

The

BONLAND

Bulletin

Fall 2018

The President's Message

In our last newsletter, I mentioned that there will be many opportunities for those that aspire to continue to further progress in their career and I touched on the importance of self-learning, educational opportunities, and on-the-job training. I'm happy to report that Chris Taylor led a team that included Jonathan Viaud, Michael Benanti, Mike Thomas, Trevor Wellet and John DeMio to build a leadership development program. To allow for additional opportunities, a new team has been developed to implement the program. This team, also led by Chris Taylor, includes John Bansley, Kiera Waite, Jonathan Viaud and Eric Valega. The program is currently offered to a limited number of employees, who were nominated by members of the Bonland Team. The program will be expanded and additional opportunities will be available. I'm excited about the interest that has been shown, by our team, in being involved in the development, implementation and participation in this new program.

In addition to the Leadership Development Program, John Bansley has taken a leadership role in the development and implementation of a Field Foreman's Training Program. John has received feedback from our Branch Manager's, Foreman's Advisory Committee and some of our Project Managers and Field Foremen on the content and training format. The target date for implementation is early 2019.

To be a leader in the industry, it's important that we continually develop our skills. It's our intent to expand upon the internal and external training opportunities that are made available to our team and I recommend that you take advantage of these opportunities. If you are a member of Local 19, 25 or 27, they also offer a variety of training programs that you should consider.

I read an article recently on safety excellence that included having a safety culture, strategy and indicators of success. There is no doubt that we have a safety culture. We do the job safely or we don't do it at all. Planning how you will perform a task, the hazards associated with the task and steps that will be taken to reduce or eliminate the hazards are steps in having a safe strategy. The Safety Committee has implemented a Pre-Task Plan Procedure and created a form to assist with planning. I implore you to take the time to plan your tasks keeping safety in the forefront. The number of incidents or injuries is an indicator of how we have performed. While our goal is zero accidents, I believe that if we focus on being excellent at working safely, we can achieve our zero accidents goal and ensure the safety of ourselves and our team.

I'm happy to report that market forecasts for New Jersey and Pennsylvania continue to show an increase in building construction. This increase will translate into more opportunities for our skilled team to demonstrate our capabilities, some of which are further described throughout this newsletter.

In closing, I hope you enjoyed the long Thanksgiving weekend. Your continued efforts are appreciated and needed to make the company and team successful.

By: Linda West, President

Inside This Issue



| |
|--|
| Branch News - 2 |
| Safety Corner - 3 |
| Safety Recognitions - 3 |
| Safety T-Shirt Contest Award - 4 |
| NNJ Project - Novartis News - 4 |
| Sarah's Fight for Hope Speakeasy Casino Gala - 5 |
| Bonland Fishing Trip Winner - 5 |
| Local 25 Pinning Ceremony - 5 |
| Gordon Johnson Scholarship - 5 |
| Anniversaries - 6 |
| Career Moves - 6 |
| Personally Speaking - 7 |
| Puzzle - 7 |
| New Projects - 8 |





NNJ Branch News—American Dream Mall

Bonland's field team at the American Dream project in NNJ recently reached a major milestone of 50,000 hours accident free.

Installing 90" spiral at 100' and 32" spiral at 165' isn't an easy task. Weather, overhead crane work, and ground equipment are daily issues that are dealt with while managing large pieces of ductwork at unheard of heights.

A special luncheon was provided for these workers and I was honored to congratulate the team on behalf of the Safety Committee.

By: Scott LaRocca, NNJ Drafting Project Leader and Safety Committee Member



SNJ Branch News



As I mentioned in my previous article, construction is sometimes a cycle of feast or famine. The end of the summer was slower than we would have liked it to be. We finished up various summer projects like the Mahala-Atchison School that had a crew of Foreman led by Chris Barneman. The good news is that we have a busy winter ahead of us. We currently have a great amount of work, that is just about to start, led by the largest job we have at the branch at Bristol Myers Squibb.

Mike Andrejco, and his crew of multiple Foremen and Journeyman, will have their work cut out for them. This is a very large job, consisting of over half a million pounds of ductwork, with a great deal of stainless-steel lab exhaust duct. In order to be successful on this project, teamwork is a must. Months of on-site BIM coordination, by Steve Magliaro, have taken place prior to a single piece of ductwork hitting the site. The goal of the Construction Manager's BIM coordinator is to create a 100 percent clash free model, and they are well on their way to achieving that goal. As we close out the year, we have had fewer accidents than last year, but we did not achieve our zero-accident goal. I challenge everyone to work smarter and safer next year to make this goal a reality. It has been done before, so there is no reason to think that it cannot be accomplished again. Thanks to everyone for your continued efforts.

