

The



Bulletin



MESSAGE FROM THE PRESIDENT

As many of you already know, Bonland transitioned to an Employee Stock Ownership Plan (ESOP) on November 30, 2023. Bill and Andy Boniface chose this method to maintain the legacy of the company and allow it to continue to operate as it always has. Through this transition, Bill and Andy have shown their confidence in the capabilities of our team.

The current leadership, culture and day-to-day operations will not change. The company becoming an ESOP creates a retirement benefit for our non-union employees. While not directly impacting everyone, this is a significant milestone for our collective journey. The contributions of the Bonland team are immensely valued. We recognize that each team member plays a crucial role in our success and we are committed to maintaining a positive and inclusive work environment for all employees.

I'm confident that the Bonland team will thrive as an ESOP and look forward to what we will accomplish together.

Congratulations to Ed Willigan, who has completed the requirements and passed the NJ State Board test becoming a NJ HVAC License holder. Obtaining an HVAC license is no small feat and it reflects Ed's expertise and proficiency in the field. This accomplishment not only recognizes Ed's individual capabilities, but also adds tremendous value to our team and the services we provide to our clients. Ed's dedication to continuous learning and professional growth is inspiring.

As mentioned in my last article, in 2023, we completed a record-breaking volume of work. While we find ourselves currently experiencing a slow-down, our backlog of work is strong and market indicators reflect that this slowdown is temporary. In the meantime, let's use this period to enhance our skills, improve our processes, collaborate on projects and strengthen our bonds as a team.

There have been many changes in our industry and this will continue and likely at a rapid pace. Whether driven by technological advancements, shifting market demands or internal improvements, change brings with it potential for innovation, new opportunities and growth. Therefore, we need to continually anticipate and prepare for change. By proactively seeking knowledge, we position ourselves to respond effectively. We need to ensure open communication and share insights, concerns and ideas. Continuous learning is also crucial and we should seek out opportunities for professional development. Change is often accompanied by uncertainty and maintaining a positive attitude can make a significant difference. As we prepare for future changes, I want to express my confidence in our team. Our resilience, adaptability and commitment to excellence have always been one of our greatest assets.

Linda West, President

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A WORD FROM THE VICE PRESIDENT

By Ed Willigan

A Shout Out to Management Services

I have recently taken responsibility for a few of our Management Services Departments; including IS, Estimating, Purchasing, HR and Accounting. Being primarily engaged as an Operations Manager it took me back a bit at first to see the amount of work required by outside sources. It is impressive the diligence and the sheer amount of work that is handled on a daily basis.

Most of the work in these departments typically happens “behind the scenes”. They operate on schedules and deadlines just like every project we have in the field. They are dealing with our customers, our vendors, government agencies and all of us at Bonland.

We recently transitioned to an ESOP, changed our calendar year and implemented new computer systems all without disruption to our everyday activities. So, here it is; A big thank you to Accounting, Estimating, HR, IT and Purchasing.



Bonland's Branch News



NNJ Branch News:

We have entered into a quieter season of work currently. Our sales and estimating departments are working diligently to secure more work for the spring / summer and into next year. Prospects look good with numerous target projects on the horizon and our backlog of work should become available.

With the goal of increasing productivity, our team is utilizing this quieter period to streamline our operations and improve our processes. The Shipping department in conjunction with Maintenance and the Shop have redesigned our entire stock tools and material storage system. This new design will without a doubt make our system more efficient.

Drafting, Shop and Estimating continue to refine our new Revit system to more accurately represent our sheet-metal standards. Maintenance continues to check tools and equipment to ensure they are in peak performance before being returned to the field.

As summer approaches, I expect us to be ramping back up to a nice, busy pace.

By Ed Willigan - Vice President

Bonland's Branch News Cont.

SNJ Branch News:

Those of you that have been in this business for even a short time know that there are many ups and downs in our workload that are dictated by the construction market. Winters are typically slow, and summers bring us "summer work", such as schools and universities that are putting the final touches on their new projects to get ready for classes to start in the fall. Right now, we are just about to break out of a slow period in South Jersey, with the summer rush right around the corner. This year's summer work will be new jobs that are getting ready to start up. Ironically, this slow period comes right after one of our busiest times in recent memory, and we hope to get back to busy times when the summer finally rolls around.

In addition to the Helix project that we have procured, we also have another project at the Hovione facility in East Windsor. We were originally awarded this project as a design- assist type project in 2021, where we worked with the engineering team to design the project from the ground up. Three years later, after a substantial amount of redesign, we are going to finally see this project come out of the ground, as we were awarded the construction phase of this project. Completion is scheduled for late 2025. I am also very happy to say that in December, the SJ field went one year accident free, with over 128,000 manhours. We unfortunately have had an accident since that time, so while it's great to celebrate our achievements, we must continue to focus on working safely and not get complacent.

