

The Chambers Connection

Chambers Construction

Volume 6 Issue 1 January 2021

●BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES●

President's Message



Dave Bakke, President/CEO

"WIIFM"

Happy New Year! Does it seem different?

At Chambers we preach our Core Purpose and Core Values. We have based everything we do around them in regard to why we do what we do and how we do it. We all work hard to make a difference, to build what's important.

Even then, the question everybody has at some point is "what's in it for me", the "WIIFM". We all go to work and work hard. We put most of our wakened hours into the job. We spend more time with our co-workers than we do with our families. The folks in the field are exposed to the elements, the cold, the heat, the sweat,

the grime, the cuts, the bruises, aches, and pains. The folks in the office may sit in conditioned spaces, but deal with the grind and stress of paperwork, estimating, tracking, negotiating, searching for work, endless hours of trying to figure out how to get work, run work, and account for work. 40, 50, 60 and even 80-hour weeks begin to take over what we call life. Which brings me back to the WI-IFM, what's in it for me, and if you're reading this, what's in it for you.

At Chambers I truly believe that besides a weekly paycheck and benefits which are essential for us all; it must be more that keeps us coming back. Is it the job we do, or the buildings we build, or the people we meet, or is it more than that? It's not up to me to answer the question of why you keep coming back; that's a question you should all ask yourselves and only you can answer. All I can do is try to make decisions that keep you working and on projects that you can be proud of,

present opportunities for success and give you the chance to build what's important in your life.

So what is in it for you, besides a paycheck, besides health benefits, besides a steady job with a company that truly cares for you and your family's wellbeing? My hope is based on our Core Purpose which is to "Build What's Important in Peoples' Lives". I ask myself what's in it for Dave, what keeps me going, why do I do this job as President and my answer is "to provide an opportunity for you to build what's important in your life".

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

-Dave

under construction

Marshfield Jr. High

Crew: Jacob Abbatello, Tim Cabble, Dominic Filip, Horacio Garcia, David Gieselman, Tyler Graves, Aaron Hamrick, Mike Hogenson, Jason Londo, Taylor Londo, Scot Moore, Steven Serjeant, Anderson Vanberg, Grant Woolsey and Logan Zenk

Richardson Sports

Crew: Brian Érickson, Dominic Filip, Julie Green, Ricky Harrison, Hailee Horn, Scot Moore, John Peters, Steven Serjeant, Frank Travis, Kris Vannett and Leroy Wyant

Lane County MAT Clinic Crew: Chris Boyum, Cassandra Dare, Joe Hartsock, Joseph Jacobs, Tim Jacobs, Scot Moore, Izayah Moriguchi, Chris Pirtle, John Roe and Steven Serieant

PakTech Renovation

Crew: Jon Baugus, Elizabeth Becker, Wes Bell, Pat Duerr, Horacio Garcia, Ron Hartman, Breck Hosford, Rock Hunsaker, Todd McNally, Scot Moore, Izayah Moriguchi, Chris Pirtle, Steven Serjeant and Gregg Wallsmith

Continued on page 2

act to build

respectful and trusting relationships

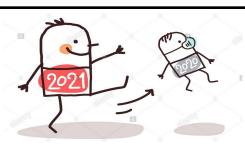
46 Large \$187,431,000

18 Small Projects \$400,000



HOURS WORKED WITHOUT INJURY 12/31/20

•Find the time and create opportunities to help each other • Be a problem solver, bring solutions daily •





Continued from page 1

Market of Choice— Warehouse Addition

Crew: Evin Avila Avila, Darren Babcock, Dave Bakke, Wes Bell, Peter Byron, Breck Hosford, Todd Keffer, Ethan McConnell, John McCoy, Dennis Montgomery, Scot Moore, Chris Pirtle, Steven Serjeant and John Wettengel

Northern Gold Foods Extruder Room

Crew: Darren Babcock, Ryan Briggs, Levi Connelly, James Cowles, Dominic Filip, Ricky Harrison, Ron Hartman, Mike Hogenson, Scot Moore, Izayah Moriguchi, John Peters, Steven Serjeant, Frank Travis, Kris Vannett and Jacob Wilson

