



**Chambers  
Construction**

**Volume 8 Issue 5  
September 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**

### "Go Chambers"

This is the 42nd edition of the newsletter, completing seven years since the newsletter's first edition. I want to thank all those who have contributed, provided insight, provided photos, were photographed, dug through data, interviewed, were interviewed, arranged, edited, printed, distributed, etc. It takes a lot of effort from a lot of folks; and the newsletter is always professional and true to Chambers. The newsletter is another example of what separates Chambers from the rest of the pack.

I spent some time looking back at all the different topics I've written about. A lot about teamwork, ethics, quality,

education, problem solving, risk management, respect, honesty, attitude, forward thinking, the unexpected, client satisfaction; the topics go on and on. I keep copies of all the newsletters and thumb through them from time to time as a refresher, to keep me focused on what really matters at Chambers. I've come to realize that what really matters to me is all of you. When the company is looking to add talent to the team and I interview people to come to work here, inevitably I end up talking about how great the people are and how helpful we are to each other. I don't sell the company, I sell the people.

Whenever I am at a business function, folks ask me about Chambers. Are we busy? What is the future looking like? Do we have enough help? I always tell them we're busy, we're always looking for work, the future is always unknown and lastly; we have great people that get the job done. When I elaborate further on our people, many times the comment in return is they wish they had great

people and they struggle just getting people to show up. I take a lot of pride in everyone here. Pride in what we have accomplished. Pride in the fact that we now have arguably the best team of hard-working motivated people with integrity that we ever have.

I also tell people we aren't perfect; that we have a lot of work to do but that we invest in our people and the result is they invest in the company. The perpetual motion of us all investing in each other makes the company better, little steps at a time. I'm not lost in the fact that we do stumble, we do take a few steps back and need to make up ground; but we do it, we make up ground, we learn and we get better. The Ownership at Chambers is more committed than ever to improve, be the best, and reinforce there isn't another company like us.

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

- Dave

### Bigfoot Beverages

Remodel of office, installing commercial refrigerator and freezer, additional dock door installation.

### Camas Ridge Elementary School

Construction of new 74,500 SF elementary school.

### Civic Park Phase II

Sitework for Phase II at Civic Park.

### Eugene Family YMCA

Construction of the new South Eugene YMCA building.

### First Interstate Bank

Major remodel of branch on Pearl Street in Eugene.

### Marist Catholic High School

Security project implementation of aluminum storefront wall systems and ornamental fencing to provide a physical barrier allowing for controlled access to interior core.

### O'Hara Catholic School

Alterations and renovations to existing school building. Minor HVAC upgrades, flooring, painting, hardware and gym work.

### Oregon Imaging Center

Alteration of the Riverbend Medical Pavilion imaging suite to include new technology, MRI machine, reading and waiting areas.

### Oregon Urology Institute

Construction of a new space for the linear accelerator.

(continued on pg 2)

## PROJECTS BIDDING



**37 Large Projects**  
\$211,357,345

**16 Small Projects**  
\$170,039



**Veterans Day is November 11th.  
Thank you to all who have served our  
country.**

**CHAMBERS  
CONSTRUCTION**

**172,431**

**HOURS WORKED  
WITHOUT INJURY  
08/31/2023**

## Employee Spotlight

**UNDER CONSTRUCTION**

### The Shedd Institute

Renovation of the basement, 2nd floor, 3rd floor and roof at the northwest portion of the existing building.

### Small Projects Division

SPD is working on 24 various jobs for different owners.



Ken Smith and his family floating the river

### Ken Smith

Ken Smith is one of our superintendents for the Small Projects Division and has done a great job keeping up with all the projects this summer, including multiple LTD projects! He was born in Idaho and lived in eastern Oregon for a short time before moving to Roseburg and, eventually, Eugene.

This month, Ken will be celebrating six years with our team but he has been in the construction industry for several years in different capacities. Prior to joining Chambers, he worked with a residential homebuilder in Roseburg for about six years. One of his favorite aspects about our industry is that you can take a step back at the end of the day and see the progress you made. More specifically to SPD, he enjoys the wide variety of jobs and challenges that come with the territory.

Ken also enjoys spending time with his family outdoors camping, floating, fishing, as well as carving spoons and weaving paracord. One of his new hobbies is smoking meats. Speaking of smoking meats, someday he would like to go tuna fishing and hunt for moose.

When asked about Chambers, Ken said he appreciates the level of trust that the company puts in him to do the right thing and to get the jobs done right!