I would also like to wish a Happy Retirement to two of South Jersey's Foreman. Roy Matthews and Bud Weller both retired at the end of 2023. After many years with Bonland and in the sheet metal trade, both Bud and Roy are now relaxing full time. I thank both of them for their hard work and leadership over the years, as their experience and dedication will truly be missed.

By: John Bansley - SNJ Branch Manager

PA Branch News:

The PA branch is not as busy as we were this time last year, but we have been able to maintain a steady workload through the winter. Bidding activity remains strong and we've recently been awarded a few nice size projects. In the drafting department, we are currently working on Amtrak – 30th Street Station Fitout, Almac North American HQ Expansion, 1701 Market Street Apartment Conversion and 2000 Arch Core and Shell.

Our current work in the field is a mixture of residential, office space, life science lab space, school work and retail space. We anticipate that we are going to get busier in the shop and field as 2024 moves along.

We recently received the 2023 John Connolly Safety Award, from the Sheet Metal Contractors Association, for the lowest EMR for contractors with over 100,000 Man-Hours Worked. This award is due to everyone's efforts to work safely every day.

Thank you to everyone for making safety your number one priority.

By: Matt Mitchell - PA Branch Manager

NNJ Sales Update:

In the construction industry there have always been peaks and valleys of work. In Sales we try to overcome those ups and downs by looking for consistent workflow to avoid the valleys along with gradual growth year to year. Oftentimes we experience the construction work valley around the holidays and into the new year and this year was no different. There are many reasons for the valleys. Sometimes it is due to the lack of projects, which fortunately is not the case for this year.

Based on my conversations with all of the major GC's in our industry, the reasons for this year's valley is due to inflation, high interest rates and it being an election year (which has delayed the release/award of some of the more major projects). However, NNJ Sales is confident we will shortly be pulling out of this valley and start to peak in all departments by this coming spring/summer and hold strong into 2027. This is based on the amount of large to medium-sized bids we have put together over the past few months and a good majority of those projects have a high chance of award in the near future.

Our bidding activity has picked up substantially over the past year; above and beyond the last few years with not only our current customer base but also with quite a few new customers.

We would not be able to bid this number of projects without the help of the Estimating Department and would like to thank them for all of their help and hard work they put into getting these estimates put together in a timely manner, not just for the NNJ Sales Department but for all Bonland Sales Departments.

By: Thomas Wisse - NNJ Sales Representative

SAFETY CORNER

The Bonland Merck crew have been recognized for their exemplary safety performance during the exhaust fan rigging and replacement project.

Not only did Tyrone's crew get recognized for doing this specific work evolution without incident, the entire Bonland Merck crew also went another month on the Merck campus without an accident or incident.

The crew maintained essential safety practices despite performing difficult task of planning, rigging and removing and replacing two exhaust fans above the interstitial walkway. Tyrone Seymore, Team Lead, performed and communicated professionally, efficiently and admirably. The task was completed in a manner that appeared effortless.

Merck rewarded each crew member with a gift card and breakfast on March 8th.

By: Mike Rowan - NNJ Sr. Project Manager



SUPPORT SAFETY: GIVE NEW CO-WORKERS YOUR SUPPORT!

Once a New Hire Safety Orientation has been completed, it's time for the new employee to join the work crew and meet the people they will be working with. Co-workers play an important role in getting new employees off to a safe and productive start.

Getting a new employee started off on the right foot is very important. Statistics indicate that up to 60% of all job injuries occur to new employees with less than six months experience on the job.

Repeated, friendly reminders of safety procedures and work rules by a co-worker can greatly reduce the chance of an accident with the new employee.

Many times, new employees will not think of questions to ask until after they get more comfortable, have worked a few days and begin to understand the job requirements more thoroughly.

As a co-worker, If you make yourself available to answer questions, it shows your willingness to provide a safe workplace for everyone involved..

YOUR RESPONSIBILITY

What is an experienced employee's role when it comes to orienting a new employee?

Remember that they are likely nervous to begin with. They probably won't remember all the instructions they were given and aren't familiar with the new surroundings. This is often a time of information overload.

... So how can an experienced co-worker help out?

- Introduce yourself to your new co-worker, explain your job and offer assistance.
- Encourage them to ask questions if they are not quite sure.
- The new person may be highly skilled and experienced in their trade, but not necessarily used to Bonland's ways of doing things.
- Point out locations of first aid kits, fire extinguishers, restrooms & break areas. Be sure your new co-worker is wearing the right PPE and is using it properly.
- If you spot this person doing something wrong, tactfully explain the proper procedures. It's easier to do this if a "coaching" role has been assigned or agreed-upon.
- During lunch and breaks include them in the group so everyone can get better acquainted.
- Perhaps most importantly, **lead by example** with safe and correct work habits.

