



The Chambers Connection

**Chambers
Construction**

Volume 6 Issue 3

May 2021

• BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES •

President's Message



Dave Bakke, President/CEO

Tested

Our Core Purpose - "Building what's important in peoples' lives". As we continue to evolve as a company our Core Purpose comes into play more every day.

In the COVID era our company has been tested, tested in ways I never thought we would be when we established our Core Purpose. The last 15 months has presented unprecedented issues, material shortages and delays that have required our company to dig deep and really think about what's important.

While many of you may not have noticed much change other than safety precautions and added

procedures to deal with COVID, the reality is the decision-making process of how to run the business moving forward from the COVID era to the post COVID era is something we work on daily, and don't fully understand what is ahead of us.

What has jumped out more now than ever is we must treat our customers in a positive and team focused manner. Project budgets, schedules, communications, providing ideas for solutions, and then backing them up by our performance has come front and center.

The concept of "what's important" for me has taken on a whole new meaning. Everyone we deal with is under more stress due to the effects COVID has had on them as well as how it affects their/our families, businesses, friendships, etc. How we behave and how we present ourselves can make a difference on how everyone we deal with succeeds. If we make a con-

certed effort to rise above the negativity and fallout from COVID then we will be better than the rest. Isn't that our goal, to be better than the rest; to work together to solve problems, to stay positive, to build relationships?

I've said this before, and I'll say it again. Following our Core Purpose is hard. It's hard for me so I can only assume it's hard for you too. It's hard to do the right thing, and the right thing is what we should be doing. We are going to continue to be tested, and because of that, we'll be a stronger company.

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

-Dave

• Build long-term relationships before short-term gains • Build it like you own it •

• Stay positive; play to win-win • Be a teammate; communicate and act to build respectful and trusting relationships •



Marshfield Jr. High
Coos Bay

Richardson Sports
Springfield

PakTech Renovation
Eugene

**Market of Choice—
Warehouse Addition**
Eugene

Grain Millers Stair & Dock
Eugene

SnoTemp B3X
Eugene

**Springfield Family Physi-
cians**
Eugene

Ponsse Wash Bay
Eugene

Kendall Collision
Coburg

Gilham Elementary
Eugene

Arcimoto rAMP
Eugene

Looking Glass Phase 2
Eugene

New Horizons TI
Eugene

PROJECTS BIDDING

40 Large Projects
\$144,842,000

17 Small Projects
\$444,795

Chambers  Construction

109,501

**HOURS WORKED
WITHOUT INJURY
4/30/21**

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

Our office will be closed in observance of Memorial Day, Monday, May 31st.



Our office will be closed in observance of the 4th of July holiday, Monday, July 5th.

Employee Spotlight

Stacy Ivey



Stacy Ivey has been with Chambers Construction over 20 years. She is an accountant, benefit administrator, and processes payroll. She has an additional 15 years of similar previous work experience.

Stacy is a perfect fit for her roles as she enjoys the nature of her work including adhering to deadlines, keeping busy and staying focused. She takes pride in doing work in an accurate and consistent way. Processing weekly payroll keeps her on her toes! She enjoys benefits orientation, welcoming new employees and making them feel comfortable communicating with the office. Stacy enjoys the people she works with currently and over the years.

When Stacy is not working, she is spending time with her family. She is enjoying her first grandchild who will be two in October. She is excited to welcome her second grandbaby in November. Stacy has been married for 37 years and has 2 adult children. She was born and raised in Eugene. She and her husband enjoy spending time camping on their property in Central Oregon. They enjoy riding their Razor there. Stacy is also an avid reader. They are looking forward to retirement and being able to RV their way around the western states.

When asked how she feels about our company she replied, "Chambers is a wonderful employer, they have continued to have work, awesome benefits, and it's always getting better! This is a rock-solid company to work for."

Thank you Stacy, for all that you do!

Duck Scavenger Hunt



Congratulations to Steven Serjeant for winning the Duck Scavenger Hunt! He won a \$100.00 gift for participating!



