



## President's Message



**Dave Bakke, President**

### Building Our Team

As my dad always said, "birthdays are a bummer as you get older" (he used another word besides bummer.) I've been with Chambers for 25 years. At 30 I would never have thought I would still be working here 25 birthdays later. They come and go quickly.

There have been many, and still are many, at Chambers who have that tenure. I look around and I see the guys and gals that were once young now retiring, or approaching it. While this is sad in some regards it is also uplifting know-

ing that so many men and women dedicated themselves to Chambers Construction. I remember when today's elder statesmen of the company were once the young guns. The inexperienced who were eager and willing to learn, wanting to advance; and did so. Today we are fortunate to have new young guns who are eager and willing, wanting to advance. Whether it be carpenters, foreman, supers, PE's, QC, admin staff or whomever, we have bright new stars that will continue to make our team successful.

My point is how important it is to promote from within. Continually build a team that believes in our culture, our "core values". Today, more than ever we need to train and foster from within. We need to look for bright young talent and have the "tried and wise" train them, help them progress and succeed. We all need to keep a lookout for those quality individuals who want to grow with us, keep us at the top.

Kudos to Mark Harrington for putting in place the training program and finding the young talent who have the drive to learn. His efforts are exactly what we need to promote growth. Chambers has always been willing to provide opportunities for advancement. We will provide training for the individuals who want it and have the aptitude for growth. Like any great team, there is always a farm team in the background fostering new talent. For Chambers to continue to be successful and vibrant, we need to establish and maintain a great farm team.

If anyone has ideas about training or recruiting please feel free to share. Not every idea can be put into play but if we don't have them to ponder on we may miss an opportunity.

Thanks to everyone who makes Chambers successful. Keep up the good work and "Go Chambers".

Regards,  
Dave B.



**Oakway Center /Hyatt Place Hotel**  
Scheduled Completion Date: Complete-Punch in progress

**River Road Elementary School**  
Scheduled Completion Date: Complete-Punch in progress

**Yogi Tea**  
Scheduled Completion Date: October 2017

**Grain Millers Flaking Penthouse**  
Scheduled Completion Date: January 2018

**The Child Center ICTS**  
Scheduled Completion Date: September 2017

**LTD- Maintenance Building & Bus Lot**  
Scheduled Completion Date: January 2018

**Yogi Tea Tenant Improvement**  
Scheduled Completion date: January 2018

**Chinook Winds Casino Resort Parking Garage**  
Scheduled Completion Date: Spring 2018

**Jasper Mountain Castle Renovation**  
Scheduled Completion Date: November 2017

**Kendall Ford of Eugene**  
Scheduled Completion Date: August 2018

**Mercedes Van Service Facility**  
Scheduled Completion Date: August 2018

## Chambers Announces Small Projects Division



Recently we have heard too many times, "Chambers only does big jobs" or "this project is too small for Chambers." We want to dispel that mistaken perception. You will soon see a van or two around town

providing construction services on small commercial projects in our area bearing our name.

Without advertising for it, we have always performed work on small projects, mostly for owners we built major projects for. In fact, since 2003 we have built \$35,993,000 in small projects, averaging \$2,571,000 a year in volume from these jobs.

The primary reason for small projects until now have been to provide customer service to our clients and provide short term work for as many of our personnel as possible between large projects.

It has served us well and has contributed to many repeat customers and employees staying with us for 25-30 years.

Now we have even more reason to grow this division. In addition to quelling the belief that we don't do small commercial jobs, we are developing an apprenticeship program and small projects with multiple tasks can help us in the training process.

We anticipate the Small Projects Division benefiting many in our company – superintendents, carpenters and apprentices, continuing to keep our current clients coming back and developing a few new ones!

We're excited to announce that our Small Projects Division will be led by Nancy Thornton and Shawn Hussey and in our typical Chambers fashion, working as a team we will all contribute to the success of this endeavor.

Remember, **"no commercial project too small."**

## Employee Spotlight

### Isaac Zornes...



Isaac Zornes is currently a Quality Control Specialist, and has been employed with Chambers since last November. He is currently working at the River Road Elementary project. Frank Travis said, "Isaac has been a great addition to our team and was relentless in tracking subs and their scopes. He fit in well in the office and has been doing a great job tracking punch list. Nice to add

such great work ethic and determination."

