

**Chambers
Construction**

**Volume 8 Issue 4
July 2023**

Building What's Important In Peoples' Lives

- Stay positive; play to win-win. • Be a teammate; communicate and act to build respectful and trusting relationships. • Find the time and create opportunities to help each other. • Be a problem solver; bring solutions daily. • Build long-term relationships before short-term gains. • Build it like you own it. •

President's Message



Dave Bakke, CEO/President

"Coachable"

Are you coachable? Am I?

What is the key ingredient to any great team? The easy answer is to get the greatest and best players. But, is that really true? Do the teams with the greatest players always win championships? Do the teams with the best players always work in a cohesive manner? Do the best players always do their best? It sounds like I'm talking about sports teams. That's the analogy, but the reality is it fits with any organization that uses people to accomplish goals. That said, lets stick with the sports theory.

In this day and age, all you hear about is how players are moving from team to team, chasing the ultimate crown. Ironically from my perspective, what is lost in that process is the basic meaning of what a team is. Players come; players go. How many are in it for the team, how many are in it for themselves? How many are dedicated to the team, and how many are not? And how many are coachable? Are they willing to learn new skills from others and to take those skills and coach others? How many are willing to stick with a team and be part of the coaching process to build the best team? What happens when you have players on the team who aren't committed to the cause? What does that do to the chemistry, the camaraderie and ultimately the performance of the team?

The construction industry is no different. There are those who want to be part of something better and those who only want for themselves.

At Chambers, we work hard to find the right players, the ones who are coachable and who have the success of the company as a priority. If the company is successful, the team is successful. If the team is successful, the players are successful. It has to start with players who are team oriented and coachable.

We try hard to support everyone. We don't always succeed, but we learn, and we try harder. The leadership at Chambers is always working to improve. We are committed to being "coachable" and to being good coaches. If we aren't, how could we expect everyone else to be? So, ask yourself, are you coachable and are you a good coach? It takes both.

Thank you for all you do and "Go Chambers"!

- Dave



Bigfoot Beverages

Chris A., Evin A., Anthony B., Kevin E., Daniel G., Keenen J., Scot M., Kellie N., Steven S.

Camas Ridge Elementary School

Liz B., Wes B., Chris B., Anthony B., Nathan B., Dave B., Levi C., Horacio G., Ricky H., Breck H., Mike J., Jacob K., Todd K., Steve K., Gunnar L., Jason L., Ethan M., Scot M., Kellie N., John P., Steven S., Jacob W., Leroy W.

Civic Park Phase II

Nathan B., Levi C., Julie G., Todd K., Jon M., Scot M., Steven S., Frank T., Jacob W.

Eugene Family YMCA

Jon B., Liz B., Wes B., Anthony B., Ryan B., Malcolm B., Levi C., Horacio G., Mark H., Ron H., Adam H., Mike H., Breck H., Todd K., Gunnar L., Brianna M., Scot M., Izayah M., John P., Chris P., Steven S., Frank T., Anderson V., Gregg W., Jacob W., Leroy W., Logan Z.

GloryBee

Chris A., Dave B., Nathan B., Malcolm B., Levi C., Horacio G., Julie G., Ricky H., Ron H., Adam H., Mike H., Breck H., Rock H., Keenen J., Gunnar L., Ethan M., Scot M., John P., Chris P., Steven S., Kris V., Anderson V., Jacob W., Leroy W.

Marist Catholic High School

Shane C., Todd K., Scot M., John P., John W.

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PROJECTS BIDDING



34 Large Projects
\$240,640,156

24 Small Projects
\$933,579



Our office will be closed in observance of the following holiday:

Labor Day - Monday, September 4th

148,359

HOURS WORKED WITHOUT INJURY
06/30/2023

Employee Spotlight



O'Hara Catholic School

Tim C., Shane C., Scot M., Chris P., Steven S.

Oregon Imaging Center

Tim C., Ricky H., Rock H., Tim J., Scot M., John R., Steven S.

Oregon Urology Institute

Malcolm B., Tim C., Keenen J., Scot M., Steven S., Darell S.

Papé Corporate

Nathan B., Malcolm B., Levi C., Ron H., Mike H., Rock H., Mike J., Todd K., Ethan M., Jon M., Scot M., Kellie N., Steven S., Frank T., Gregg W., Jacob W.