By: John Bansley, SNJ Branch Manager



PA Branch News

The PA branch has had a very busy spring and summer. At this time the branch is wrapping up some of the larger projects and we are in the market for new work. The PA market is still busy and there is no shortage of work to bid. We are confident that we will be awarded the work to fill our drafting and fabrication needs.

In the field, Russ Williams is starting the AMC Theatres, which is a fit out in center city Philadelphia. James Dawkins, John Rockwood and Marcus Gary are completing the rough in at the View, which is a new high rise dormitory for Temple University. Tom McCarthy and Tom Tancredi are underway at Penn Pavilion. Mark Koppenhafer, Fred Hess, Joe Yerkes and Todd Anderson are wrapping up WuXi Phase 3.

On November 1, 2018 we had a General Foremen's Meeting at the branch. Many topics were discussed such as safety, using a tablet to view 3D drawings, Silica Dust, Energy Control Procedures, and a general review of old and new issues. These meetings are a valuable tool and give us each an opportunity to share ideas and ask questions. I appreciate everyone that gave up their time to attend. Keep safety first in everything you do and together we can achieve our goal of zero accidents.

By: John Hoffmann, PA Branch Manager



PA Foreman's Meeting





Safety Corner

CAUTION! KEEP OUT! CAUTION!



As a company, our primary goal is clear, **Zero Accidents**. We must work toward a safety culture where safety is EVERY employee's number one core value; where each and every one of us feels personally responsible for improving safety and for ensuring the well-being of others.

In order to achieve these goals, we rely on each and every one of you. Your individual diligence towards safety has a direct impact on your own personal safety, the safety of your co-workers and the overall safety of your workplace. We aspire for every employee to take an active role in safety. Through Pre-Task Planning, create your own safety plan for each assignment in which you take part. We encourage all to speak up about safety issues and always make safety "your business."

Bonland is not just a name on a building or on the side of a truck. We want our people to return home safe at the end of every work day. Your health and safety are of primary importance to us. Bonland is each and every one of us. WE are Bonland, and WE have the power to truly make a difference. Safety First... Every Time.

By: Chuck Diou, SNJ Production Supervisor and Safety Committee Chairperson



Safety Recognitions



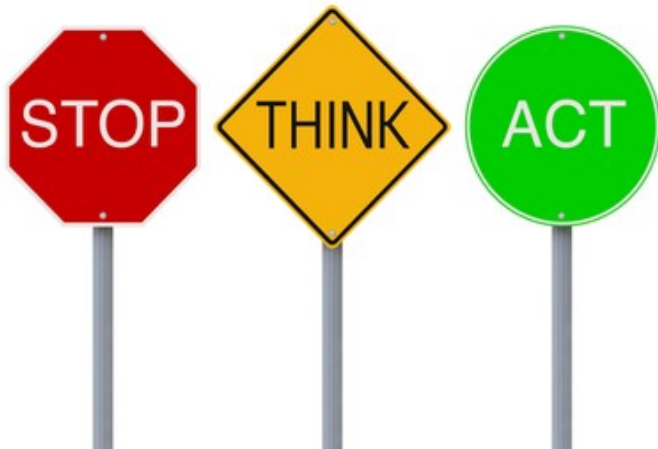
NNJ Field Employee, Josh Merrill, was recognized by **NNJ Field Foreman, Joe Sauers**, for an Immediate Feedback Safety Award while working on the American Dream project. Josh was recognized for always going above and beyond in regards to safety, always having a positive safety attitude, as well as occasionally leading the stretch and flex. Thank you to Josh for embracing and displaying the exemplary safety culture that Bonland strives to achieve, as well as for setting a positive example for our fellow workers.

SNJ Field Foreman, Joe Merker, has recognized his crew **SNJ Field Employees, George Britton**, along with **DeSesa Engineering employees, Eric Edwards, and Matt Barrett** at the **Mahala Atchinson Elementary School** for safely loading 9 sections of AHU's through an existing louver opening over a stairwell to a 2nd floor mezzanine in place without anyone getting injured. This was a very difficult task and it went off without a hitch. They were awarded Bonland T-shirts as a result of their Immediate Feedback Safety Recognition.

