



President's Message

Congratulations to the Bonland Team on celebrating our 60th Anniversary! It is estimated that in sixty years, Bonland completed 4,260 projects installing over 117 million pounds of duct; an incredible accomplishment. Sixty years ago, it made news if a contractor bought a carload of steel which was 40,000 pounds. Today, the coil line alone can do more than 40,000 pounds in a single day. Last year, we averaged 50,000 pounds per week and we have the capacity to do 110,000 pounds per week on a single shift. We've come a long way.

We recently received market forecasts for LU 19, 25 and 27, which show an increase in building construction of 17% over the next two years for the three areas. This should translate into an increase in sheet metal work of \$100 million per year, which is the best forecast in years. This summer, we will be busier than we have been in a long time and based on the economic forecasts this should carry through for the rest of the year. We have come a long way from the depths of the construction depression and while this fiscal year started out poorly we finished at a break-even.

I'd like to share with you the progress we are making as a result of the Peer Group's visit and feedback. We have identified and prioritized the five most important issues to address. We have determined that the most important long-term issue is the future leadership of Bonland. In addition to the work that we have been doing in-house, we have decided to get outside help with our development plans. Some of the steps that we have taken in-house are developing timelines, identifying the strengths and areas for development of some of our future leaders, and sending future leaders to Peer Group meetings and training programs.

The remaining areas that we are working on are our sales strategy, investing in the future, and improving morale. While we must first focus on these items that were pointed out as areas for improvement, the Peer Group also suggested that we evaluate opportunities such as round fabrication.

I feel that a good indicator of our safety performance is our incident rate. An incident rate is approximately the number of accidents per 100 employees per year. North Jersey currently has the best incident rate at 6.14, South Jersey comes in second at 6.81 and PA has a rate of 16.16. This year, we have had 5 accidents of which 2 employees lost time from work and 2 needed to return on light duty before being released for full duty. I'm very concerned about the number of employees being injured while at work. We must do everything possible to reduce the number of accidents and ensure that you and your co-workers go home uninjured. I challenge each of you to put safety first and finish the year accident free.

In closing, I'd like to thank you for your contributions. A company is only as good as its people and reaching a 60 year milestone is an indicator that we have the best people in the industry. I'm proud to call you my team.

Andy Boniface, President

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Summer 2016 by: Chuck Diou

We closed out the year 2015 with some outstanding safety accomplishments. The SJ Branch and PA Shop went the entire year without an accident. These employees received T-Shirts, and lunch, in recognition of their accomplishment.

As we entered the heart of Summer 2016, we have experienced 5 accidents to date. Once again, as with most, these accidents could have been avoided with basic awareness.

The cornerstone of a strong safety culture is the ability, of all employees, to consistently focus on safety, safe work practices and continual awareness. The establishment, and maintaining of these skills,...yes skills... relies on vigilant practices as well as mentoring/coaching your co-workers to do the same. It takes everyone to accept the responsibility for themselves, as individuals, to focus on their own commitment to safety, as well as acknowledging the role of mentor to ensure that their co-workers can establish these same skills.

Acting as a mentor plays a key role in establishing a strong safety culture. Being a mentor allows a person to recall their experiences and perhaps learn more from lessons they have been taught. This helps create a circle of mindfulness as the mentor recalls awareness from their own experiences and at the same time, expanding the awareness of co-workers. A mentor must be a role model and lead by example. They need to be able to instruct and inspire, as well as accentuate the positive. When your coworkers are displaying these skills, let them know that you appreciate it. Let them know that you recognize their awareness and safe work practices helps to insure your safety as well. Mentoring is a less formal, less intimidating form of training that creates an environment where workers feel safe asking questions and where mentors can sharpen their own skills. Mentoring goes beyond making sure that your coworkers know about safety equipment and proper procedures. Become a one-stop source for answers, direction and coaching. Explain that you expect and welcome questions. You would rather coworkers ask questions than take unnecessary risks.

Positive mentoring relationships benefit everyone in the workplace. The end goal is to have a successful and safe workplace. That is definitely worth your time and effort. Let's all do our part to help keep each other safe.

"The safety committee encourages you to contact them with any suggestions, questions, comments, concerns"
Contact Chuck Diou, Lee Trombly, Chris Krumpfer, or John Rockwood.

Ken,
I would like to take a moment to say "thank you." Dave Fredricksen has been, and continues to be, most cooperative and goes out of his way to help anybody on the project. Dave plans and investigates the duct systems to insure the hospital has the correct amount of air and duct in the occupied areas during the phasing renovations.

Dave is definitely the right choice for the Keller Hospital project.

Thanks again!
Tom Henne

Sr. Project Manager
MMC Contractors Northeast Inc.



South Jersey News by: Dan Parent



I am happy to report that the bidding activity has increased with many large projects in the foreseeable future. Recently we have been successful in getting both immediate work and backlog. It seems like the recession is finally over and now the challenge will be to execute on the new work. We are currently looking for drafting and foreman help to handle the new work and to prepare us for the future.

We are down to finish work over at the BMS new office building in Lawrence Township and at a few other projects but continue along on the Rutgers Chemistry building and the Riverbend apartments. The school work will be starting in June and we have four schools to man, and finish, this summer along with a new office building in Lakewood. We recently were awarded some nice sized projects at Jersey Shore Medical Center, Stockton University, and The Bancroft School in Mount Laurel that will keep us busy into 2017.