The Shedd Institute

Nathan B., Daniel G., Mike G., Ricky H., Adam H., Rock H., Ethan M., Scot M., Steven S., Brandon W., Jacob W., John W.

Springfield Utility Board

Nathan B., Levi C., Tim J., Steven S., Logan Z.

Small Projects Division

Horacio G., Breck H., Tim J., Todd K., Scot M., Izayah M., John P., John R., Steven S., Ken S., Darell S., Nancy T., Kris V., John W.



Mike Jenkins and his wife, Miranda

Mike Jenkins

Mike Jenkins is one of our journeyman carpenters currently working on the Camas Ridge Elementary School project. He was born in Craig, Alaska but has lived in Montana and Vancouver, Wash. before moving to Oregon about four years ago.

Mike has been with Chambers for a little over a year now but has a lot of experience in the construction industry. His dad introduced him to the trades at a young age where he would help with carpentry at residential jobs. When he came back from the military, he jumped back into construction with a few companies in the Portland metro area. One of his favorite parts of his job is being able to contribute something to the world we live in and seeing a project from start to finish.

When Mike isn't working, you can probably find him doing something outdoors. His hobbies include custom woodworking, hunting, fishing, crabbing and deep country backpacking. He also enjoys spending time his two children, wife, five dogs, two cows and two goats!

When asked about Chambers, Mike said he enjoys how much the company cares about their employees and he is glad he came here when his family moved.

We are so happy you are part of our team, Mike!

New Team Members



Daniel Gallinger
Apprentice Carpenter



Keenen Johnson
Apprentice Carpenter



Brandon Wells
Apprentice Carpenter



Carpenters

Any employee who refers an applicant receives a \$.50/hour increase when the employee is hired for as long as they stay employed with us up to one year. That equates to a \$1,000 employee referral fee for new hires who stay for a year or longer. Please direct experienced carpenters to our website to apply. Tell them to check the employee referral box and fill in your name. You can also let Stacy Ivey, Frank Travis or Scot Moore know of your referral.

Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced

Employee Spotlight

Meet Your Carpenters

Meet our trusty carpenters here at Chambers Construction! They are responsible for referencing blueprints throughout a project, constructing framework, installing fixtures and operating machinery among many other tasks assigned to them on the jobsite. This crew does amazing work on our projects and we are glad to have them on our team!



Horacio Garcia



Ricky Harrison



Breck Hosford



Rock Hunsaker



Jacob Keffer



Introducing Marisa Headley

Marisa joined Chambers at the end of June as our new Assistant Controller and has already hit the ground running! She was born in the area and lived in Fresno, Cali. for a short time. She now lives in Lebanon and has two daughters who live close by and that she is very proud of!

Marisa has worked in the construction industry on and off for over 15 years. She enjoys the people in the industry and appreciates their work ethics and morals.

Some of her hobbies include golfing, riding the side by side on the dunes, bowling and softball. She looks forward to her annual trip to Cancun and has great recommendations if you need a new vacation spot! One day she would like to take a road trip all along the east coast to see the different landscapes, housing, architectural sites and the beaches.

When asked about Chambers, she said that she has enjoyed how welcoming and friendly the people are.

Welcome to the team, Marisa!

Trivia Drawing

May's "Trivia" Winner: John Wettengel!

Last issue we asked, "What is the ring on the back of all fall protection safety harnesses called?" and the answer was Dorsal D ring.

This Month's Trivia Question: What does LEED stand for?

For a chance to win this month's drawing and \$50, submit your answer to Kristen Ross by August 15, 2023 at kross@chambers-gc.com or call her at 541-868-8529.

4 Your Health

Yoga

By Amber Keffer

Maybe you've thought about it and decided that yoga is just not for you. But, with a wide range of health benefits and tons of beginner friendly resources, there's no reason for you to sit this one out!

History

There is no strong consensus on the origins of yoga, simply because it's been practiced for so long! There are records dating back 3,000, even 5,000 years ago in ancient India. The practice was brought to the United States in the 1890s and has since evolved to 19 different types of yoga. No, you won't be quizzed on them, but all are centered around breathing and posture to promote flexibility and strength. With so many different kinds and techniques ranging from simply decompressing to a sweaty workout, this makes yoga accessible to everyone and easy for anyone to jump in.

