol is to wear proper, durable clothing that fits closely around the body. Being overly tight restricts motion, but if too loose can get caught in machinery possibly maiming the worker. Loose clothing can also snag, causing workers to lose their balance and fall.

Clothing should be durable and shirts with sleeves and long pants are required to properly protect the body.

#### Hard Hats

Hard hats are mandatory on Chambers' job sites while signs are posted requiring them, which is the majority of time. They are absolutely mandatory when heavy equipment is being used and for as long as the potential for overhead falls exist. A falling hammer or sharp piece of material can cause major damage to someone whose skull is unprotected. Mandatory hard hat signs can only be removed by a Chambers Superintendent or our Safety Director, Scot Moore. They will only come down when there is no more overhead risk to workers or visitors on site.

#### Proper Footwear

A durable boot that extends above the ankle,



possibly mid-calf, with a stiff, supportive ankle and sole that grips will keep your footing and prevent falls or injuries to ankles. Steel toes are necessary around heavy materials and heavy equipment to protect the foot from something heavy falling or being dropped on it.

#### Protective Eye Wear

Eye protection is required any time there is dust, flying particles or chemicals in the work area. Safety glasses are provided on all Chambers' job sites. Ask a Superintendent where they are located on your site.

#### Ear Protection

For equipment that is louder than 85 dB, protective ear covering should be worn by workers within 10 feet.

[OSHA recommends](#) using the "2-3 foot rule" test to check if the equipment is loud enough to warrant protection. To perform the test, simply stand about arm's length away from another worker and try to hold a conversation. If you find you are shouting to be heard, the noise is likely to be over 85 dB.

#### When to Dress for the Job

Workers should arrive on site properly attired (durable, well-fitting pants & shirts, sturdy boots, hard hat, Hi-Viz vest, and gloves) at the start of shift and upon exiting the trailer back onto the site after breaks, to keep themselves safe from the moment they step onto the site.

#### Safety Policy

The Chambers Safety Policy clearly outlines the requirements for Personal Protective Equipment.

The first 6 items are restated below:

1. Appropriate clothing, including shirts and long pants, shall be worn.
2. Personal protective equipment shall be required as necessary for protection from recognized hazards.
3. Appropriate work boots shall be worn.
4. Appropriate eye and face protection shall be used by personnel exposed to injury from dust, flying particles, other debris or chemicals.
5. All personnel exposed to traffic are required to wear high visibility safety apparel. (Must be reflectorized after dusk.)
6. Appropriate hand protection shall be used when handling materials, tools, or equipment.

#### Visitors

Additionally, "Notice to All Visitors" signs are posted on job sites requiring proper dress for visitors that state:

"Required proper dress and footwear include: Totally enclosed shoes (no high heels), Slacks or pants (no shorts, skirts or dresses), Durable shirts, blouses or jackets (to avoid snags). Hard hats mandatory (loaners are available). Eyewear, vests and other safety attire will be provided as needed during certain phases of construction."

Using these proper clothing guidelines, workers can keep themselves, their team and help visitors stay safe from the moment they step onto the site. Safety should always be the most important factor on a site, even if it means not being fashionable while on the job.

### Construction Trivia Question

**What is the name of the cement that is manufactured from limestone and clay and that hardens under water?**

Send your guesses by 5/10/17 to Pam Hansen at [phansen@chambers-gc.com](mailto:phansen@chambers-gc.com) or call her at 541-868-8521 to be entered into a drawing for a \$25 gift card.

Congratulations to Lila Hood for winning last issues question with the correct answer of "Duplex Nail". 12 people submitted the correct answer, with Lila's name drawn for the prize.



**INNOVATION IDEAS**

In 2014 the company announced awarding innovative ideas submitted by Chambers' employees. We give a bonus of \$100 for the best implementable suggestion each month and have a grand prize drawing annually for \$500 among the suggestions submitted all year. Award winning ideas submitted to date include:

- Publishing a Company Newsletter - Bill Crutchfield
- Separating Finish Tools From Tools Used for Demo Work - Mike Hogenson
- Setting up an Email Account for Testing Reports - Dennis Montgomery
- Replacing and Cleaning Stakes After Use - Gregg Wallsmith
- Have Laborer Lay Out and Put Away Tools - Gregg Wallsmith
- Archiving Digital Files Electronically - Kim Cailteux
- Use Game Cameras on Site to Deter Theft - Tana Baker
- Close Outs on a Business Card Flash Drive - Kim Cailteux
- App Wunderlist for Materials/Tools from Scot - Kim Cailteux
- 3 Hole Punch Copiers or 3 Hole Punched Paper - Kellie Norris
- App WeTransfer to Transfer Photos Off your iPhones - Kim Cailteux
- Routing Textura Payment Sheets Electronically - Paula Manning
- Using Snipping Tool to Capture Screen Shots Quickly - Kellie Norris