Remember, getting new people started on the right path can help prevent an accident or injury to you and everyone on the crew.

By: Chuck Diou - SNJ Production Supervisor and Safety Chairperson

AWARDS & RECOGNITIONS

NNJ Safety Recognition

NNJ Field Foreman Lance Taylor and his crew (**NNJ Field Foremen Rob Hecht , Chuck Giambelluca, Teddy Steihler & Bunnie McKnight , NNJ Journeymen Chris Wess, Joe Fernandez & Carlos Denizac, and NNJ Apprentices Jason Josaphat, Cole Hamilton, Jacob Ramos, Anthony Ujhazy & Devon Rogers**) were recognized for their outstanding safety record during the Onyx Project. The crew demonstrated over 5,000 hours of safety and high productivity. Furthermore, the shop and drafting departments were recognized for pushing out drawings & duct fabrications safely and efficiently. The crew received a pizza party and safety t-shirts. Thank you for your hard work!

NNJ Safety Recognition

During the 39200 Sanofi CHC Project, **NNJ Field Foreman Steve Kinney** performed admirably in his commitment to safety on the jobsite. Not only has Steve exhibited exceptional safety practices, but he has been an example in safety and leadership for his team, subcontractors and tradesmen. In recognition of Steve Kinney's exceptional safety standards, he has been awarded a safety t-shirt.

Bonland is Accident Free!

Bonland went accident free during the entire month of January on the Merck Campus between jobs 35100, 35103, 35106, 35113, 35114 & 38143!



NNJ Safety Recognition

NNJ Field Foreman Bob Burton, NNJ Production Supervisor Scott Richardson and their crew (**NNJ Field Foremen Matt Yodice & Bunnie McKnight, NNJ Journeyman Chris Graglia & Josh Merrill, and NNJ Apprentices Brian Werr & Brandon McAlarney**) safely and successfully completed a two-day crane lift at Stevens institute in Hoboken, NJ 37-101.

As a result of sound traps requiring assembly and shipment within hours of receiving the sound traps from Tennessee, Scott and Bob developed a strategy to minimize the field install and conducted all of the field fabrication in the shop.

The work included putting the sound traps together, welding the legs and lifting angle on the sound traps. By doing the majority of the work in the shop in an isolated environment, this minimized the handling of material in the field which made it safer.

Communication & Careful planning was the key to this Crane lifts success!

SNJ Safety Recognition

The crew (**SNJ Field Foremen Chris Barneman, Mike Shedlock, & Ron Diorio, SNJ Foreman Tim Manning & Mark Martin, SNJ Journeyman Joe Rodaligo, and SNJ Apprentices Anthony Rusignuolo & Jake Marchesani**) at the Beigene DSDP Modules project scored 100% on the DPR safety inspection. They observed 5 areas of safety and scored positive on all 5. The crew has also been commended for being one of the safest trades onsite.

SNJ Field Foreman Chris Barneman and the rest of the team have been awarded Bonland t-shirts.

Outstanding job!



PA Safety Recognition

We recognized **PA Field Foreman Greg Ngee** for his outstanding commitment to safety.

Gregg was awarded Safety Champion of the Month by LF Driscoll for wearing all of his PPE at all times. He was personally recognized by CRB on his last project for consistently utilizing proper PPE as well.



Greg was awarded a Bonland t-shirt and has received a safety glasses lanyard and a headband from LF Driscoll.

Let's all take a moment to congratulate Greg and thank him for his ongoing commitment safety.



Under the supervision of NNJ Field Foremen, Tyrone Seymore, Joe Liberta and Jim Jankowski, we were able to go the entire month without an incident. We would like to recognize the entire crew for their efforts, and in appreciation, we rewarded the crew with breakfast.

A special shout out to: NNJ Field Foremen Tyrone Seymore, Joe Liberta & Jim Jankowski, NNJ Foreman IT John Jeklinski, NNJ Journeymen Eddie Sanchez, Raul Garcia, Fernando Lopez, and NNJ Apprentices Matt Dias and Josh Felix!

NJ's Leading Capital Construction Projects Awards Program

On Thursday, March 14, 2024, The NJ Alliance for Actions hosted their annual "New Jersey's Leading Capital Construction Projects" awards program. The awards program was created to highlight innovative, pioneering and landmark construction initiatives that greatly impact the state's economy and to honor the businesses and organizations that work together as partners to ensure the project's success.