Benefits

There is a reason why this is a practice that upwards of 30 million people take part in every year. The American Osteopathic Association states that yoga can increase circulatory health, respiration, athletic performance, lower blood pressure and of course, increase flexibility. They also claim that these practices can lead to lower personal injury rates; we all know how important that is to everyone out in the field! Johns Hopkins Medicine believes that yoga also improves not just our physical body with back pain and arthritis relief, but mental health as well. This includes better sleep, stress management and an overall increase in energy and mood. They state that yoga promotes self-care which is something we all could use a little more of.

Misconceptions

Not convinced yet? Many believe yoga isn't something they can take part in for a variety of reasons: it's exclusive, it's only for young or already flexible people, it's not a hard enough or maybe too challenging of a workout. However, yoga is for everyone! Most of the hesitations we have when it comes to delving into yoga are going to be completely dependent on the classes we take. If you leave a session hating your life or looking for revenge because I convinced you to give it a try, first try a different teacher, a different skill level, or a completely different type of yoga. And if you think yoga is too silly for you to try, how much different is this than our stretch and flex?



In Your Area

Let's be honest, at this point it feels like there is a yoga studio on every corner. One class I want to put a spotlight on is probably somewhere you're familiar with, Springfield's Public House. Every Sunday morning, they host a beginner accessible class inside the converted church. To top it off, your admission also includes a coupon for a pint to enjoy after your session! Of course, if you'd rather not take your socks off in front of 15 other people, there is a plethora of online resources for free.

Congratulations!



Congratulations to Kellie's daughter on her scholarship from the Eugene Police Employee's Association Charity Fund!

Employee Spotlight



Caught in the Act!

In May, **Stacy Ivey** nominated **Amber Keffer** for CV #2, and 4. "Amber has stepped in as a helpful teammate while we are a person short and helped problem solve by taking on a complicated issue with an owner change order that needed to be processed in Procore. She is working hard to keep accounting moving forward." Good work, Amber!

Kristen Ross nominated **Tim Jacobs** for CV #3. "I was gathering several boxes from upstairs in preparation for two events in the same weekend and without hesitation, Tim jumped up from his desk and helped me carry them all down. He saved me several trips up and down the stairs!" Great example of making time to help each other. Both will receive \$100 and be entered in the year-end drawing for \$500.

In June, **Debi Creager** nominated **Kim Cailteux, Kim Hutchens, Stacy Ivey** and **Amber Keffer** for CV #1-6. "We are implementing a new software, adding two modules onto another software, and doing a major upgrade to SAGE software. In addition, we lost a team member two months ago leaving us short-handed. We will not go live until the fall, so we have a lot still ahead of us. I'd like to recognize all four of these ladies for stepping up to solve problems that come up, offering to do work completely new to them, seeing one of us overloaded and offering to take something off that person's plate and for thinking outside the box to make these projects successful. They're building it like they own it!" Good work Amber, Kim C., Kim H. and Stacy! All four will receive \$100 and be entered in the year-end drawing for \$500.

To nominate an employee you catch in the act of following our core values, send a summary to Peggy Burian at pburian@chambers-gc.com or drop it by the office.



Innovation Suggestions

Shane Carlson suggested giving the option for a gift card to purchase company apparel to employees winning contests. "If I could choose a gift card for Chambers swag/apparel instead of one for a store or restaurant I would!"

Shane Carlson suggested using QR codes for identification – like a business card or to share medical information in case of emergencies.

Shane Carlson suggested updating the DISC profiles and providing a brief explanation of DISC.

Joy Pendowski suggested having a treadmill or stationary bike at the office so employees could exercise at work. Instead of adding the equipment to the office, we decided to approve a modification of our wellness policy to allow all employees a \$25/month reimbursement for their gym membership fees. To qualify for the reimbursement, you must submit a printout from your gym showing your activity each month.

They will both receive \$100 for each suggestion and be entered in the year-end drawing for \$500!

The rules are that the idea must be implementable, even if it's not implemented, and can be a suggestion to improve any aspect of our business. Send your suggestions to Peggy Burian at pburian@chambers-gc.com or drop them by the office.



Safety Suggestions

Send your safety suggestions to Peggy Burian at pburian@chambers-gc.com or drop them by the office.