Shedd Re-Roofing

Crew: James Cowles, Brian Erickson, Dennis Montgomery, Scot Moore, Steven Serjeant, Darell Stinson and Jacob Wilson

FIB—Coos Bay

Crew: Evin Avila Avila, Chris Boyum, Cassandra Dare, Dominic Filip and Scot Moore

Oregonians Credit Union—Kerns

Crew: Mike Good, John Wright and Scot Moore

Grain Millers Stair & Dock

Crew: Chris Anthony, Darren Babcock, Ryan Briggs, Horacio Garcia, Adam Hastings, Ethan McConnell, Ruby Montez, Scot Moore, Chris Pirtle, Steven Serjeant and Frank Travis

SnoTemp B3X

Crew: Chris Boyum, Kellie Norris and Frank Travis

Springfield Family Physicians

Crew: Jacob Abbatello, Evin Avila Avila, Todd Delaney, Rock Hunsaker, Scot Moore, Steven Serjeant, Jacob Wilson and John Wright

<u>Carpenters</u>



Apprentice Update



A shout out to apprentices who have recently advanced based on hours worked.

Apprentice	Advances To
John Peters	Period 6
Izayah Moriguchi	Period 6
Anderson Vanberg	Period 4
Jacob Wilson	Period 4
Anthony Braunger	Period 4
Jacob Abbatello	Period 3
Gunnar Larsen	Period 3

James Cowles is about 200 hours away from advancing to Period 5 and Ethan McConnell 100 hours away from advancing to Period 4. Class time has been interrupted due to COVID, but we are meeting again and will work on getting the missed classes caught up. It takes OTJ hours, class time, homework and tests for advancement.

Good job Mark Harrington and apprentices for continuing to train in the field while classroom learning was interrupted.

We also welcome 2 new apprentices, Hailee Horn and Liz Becker to the program. Adam Hastings has met all requirements to graduate, Izayah and John have some classes to complete, then we will hold a graduation ceremony for these 3 apprentices for completing and graduating to Journeymen Carpenters. They will be the first

Know Your Hard Hats



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.

Todd Keffer...



Todd has been with Chambers for 6 six years. He is currently a foreman. He has over 33 years in construction experience, with 27 years in commercial construction. Todd has lived most of his life in Oregon and a few years in Las Vegas where he began his construction career.

He has 3 children, Tyler, Jacob and Amber. He currently lives with his fiancé, Sara. They enjoy coast trips, camping, fishing, hiking, biking and walking their dogs. Some day he hopes to drive across the country to Maine. If you know Todd, you already know he is a huge Oregon Duck fan.

Todd has a lot of energy and brings a strong, well rounded, skill set to work. He works hard and really enjoys working in the construction industry. He feels at home working with like minded coworkers who love to build. Todd enjoys working outdoors and the mobility that the position offers. What he appreciates about Chambers is that he is kept in the loop with information, we offer great benefits, and we don't tolerate negativity.



Todd Delaney, Carpenter



Rock Hunsaker, Carpenter

New Team Members



Liz Becker, Apprentice



Pouring Panels at Market of Choice

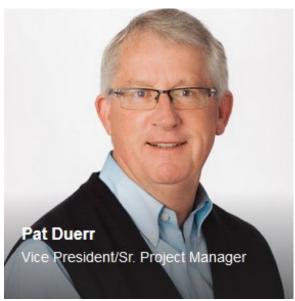
Meet Your Owner Team

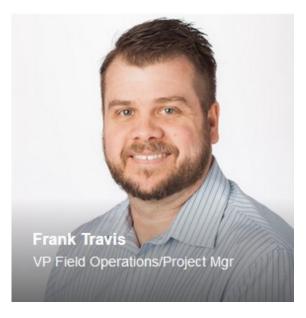












Core Value Nomination



Caught in the Act!

Ryan Collins was busy working in the warehouse when Peggy was putting away Christmas decorations. She really need help getting the tree up the stairs and asked Ryan to help. He didn't hesitate, responded with "yes" and then helped her with the task. Ryan recently

had knee surgery but this didn't stop him from lending a hand! Nice job with core value #3. Submitted by Peggy Burian.

Peggy and Ryan will receive \$100 and both will be in the \$500 drawing at the end of the year.