He recently moved from Phoenix, Arizona with his wife and son, where he was born and raised. In high school he participated in football and wrestling. After spending 4 years in the army, Isaac took night classes at ITT Tech to learn about drafting and design and project management. He previously worked for Erickson Construction who built subdivisions and he performed a lot of tract home carpentry. He also worked for his uncle who owned a

general contracting business that specialized in high end remodels.

Isaac felt he and his family needed a change so he and his wife each picked one state they would like to move to, he chose Oregon while his wife chose Wisconsin, they flipped a coin and Oregon it was. Isaac also chose Eugene while his wife chose Bend, obviously it was Isaac's lucky day.

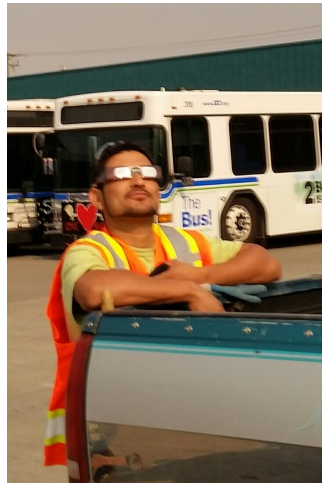
When Isaac is not at work he enjoys spending time with his son Parker playing catch and they are currently working on a 95cc 2½ HP motor for a go-cart frame. He participates in 3 gun competitions and presses his own ammunition. He considers himself a "common sense" prepper and has built an outbuilding, he stays informed of current events and watches the economy.

Isaac is very driven, disciplined and has a desire to learn. He is very resourceful and learns things on his own by researching and studying. He has overcome challenges at Chambers by adapting a sink or swim attitude and has paved his own course. He really feels Chambers has a strong moral compass and that it has been a good fit for him. He admires that "family comes first" and appreciates how they treat their employees. He hopes to continue on his career path and become involved with project management and leave a better legacy for his son.

### Chamber's Employees Take a Few Moments to View the Once in a Lifetime Total Solar Eclipse in August.



Anthony Johnson, John Roe, Brandon Hilburn-Taylor and Mel Taylor, Jasper Mountain Castle Renovation



Roberto Sanchez, LTD Maintenance Building & Bus Lot

#### Oct/Nov Anniversaries

Don Brockmann	29
Mike Hogenson	17
Mel Taylor	17
Greg Wallsmith	12
Kellie Norris	3
Erin Lawrence	2
Steven Serjeant	2
Isaac Zornes	1

#### Birthdays

Isaac Zornes	10/10
Darell Stinson	10/12
Kim Cailteux	10/16
Mel Taylor	10/21
Debi Creager	10/22
Dennis Montgomery	10/31
Anthony Johnson	11/02
Stacy Ivey	11/14
Erin Lawrence	11/18
Phil Finzer	11/22



Cody Johnston (temp), Jason Londo, John Peters, Todd Keffer and Dennis Montgomery, River Road Elementary



Jenna North, Erin Lawrence, Brian Anderson, Dave Bakke, Tammy Crafton, Brent Shjerve, Debi Creager, Janelle Welling, Kim Hutchens, Tony Rodriguez and Stacy Ivey, Chambers Office

## Employee Spotlight

Another great example of team work, Chamber's Wellness Committee brought in lunch for the entire company and handed out reusable coolers.



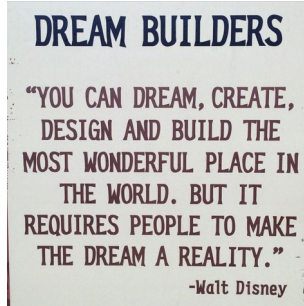
Steven Serjeant, Jenna North and Kim Hutchens



Best of luck to Andrea Corbin! Andrea worked many summers at the office and is now attending Sarah Lawrence College in New York. We are sure Andrea has a bright future ahead of her!



It's Great Rotary Raffle time! Every Chambers Construction employee got a raffle ticket for the drawing that is held on October 13th. We are pleased to support this annual event, especially since it benefits the work of our client, The Child Center.