Hailee Horn and Chris Pirtle
Kendall Collision



Ron Hartman and Liz Becker
Springfield Family Physicians

Employee Spotlight



Chambers Construction is excited to celebrate our first three graduates of the Chambers Apprenticeship Program.

June 30th at 4pm at Chambers Construction!

Please join us in recognizing this exciting milestone for Adam Hastings, John Peters and Izayah Moriguchi as they become the first Journeyman Carpenters to complete our program.

More information to follow.

Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced

Upcoming June Apprenticeship Classes

June class topics will be Crew Leadership, Tilt Technologies, and Highwall Footing & Framing.

If you are interested in participating in these classes , please contact Mark at mharrington@chambers-gc.com or 541-972-0997 for more information.

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.

Employee Spotlight

Wellness Event



Let's walk for "My Breast Friends 5k"

Join Chambers as we participate in this 5K walk to

Support Breast Cancer Awareness

MY BREAST
FRIENDS 5K



SUN JUNE 13, 2021



- *Date:* Sunday June 13th
- *Time:* 10:00 am
- *Location:* Alton Baker Park-Eugene
- Chambers will provide participation prizes
- Sign up by May 31st for an event T-shirt

Please let Jenna know if you would like to participate. Don't forget to include the kids. We provide the entry fees for you and your family, so come and join us. Come have a great time and show your support! jnorth@chambers-gc.com or 541-868-8548

Meet Your Wellness Committee

About 15 years ago American companies got more serious about developing wellness programs for their workers and the US has made significant strides toward ensuring the well-being of employees. ***We are proud to say that we were one of those companies who got on board the "wellness culture train."***

We started out with educational materials, encouraging movement, eating healthy and raising awareness. In the early days, we set up virtual walks/runs/bike rides, challenges among jobsite teams, gave awards of pedometers, socks, tee shirts and eventually small monetary recognitions.

Today we do all that and more – we have an active committee who oversees the educational materials, still encourages movement and eating healthy, creates challenges, signs us up for local events, mostly for charities raising awareness for their causes. We also provide healthy bag lunches, recipes, etc.

As wellness developed among US companies, accountability of participation grew. Our employees are held accountable by turning in a monthly tracking sheet. We hold bi-annual health fairs and we reward employees with sizeable contributions to their HSA accounts. Our health fairs include some health testing that shows our efforts are working and we are indeed healthier!

Keep up the good work, ***turn in your monthly tracking sheet so you don't miss out on the money put in your HSA account by the company.*** Current committee members include Jenna North as Chairperson, Stacy Ivey, Kim Hutchens, Darell Stinson, Diza Hilles, Kim Cailteux, and Scot Moore.

If you are interested in joining the wellness committee please contact any of the members or email wellness@chambers-gc.com.

We will be providing a healthy lunch in July!

Employee Spotlight



Caught in the Act!

We received two nominations since the last newsletter. **Darell Stinson and Sarah Focht** were complimented on their work at Summit Bank recently by Vickie at Summit Bank. She wrote, "We are very pleased with the progress of the project. The space is coming together beautifully. You have all been so diligent and attentive to our needs which has made it fun transforming the suite to support the ongoing success of the Bank." **Submitted by Nancy Thornton.** Congratulations Darell and Sarah on demonstrating core values 2 and 5!

Darell, Sarah, and Nancy will receive \$100 and all three will be in the \$500 drawing at the end of the year.

Innovation Suggestions



Kellie Norris suggested adding a section to the newsletter for Procore to share tips/reminders/suggestions on all things Procore! The Procore

Advisor Group will rotate writing the tips. Kellie designed the logo and named the article.

Nice job Kellie! She 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.

Adam Haag was nominated by **Frank Travis** for his work on SnoTemp. Frank states "Adam brings a lot to the table. He is extremely good at all things steel (I am sure other things as well) which has paid off big for SnoTemp. Our core value "Be a problem solver; bring solutions daily, fits him to a T on this project. Along with a full understanding of the structure, he procured joists and decking early on, which put our project just ahead of the long lead times we are seeing right now. Great work Adam!"