August/September Work Anniversaries

Jon McCoy	34
Scot Moore	23
Stacy Ivey	23
Adam Hastings	8
Ken Smith	6
Chris Pirtle	5
Kris Vannette	4
Adam Haag	3

Birthdays

Jason Londo	8/3
Logan Zenk	8/3
Jacob Keffer	8/5
Kris Vannette	8/5
Wes Bell	8/12
Mark Harrington	8/18
Rock Hunsaker	9/9
Gregg Wallsmith	9/11
Malcolm Burke	9/12
Shane Carlson	9/12
Peggy Burian	9/17
Ken Smith	9/23



Award Winning!

Chambers recently won two project awards!

Excellence in Concrete Awards Winner:
Marshfield Jr High School

3rd place DJC TopProjects Award:
Kendall Bronco Club Showroom



News



Email Module

The Email module in Procore is a handy tool that we typically use for sending our 4-week schedules to all subcontractors on a project. It can be used for other things but that should be limited. After creating a distribution list in the directory, you are able to quickly select "Subs" and send an email to all the subs on your project with just a click of your mouse. The 4-week schedules should be converted into a .pdf file before sending them out.

The Email module can also be used for other notices that you want to send to subs. However, if you are corresponding with one or two subs individually, you should use Outlook instead. The reason for this is because when Procore sends an email out, it uses a Procore email address and if someone tries to respond to the email, it will bounce back with an error message. Subs can respond in Procore, but most tend to hit reply all and another email goes out to the entire distribution list. This can be very frustrating for those who already think they get too many emails from Procore.

Hope this helps!

As always, if you have any questions about Procore, contact the Procore Advisory Team at procoreadvisors@chambers-gc.com.

Project Management

Correspondence	Inspections
Emails	Drawings
RFIs +	Specifications
Submittals +	Incidents
Transmittals	Observations +
Punch List +	Forms
Meetings	
Schedule	
Daily Log	
Photos	



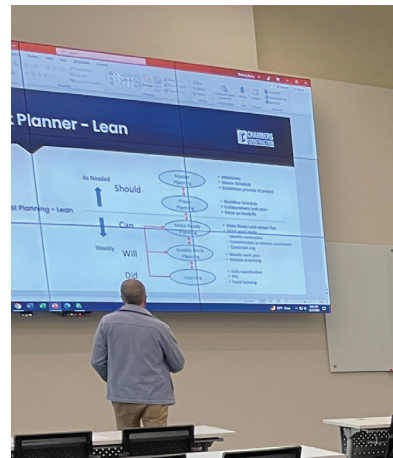
Congratulations!

John Wettengel was recently promoted to Foreman for our Small Projects Division! Congratulations from all of us at Chambers!



Schedule Training

Tim Cabble has been teaching Microsoft Schedule training to our superintendents, foremen and others who were interested in learning or brushing up their skills. Nice work, team!





Heat Exhaustion and Worker Hydration

Heat exhaustion is a condition that happens when your body overheats. It is one of three heat-related illnesses; the others include heat cramps which are considered the mildest and heatstroke which is the most serious.

The causes of heat illness include exposure to high temperatures, especially when there is also high humidity and strenuous physical activity. If treatment is put off too long, it can lead to heatstroke, which is a life-threatening condition. Fortunately, heat exhaustion is preventable.

Symptoms of heat exhaustion may start suddenly or progress over time, especially in prolonged periods of exercise. Some symptoms may include cool, damp skin with goose bumps when in the heat, heavy sweating, faintness, dizziness, fatigue and a weak rapid pulse. These are just a few examples.

Symptoms of a heatstroke can result in loss of balance and muscle function, collapse, seizures and even coma. If someone you are working with begins to show any of these symptoms, seek immediate medical attention.

Your body cools itself mainly by sweating. Evaporation of your sweat regulates your body temperature. When you exercise or work in extreme heat, your body is less able to cool itself. As a result, heat cramps may start. These can often include heavy sweating, fatigue, thirst, and muscle cramps. Prompt treatment is important, so it doesn't lead to something more serious.