Jon Baugus, Chambers warehouse



Lego work by Alex Hutchens

### Enter to win!



### A \$100 gift card of your choice from Pastini's Pastaria or Baker's Boots.

Contact Pam Hansen by October 5th at [phan-sen@chambers-gc.com](mailto:phan-sen@chambers-gc.com) or call her at 541-868-8521 to be entered into a drawing for a \$100 gift card.

Congratulations to Jerry Barr for winning last issue's trivia question with the correct answer of "Torque Wrench"!

### Remembering Chase Herrington

August 23, 1999 – August 5, 2017



Chase was one of the first apprentices hired into the recently started apprenticeship program here at Chambers Construction and we quickly recognized the potential he had for a career with us.

A local grown boy with family ties to construction, Chase loved the great outdoors, his pick-up truck and country music. He was well-liked among his friends in Marcola - we have

heard from a few of them wanting to apply with us in his memory. He was excited to be part of the Chambers team, a quick learner and a hard worker.

He was taken too soon, is remembered fondly by all that knew him here at Chambers and is missed.

## News



Sande and Dick Gerber, Owners of Twin Rivers Plumbing

### **Congratulations to Our Friends at Twin Rivers Plumbing on Celebrating 40 Years in Business!**



From back left, Gail Bakke, Tana Baker, Janelle Welling, Debi Creager, Sharon Bakke, Cassandra Dare, Kellie Norris, Stacy Ivey and Nancy Thornton.



### **Rain Gear is Here!**

Tana Baker will be coming around to deliver new rain gear to all field employees by the end of the month. Give her a call at 541-868-8500 to let her know your correct size and with any questions you may have.

Stay dry and safe out there!

Want to hear a  
construction  
joke?  
Sorry, I'm still  
working on it.



LEED, or Leadership in Energy and Environmental Design, is an internationally recognized green building rating system created by the nonprofit organization U.S. Green Building Council (USGBC). Its main goals are summed up in seven "action categories": 1) Reverse contribution to global climate change, 2) Enhance individual human health and well-being, 3) Protect and restore water resources, 4) Protect, enhance and restore biodiversity and ecosystem services, 5) Promote sustainable and regenerative material resource cycles, 6) Build a greener economy, and 7) Enhance social equity, environmental justice, and community quality of life.

These LEED goals are reflected in the 6 credit categories, made up of prerequisites and earnable credits. To achieve a LEED certification, the project must document compliance with all prerequisites and earn a minimum amount of credits. A point structure allows achievement of four levels of certification: LEED Certified, LEED Silver, LEED Gold and LEED Platinum, where Platinum is the highest level of certification awarded.

LEED takes a life-cycle approach where all phases of a



The Inkwell Building, Arlie & Co T.I.

building's life cycle – conception, design, construction, operation and end of life cycle or renewal of structure – are taken into consideration to carry out LEED objectives.

LEED favors an integrated project delivery (IPD) process over traditional design-bid-build. IPD enables team members to collaborate with one another through all phases of the project from conception through occupancy affording efficiency, early problem detection and solving, and cost-effective strategies.

Chambers Construction has had the opportunity to build several LEED certified buildings including Lane County Public Works Customer Svc Center – LEED Silver, Crescent Village Bldg. D "Shell" – LEED Gold, Crescent Village Bldg. D TI's - 4<sup>th</sup> & 5<sup>th</sup> Floors – LEED Platinum, and Coconut Bliss – LEED Gold.



## OSHA Updates Crystalline Silica Standard

### What is Crystalline Silica?

Crystalline Silica is a common mineral found in many naturally occurring materials that we see every day in roads, buildings, and sidewalks. It is a common component of sand, stone, rock, concrete, brick, block and mortar. Amorphous silica, such as silica gel, is not crystalline silica.



### How are we Exposed?

Exposures to crystalline silica dust occur in common workplace operations involving cutting, sawing, drilling, and crushing of concrete, brick, block, rock, and stone products. Exposure can occur during common construction tasks such as using masonry saws, grinders, drills, jackhammers and handheld powered chipping tools; and using heavy equipment for demolition.

### What is the Health Hazard from Crystalline Silica?

Exposure to tiny particles (known as respirable particles) can penetrate the lungs causing silicosis, lung cancer, other respiratory diseases, and kidney disease.