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



June/July

Anniversaries

Dave Hilles	49
Dave Bakke	29
Brian Erickson	25
Debi Creager	22
Frank Travis	18
Mark Harrington	17
Chris Boyum	17
Tim Jacobs	8
Horacio Garcia	7
Nancy Thornton	7
John Peters	5
Amber Keffer	4
Tony Rodriguez	4
Joe Hartsock	3
Dominic Filip	2
Gunnar Larsen	2
Christopher Anthony	2
Ethan McConnell	2
David Gieselman	2
Joy Pendowski	1

Birthdays

Janelle Welling	6/3
Brent Shjerve	6/4
Grant Woolsey	6/4
Joe Hartsock	6/12
Todd McNally	6/14
Julie Green	6/17
Tim Jacobs	6/21
Todd Delaney	6/21
Izayah Moriguchi	6/22
Anderson Vanberg	7/2
Cassandra Dare	7/4
Adam Hastings	7/7
Dave Hilles	7/13
Christopher Anthony	7/18
Tony Rodriguez	7/26

Trivia Drawing

The winner for the last drawing was Scot Moore, he received a \$50.00 gift card. The answer was "Glazing"- it is the process of window glass installation.

What does "LEED" stand for in a LEED building?

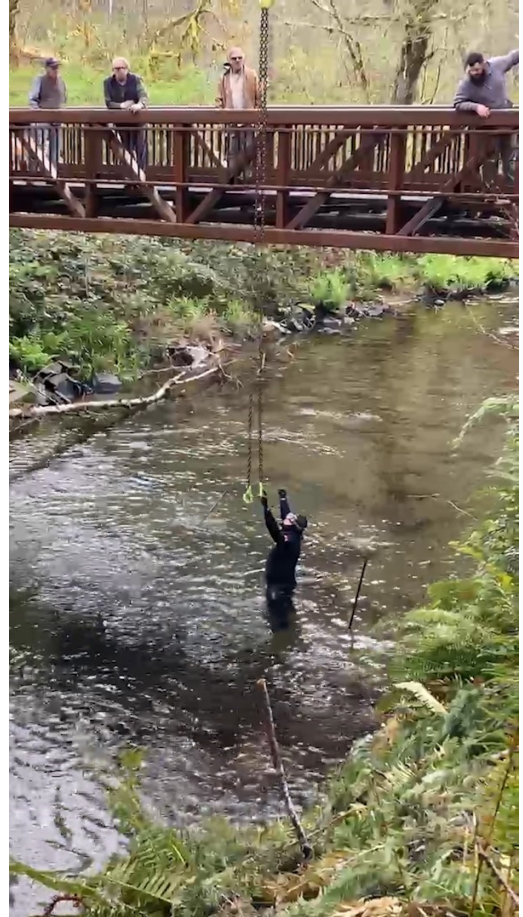
For a chance to win this time, submit your answer to Pam Hansen by April 10th at phansen@chambers-gc.com or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.

Employee Spotlight



Apprentices, pouring & finishing the concrete foundation slab for Chambers' new exterior racking.

Supervised by Dennis Montgomery & Mark Harrington.



Ryan Briggs, Superintendent Volunteering at the STEP Program



Ryan Briggs recently spent his weekend day off to volunteer at the Whittaker Creek fishery through the STEP Program; (Salmon Trout Enhancement Program). This is a volunteer program within the Oregon Department of Fish and Wildlife that works to restore and enhance Oregon's native salmon and trout populations. They are located in Florence, Oregon.

Ryan is an advanced scuba diver. He went out with a crew including Tall Pines who mobilized a crane to remove a trap called a weir that had been broken and dislodged by a fallen tree.

The weir was underwater near the spawning area, Ryan assisted by going underwater to hook up chains to pull the debris out of the area.

It's always great to hear about our employees volunteering to benefit our community.