Hydration

Employees in construction typically function in hot environments throughout the year. As do workers who wear heavy protective apparel on the job, which causes them to sweat and lose the water the body stores. In addition to health and safety concerns, multiple studies show that even mild thirst can decrease productivity at work by 10 percent; and hand/eye coordination can weaken at just one percent dehydration. Therefore, it is essential to maintain proper hydration planning year around.

How to Stay Hydrated

- Drink cool, fresh water throughout the day, averaging about 24 ounces per hour. Don't wait till you are thirsty to drink.
- Monitor how often you drink. By the time you feel thirsty, you are already dehydrated, so drink the



recommended fluids often (one cup every 15-20 minutes).

- Avoid drinking alcohol or caffeinated, carbonated or sugary beverages like soda. These drinks are diuretics and will cause you to urinate more, which can increase dehydration.
- Electrolyte drinks should play an important part in your hydration program. Several studies have provided evidence that people will drink more of a flavored drink than an unflavored drink. The electrolytes in these drinks help to replace those lost in sweat and aid in avoiding heat cramps.
- Try to anticipate conditions that will increase the need for water including high temperatures, humidity, protective clothing and difficulty of work. Wear light colored, breathable clothing that allows sweat to evaporate. Cooling vests with pockets for cold packs may also be beneficial.
- In addition to this, consider the radiant heat coming from machinery and other power sources.

It is likely that workers nearby are managing the heat by sweating and therefore losing moisture. These individuals will need more fluid replacement. So, remember to monitor each other and continually remind co-workers to drink something every 15-20 minutes. Keep in mind the signs of dehydration, heat exhaustion and heat stroke to help everyone stay safe in the summer heat!

itb+ IT Bytes

Electronic Security

It seems everywhere you turn these days, you hear someone had their identity stolen, this company got hacked, another had to pay a ransom to get their data back, or there was a data breach. This has been a problem that, unfortunately, is getting worse. This applies to both our work and personal lives. Below are a few tips to help you stay safe.

Be careful where you click

Many hackers try to get you to click on links in emails they send by trying to impersonate banks, credit card companies, financial institutions and software companies. A good rule of thumb is to hover your cursor over the sender's email address and the links included in the email. Check to see the actual sender's email versus what they want you to see (these may be different addresses). In addition to this, check to see if they are similar to what you see when you login to the company's website.

Always password protect your devices

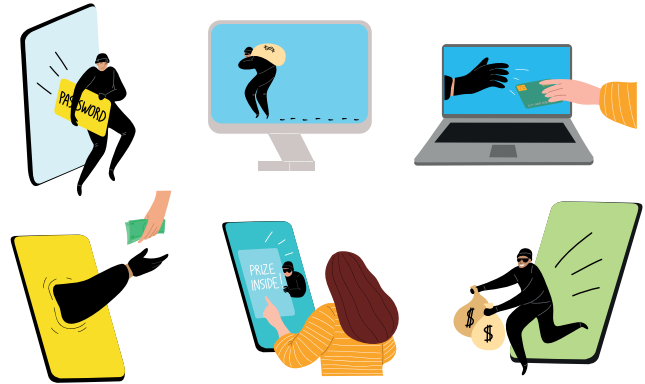
This includes phones, iPads/tablets and computers. Chambers already has policies in place for company electronics, but this is also a good rule of thumb for your personal devices.

Avoid simple passwords

Also try avoiding easily guessed passwords like ones with names, birth dates, or home addresses. The longer and more complex, the better. This is hard to do when we have passwords for everything. Just trying to remember the passwords for each site and app can be like trying to find a needle in the haystack, but the more complex it is, the harder it is for someone else to get into your accounts.

Check your credit report regularly

Set up alerts from your financial institution. This will flag your account to you if they suspect any suspicious activity.



Habitat for Humanity – Fischer Village

You may remember from our last issue that our apprentices are working with Habitat for Humanity at Fischer Village in Springfield.

They have been having class on the site to learn concrete forming, pours and they recently tilted up some walls on the home! They will continue learning these skills with Mark Harrington and Chris Anthony. In addition to our apprentices, we have four interns joining from Connected Lane County for a few weeks to try out the construction trades.

Make sure you join our jobsite picnic in August at this site to see the progress they are making!

News

Chambers Has Been Busy

Over the past two months, our team has participated in fundraising walks, hosted monthly jobsite picnics, attended our company picnic at the Eugene Emeralds game and played in golf tournaments galore. Take a peek at what we have been up to!