### Why Update the Standards?

OSHA's current permissible exposure limits (PEL) for silica are more than 40 years old, based on research from the 1960's and earlier that do not reflect more recent scientific evidence, and evidence shows the current standards do not adequately protect worker health.

### When Does the Standard Not Apply?

The construction standard does not apply where exposures will remain low under any foreseeable conditions; for example, when only performing tasks such as mixing mortar; pouring concrete footers, slab foundation and foundation walls; and removing concrete formwork.

### What is the New Permissible Exposure Limit (PEL)?

The PEL limits worker exposures to 50 micrograms of respirable crystalline silica per cubic meter of air, averaged over an eight-hour day. This level is the same for all work-

places covered by the standard and is roughly 20% of the previous PEL (250 micrograms) for construction.

### How can Silica Exposure be Controlled to Stay Below the PEL?

Employers and employees must use engineering controls and work practices as the primary way to keep exposures at or below the PEL.

- Engineering controls include wetting down work operations or using local exhaust ventilation (such as vacuums) to keep silica-containing dust out of the air and out of workers' lungs. Enclosing an operation may work well in some circumstances.
- Wetting down dust before sweeping.
- Using the water flow recommended by the manufacturer for a tool with water controls.
- Using tools with vacuums attached to remove all dust before it gets to the air.
- Respirators are only allowed when engineering and work practice controls cannot maintain exposures at or below the PEL.

### Table 1

Table 1 is a flexible compliance option that effectively protects workers from silica exposures. It identifies 18 common construction tasks that generate high exposures to respirable crystalline silica and for each task, specifies engineering controls, work practices, and respiratory protection that effectively protect workers. The dust control measures listed in the table include methods known to be effective.

Equipment/ Control	Photo	Names
(ii) Handheld power saws (any blade diameter)	<p>Photo courtesy of the International Masonry Institute &amp; OSHA</p>	Chop saw
<b>CONTROL:</b> water + respirators <sup>3</sup> (APF 10 outdoors more than 4 hours or all times indoors)		Cut-off saw
		Wet saw
		Partner saw

In this example, if the worker uses the saw outdoors for 4 hours or less per day, no respirator would be needed. If a worker uses the saw for more than 4 hours per day outdoors or any time indoors, he/she would need to use a respirator with an assigned protection factor (APF) of at least 10.

### What Chambers is Doing

The new OSHA Standard requires, and Chambers will comply with, the following:

- Establish and implement a written exposure control plan that identifies tasks that involve exposure and methods used to protect workers, including procedures to restrict access to work areas where high exposures may occur. This will be distributed to all employees, be available at jobsites and added to our Safety Policy.
- Designate a competent person to implement the written exposure control plan. Superintendents and Foremen will be trained as competent persons in September and will be responsible for implementing the control plan.
- Using engineering controls such as water during cutting, wetting down before sweeping and use of local exhaust ventilation.
- Providing respiratory protection including medical exams for respirator fit of all current and new field employees, as well as continuing to provide proper respiratory protection for required or voluntary use.
- Tracking when workers are required by the standard to wear a respirator.
- Provide medical exams every three years for workers who are required by the standard to wear a respirator for 30 or more days per year, starting 9/23/17 or at hire date, whichever is later.



# 4 Your Health

## Exercise is One Thing the Most Successful and Happy People Do Every day.

It's no secret that regular workouts protect your health and make it easier to maintain a healthy weight. But did you know they can also deliver big returns in business?

Physical activity stimulates the release of hormones to boost your mood, jumpstart your energy, fight stress and more. Being active in the morning might be particularly beneficial. Research shows that exposure to early morning light can help you feel more awake during the day, as well as improve the quality of your sleep at night.

All of these things can add up to increased productivity at work. Below, are some science-backed ways that morning exercise can boost your success, and some simple tips for squeezing in early workouts.

### Exercise and productivity.

Exercise has a multi-pronged effect when it comes to enhancing your performance on the job. It boosts stamina and fights fatigue, and promotes a calm, focused state of mind that can help you do your best work – some of the benefits are:

### Gives you more energy.

You might think that working out would further deplete your energy reserves. But just 20 minutes of low-to-moderate intensity exercise (like walking) performed three times a week can increase energy levels by 20 percent and decrease fatigue by 65 percent. Regular activity increases circulation and strengthens your heart muscle, giving you more endurance to power through your busy day.