Innovation Suggestions

Peggy Burian suggested putting a spot on the Exhibit forms 4.1.3 and 2.3 of our contract documents for an email address. She said, "Since most communications are by email, it would be nice to have another option to contact them."

Peggy will receive \$100 for the suggestion and will be entered in the \$500 drawing at the end of the year.

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.

Wall Sheathing at PakTech

February/March **Anniversaries** Pat Duerr

31

Brent Shjerve 23 17 Levi Connelly Kim Cailteux 14 7 **Brian Anderson** Jason Londo **Todd Keffer** Leroy Wyant 6 4 John Roe 3 Peggy Burian **Breck Hosford** 3 2 Michael Good 2 **Rvan Collins** Anderson Vanberg 2 Wes Bell 1 Hailee Horn Taylor Londo **Peter Byron** Malcolm Burke

Birthdays

Ryan Collins	2/20
John Wright	2/21
Kellie Norris	2/21
Amber Keffer	2/21
Dave Bakke	3/1
Tim Cabble	3/1
Scot Moore	3/7
Steven Serjeant	3/7
Joyen Pendowski	3/10
John Roe	3/14
Nancy Thornton	3/18
Brian Erickson	3/20
Liz Becker	3/22
Mike Hogenson	3/26

Trivia Drawing

The winner for the last drawing was John Wettengel, he received a \$50.00 gift card. The answer was "Rebar reinforces concrete."

For a chance to win this time, submit your answer to Pam Hansen by February 10th at phansen@chambers-gc.com or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.

What type of work does Chambers self- perform the most?



Caught in the Act

For 2 years employees have been catching fellow employees in the act of following our core values! Each month, *a winning submitter, and the person they recognize* are awarded \$100 and all entries, whether chosen the monthly winner or not, are entered into a \$500 drawing in December. The nominees in 2020 for the \$500 drawing were:

- Pam Hansen nominated Steven Serjeant for jumping in to help without being asked and a list of other good deeds! All core values.
- Dennis Montgomery was recognized by LTD for setting a good example in communicating and leading with safe practices. CV 2
- Jon Baugus was nominated by Debi Creager for taking the time and initiative to support a new employee with concrete foundations for a Butler project. CV 3
- John Peters was nominated by Kris Vannett for "building it like he owns it" at Subaru by volunteering for extra weekend duty! CV 6
- John Wettengel nominated Shawn Hussey for always finding time to help us find better and easier ways of doing our job! CV 3, 5
- Eric Hall, Architect, nominated Logan Zenk for going above and beyond at Northern Gold Foods. All CV's
- Kim Hutchens was nominated by Tammy Crafton for her help to A Family For Every Child when they needed IT assistance! CV 5

And the winners of the random drawing for \$500 was Jon Baugus submitted by Debi Creager. (Debi is not eligible to win.) Congratulations to Jon Baugus and good job to all those "Caught in the Act" in 2020!

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



Innovation Suggestions

Since 2014 Chambers Construction has rewarded employees for innovative suggestions. Each month, the winning idea is awarded \$100 and all suggestions, whether chosen the monthly winner or not, are entered into a \$500 drawing in December.

The nominees for 2020 were:

- Garrett Castle suggested looking for an AI video monitoring service to help prevent violations and accidents before they happen.
- Tony Rodriguez suggested using "vlogs" (recording and documenting some aspects of our preengineered metal building design capabilities) to help look past the "box" persona some think of when they hear metal building.
- John Wettengel suggested posting left over materials on an intercompany bulletin board for employees to pick up so they wouldn't be thrown away or wasted.
- Garrett Castle suggested a company page where employees could post items, tools, workout equipment, cars, etc. they no longer want where they could be sold or given away.
- Garrett Castle suggested doing a ride-a-long day or field trip for middle, high school and college students to introduce them to our industry.
- Pam Hansen suggested a mind mapping software for team collaboration and brain storming ideas.

Thanks for all the great suggestions submitted in 2020 and congratulations to John Wettengel whose name was drawn to receive \$500!

The rules for submission 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 it by the office.