Frank Travis and Chris Boyum at the YMCA BBQ



Liz Becker, Kellie Norris, Jason Londo, Jacob Wilson and Anthony Braunger at the Camas Ridge Elementary BBQ



Bark in the Park walk for the Greenhill Humane Society



My Breast Friends 5k with Oregon Cancer Foundation



The Anthony's and Carlson's enjoying the Ems picnic



Brian Anderson at the Mike Bellotti Muscular Dystrophy Association Tournament

News

Springfield Drifters

As a sponsor for the local collegiate wood bat baseball team in Springfield, we have four tickets to every home game from now until the end of the season on August 6th!



If you are interested in attending one of the games, contact Kristen Ross at kross@chambers-gc.com or 541-868-8529.



Apprentice Referrals

If you know a teenager who is age 16 or older, or an adult looking to change careers, and they are interested in construction, contact Mark Harrington at mharrington@chambers-gc.com or on his cell phone 541-972-0997 for more information. Interested teens are also eligible to attend apprentice classes.



UO Football Celebrates Construction Day

November 11, 2023 | Oregon vs. USC

Chambers Construction has purchased 50 tickets for employees. These will be given out on a first come first serve basis with a max of two tickets per employee. Please contact Kristen Ross at kross@chambers-gc.com if you are interested in attending.

Submit Near Miss Experiences

From an employee suggestion, we created a QR code to help us share and learn from near miss experiences.

The report is sent directly to Scot, anonymously. Here's what you do:

1. Scan the code
2. Enter: Job number or name, date, time and a description of the near miss.
3. Submit



We encourage you to share near miss experiences so we can learn from them, reduce risk and create an even safer work environment. Over time, we will see results. It is still important to address them with the Superintendent or Foreman so they can be corrected immediately.

Call Scot or talk to your Superintendent/Foreman if you have questions. Be safe out there!

Growing a Summer Garden?



Send a photo of your summer veggies, fruits and flowers to Kristen Ross at kross@chambers-gc.com by August 15th to be entered to win a \$40 gift card! We will be putting

submission photos in the September newsletter to be voted on by everyone!

Project Spotlight

McKenzie School District

At the end of 2021, Chambers Construction was hired by the McKenzie School District to replace the grandstands and concession stand that were destroyed by the Holiday Farm Fire, as well as perform seismic work on the “old” gym and water intrusion remediation on the “new” gym. During the course of our work, this scope expanded to also include the build out of a new child care facility for the district to house programming for their “Little Eagles”.

Our team, led by John Wright and Evin Avila Avila, not only met the District’s project goals, but they were also able to provide hands-on learning opportunities for our apprentices who built the concession stand and helped out with other various tasks with the projects.

Collaboration, communication, and a commitment to quality craftsmanship helped us deliver a project that

will make a difference in the Blue River community for years to come. As a thank you, the District presented plaques during the high school graduation ceremony held in June to Chambers Construction, as well as to the Owner’s Representative and Architect for our work.

Thank you to everyone who worked on this project and made it a success: Chris Anthony, Evin Avila Avila, Liz Becker, Wes Bell, Anthony Braunger, Nathan Brinkley, Dave Brunscher, Malcolm Burke, Levi Connelly, Horacio Garcia, Julie Green, Mark Harrington, Ricky Harrison, Ron Hartman, Mike Hogenson, Rock Hunsaker, Jacob Keffer, Steve Kopki, Gunnar Larsen, Ethan McConnell, Scot Moore, Chris Pirtle, Steven Serjeant, Anderson Vanberg, John Wettengel, Jacob Wilson and John Wright!



Looking Back

Bigfoot Beverages

In 2013, Bigfoot Beverages selected Chambers Construction to build four separate cooler projects in three different Oregon locations (Eugene, Roseburg & Coos Bay). Of the projects, two were installed inside of their existing facilities and the other two were built as additions. While the individual projects were not large in scope, they were important to the overall scale and business plan for Bigfoot. They wanted the buildings done quickly once the decision was made to move forward and we were able to do that with our ability to self-perform a lot of the critical detail work, and our ability to coordinate the design/build subs and suppliers to meet the schedule.

Project Manager: Dave Bakke
Superintendent: Shawn Hussey



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