Thank you for all you do, Ken!

## New Team Members



**Clayton Gordon**  
Carpenter



**Jacob Laughlin**  
Carpenter



**Joshua Reece**  
Carpenter



**Jubal Brumble**  
Laborer



**Brian Warnick**  
Carpenter



**Ken Carpenter**  
Carpenter

# Employee Spotlight

## Meet Your Apprenticeship Committee

The Apprenticeship Committee meetings are held quarterly. The group meets to track apprentice training, review advancements, discuss recruitment, and monitor pay rates, costs and growth of the program. Currently they are keeping track of the progress toward getting our program state certified!

From left to right: Joseph Nelson, Gary Wildish, Scot Moore, Mark Harrington, Debi Creager, Stacy Ivey, Darell Stinson, Chris Anthony, Kristen Ross and Nancy Thornton. Not pictured: Michael Barrett.



**Frank Travis**



**Chambers Construction Apprenticeship Committee**



**Andy Rice**



## Introducing Angie Sabanal

Angie joined our team earlier this month as a Project Coordinator and has been learning all about the world of the Small Projects Division! Angie moved here from the San Francisco Bay Area and has worked in the construction industry for over 10 years now. What she really enjoys about it is being part of building something and seeing projects from start to finish.

Angie and her two boys love to spend time outdoors and enjoy all kinds of sports. Whether they are watching football, going to a baseball game or karate class, or camping and hiking at a new lake, their trio is always on the go!

Angie traveled and lived in New Zealand for a month between her freshman and sophomore years of high school but would still love to travel and watch the Northern Lights. In addition to her bucket list locations, she would like to try sky diving too!

When asked about Chambers, Angie mentioned she loves how welcome and helpful people have been. She knows Chambers is a well-established business in our community and is excited to be a part of our team and what we do!

Welcome to the team, Angie!



## 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

# 4 Your Health

## Slow-Cooker Turkey & Kale Minestrone Soup

It's officially soup season! We know it's just a matter of time before the temperatures drop and the rain comes back, so what's better than a crock pot soup that's ready to eat when you get home from work?! This recipe uses ground turkey and packs in the vegetables for a low calorie, high protein dinner.

### Ingredients

- 10 ounces spicy turkey Italian sausage, casings removed
- 2 cups chopped yellow onion
- 1 cup chopped carrot
- ¾ cup chopped celery
- 6 cups unsalted chicken stock
- 2 (14.5 ounce) cans no-salt-added fire-roasted diced tomatoes, undrained
- 1 (15 ounce) can no-salt-added kidney beans, drained and rinsed
- 1 teaspoon kosher salt
- ½ teaspoon black pepper
- 1 cup uncooked ditalini pasta
- 2 cups packed fresh baby kale leaves, roughly chopped

### Directions

- Heat a large nonstick skillet over medium-high heat. Add the sausage to the skillet, and cook, stirring to crumble with a wooden spoon, 4 minutes. Add the onions, carrots, and celery to the skillet; cook, stirring occasionally, until the sausage is browned and the vegetables are lightly caramelized, about 6 minutes. Add 1 cup of the stock; cook 1 minute, stirring and scraping to loosen the browned bits from the bottom of the skillet.
- Transfer the sausage mixture to a 5- to 6-quart slow cooker. Stir in the tomatoes, beans, salt, ¼ teaspoon of the pepper, and the remaining 5 cups stock. Cover and cook on LOW until the vegetables are tender, about 2 hours and 30 minutes. Stir in the pasta; cover and cook on LOW until the pasta is al dente, about 1 hour. Stir in the kale and remaining ¼ teaspoon pepper. Ladle the soup into bowls, and serve hot.

### Tips

Multicooker Directions: Complete Step 1. In Step 2, transfer the sausage mixture to the inner pot of a 6-quart multicooker. Stir in the tomatoes, beans, salt,



¼ teaspoon of the pepper, and the remaining 5 cups stock. Lock the lid; turn Pressure Valve to “Venting.” Cook on SLOW COOK [Normal] until the vegetables are tender, about 3 hours. Turn off the cooker. Remove the lid; press SAUTÉ [More]. Bring the soup to a boil; stir in the pasta. Cook, uncovered, until the pasta is al dente, stirring often to prevent the pasta from sticking to the bottom of the pot and adjusting the heat to SAUTÉ [Normal], if necessary, to maintain a low boil. Turn off the cooker. Finish Step 2.