### Boosts your mood.

If you've ever had a bad day, you know how hard it can be to do your best work. Exercise stimulates the release of endorphins -- chemicals that minimize discomfort and promote feelings of reward

and well-being. You'll start to feel these effects within just five minutes of starting your workout.

### Acts as a stress-management tool.

Exercise doesn't just increase feel-good endorphins. It also lowers levels of stress hormones like cortisol and adrenaline, helping you feel calmer and more relaxed. Over time, those benefits could really add up! One study found that regular exercise actually reorganizes certain parts of the brain, making it less reactive to stress.

### Sharpens your cognition.

Neuroscientists have long known that physical activity fights inflammation in the brain and stimulates the growth of fresh neurons. That could be why parts of the brain related to thinking and memory are larger in people who exercise regularly compared to those who don't.

### Why morning workouts are best.

Exercise can increase your productivity in several different ways, suggesting that morning workouts may be even more effective.

### You'll skip fewer workouts.

Exercise's positive effects are cumulative -- you need to work out consistently to maintain the benefits. It's common for projects, meetings and impromptu social invitations to steer afternoon or evening workout plans off course. But when you exercise in the morning, there are fewer distractions to dodge.

### You'll feel more awake.

Exercise can't replace a good night's sleep. But the circulation and endorphin boosts that come with a workout can help you get going in the morning. That's especially true if you take your activity outside, since exposure to morning light promotes wakefulness and boosts cognitive performance.

### You'll have an easier time sleeping at night.

Regular exercisers tend to sleep better compared to those who are sedentary. Findings suggest that moving in the morning could be especially beneficial, people who exercise at 7 a.m. spend 75 percent more time in the deepest stages of sleep than those who exercise in the afternoon or evening.

### Making morning exercise happen.

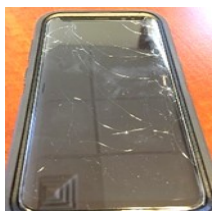
- When business is your top priority, you may be tempted to start your day by diving straight into work. So, try taking a two-week exercise challenge, and see whether you notice a difference in your productivity, mood and stress levels. These simple tips can help you get started.
- Exercise first thing. Get moving before you check your email or start reviewing notes from yesterday's meeting. That way, no matter how hectic things get, your workout won't get thrown off track.
- Make it a priority. You wouldn't cancel on a client or ignore a deadline, so treat workouts the same way. Block out time. And put them on your calendar, if you have to.
- Eliminate barriers. Lay out your workout clothes and sneakers the night before, for instance. If you opt to go to a gym, find one that's on the way to work.
- Reward yourself. Treat yourself to a fresh-pressed juice or a hot bath after your workout. Before long, you'll start to associate exercise with your reward, which can help cement your new morning routine.
- We all live a busy lifestyle and finding time especially in the morning is sometimes a challenge. Find something that works for you, and when you have more time try to increase your workout. Your body and your family will thank you.



## itb+ IT Bytes

### Keeping Your Phone Screen Safe

Tempered glass is the best way to save your phone screen. We use the Zagg brand on company phones. If you purchase it from a certified retailer and register it (phone store, Amazon, Mall Carts, Staples, Target, Walmart, etc.) they will only charge you the cost of shipping if you break the tempered glass. This is what a phone looks like when the tempered glass is broken. Better the tempered glass than the phone screen!



Tempered glass is approximately \$45, the cost of a phone replacement without insur-

ance is between \$400-\$700 depending on the type of phone you have. The cost of replacing a phone with insurance is approximately \$200. The cost of shipping to replace the tempered glass is \$12. The damaged tempered glass does have to be returned, so please let Kim Hutchens know.

Phones are expensive so keep tempered glass and a case on them to keep them from being broken.

On the right is a picture of what the phone looked like after the broken tempered glass was removed.



On the left is a picture of what the phone looked like after replacing the tempered glass. Looks like new and no need to replace the phone!

## Project Spotlight

### Oakway MUB and Hyatt Place Hotel Open for Business



Chambers Construction began working on Oakway Center Mixed Use Building (MUB) and Hyatt long before the launch of construction in April 2015. In 2009 the plans were for a parking garage only! Various concepts for future development above the garage were pursued by Oakway until finally a partnership was struck to bring the Hyatt Place to Eugene.