We are proud to announce that at the request of DPR Construction, Bonland and the other major partners on the project were selected to receive the New Jersey's Leading Capital Construction Project award, for our work on the Biologics Development Center project.

Tom Wisse, NNJ Sales Representative (3rd from the left) was in attendance on behalf of Bonland to receive this prestigious honor, and we thank him for his representation.



ANNIVERSARIES



CHEERS TO 20 YEARS

Matt Mitchell
PA Branch Manager
20 Years



Chris Graglia
NNJ Sheet Metal Worker
10 Years

James Feurer
NNJ Draftsman
10 Years



Kevin Scott
SNJ Sheet Metal Worker
15 Years



FOREMAN IN TRAINING GRADUATES



Congratulations to NNJ Field Foreman, **Bunnie McKnight**, **John Pachner** and **Matt Yodice** for successfully completing the Foreman In Training Program!

Each of you have worked hard every day to achieve this accomplishment and is just one step on your journey of amazing accomplishments.

Thank you for your hard work and continued contribution to the success of Bonland!



Bonland December 2023 Toy Drive

In early December, Bonland hosted its annual Toy Drive on behalf of the Morristown Children's Hospital and Toys for Tots.

The toy drive was a collaborative effort between NNJ, SNJ and PA offices, with Kiera Athoe, Controller and Dave Manning, NNJ Journeyman coordinating the effort.

The toy drive was a huge success, collecting just under 850 toys to the campaign drive.

Thank you to all who donated to the campaign. Your generosity is supporting a worthy cause and will leave a lasting impact on less fortunate during the holiday season.



IN MEMORIAM ERNEST PETER BONIFACE



On January 14, 2024, Ernest P. Boniface passed away at the age of 98. Ernest’s many accomplishments during his life-time include serving our Country in the US Navy, being elected Business Manager of the Sheet Metal Workers Union, establishing Bonland, earning his pilot’s license, marrying his wife, Marge, and having 6 children, Cathy (Hecht), Bill, Andy, Paul, Joe and Jackie (McKennon), who blessed him with grandchildren and great grandchildren.

Ernie was not only a business leader, but a mentor, friend and inspiration to all that had the privilege of working with him. For many of us that had the honor of knowing Ernie, he is greatly missed. For those that didn’t get the opportunity to know him, as a part of the Bonland team, you are a part of his legacy.

It's Game Time!



Let us know how many ladybugs are hidden in this newsletter (not counting the sample to the left).

A winner will be chosen at random from all the correct responses.

Send answers to HR@bonlandhvac.com by April 23rd. The winner will receive a prize!



We want to see your pets! Send us pictures of your family pets, which will be displayed in the upcoming summer newsletter.

HR@bonlandhvac.com

SAFETY TIPS FOR SPRING

- PLANTS** – Common spring plants, like lilies, can be toxic to pets. Research before investing in your garden.
- ALLERGIES** – Environmental allergies can ramp up in Spring. Contact us if you notice your pet is irritated.
- PESTICIDES** – Lawn care and gardening products can be hazardous. Keep curious pets away!
- PREVENTATIVES** – Mosquitoes, fleas, and ticks can pass on dangerous diseases like Lyme and Heartworm. Keep your pet protected and on preventatives.
- SPRING CLEANING** – Cleaning products can be dangerous if ingested. Store them out of your pet's reach!



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NEW PROJECTS



YOU GOT THIS!



BRANCH	PROJECT	LOCATION	CUSTOMER
NORTH	ONYX 2 GATEWAY	NEWARK, NJ	TURNER CONSTRUCTION
NORTH	MSK CLINICAL EXPANSION	MONTVALE, NJ	TURNER CONSTRUCTION
NORTH	UNION COUNTY GOV COMPLEX	ELIZABETH, NJ	DOBCO, INC.
PA	ROWAN BUNCE HALL PHASE 3	PHILADELPHIA, PA	EAGLE MECHANICAL
PA	AMTRAK - 30TH ST STATION	PHILADELPHIA, PA	TRACEY MECHANICAL
PA	ALMAC NAHQ EXPANSION	PHILADELPHIA, PA	CYMA BUILDERS
PA	CLEARVIEW MS-HS IMPROVEMENTS	PHILADELPHIA, PA	MCCLOSKEY MECHANICAL
PA	MARKET CONVERSION	PHILADELPHIA, PA	DWD MECHANICAL CONTRAC
PA	MARITIME CHARTER	PHILADELPHIA, PA	ALL TRADES MECHANICAL
SOUTH	HOVIONE 89 TWIN RIVERS	HAVIONE, NJ	HENDERSON CORPORATION
SOUTH	ENZENE	PENNINGTON, NJ	GENESIS ARCHITECTS ENG