Recipe from EatingWell <https://www.eatingwell.com/>



## Walk to End Alzheimer's

Sunday, October 8th @  
Alton Baker Park

Opening ceremony at 12 p.m.  
and the walk will follow.

Email Kristen at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) if you are interested in participating!

## Employee Spotlight



### Caught in the Act!

In July, **Logan Zenk** nominated **Ryan Briggs** for CV #2, and 3. "Ryan has stayed for many after-hour jobsite tours for YMCA members and donors for the past few months. He's done a great job with it!" Good work Ryan!

**Joseph Nelson** nominated **Peggy Burian** and **Kim Hutchens** for CV #3. "During the July jobsite BBQ they partnered up to take on the duties of BBQing, allowing me to keep the food turned over and greet the guests. They also were instrumental in getting everything torn down after the event. None of this was expected of them!" Great example of making time to help each other!

**Peggy Burian** nominated **Liz Becker** for CV #6. "She has been filling in at the front desk. She takes on any task – no matter how large or small and she has adapted her normal work schedule to fit the front desk schedule! She takes care of whatever is needed and does it very well!" Good work 'Doing it like you own it' Liz!

**Kim Hutchens** nominated **Peggy Burian, Scot Moore, Steven Serjeant** and **Kristen Ross** for CV #1, 2, 3 and 5. "They work without thank you's, work extra hours for set up and clean up and seem to clean up everyone's messes. They perform all this with a smile on their faces." Thank you for seeing needs and taking care of them.

In August, **Mike Jenkins** nominated **Kristen Ross** and **Liz Becker** for demonstrating CV #1, 2, and 3. "They have become my go to people for questions I have that are office or company related. They are eager to answer my questions on the spot or go get the answers. I really appreciate this about them and am very happy to be on their team." What a wonderful example of great team work!

**Kellie Norris** and **Dave Brunscher** nominated **Gunnar Larsen** for demonstrating CV #1, 4 and 6. "He is a very good teammate, and is always willing to help. He has done very well checking plans for dimensions and problem solving. He works well with others and stays positive. He takes the time to make sure he is building everything right and puts the effort into making sure it's done correctly." Excellent work Gunnar!

**Kristen Ross** nominated **Liz Becker, Anthony Braunger** and **Joseph Nelson** for CV #3. "When I sent out an email seeing if anyone else would be available to volunteer at Market Fest, they all jumped to fill open spots in addition to the shifts they had already signed up for." Thank you for helping make marketing's job a little easier during the 3-day event!

**Peggy Burian** nominated **Kim Hutchens** for CV #3. "She took the time to help me finish cooking at the Bigfoot BBQ. She jumped in and helped so the food was ready for everyone when they started to show up. She also knew I forgot boots and let me borrow her extra pair. She even stopped by a store to buy me a pair of socks!" Nice job helping a teammate!

**Jon McCoy** nominated **Debi Creager** and **Dave Bakke** for displaying our core values and going above and beyond with their employees by finding the time and personal sacrifice, to help each of us by buying beef!

All submitting nominations and the nominees will receive \$100 and be entered in they year-end drawing for \$500. Good luck everyone!

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](mailto:pburian@chambers-gc.com) or drop it by the office.



### Safety Suggestions

Send your safety suggestions to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.

### October/November Work Anniversaries

Mike Hogenson	23
Gregg Wallsmith	18
Kellie Norris	9
Steven Serjeant	8
Izayah Moriguchi	6
John Wettengel	5
Logan Zenk	5
Julie Green	3
Evin Avila Avila	3
Brianna Marcantoni	1
Joseph Nelson	1

### Birthdays

Breck Hosford	10/3
Jacob Laughlin	10/5
Darell Stinson	10/12
Kim Cailteux	10/16
Gunnar Larsen	10/17
Kristen Ross	10/17
Joseph Nelson	10/21
Debi Creager	10/22
Kevin Ebert	10/28
Chris Pirtle	11/1
John Wettengel	11/7
Stacy Ivey	11/14



## News



### Observations Module

The Observations module is a great place to send out and track site visit reports, observation reports, etc. We are currently using the Observations module on projects to enter individual action items and fixes from an observation or site visit report that we receive from the architect, engineer, or envelope consultant on a project. We list each item individually and attach the report so they can also see pictures that may have been taken of a particular issue. The only downfall so far is that you can only assign it to one person (you can copy others), so make sure it is someone that will take notice and make sure the item gets completed.