NNJ Field Foreman, Lenny Stasiak, was recognized by **PM, Mike Rowan**, for an Immediate Feedback Safety Award, while working on the **Saint Michaels Villa Project**. Lenny observed another trade dry cutting concrete and block, allowing the release of respirable silica dust. Lenny also observed another trade using a circular saw to cut plycem board in an indoor/enclosed area, allowing the release of airborne silica as well. Lenny immediately informed Mike of these issues. As a result of this, along with other site safety management issues, we notified our customers and pulled our employees off of the jobsite until it was deemed that the site was safe to work in. Great job to Lenny for being aware of his surroundings, which could have impacted the health and safety of our employees. Well done to Mike for taking the necessary steps to handle the situation.



PA Field Employees, Ken Riva, Tavio DeShields, and Rob Wade were recognized by **PA Foreman, Russ Williams**, for working safely, with all necessary PPE being utilized, as they were doing demo on 120" x 30" riser duct and 90 degree elbow at 25 feet elevation. Good communication was noticed as they were doing this work in order to prevent any injuries. They were awarded with Bonland safety T-shirts. Great job!



PA Shop Journeyman, Lyle Kaighn, was recognized for an Immediate Feedback Safety Award by **PA Production Supervisor, Bob Crossley**.

"Lyle noticed an electrical wire hanging from an area of our building where we keep our stock spiral and was concerned that the spiral could cut into the wire. Although the wire was not live, Lyle should be recognized for his mindfulness and safety awareness. Lyle served his apprenticeship with Bonland and recently became a mechanic."

Bob Crossley, PA Production Supervisor



T-Shirt Contest



Anthony Benanti Jr., MS Take Off Estimator, was the chosen winner for the recent "Design a Safety T-Shirt" contest initiated by the members of the safety committee. Anthony's design was selected to be the next Immediate Feedback Safety Award. He was awarded with a \$50 Home Depot Gift Card and \$50 Visa Gift Card for his winning submission. The committee would like to thank all of the employees that sent in their offerings and ideas.



NNJ Project - Novartis USMB Phase 1



NOVARTIS - Morris Plains, NJ

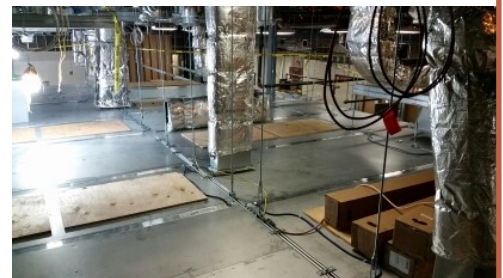
At Novartis, we currently have 18 Bonland employees on site between the Clean Room project, which we are performing for AES Technology, and the HVAC Sheet Metal project, that that we are partnered with MMC Contractors. Dave Fredrickson is the foreman on the HVAC sheet metal project and Lance Taylor is foreman on the clean room project. Dave and Lance are in constant communication with one another, and with the other trades, due to the difficulty of these projects and the fast paced schedules the trades must meet.

Dave and his crew are taking all necessary precautions while utilizing articulating lifts, scissor lifts, and single man lifts to safely install equipment and ductwork as large as 86" X 36". Due to the field conditions, existing steel, equipment support systems, and utilities, all of the ductwork needs to be installed one piece at a time. Leak testing all ductwork to SMACNA standards, under observation by the owner, makes the installation more difficult and time consuming.

Lance and his team are working on Bonland's first Clean Room project. Constructing a Clean Room in its entirety involves utilizing metal panels, back to back strut support systems, and an array of miscellaneous materials to secure the ceiling and walls in place. We are also responsible for field cutting all of the wall and ceiling panels as required for other trades to complete their scope of work. Additionally, Lance's team will be installing all of the Pass-Throughs and Trim Kits, HEPA Housings and Bio-Safety Cabinets.

We anticipate that this first Clean Room project will be a successful one, largely in part to the Project Manager, Bill Hecht, for combing through all of the details and figuring what needs to be done! Drafting Project leader, Oscar Hernandez, is also doing an outstanding job providing the field with detailed shop drawings making a tough installation project run smoother. As always Scott Richardson, Chris Krumpfer, and Keith Greco have been great in supplying the field with the material, equipment, and tools they need to keep the productivity moving in a positive direction.