Safety Suggestions

In an effort to increase safety awareness, employees are encouraged to submit safety suggestions! Each month, *a winning submitter* is awarded \$100 and all entries, whether chosen the monthly winner or not, are entered into a \$500 drawing in December. The 2020 nominees for the \$500 drawing were:

- Garrett Castle suggested having an AED on jobsites.
- Heather Shaffer suggested installing a panic button at the front desk
- Garrett Castle suggested linking the safety tools in Procore with the Safety Northwest's site visit report.
- Kris Vannett suggested getting a large print out of how to perform CPR for jobsites and the office in case of emergency.
- Peggy Burian suggested keeping a jobsite log-in of subs, employees, and vendors to track mask compliance.
- Adam Haag suggest setting a reminder to get up and move around periodically if you sit a lot.
- Garrett Castle suggested a system that would allow the reporting of near misses to make others aware of possible hazards.
- Garrett Castle suggest a sign or poster with emergency information for heart attacks, stroke or heat stroke.

And the winner of the random drawing for \$500 was Peggy Burian! Thank you to everyone for your suggestions – keep them coming!

Submit your safety suggestion to Peggy Burian at pburian@chambers-gc.com or drop it by the office.



Your Walking Rx

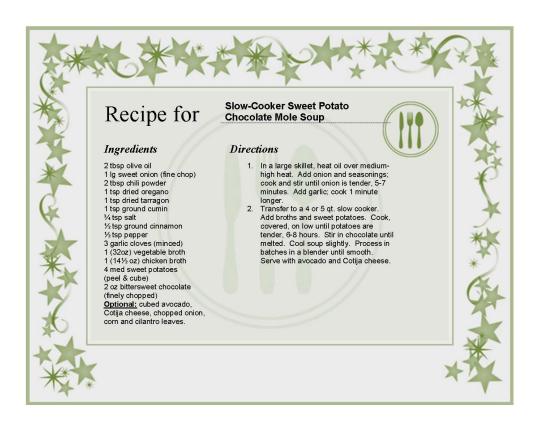


How much to walk for better sleep, brain health and more

"Walking is one of the best things you can do for your health, both physically and psychologically," says Sabrena Jo of the American Council on Exercise. Though any walking is healthy, different studies show different thresholds for reaping specific types of benefits:

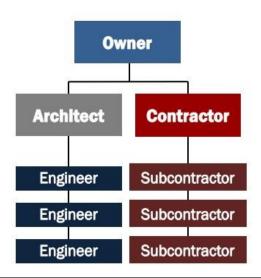
- Improved sleep quality. In a 2019 study, researchers compared sleep quality in two groups of middle-aged and older adults (average age 49). One group was instructed to increase their average daily steps by 2,000 steps per week for four weeks; the other group received no instructions. Those who took the most steps reported significantly better-quality sleep, on average, than those who walked the least.
- **Better brain health**. Researchers at Massachusetts General Hospital found that walking daily had a protective effect against Alzheimer's disease and normal cognitive decline due to aging. People who averaged 8,900 steps per day saw the greatest benefit.
- Chronic disease prevention. Twenty minutes of moderate physical activity has been shown to reduce the cellular inflammation associated with many chronic diseases. And women who walked for at least 40 minutes several times a week had a nearly 25 percent lower risk of heart failure, according to 2018 research.
- **More joint mobility**. A Northwestern University study found that less than 10 minutes of walking per day can help older adults with joint pain maintain independence with daily tasks.

With the new year, let's set a goal to walk more and reap the benefits of better sleep, better brain health, a lower risk of heart failure and good mobility.



The Design-Bid-Build (DBB) Method of Construction

The age-old method of construction project delivery is known as the design-bid-build method. It is very familiar among project owners. In this method, the project is completely designed before it is built. The plans and specifications are created during the design period and form the construction documents.



The Design-Bid-Build Method

DBB is a linear process where one task follows completion of another with no overlap. It commences with the owner selecting an architect to prepare construction documents. During the design process, preconstruction cost estimates are created to help with the owner's decision making. These early estimates are supported by schematic designs and previous jobs of similar scope. From here, the job moves to a design development stage and finally the construction document state.

The owner of the project then requests bids for the job, most often by the architect releasing the documents either publicly to any general contractors or to a select, prequalified group that are invited to bid. Contractors bid the project exactly as it is designed, and the lowest responsible bidder is awarded privilege of building the project.