Once an item is completed, we want to include photos on the fix/completed item before we close it out. This is done so that if we ever need to go back to it, we have proof that it was completed and not just closed to get rid of it. Like submittals, once an item has gone past the due date, the individual it is assigned to will receive overdue email notices every day.

A more detailed description of how to use these mark ups can be found in the SOPs on the Procore Training Center website. Hope this helps!

As always, if you have any questions about Procore, contact the Procore Advisory Team at [procoreadvisors@chambers-gc.com](mailto:procoreadvisors@chambers-gc.com).

#### Project Management

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



### SPD at Lane Transit District Summer Projects

Our Small Projects Division has been keeping busy on several LTD maintenance and repair projects this summer. Work has included repairing the bump rail systems and re-caulking and painting every EmX bus stop in Eugene and Springfield. Nice work, team!





### Fire Protection and Prevention

Before work starts on a jobsite, a fire protection plan should be in place.

#### Fire Extinguisher

The fire extinguisher is one of your first lines of defense in a small fire. If working on a multi-level structure, make sure there is access to an extinguisher on each floor. They should be clearly visible and easily accessible. According to OSHA, an extinguisher will need to be provided for every 3,000 square feet of the protected building and cannot be rated less than 2A. If there is a fire emergency, a worker should be able to have access to an extinguisher within 100 feet. If there is not one available, a 55-gallon open drum of water with two fire pails may be used as a substitute.

It is important to understand what hazards are dealt with on each jobsite. This way you can be sure of having the correct extinguisher for the hazards that may be faced. Different materials may require specifically rated fire extinguishers:

- Class A - Ordinary combustibles
- Class B - Flammable
- Class C - Electrical appliances
- Class D - Combustible metals
- Class E - Flammable gases

If an extinguisher is used for an incident, no matter the amount expelled, it must be serviced and refilled. Regular inspections should be done on the extinguishers.

#### Proper Use of an Extinguisher

When you are using an extinguisher for a small fire, there are four steps to follow. Remember PASS.

- **Pull** the pin at the top of the extinguisher. The pin releases a locking mechanism and will allow you to discharge the extinguisher.
- **Aim** at the base of the fire, not the flames. THIS IS IMPORTANT! In order to put the fire out, you must extinguish the fuel.
- **Squeeze** the lever slowly. This will release the extinguishing agent in the extinguisher. If the handle is released, the discharge will stop.
- **Sweep** from side to side. Using a sweeping motion, move the fire extinguisher back and forth until the fire is completely out. Make sure to operate it from a safe distance and once the fire starts to diminish, you can move closer. Also, make sure to read the instructions on your fire extinguisher – different ones recommend varying operating distances.



#### Housekeeping

Prevention is key to avoiding and protecting against fire. Maintain a clean workstation, store all indoor materials to minimize the spread of the fire and to allow easy access for firefighting. When stacking combustible material, don't exceed a height of 20 feet. Make sure nothing stored outside is blocking the exits – materials stored outside should be 10 feet or more away from the building. If using temporary heaters in the winter, be sure to store them away from combustibles. Inspect the surrounding area and clear out all brushes and weeds that may pose a fire hazard.

If the fire is not able to be put out with the extinguisher, sound the fire alarm, call the fire department and evacuate the jobsite. Personal safety is more important than product.



### Innovation Suggestions

**Cheryl Williams** suggested having a door bell that lights up when we buzz people in. "When people come to the door as a train is passing by, they can't hear the buzzer to know when to open the door!"

Cheryl will receive \$100 for her 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](mailto:pburian@chambers-gc.com) or drop them by the office.

# itb+ IT Bytes

## Testing Programs and Updates

When we look at new programs or when our existing programs have updates available, they need to be tested before implementing them to all company devices. There are times we immediately push out updates involving security without testing, but the best practice is to test before deployment. Doing this allows us to see if the update will interfere with the functionality of the program or the way it interfaces with our systems. Unfortunately, many companies beta test with the public, which means instead of thoroughly testing the product prior to release, they let the public test it. As a result, the users make comments and they look to fix the problems afterwards.

For this reason, we like to test programs when updates come out. This process is sometimes performed by IT, but other times high production users of the specific program test them for us. The time it takes varies depending on the program and the magnitude of the update. Sometimes it is very quick and other times to be able to test the full functionality of the program it can take days, weeks, or months depending on the update. If we deploy an update without testing it and it fails, it can cause enough havoc to leave you unable work.