- Holding an Awards Banquet in the Spring - Tana Baker
- Using a Mileage App for Tracking Mileage - by Phil Finzer
- Give Fitbit's for Awards to Promote Good Health - Tana Baker
- Post Current Job Openings on the Website - Tana Baker
- Waste Reduction Drive - Tana Baker
- Cross Train Contract Administrators and Project Engineers - Tana Baker
- Phone Hold Background Music/Ads - Tana Baker
- Signature Stamp on PO's Electronically to Save Paper - Lila Hood
- Use UPS Clear Pouches to Identify Contents on Storage Containers - Lila Hood
- Use iPhone App Waterlogged to Track Water for Wellness - Kellie Norris

We encourage employees to submit their ideas to Tana Baker via her email at [tbaker@chambers-gc.com](mailto:tbaker@chambers-gc.com), or mail them to her at the office, or send them in with a Superintendent's paperwork.

Suggested areas of interest for innovative ideas include safety, production, office management, field management, recruiting, subcontractor relations, sales lead generation and technology.

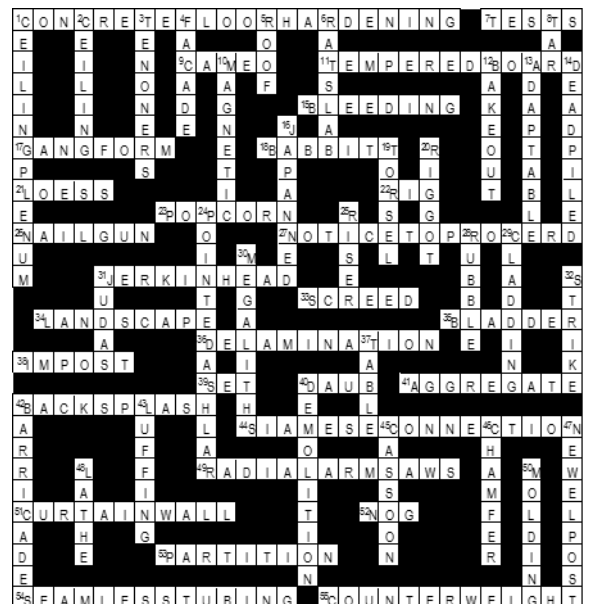
Thank you to everyone who has submitted an innovative idea and keep those bright ideas coming!

**A Great Perk for Chambers Employees...**

You can get a discount at Verizon Wireless on your personal services. With the exception of the new Unlimited Plan, discounts not allowed on this new plan, you can get a 20% discount on your cell phone bill plus get 25% off accessories.

To get this wonderful perk go into your local Verizon store, show them a pay stub to verify your employment with Chambers Construction. The Verizon ID for Chambers is 2816165 or we are listed as 1996 LLC dba Chambers Construction.

Once they find the company and verify your employment, the Chambers employee discount is yours! Enjoy!!



Answers to January Crossword Puzzle

## Project Spotlight

### PakTech—Cottage Grove Renovations



In 2015, PakTech - a local manufacturer of plastic handles for multi-packs of food and beverages - found themselves running out of room in their Eugene production facility. The company makes 450 million plastic handles a year, up from 300 million per year in 2012. Plastic handles for six packs of craft beer is their fastest growing item. Over 1,600 different craft beer labels use their handles now. As a result of the booming craft beer industry, PakTech was growing at a rapid rate and unable to keep up with new orders. They approached Chambers Construction to help them build a new 55,000 square-foot production facility in Eugene, as the project's CM/GC. PakTech budgeted up to \$30 million for building and equipping the new Eugene plant. They planned on employing nearly 200 workers once the facility was operating at full capacity. The new tilt-up facility was to be constructed on a piece of land on Irving Road owned by PakTech.

While Chambers and the design team were busy in preconstruction for the new facility, PakTech spent nearly a year wrestling with Eugene officials on whether, and how, the vacant land would be annexed into city limits. Because of Eugene's annexation demands, PakTech decided to scrap plans for a new building on their Eugene land and began seeking a different solution. Ultimately, PakTech decided to consider a vacant building in Cottage Grove and renovate it to meet their needs.

Based on the level of expertise demonstrated by our team during preconstruction, PakTech relied on Chambers to perform a due-diligence review of the Cottage Grove property before agreeing to purchase it. Our team - consisting of Brian Anderson, Dave Hoffman and Chris Boyum - assessed the state of the building, identified the problems and provided an estimate to make the fixes and install the improvements needed to make the building work for PakTech's production needs.

Based on Chambers' estimate, PakTech decided to move forward with the purchase of the building. With the sale going thru in August 2016 and the facility needing to be operational in August 2017, the project needed to be fast-tracked. With no architect onboard, no design, and no permits, PakTech again turned to Chambers' problem solving capabilities to meet their needs. Chambers brought Eric Hall Architects onboard to sequence six separate building permit packages allowing our project team - consisting of Don Brockmann and Chris Boyum - to start work immediately within the building.