In our drafting department Steve Magliaro has started as a draftsman. Steve is an experienced draftsman and we are happy to have him on our team in Lakewood. In our shop, John McGrath has been appointed Bonland's main companywide shop steward. Have a safe and enjoyable summer.

North Jersey News by: Ed Willigan

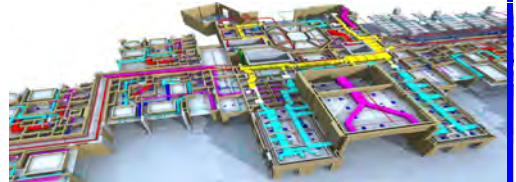


Bidding activity has remained strong and we have been awarded several projects. A good portion of the work we have taken on has compressed schedules. Drafting is presently jammed with work, a good sign for the shop and field of work to come.

The American Dream project is still working on financing and has delayed the project start until this fall. We look forward to this project starting.

Some recent awards include Keller Hospital at West Point Academy, JP Morgan Chase at NOC IV in Jersey City, Celgene Fitness Center, Mack-Cali offices in Hoboken, Marin Residence in Jersey City, Mondelez Wing 2 in East Hanover and Rent the Runway in Secaucus. There are also several, substantial projects, that Sales is currently tracking so we remain optimistic on upcoming work.

Drafting News by: Bill Parent



Congratulations to Scott LaRocca who was nominated to the Executive Board for Local 25. Scott's term will be for 3 years starting July of 2016. Scott will be representing the membership for all important decisions regarding the Local.

We would also like to welcome Matt McAlarney as a new addition to the NNJ Drafting department. Additionally, the plotters at all three branches were recently upgraded to produce plotting and scanning drawings in color.



Bonland was recently presented this Certificate of Appreciation award for working accident free at Merck. This is a great example of the Excellence in Safety that we strive for throughout the entire company. Lets all work extra hard to make this happen.

Anniversaries



30 Years
Rich Flower
NNJ Field Foreman



10 Years
Mike Rowan
NNJ Project Manager



10 Years
Bill Hecht III
NNJ Field Foreman



10 Years
John McGrath
SNJ Shop Steward



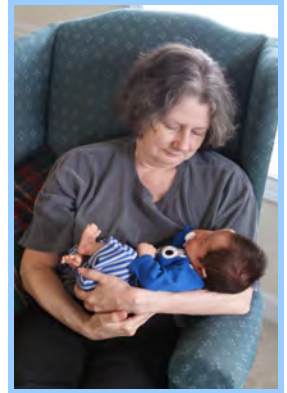
10 Years
John McHugh
SNJ Field Journeyman

5 Year Anniversaries

- Pete Huss**
NNJ Shop Journeyman
- Tom Tancredi**
PA Field Foreman
- Darryl Norman**
NNJ Shop Journeyman
- Bill Parent**
NNJ Director of Design Services
- Scott LaRocca**
NNJ Project Leader



Bridget Mae Trombly
Born 5/12/16
8 lbs 5 oz.
20" long



Kate Sadur, MS
Take-Off Estimator in Training,
with Great Nephew Robert (Robbie) Ballard III
born 2/25/16



Jason Heimrich, son of Wayne Heimrich, NNJ Project Manager, and Catherine Udomsak recently announced their engagement. They are planning a June 2017 wedding.

CELEBRATE

ST. PATRICK'S DAY

Jimmy O'Hanlon, NNJ Field Foreman, celebrating St. Patrick's Day by wearing traditional green and his favorite, hand crocheted, Irish cap.

2016

ST. PATRICK'S DAY



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Send To:



PROJECTS

BRANCH	PROJECT	LOCATION	CUSTOMER
North	JP MC NOC IV Floors 1, 4-7 & 12	Jersey City, NJ	F&G Mechanical
North	Marin Residences	Jersey City, NJ	Brian Trematore Plumbing
North	Celgene Fitness Center	Summit, NJ	Turner Construction
North	Keller Hospital	West Point, NY	Midwest Mechanical
North	Mondelez Renovation Wing 2	East Hanover, NJ	F&G Mechanical
North	Mack Cali 4th Floor	Jersey City, NJ	F&G Mechanical
North	Newell Brands	Hoboken, NJ	SJP Properties
PA	TJU Infectious Disease Unit	Philadelphia, PA	Herman Goldner
PA	U of P PCPSE	Philadelphia, PA	Tracey Mechanical
PA	Merck B38 Barrier Operations	West Point, PA	IPS Integrated Project
PA	Eagles Practice Facility	Philadelphia, PA	Tracey Mechanical
PA	Duke Realty MOB BMH	Bryn Mawr, PA	Tracey Mechanical
South	Point Pleasant Bd. Of Ed.	Pt. Pleasant Beach, NJ	GDS Mechanical
South	Spotswood Bd. Of Ed.	Spotswood, NJ	GDS Mechanical
South	Springfield School	Jobstown, NJ	Framan Mechanical
South	LTC Consulting	Lakewood, NJ	Mammoth Mechanical
South	JSUMC Hope Tower	Neptune, NJ	L.R. Driscoll Co.
South	Bancroft- Mt. Laurel Campus	Mt. Laurel, NJ	Franco Mechanical
South	JSUMC Endoscopy Reno	Neptune, NJ	Yetka
South	Stockton Unified Science Bldg.	Galloway, NJ	The Barham Group
South	Stockton Classroom Bldg.	Galloway, NJ	AC Mechanical