An example of this is the most recent Bluebeam update that left the tester unable to print from Bluebeam to any printer. Their support team had to be contacted about this and there were other adjustments made for everything to work correctly again. The fix was experimented with for several days, then other testers were added. Once they had the chance to put Bluebeam to the test without problems, the "okay" was sent out to begin scheduling updates for users and the RD.

It is annoying to see the update pop ups daily, but you can simply close them each day. Some programs now have pop ups even after they have been disabled. We are looking at different avenues to help alleviate this problem, but this is not a quick process.

IT will let you know when updates are being tested and your patience is appreciated until the update has been deemed safe. It may be a couple of weeks in between communications for testing to occur, but please know it is being worked



*The software update went just fine, but then the mouse started acting weird...*



## What Do Our Apprentices Think About Chambers?

*"The Apprenticeship Program is an amazing opportunity for someone to learn and grow. It is one of the best programs that I have seen. Just remember that you can accomplish anything if you put your mind to it!"*

*Liz Becker*



## News

### Trivia Drawing

July's "Trivia" Winner: Kim Cailteux!

Last issue we asked, "What does LEED stand for?" and the answer was Leadership in Energy and Environmental Design.

**This Month's Trivia Question: Bevel edge, masonry, mortise, dovetail and skew are five types of what metal tool?**

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



### Thank You Veterans!

On Veterans Day, we pause to give thanks to all American Veterans who paid for our freedom through sacrifice, service and loyalty to our country. May we never take for granted the privileges you fought for – our right to vote, free speech, religion, carry arms, own homes, raise families – make our own choices as we go through life.

Chambers Construction honors our own Veterans with a paid day off on Veterans Day or another day during the year that works with their schedule. We salute and thank Chris Anthony, Dave Hilles, Kim Hutchens, Michael Jenkins, Steve Kopki, Jason Londo, Steven Serjeant and Gregg Wallsmith for your service to our great country!

### Market Fest

Chambers Construction was a platinum sponsor again this year for the Annual Market Fest celebration. We set up shop in the kids zone and had some great conversations about our apprenticeship program!

Thank you to our wonderful volunteers and some of their spouses for helping at the booth over the weekend! Anthony Braunger, Brianna Marcantoni, Cheryl Williams, Joseph Nelson, Joy Pendowski, Kristen Ross, Liz Becker, Marisa Headley, Mike Jenkins and Shane Carlson.



## News



### 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](mailto:mharrington@chambers-gc.com) or on his cell phone 541-972-0997 for more information. Interested teens are also eligible to attend apprentice classes.



### September Diaper Drive

During the month of September, Chambers is hosting a diaper drive to help support Lane County Diaper Bank. For all unopened, new diapers brought in by our employees, the company is going to match the donation! If you have any questions, see the flier in your emails or posted in the office.

### 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!



### Summer Garden Contest

Congratulations to **Liz Becker!** She was the only employee to submit garden photos, so she is the winner of a \$40 gift card!



### Thank You Main Street Sweets!

We wanted to give a shout out to Main Street Sweets for donating Habitat for Humanity themed cookies! While we didn't get to have our jobsite picnic due to rain, they were distributed to the jobsite for employees and subs to eat!

## Project Spotlight

### Springfield Utility Board Control Enclosure

This project for the Springfield Utility Board was the first of its kind for Chambers. While we have built several metal buildings, this one involved specific details and additional engineering to fit the client's needs.

This job was a design build project for a 570 SF control enclosure building. The building itself was ordered from Butler and Chambers performed the install. Our company self-performed the concrete formwork and the vapor barrier of the building.

Some of the challenges on this project included winter weather, additional inspections were needed due to the classification of the building, and our team was unable to get a final on the building until the entire site had been completed.

Despite the obstacles they encountered, SUB was a great partner to work with and we look forward to more work with them in the future!

Thank you to everyone who worked on this project and made it a success: Levi Connelly, Tim Jacobs, Scot Moore, Steven Serjeant and Logan Zenk!



## Looking Back

### Bertha Holt & César E. Chávez Elementary Schools

In 2004, Chambers Construction completed building two new, single-story, 70,000 SF elementary schools for Eugene School District 4J — Bertha Holt & César E. Chávez Elementary Schools. Using the CM/GC delivery method, the schools were built simultaneously with one in the Harlow Neighbors neighborhood and the other in the Jefferson Westside neighborhood, four miles apart from each other. Following construction, Chambers managed the demolition of the previous, adjacent elementary schools, involving a rigorous safety plan for the benefit of students, staff, and the community. Both projects came in under budget with savings to the school district.



César E. Chávez (above) and Bertha Holt (below)



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