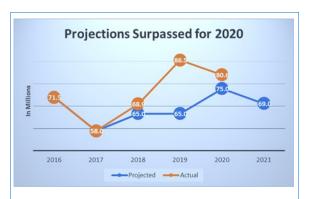
Most government agencies are required to bid competitively using this method. Although, in our area, we see many agencies moving toward other methods. With DBB, the project owner establishes separate contractual relationships with the architect and with the general contractor. The contract with the GC is typically lump sum and has a fixed price to which the contractor commits.

Bidders are bound by the price in their quotes and typically absorb most cost overruns that emerge during construction. The owner, through their contract with the architect, is liable for any design changes that impact the price. These design modifications typically result in a change order.

In recent decades, the design-bid-build method has seen its credibility and popularity challenged by the design-build, construction management, and integrated project delivery methods that all offer better collaboration between the project stakeholders and emphasize a balance between quality and cost-efficiency.

Even with that, reasons to opt for the traditional design-bidbuild method might include:

- 1. Projects that are simple, and design challenges are not expected, can benefit from the lowest possible construction costs and a precise schedule.
- 2. DBB offers a compartmentalized process where each party is responsible for their individual role while ultimately reporting to the owner, which might meet the owner's preference.
- 3. Prioritizing cost efficiency over the overall length of the construction process.



We finished the year ahead of projections, even amidst the pandemic. We are projecting a \$69 Million year for 2021, as shutdowns due to COVID continue to affect small business, and many of our clients. This is a favorable projection, all things considered, and is an indicator that our clients are enduring as well. Keep up the good work—we all look forward to the day we can burn our masks and return to some normalcy!



LTD Transit District Electric Bus Infrastructure



Since the start of the Small Projects Division in 2017, we have had over 40 projects with LTD.

The Electric Bus Infrastructure project allows charging stations for 11 new battery —electric buses.

"This is an opportunity for LTD to reduce the carbon emissions its fleet emits into the environment and support the communities' commitment to combat global warming." -LTD

itb* IT Bytes

Zoom Tips

Zoom has become a common tool in business these days as meetings continue in a virtual environment. As such, they make occasional changes to the platform, making it important for us to stay up on the technology. Below are a few current tips for using Zoom.

- All participants MUST have a free account to join a Chambers hosted meeting.
- Remember to sign in 10 minutes before the meeting starts to allow for technical difficulties to be remedied.
- Once you join a meeting, mute your device. EVERY-THING can be heard if you don't mute (even your breathing).
- The easiest place to *find your invite* is from your calendar. Open up the meeting invite and tap or click on the link to join the meeting. This saves you from typing in the meeting ID and password.
- If you join a Zoom meeting on a device that has a *speaker and microphone* (laptop, iPhone, iPad, or Logitech camera) you DO NOT need to call in.
- To temporarily unmute, press the space bar while speaking. Once you release the space bar you will continue to be muted.

- If you want a co-host, you must set it up when scheduling the meeting, not after.
 - ° Click on Advanced Options
 - Scroll to bottom
 - Add the email of co-host(s)
 - Reminder you need to invite the co-host as a participant for them to stay as a co-host
- Pin speaker as the main view
 - ° Right-click on the video you want pinned
 - ° Click on Pin video
- You can change the backgrounds for Zoom
 - Login to Zoom
 - Click on Settings
 - ° Click on Background & filters
 - ° Choose a background (if you upload a photo as a background it may not show all of the photo)





Wet Weather Safety



Wet weather is upon us and employees working in the rain face additional hazards, such as poor visibility and wet, slippery surfaces. Here are work practices that will help prevent accidents and injuries when working in the rain.