By: John A. DeMio, NNJ Project Manager





Thank you for your contribution and participation in this year's Speakeasy Casino Night, at Casa Bianca Banquets, on behalf of Sarah's Fight for Hope Foundation. We gratefully acknowledge receipt of your generous donations and thank you for your support. On behalf of Sarah's Fight for HOPE Foundation, thank you for being a generous sponsor. With your support, the event raised more than **\$50,000** for pediatric oncology families, which ensures that we can provide the financial and emotional resources needed.

Sincerely, Ken, Ingrid and Briellen Crowley

Thank you!

Bonland's Annual Fishing Trip



Joe "Lucky" Covello, MS Junior Accountant, caught a 24" long, 4 lb. fish. (Pictured)

Ugliest fish "oyster cracker," MS Controller, Kiera Waite.

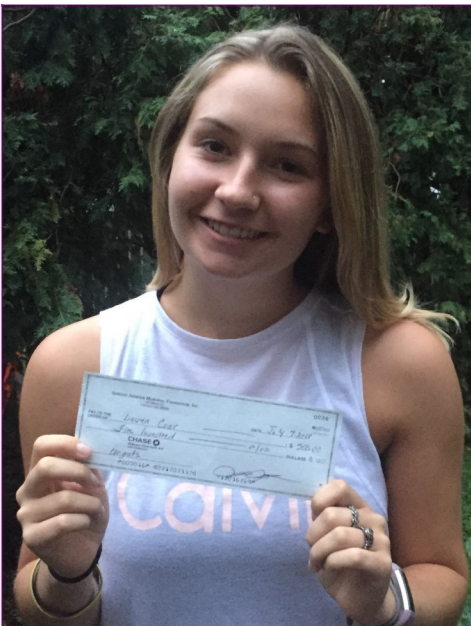
Most fish caught. NNJ PM, Tyler Athoe.

Thanks to, NNJ Drafting Project Leader, Scott LaRocca, for organizing this trip and all those who participated.

LOCAL 25 Pinning Ceremony



On September 17, 2018, **Local Union 25** had a Pinning Ceremony Dinner for their Local members, celebrating milestone anniversaries of 25, 40, 50, 60, and 70 years. Bonland has had quite a few members over the years that have attended the Pinning Ceremony Dinner. The 40 year pin recipients are: Bill Parent and Richard Flowers as well as retired Bonland employees Rick Taylor and John Belgio. The 25 year pin recipients are: Calvin Brooks, James W. Daniels Jr., John E. Jackson, Chris Turner, and Joe Wichart. Congratulations to all.



SCHOLARSHIP

FOLLOW YOUR DREAMS

The Gordon Johnson Memorial Scholarship is a scholarship given in memory of Gordon Johnson, who was a long-time employee of Bonland. Bonland was a very important part of Gordon's life, as his employment with the company helped him support his beloved family, allowing Gordon and his wife, Jojo, to create a wonderful life for their three children. Gordon also learned many lessons and formed many friendships during his time at Bonland. Gordon's family is extraordinarily grateful for his time with Bonland.

Gordon's untimely passing came just months after his retirement from the company. Although his loss left his family and friends devastated, they find comfort in knowing Gordon lived life to the fullest. He accepted, and conquered, any challenge that stood in his way so that he and his family could enjoy the best life possible. He was a hard worker, devoted husband, dedicated father and loyal friend to the very end. It is in this spirit that we are especially pleased to award the 2018 Gordon Johnson Memorial Scholarship to Lauren Coar, daughter of Carolyn Coar, NNJ Administrative Assistant. Each year, this scholarship is awarded to individuals who have faced hardships and challenges in their lives yet have managed to successfully navigate those obstacles and overcome each as a way of accomplishing their goals.

In reviewing Lauren's essay, it was evident that she was the perfect choice for this distinction. The Gordon Johnson Memorial Foundation is proud to have selected Lauren, adding her to the list of worthy recipients who achieve amazing things through tenacity and determination to succeed. We encourage Lauren to continue to set goals in the future, live life to the fullest and remain focused on things in life that matter most; stop at nothing to fulfill your dreams. Congratulations, Lauren!

By: John Bansley, SNJ Branch Manager





HAPPY WORK ANNIVERSARY



40 YEARS
LINDA WEST
PRESIDENT



30 YEARS
TOM TEDESCHI
NNJ SALES MANAGER



20 YEARS
JOHN HOFFMANN
PA BRANCH MANAGER



20 YEARS
ROMEO GAELA
NNJ TOOL MAINTENANCE MECHANIC




15 YEARS
EDWARD BLEWETT JR.
SNJ FIELD FOREMAN



10 YEARS
CHRIS TAYLOR
NNJ ESTIMATING MANAGER



10 YEARS
THOMAS WISSE
NNJ SALES REPRESENTATIVE

Michael Benanti and Jonathan Viaud have been promoted from Take-Off Estimator to Estimator In-Training.
Anthony Benanti Jr. was promoted from Material Handler to Take-Off Estimator.