Benefits of Salt

Salt has created and destroyed empires throughout history. In the US we are lucky that salt is plentiful and cheap. Salt is such a good preservative and a taste that most people recognize or even crave. Most processed foods are loaded up with extra salt to further elicit a desire to eat more of their product. Here in lies the problem.

According to research done in the 1950's, to survive well we need to cap our intake to about 2500 mg of salt daily, that is akin to about 1 teaspoon. The average American in 2020 gets about 50-60% more than this each day.

The biggest contributors to our salt uptake seem to be processed foods and restaurant meals. According to data on the CDC website the biggest sources of salt come from pizza, burritos and tacos, soup, snacks like popcorn, chips and crackers.

Packaged foods and takeout usually tend to be higher in calories, fat and salt. Many fast food hamburgers clock in at a whopping 600-780 calories, with 950-1500 mg of sodium. With one meal being of such high caloric value it is easy to see why fast food has been associated with weight gain.

Hypertension or high blood pressure has also been linked to salt consumption. In a new meta-analysis of 133 randomized controlled trials of people with and without hypertension found that the greater the reduction in overall salt intake the more their blood pressure dropped. In some cases

in less than a week. Those with the very highest blood pressure benefited the most according to the study.

Additional research to probe sodium's role in hypertension was presented by researcher Lynn L. Moore, an associate professor of medicine at Boston University School of Medicine in Massachusetts. Moore completed a 16 year study with her team. The highlights of the research raise interesting questions.

Over the 16-year follow-up period,



the researchers observed that the participants who consumed under 2,500 milligrams of sodium each day had higher blood pressure than those who consumed higher quantities of sodium.

The results seem counterintuitive. As the authors write: "While we expected dietary sodium intake to be positively associated with both SBP [systolic blood pressure] and DBP [diastolic blood pressure], the opposite was found."

Although the findings appear to go against the status quo, they are in line with other recent studies asking similar questions. Research has shown that there is a "J-shaped relationship" between cardiovas-

cular risk and sodium. This means that low-sodium diets and very high-sodium diets both carry a higher risk of heart disease, and stroke.

Many people in the United States sit somewhere in the middle of this curve, where the cardiovascular risk is at its lowest.

Researcher Lynn Moore, "These long-term data from the Framingham Study provide no support for lowering sodium intakes among healthy adults to below 2.3 grams per day as recommended. This study does support the finding of a clear inverse association between potassium, magnesium, and calcium and blood pressure change over time." "I hope that this research will help refocus the current Dietary Guidelines for Americans on the importance of increasing intakes of foods rich in potassium, calcium, and magnesium for the purpose of maintaining a healthy blood pressure."

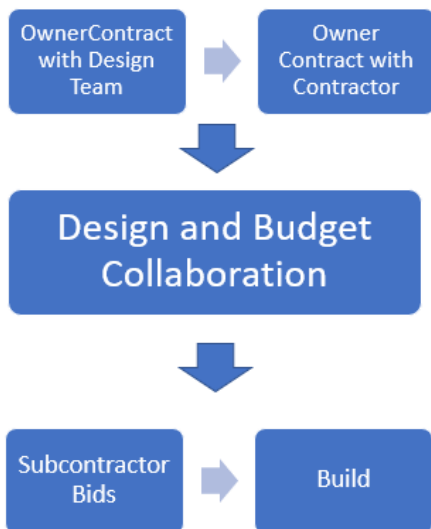
Moore also makes it clear that there may be certain people who are particularly sensitive to sodium and who might, therefore, benefit from reducing salt in their diet. Perhaps in the future, methods of screening for salt sensitivity might help to establish which individuals need to be more careful.

So what's the take away from all of this? That salt is a needed mineral for the body to function. Too much or too little salt can cause heart issues.

Construction Manager/General Contractor (CM/GC)

In this delivery method the owner signs a contract directly with the architect, and separately with the general contractor. Both are brought onto the team at about the same time so the team can approach the project from a target value design standpoint: meaning that they know what the owner's target cost is and then design the project to meet that goal.

