Chapter Fishing Excursion
By: Kurt Snyder

On June 6, SMACNA Mid-Atlantic Chapter hosted a fishing excursion off the coast of Chesapeake Beach, MD. It was a balmy morning when the fleet of 6 fishing vessels and 45 members started their preparations to get underway.

To keep the atmosphere light – and wet – the ADJ Sheet Metal crew started with a volley of water balloons in the early morning light!

At 6 a.m. the lines were castoff and the boats departed towards the breakwater. At the same time, the crew worked diligently, ensuring rods and reels were set and ready to cast.

Upon arrival at the fishing location, the boats were within a mile vicinity of each other and multiple fishing lines were dropped off the boats in all directions. The coolers were well stocked with various beverages, hoagies, chicken and more!

The sun broke through the clouds around 10 a.m. and the weather was fantastic for the remainder of the day, allowing for bountiful catches by all boats!

ADJ Sheet Metal continued to unleash multiple water balloons broadside, like buccaneers of old, on unsuspecting returning fishing vessels. In the end, the other boats united and gave the ADJ Sheet Metal crew a water barrage of their own. It was all in good fun and put an exclamation point on an enjoyable day!

Sponsors:
ADJ Sheet Metal, Inc.
Ductmate Industries, Inc.
Ferguson HVAC—Lyon Conklin & Co.
HAVTECH Air Distribution, LLC
Metropolitan Equipment Group, Inc.
Mestek Commercial Damper and Louver Group

The Metropolitan Equipment Group sponsored boat showcasing their fresh catch.

Team K.G. Sheet Metal

While there will be plenty of “fish” stories, here is what was recorded in the official log. The primary catch was Rockfish.

The Metropolitan Equipment Group sponsored boat took both first and second place with a 32” and a 26.5” catch.

The Ductmate Industries sponsored boat took third place with a 24” catch.

The association extends a special “Thank You” to our sponsors for chartering and supporting this event!
Mid-Atlantic Pre-Apprentice Program

By: Kurt Snyder

Earlier this year the SMACNA Mid-Atlantic office in Greenbelt, Maryland, was awarded an Apprentice Innovation Fund (AIF) Grant from the State of Maryland. This fund was established to invest in programs that support and enhance Registered Apprenticeship (RA) expansion strategies. Under the marketing and recruitment branch, Choose Bigger, the Mid-Atlantic office began to promote and recruit candidates.

SMACNA Mid-Atlantic had seven graduating high-school seniors complete the six-week-program. The students hailed from four different counties within Maryland. One of these students will be attending the University of Maryland – College Park in the fall while hoping to work part-time within the sheet metal industry as a student and upon graduation. Another student in the program achieved a second place finish in the SkillsUSA competition at the state level.

The intent of the program had many facets with the primary focus on introducing students to the sheet metal industry. Yet professional development and career guidance were also key goals of the six-week-program. To meet these goals, SMACNA Mid-Atlantic enlisted nationally recognized speakers, local industry executives, the Training Director from the Joint Apprenticeship and Training Committee (JATC), a sheet metal superintendent and a fourth-year-apprentice to share their journeys and lessons learned over the years.

SMACNA Mid-Atlantic also partnered with a talented math instructor to ensure the mathematics and problem solving mechanics were refined in preparation for the apprentice mathematics assessment examination.

One of the students took the JATC mathematics entry examination shortly before the program concluded and received a high score. This score will qualify him for direct admission into the apprentice program.

SMACNA Mid-Atlantic focused on mentoring and professional development in aligning with a human resources professional and experienced recruiter. The human resources professional provided interview strategies, resume development and other life skills to help bolster the students’ total development.

According to SMACNA Mid-Atlantic’s Executive Director Bernie Brill, “This program is in direct response to our members ongoing need for talented individuals who possess the skills demanded by our contractors. While more still needs to be done, this is big step in the “Choose Bigger” program.”

Each graduate holds at least an OSHA 10 certification and all were certified by the American Red Cross in CPR, AED and First Aid. Safety is paramount and SMACNA Mid-Atlantic wanted to ensure all graduates were trained and educated in variants of work place safety.

The program ran from April 23, 2019 – June 1, 2019. Now the pre-apprentice program has concluded, SMACNA Mid-Atlantic will be working with all of the students to procure employment opportunities as quickly as possible.

A post-course critique completed by each student reflected that 100% of the students felt SMACNA Mid-Atlantic was supportive of their training and the classroom setting was supportive for learning.

One student noted on the critique, “This program is amazing and helped me better understand what I’m getting myself into during the next 6 months. The hosts were also very kind and generous.”

SMACNA Mid-Atlantic plans to pursue a second grant next year and is hopeful that there will be even more participants. SMACNA Mid-Atlantic will be taking student feedback and critiques into account to fine-tune the program next year!
**DC Enacts New Paid Leave Requirements**

By: Lane F. Kelman and Casey J. McKinnon

The District of Columbia Universal Paid Leave Act (Act) creates a paid leave system funded by employers to provide employees with paid parental, family, and medical leave.