GREAT JOB!

CAREER MOVES ★



Personally Speaking



Congratulations to NNJ Project Manager, Mike Rowan, on his September 29, 2018 marriage to Liz DeKnight. Their wedding was held aboard the Miss Lotta of Lake Hopatcong Cruises in NJ.



Congratulations to MS Purchasing Assistant, Marie Morrell, on her October 26, 2018 marriage to George Solari. Their wedding was held at The Brownstone in West Paterson, NJ.



Congratulations to, PA Project Manager In-Training, Robert Hoffmann, on his September 14, 2018 marriage to Diane De Rienzo. Their wedding was held at Oyster Point Hotel in Red Bank, NJ.



It's a girl!



Cecilia Rose Heimrich

Born: October 18, 2018

Weight: 8lbs, 8ozs

Length: 20 3/4"

Proud Parents: Jason Heimrich and wife Catherine Heimrich.

Proud Grandparents: Wayne (NNJ Project Manager) and wife Wendy Heimrich.



Zuri Kaye Gist

Born: October 17, 2018

Weight: 8lbs, 2ozs

Length: 21"

Proud Parents: KJ Gist Jr. and wife Courtney Gist.

Proud Grandparents: Lance Taylor (NNJ Project Foreman) and wife Cindy Taylor.

Proud Great-grandparents: Bob Taylor (Retired NNJ Project Foreman) and wife Donna Taylor.



Spot the Hazard



Please name 4 hazards that you spot from the picture above.

A winner will be chosen at random from all correct submissions. Send your answers to AXhakli@bonlandhvac.com by 12/31/18.

Winner will receive a \$25 gift card

(Winner of the Summer 2018 Newsletter was Robert Hoffmann)



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Send To:



New! **Projects**

| BRANCH | PROJECT | LOCATION | CUSTOMER |
|---------------|--------------------------------|--------------------|----------------------|
| NORTH | SYCAMORE ORANGEBURG DC | ORANGEBURG, NY | F&G MECHANICAL |
| NORTH | SYCAMORE TOTOWA DC | TOTOWA, NJ | F&G MECHANICAL |
| NORTH | NOVARTIS USMB PHASE 1 | MORRIS PLAINS, NJ | AES CLEAN TECHNOLOGY |
| NORTH | PRUDENTIAL PLAZA 6TH FLOOR | NEWARK, NJ | SJP PROPERTIES |
| NORTH | NOVARTIS USMB PHASE 1 | MORRIS PLAINS, NJ | MIDWEST MECHANICAL |
| NORTH | MERCK 80B DEMO & DESIGN ASSIST | RAHWAY, NJ | BINSKY & SNYDER |
| NORTH | CITI RUTHERFORD 2ND FLOOR | RUTHERFORD, NJ | INDUSTRIAL COOLING |
| NORTH | EXPRESS SCRIPTS A-B BRIDGE | FRANKLIN LAKES, NJ | F&G MECHANICAL |
| NORTH | CITI CATE LABS | RUTHERFORD, NJ | F&G MECHANICAL |
| PA | AMC @ THE GALLERY | PHILADELPHIA, PA | TRACEY MECHANICAL |
| PA | UPENN RINGE SQUASH COURTS | PHILADELPHIA, PA | TRACEY MECHANICAL |
| PA | MERCK | LANDSDALE, PA | CD & ASSOCIATES |
| SOUTH | JANSSEN PHARMACEUTICALS | TITUSVILLE, NJ | MIDWEST MECHANICAL |
| SOUTH | RWJ NEURO ICU | NEW BRUNSWICK, NJ | WILLIAM BLANCHARD |
| SOUTH | ERYTECH | PRINCETON, NJ | BINSKY & SNYDER |
| SOUTH | HARRAH'S HARBOR TOWER | ATLANTIC CITY, NJ | AC MECHANICAL |
| SOUTH | FOUNDATION CHARTER SCHOOL | TRENTON, NJ | LIMBACH COMPANY LLC |
| SOUTH | AC MARINA PUMP STATION | ATLANTIC CITY, NJ | AC MECHANICAL |