This method usually delivers the project faster than the Design-Bid-Build method and can also be fast tracked like the Design-Build method. This method can sometimes lead to conflicts between the designer and contractor over design decisions if the right teams are not selected. With the right teams it generates camaraderie between the contractor and designer where they both work to achieve a facility that meets the owner's needs.



In the CM/GC method, contracts are often a Guaranteed Maximum Price (GMP) which means that the construction contract is based on completing the project at or below an agreed upon price and will only increase if the owner changes the scope. The price usually includes a contingency to account for unforeseen circumstances.

With an experienced general contractor as part of the team the owner benefits from early cost estimates, and input, that drive the design and subsequent construction to meet all of the owner's requirements.



RFI'S

Did you know...we don't need to use the excel RFI form anymore?

That's right, you and your Subcontractors can go right into Procore and fill out the RFI form. It will be saved as a Draft that the designated RFI manager (PE/Super/PM) can review and submit to the design professionals.

This saves time and increases accuracy. You can attach photos, drawings, or a pdf of the sticky note you used to sketch out a detail. That never happens, right!



The more information that you or the Sub can provide for the RFI the better. The more likely you are to get the answer you are looking for from the design professional and not have to re-submit the same RFI 5 times because the questions aren't being answered.

Remember to keep your title to 25 characters or less or the character police **will** come after you!

Once they are answered, the PE can link them to the drawings for quick reference. You also don't need to download the RFI and save it to the network (F drive) anymore. That is done at the end of the project by our wonderful closeout support team.

Hope this helps! As always if you have any questions about Procore contact the Procore Advisory Team:

Chris Boyum, Debi Creager, Janelle Welling, Jenna North, Kellie Norris and Kim Hutchens.

DEMOLITION DANGERS ON JOBSITES

Demolition Defined

Demolition is the dismantling, razing, destroying, or wrecking of any building or structure or any part thereof. The method most widely used in building demolition is called mechanical demolition, which involves the use of specialized equipment.



Demolition Can Be Hazardous

Not surprisingly, demolition work involves most, and in some cases, all of OSHA's "Fatal Four," which includes falls, struck by an object, electrocutions and caught-in-between accidents. The "Fatal Four" account for more than 60 percent of construction worker deaths. However, the hazards of demolition work can be controlled and eliminated with the proper PLANNING, the right PERSONAL PROTECTIVE EQUIPMENT, the necessary TRAINING, and COMPLIANCE WITH OSHA STANDARDS.



Whether the demolition project is large or small, the process of keeping the task safe is the same.

Planning the Demolition Task

Big or small, Chambers Construction is required to evaluate the project and put together a **pre-task plan** that ensures the health and safety of the workers on the jobsite.

This **pre-task plan** should at least include the following:

- the methods to be used for the demolition scope
- the equipment necessary to do the job
- the measures to be taken to perform the work safely
- building characteristics (construction type, height, structural hazards, etc.)
- protection of adjacent structures and/or surfaces
- methods of demolition
- methods to protect the public
- protection of utilities (overhead and underground)
- hazardous materials removal
- special training requirements
- PPE should include hardhat, dust mask, safety glasses, hearing protection and gloves

Proper PPE

Of course, proper PPE is a standard here at Chambers Construction. Safety glasses, gloves, hard hat, hearing protection, Hi Viz safety vest or clothing, 4" minimum sleeves, long pants, and ankle supporting boots are standard policy on all of our jobsites.

Asbestos Requirements

No matter the size and scope of the demolition job, OAR Chapter 340, Division 248 requires that a duly accredited inspector perform an asbestos survey prior to any work being done. Should asbestos be found then a licensed asbestos abatement contractor must remove, handle, and dispose of all friable asbestos-containing materials. The Lane Regional Air Protection Agency answers some common questions related to Asbestos Surveys.

See LRAPA website for rules, surveys and fact sheets at lrapa.org



News

Near Miss Reported

We recently announced our “near miss” program for anonymously reporting a near miss situation and we received one.