Beginning on July 1, 2019, each “covered employer” must contribute an additional 0.62% in payroll taxes for each “covered employee” to fund the paid leave system. A “covered employer” is one that pays DC unemployment insurance taxes and has at least one “covered employee.” A “covered employee” is an individual that spent 50% or more of their time working in DC during the past year. Covered employers with five or more covered employees must register with the DC Department of Employment Services (DOES) via an online portal.

The employer contribution is in addition to any other benefits provided to employees, such as short-term disability or paid sick leave. The Act defines “wages” broadly to include commissions and cash bonuses. As is the case with unemployment tax collection, taxes under the Act are collected quarterly. Employers are required to make a report of and pay the contributions for a quarter no later than the last day of the month following the close of each quarter. As such, a covered employer's first report and payment are due by October 31, 2019.

Beginning on July 1, 2020, covered employees may claim paid parental (up to eight weeks), family (up to six weeks), and medical leave (up to two weeks) benefits under the Act. The particular amount paid from the fund to each employee is based on their individual wages.

Covered employers must post a paid leave program notice provided by DOES at each worksite in a conspicuous place where notices are customarily posted, and also must send the notice to remote-covered employees. Further, employers must provide the notice to employees annually, to new employees within 30 days of hiring, and to any individual claiming leave for a qualifying event. Employers should retain copies of each notice and obtain signed statements from employees acknowledging receipt of the notice in order to document compliance.

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**SMACNA Mid-Atlantic Chapter’s Third Annual Trap & Skeet Event**

Tuesday, September 10, 2019

Prince George’s County Trap and Skeet Center
10400 Good Luck Road, Glenn Dale, MD

For details and registration, please go to: www.smacnaatl.org

Registration deadline is September 3
**Real ID Deadline in Maryland Extended**

A select group of 43,000 Maryland residents have until July 3 to update their license and submit required documentation. If drivers fail to do so, they are subject to recall action. This means if Maryland Police pull you over, they will confiscate your license.

These residents are a part of an initial group of approximately 80,000 customers who have received multiple notifications from the Maryland Motor Vehicle Administration telling them to submit REAL ID required documents by June 2019, according to Kellie Boulware, spokeswoman from Maryland Department of Transportation.

Eventually, all Maryland drivers must have a REAL ID. In order to obtain this valid license, drivers must show proof of identity, social security number and address.

Compliant REAL ID licenses have a star in the upper right corner. If you are unsure that your ID is compliant with the MVA’s requirements, you can check your REAL ID status online.

Marylanders should also be aware of the October 1, 2020 federal deadline for having a REAL ID. If you fail to submit required documents and fail to obtain the new REAL ID by this deadline, you will be restricted from boarding an airplane or entering a federal facility.

REAL ID is part of an initiative to eliminate identity theft and fake ID’s. The REAL ID Act establishes federal minimum standards for state-issued driver’s license and ID cards. The law was passed by Congress after the September 11, 2001 terrorist attacks.

In neighboring states like Virginia, the requirements are less strict. Having a REAL ID is optional in Virginia, and in D.C. residents are required to update their license once it expires.

The Maryland Department of Transportation Motor Vehicle Administration claims to have contacted individuals with the new REAL ID star license or ID-card who have not yet filed required documents.

For more information about changes to Maryland ID and license visit: http://www.mva.maryland.gov/realid/real-id-faqs.htm

**New Safety App Available**

SMACNA’s new Safety Meeting App provides over 1,200 safety meeting topics including SMACNA industry-specific content at your fingertips in the form of an app available on iOS and Android devices.

Never has it been easier to meet safety compliance, document on-the-job incidents, and complete daily job inspections as it is with today’s technology. In collaboration with SMACNA, Safety Meeting App provides the tools to help sheet metal and HVAC contractors meet their safety and health program goals.

**Other noteworthy features:**
- SMACNA-Specific Safety Meeting Topics
- Topics Available in English and Spanish
- Multi-User Access
- Annual Subscription Plans
- Printable PDF and CSV reports

**How does the 30-day trial work?**
Each customer must start with a free 30-day trial. The first day of the actual paid subscription begins on the 31st day, and the paid subscription payment will process based on the actual subscription plan you have selected.

**What are the App costs?**
The cost for SMACNA member users depends on the number of “seats” purchased. The cost per seat goes down when more “seats” are purchased. Please visit “Pricing” and as you will see, the annual fee for a small to medium SMACNA member could be as low as $279 (for 5 seats).

**What devices does this app work on?**

**Why should I use this SMACNA Safety Meeting App?**
The benefit of utilizing this app is the ease of use as well as the practicality of having this important resource right on your mobile device anytime, anywhere. Paper documentation is often cumbersome to prepare, send, and retrieve on jobsites. Information is available immediately as it is saved by the employees in the office or field using the app or customer website portal. Additionally, the customer service provided is outstanding.