- Move more slowly and carefully. When working in the rain, a natural reaction is to try to work more quickly to get back inside as soon as possible. However, because rain makes everything more slippery, you should do the exact opposite; slow down enough to work more deliberately to prevent slipping and falling, especially when climbing ladders or working on roofs.
- Clearly mark roof edges. Remember they are slick and you could end up sliding, fall protection is always important but especially important in wet weather.
- Concrete surfaces also become slick with the rain. Keep the water removed as much as possible, using brooms and squeegees.
- Electrical shock hazards are heightened in the rain. Make sure spider boxes are in suitable locations; on flat, stable surfaces

- so they can shed the water away from the outlets as it pours down. Pay attention to the ends of cords, don't use frayed cords and keep the ends out of puddles. Make sure tools are plugged into GFCI. Keep tools out of the water, especially during breaks, lunch and at the end of the day.
- Wear appropriate rain gear. If you are cold and wet, you are likely concentrating more on how miserable you are than the work at hand. Rain gear which includes both a coat and pants or overalls and is ventilated should be worn for prolonged wet weather work. The company provides rain gear to all field employees. See Scot if you need assistance with rain gear. Wool or synthetic fibers specifically designed for cold weather use are the best for wear under rain gear because it will keep you warm even if it gets wet. Also, wear rain gear that is the proper size; if it's too large it may interfere with movement.
- Wear appropriate footwear. Foot wear for use in inclement weather should have deep treads to help prevent slipping. Footwear that is in poor condition (treads are worn down or worn smooth or footwear with holes) should not be worn. To keep water out of shoes or boots, make sure the top of the shoe or boot extends above the ankle and rain gear extends to the ankles. Also, the top of the boot or shoe should be inside the pant leg (as op-

- posed to tucking the pant leg into the footwear).
- Use proper hand protection. When doing work requiring a sure grip (for example, when using hand tools) wear gloves that fit snugly and provide a nonslip grip. To prevent water from entering gloves, make sure that the sleeve of the glove is either tight fitting or is long enough that it fits under the cuff of your raincoat.
- Ensure that you can see. If wearing goggles or eyeglasses, use antifogging sprays or wipes on them before going outside. Be sure that the area you are working in is well lit. Wear hoods or hats to keep rain out of your eyes. Also, since hoods on rain gear narrow your range of vision, make it a point to turn your head to look both ways and above and below you when wearing a hood in the rain.
- Make sure that you can be seen. If working in an area where there is vehicular traffic (trucks, cars, forklifts, etc.) always wear hi-viz, reflective vests or rain gear, even during the day. Do not wear rain gear or vests that have become worn and are dull and/or no longer reflective.

Stay dry and be safe out there!

Project Spotlight

Market District Commons





The Market District Commons is a Homes for Good project, providing much needed affordable housing for Lane County residents and is a beautiful addition to the overall Market District Development in Downtown Eugene. Chambers Construction recently finished the Market District Commons project, coming in under budget. Highlights of this 50,000 SF building include a terrace overlooking southeast Eugene, four floors of one- and two-bedroom living units, a big and bright community room, secure bike storage, and a ground floor beautifully designed for retail space.



While the outcome is a transformative building for our community, it didn't happen without its fair share of challenges. The site logistics were difficult with limited access for vehicles and parking, as well as restrictions for the number of people who could be on-site due to COVID-19. And if that were not enough, construction also took place during the protests in Downtown Eugene where several businesses suffered damage and vandalism. Luckily, the jobsite remained secure, with special thanks to Ron Hartman who went through the site every single day to make sure no one was left in the building.

The team, which on busy days saw as many as 100 people on-site, worked together to see things through to the end and included collaboration with the architect who was flexible and supportive, the Lane County inspector who went above and beyond to provide resource information, and subcontractors who delivered quality craftsmanship made all the difference.



The Chambers team on site included: Robert Wilson, John Wettengel, Gregg Wallsmith, Frank Travis, Ken Smith, Steven Serjeant, Chris Pirtle, Izayah Moriguchi, Scot Moore, Ruby Montez, Gunnar Larsen, Breck Hosford, Ron Hartman, Aaron Hamrick, Horacio Garcia, Dominic Filip, Brian Erickson, Levi Connelly, Ryan Briggs, Darren Babcock, and Jacob Abbatello.



Looking Back

Fast Track Car Wash

Fast Track car wash was one of Frank Travis' early projects with Chambers. It was a fast paced block building with a state of the art water filtration system that recycles most of the water used. Other than the small office the rest of the facility is wrapped in vinyl wall panels and glazing in the tunnel. We had a great list of subcontractors along with gLAs Architects and of course some really great owners. Upon completion of the River Road location we built a custom radius roof coffee shop followed by the second car wash between 6th and 7th streets. It is nice to team with people that share our core values even before we wrote them.