As CMGC, our primary challenge was combining the requirements for the existing design of the parking garage with the design development of the added hotel. Coordination of the crane pit and routing of underground utility services added to the complexity of integrating the hotel requirements into the construction sequences.



was a unique challenge. The Chambers Construction team balanced extremely fast-paced project changes within an aggressive construction schedule and priorities of multiple ownership entities.

This prompted owner Steve Korth to say of Chambers, “I strongly recommend working with the Chambers team. Even though we have had a long and tiring project, our relationship is stronger

Marion Construction began placing rebar June 2015, 18 months later they had placed 1,920,000 pounds of rebar and poured more than half of the 12,000+ yards of concrete that would be used for the parking garage.

The Hyatt is a 130-room hotel situated above the four-story MUB. The ground-floor retail and restaurant spaces have an underground level of parking below them and three levels of parking above.

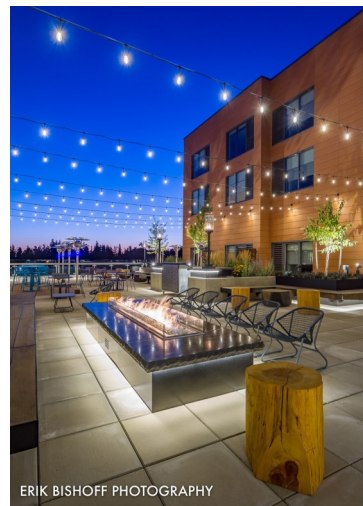
Multiple ownership of this 351,000 sf project

today than when we first started and my feelings about them have grown from ‘respect’ to ‘complete trust’ and I look forward to working with them again on other future projects. They have a high moral compass to do what is right, and they put their client first. So if you have an opportunity to work with Chambers Construction on your upcoming project I highly recommend them!”

Overall, the parking garage tripled available parking, the shops on the



ground floor level add to Oakway’s already upscale shopping venue and create a new “street-like” shopping experience to complement the existing courtyard shopping. In a nice touch and with due credit to the long-term vision of the project, Oakway’s ownership opted for exterior finishes that help the huge structure blend in with the existing character of Oakway.



ing sunsets called the “Skydeck” When up there, note the benches and wood accents built from the wood of a 125-year-old oak tree from the courtyard that blew over in 2014.

The Hyatt Place Eugene opened August 17<sup>th</sup> thanks to the hard work and dedication of the Chambers team of Dave Bakke, Brian Anderson, Jon McCoy, Darell Stinson, Kevin Manning, Tim Jacobs, Mel Taylor, Kellie Norris, Erin Lawrence, Cassandra Dare, Jerry Barr, Levi Connelly, Ryan Briggs, Horacio Garcia, Ron Hartman, Mike Hogenson, Anthony Johnson, Todd McNally, Ron Miner, Crispin Nunez Pacheco, John Roe, Steven Serjeant, Max Brockmann, Kenyan Hansen, Adam Hastings, and Paul LaRose!

The lobby and Skydeck are worth a view the next time you visit Oakway Center. The entrance to the elevators are on the North and the hotel is glad for everyone to see what an incredible new building it is – another job well done everyone!

## Looking Back...

### UO Football Locker Room

Completed in 2003

The \$3.2 million state of the art, high-profile locker room renovation was completed inside a busy, fully operating athletic facility that needed to remain safe and operational throughout the construction. Timely accurate budget estimates were critical while maintaining and then accelerating the work to accommodate the fall football season. The work schedule was managed on an hourly basis, not just day-by-day.

Additional features of the Football Locker Room Facility at the Casanova Center include, graphic design that tells the story of the Oregon Ducks legacy, touch screen technology that provides live interactive views of the stadium, a complex lighting system designed to mimic outdoor playing conditions and huge individually ventilated locker systems, large screen TV's, the football

office reception area, the head coach's office, the coaches' locker room, and the player's lounge.

As the last can of paint was removed, the University of Oregon team suited-up in their new locker room and headed for the field through their "specialized" slide up door (spanning eight players wide) that opens at a rate of 3 feet per second.



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