The 85,000 square foot pre-engineered building formerly housed Kwiikee Products, who was an RV equipment maker that built retractable steps for motorhomes. Kwiikee shut down in 2007 and the building had been sitting vacant ever since. The improvements

needing to be made were significant: new electrical service and infrastructure, an all new HVAC system, expansion of the exterior mechanical room to accommodate new chillers, the addition of an exterior steel equipment platform to house cooling tanks, new foundations to support (3) 65' tall silos, new lighting, steel support structures for process piping, a new 3-ton rail crane, removal of the existing epoxy floors in the production area and the polishing of the concrete slab, installation of new speed-doors and dock levelers, new insulation, vapor barrier and plywood sheathing at the exterior walls, as well as cosmetic updates like a fresh coat of paint and landscaping. Most of this work was completed by Chambers employees Don Brockmann, Shawn Hussey, Ryan Briggs, Anthony Johnson and Steven Serjeant.

The defining challenge of the project was re-roofing the pre-engineered building. The original builders of the facility used a screw down metal roof. With the span of the building being 160', the roof system could not accommodate the expansion and contraction resulting from temperature gain/loss. The roof was literally pulling itself apart and leaked like a sieve. Masterminded by our very own Dave Hoffman and Butler Manufacturing, the Chambers team developed a solution and process to re-roof the building with a standing-seam roof panel system that could accommodate the thermal movement of the long-span system and an installation schedule that worked around all of the other improvements required by PakTech. The size of the roof makes it the larg-



est metal re-roof undertaken by Chambers Construction to date. The re-roof process will end up taking six months when it is completed at the end of March 2017. MBSI, who performed the work, had between 7-13 workers, working 6-7 days a week, throughout the duration of the re-roof. Also, Mother Nature decided to lend a less than helping hand and poured quite a bit of rain and ice over the Willamette Valley during these very critical six months!

Chambers has worked with PakTech every step of the way to protect their schedule. We demonstrated our preconstruction strengths of early estimating and schedule planning when the project was slated as new construction in Eugene, allowing PakTech to trust us to cover the required due-diligence and project delivery needs for a completely different solution in Cottage Grove. Their ownership has seen the commitment of Chambers Construction to a project in action and they will soon be installing their new production equipment into the Cottage Grove facility. We never lost sight of the owner's needs and worked throughout as a team to bring the project together under very unexpected and challenging circumstances. Excellent work everyone!

## UO Moshofsky Center



## Looking Back...

Chambers Construction was the general contractor on what ended up being the University of Oregon's first CM/GC delivered project. The structure and nature of the services required wasn't completely known but as the project unfolded we worked as a team to react to the design and construction challenges on a daily basis. The project required daily meetings and immediate responses to many unanticipated design and program directives coming from many directions. Additionally, as requested by the athletic department, the sequencing of the work had to coincide with date specific functions for the football program. Chambers had to be flexible and react quickly.

Project Managers Gary Wildish and Dave Hoffman teamed up to deliver this 231' x 413' Butler Manufacturing pre-engineered structure. The building is clear-span across the entire 231' and the ceiling's peak is 80'. Dave Hoffman's years of experience with Butler allowed us to utilize Butler's knowledge during preconstruction, design, and budgeting. Dave worked with the Butler team to competitively bid the project against three competitors per our CM/GC contract with UO. Once awarded, steel production began immediately. When the Butler system arrived, it took 4 cranes to lift and place the beams. The roof was installed in 5 days.

As another task to preconstruction, Chambers reviewed the HVAC systems originally specified to condition the huge indoor space at

Moshofsky. The design target was to heat the building to 85 degrees within 2.5 hours so the players can get climatized for warmer weather during practice days. Chambers pursued an aggressive value engineering (VE) strategy to provide alternate design solutions to UO and based on our team's efforts was able to reduce project cost by approximately \$500,000.



Gary Wildish dug into the soils issues at the site west of Autzen Stadium. The early soils analysis left many unanswered questions. Gary suggested digging test holes as a better analysis of the existing soils. The tests revealed building debris and allowed resolution of the problem in design, before the foundation bid phase, eliminating expensive change orders due to previously unknown, unstable soil conditions.

All in all, the Moshofsky Center was a challenge every step of the way and a true CM/GC success by Chambers for the University of Oregon. The budget was set at 85% Construction Documents and the final cost after 14 months of construction came in \$140,000 under budget; a true credit to the work of Gary Wildish, Dave Hoffman and the entire Chambers team! Throughout the work, Gary said he enjoyed getting to know UO coach Mike Belotti. So much so that Gary confessed to the coach that he had hidden a beaver some place in the building. Gary did not and will not share the flat tail's location!



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