As reported in the safety meeting minutes, We were using a hot saw to remove metal rods from salvaged wood in a gravel lot with a railroad right of way just on the other side of a chain link fence. A spark went through the fence, rendering fire extinguishers useless when the brush fire started. We called the fire department and were able to

locate a hose to extinguish the fire before they arrived. Our crew immediately jumped into action, locating a hose quickly.

The lesson learned is:

We are in fire season early this year.

- Include a plan for fire suppression when completing your pre-task plan before starting the work.
- Be sure you always have enough fire extinguishers on your job sites.

Stay safe out there!

itb+ IT Bytes

outlook Email Filing by Project

Email is an important communication tool creating and transmitting valuable business decisions and details. **It requires proper retention for future**



use, which can be challenging. An effective filing system is very important to successfully retaining records and being able to locate them.

Two key benefits of email are:

Helping with synchronization – With real time communication by meetings or phone calls, participants must work on the same schedule. Email allows each participant to control their schedule independently.

Creating a “written” record – Email by its nature creates a detailed written record of the communication, the identity of the senders and recipients and the date and time the message was sent. In the event of a contract or legal dispute, saved emails can be used to prove that an individual was advised of certain issues, as each email has the date and time on it.

On each project, email should be moved to an email folder with the job name/number. Additional folders can be created within the job email folder to further categorize them. When the job is closed they can be moved off your email profile to the main job folder with all other project information and photos.



To create a folder in Outlook

- Click on Folder on the top toolbar
- Click New Folder
- Create the name (Job Name/Number)
- Select where you want the folder (generally the Inbox is selected)
- Click OK

Then folder your emails into the job folder.

Notify IT when the folder can be removed from your Outlook profile – generally this is a year after the project is complete or when you no longer have need to look up information from those emails. The information can be retrieved, it just requires a little more effort than simply going to your email on your computer!

Project Spotlight

Congratulations to the Kendall Auto Construction Teams!

03/30/2021

Dave Bakke
Chambers Construction



Good afternoon Dave,

As we completed our 5th construction project together the end of last year, I am long overdue in sending you a letter for your files as a reference to potential customers.

The teams you assembled on each of our projects were truly remarkable in every sense of the word. We have been completely satisfied on each project. Besides the fact that all were completed ahead of schedule and under budget (no small accomplishment in the current environment), it was a pleasure to work with you and your teams.

The completed projects without exception, have allowed us to be significantly more productive and efficient. Our customers are measurably more satisfied as well.

I am referencing Kendall Ford, Kendall Lexus, Kendall Chevrolet remodel, our reconditioning center at the previously Toys R Us and most recently Kendall Subaru.

Sincerely,

A blue ink signature of Duane Farnham, written in a cursive style.

Duane Farnham

Area Manager
Kendall Auto Group

Nice Work Jacob Abbatello, Dave Bakke, Wes Bell, Anthony Braunger, Ryan Briggs, Malcolm Burke, Peter Byron, Ryan Collins, Levi Connelly, James Cowles, Todd Delaney, Horacio Garcia, Mark Harrington, Ricky Harrison, Ron Hartman, Adam Hastings, Mike Hogenson, Hailee Horn, Breck Hosford, Todd Keffer, Gunnar Larsen, Jason Londo, Jack Makarchek, Ethan McConnell, Todd McNally, Jon McCoy, Todd, McNally, Dennis Montgomery, Scot Moore, Izayah Moriguchi, Kellie Norris, John Peters, Chris Pirtle, John Roe, Steven Serjeant, Ken Smith, Kris Vannett, John Wettengel, Jacob Wilson and Leroy Wyant!

Looking Back

BMW Motorcycles

In 2004, we built the BMW Motorcycle Dealership located at 2891 W 11th Avenue in Eugene for Scott and Madelyn Russell. After the success of this location, BMW announced they would like to see another dealership in western Portland. BMW Motorcycle enthusiasts from Albany, Corvallis, Florence, Philomath, Springfield, Bend, Redmond, Prineville, LaPine, Roseburg, Gold Beach, Reedsport and Newport frequent the dealership.



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