

Sheet Metal Journal

January 2025 « smacna-oregon.org

PORTLAND AIRPORT

INSIDE

CAROL
DUNCAN,
GENERAL
SHEET METAL

TRADESWOMEN
BUILD NATIONS

OREGON
LEGISLATIVE
UPDATE



5

January 2025

FEATURES

5 SMACNA AT PORTLAND AIRPORT

SMACNA Oregon & Southwest Washington contractors completed exemplary work at Portland Airport, a monumental project scheduled to wrap up in 2026.

8 CAROL DUNCAN, GENERAL SHEET METAL

From controller at GSM to SMACNA National president in 2023-24, Carol Duncan has built a legacy in the sheet metal industry.

10 TRADESWOMEN BUILD NATIONS

Tradeswomen Build Nations is the world's largest gathering of women in construction and their allies. Andy Del Toro, second-year apprentice at Southland Industries Portland, shares her experience.

DEPARTMENTS

- 3 CHAPTER UPDATE
- 4 NEWS & EVENTS
- 12 GOVERNMENT AFFAIRS



Sheet Metal Journal



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WELCOME TO SHEET METAL JOURNAL – OREGON & SOUTHWEST WASHINGTON

Thank you for opening up the introductory issue of the SMCANA Oregon & Southwest Washington *Sheet Metal Journal*. This journal will be an opportunity for contractors to share their successes and for the Chapter to share updates, events, ongoing and new initiatives, and news and stories about issues impacting the industry.

If you are a signatory sheet metal contractor and are not yet a SMACNA Oregon & SW Washington member, you should join. The cost is only \$200 per year and membership comes with real benefits.

How We Help Our Members

The association offers contractors professional assistance in the following areas:

- Labor relations
- Legislative assistance and advocacy
- Research and technical standards development
- Safety
- Business management education
- Project management education
- Essential industry communications and updates
- Social and networking opportunities

Membership with SMACNA Oregon & SW Washington also entitles members to all education, training, and development opportunities made available by SMACNA National.

If you would like to become a SMACNA Oregon & SW Washington Contractor Member, just reach out to me and I'll help you through the easy process.

SMACNA National Resources

As we move into a new year, I'd like to offer a refresher on some important resources available to all SMACNA members through the national association. These additional resources are available on the SMACNA National website:

- **Events & Education** smacna.org/learn/events – Access lists of all upcoming events and educational opportunities, including networking opportunities where members can establish life-long friendships while learning best-in-class approaches from their peers.
- **Educational Programs** smacna.org/learn/events/education-programs – SMACNA offers multi-day educational programs developed for owners, managers, project managers, future managers, and supervisors. Classes offered include Business Management University, Project Managers Institute, Advanced Project Managers Institute, Financial Boot Camp, Supervisor Training Academy, Leadership Development Program, and more.



Chris Schneider
Executive Director
SMACNA Oregon & SW Washington

- **Advocacy** smacna.org/government-affairs – With a legislative office just two blocks from the United States Senate, SMACNA takes a leadership role on Capitol Hill and offers members the resources needed to stay on top of industry issues in the nation's capital. SMACNA leaders and members know that competing interests will step up to the plate and important battles will be lost without our experience, knowledge, and input.
- **Safety & Health** smacna.org/resources/business-management/safety-and-health – SMACNA's Safety and Health Department develops safety programs, publications, services, and videos to assist members in establishing and managing effective safety programs. SMACNA's Safety and Health Department also communicates with OSHA and other federal agencies on issues affecting members and provides members with briefings on regulatory compliance.
- **Publications Store** store.smacna.org – Visit SMACNA National's online store to purchase SMACNA technical publications, manuals, and standards at member prices and for updates to current editions.
- **SMACNA National Subscriptions** store.smacna.org/my-bookshelf – Annual subscriptions to SMACNA's technical library are available via the cloud.
- **Technical Resources** smacna.org/resources/technical – Technical standards and manuals developed by SMACNA members have worldwide acceptance by the construction and code community, and the American National Standards Institute (ANSI) has accredited SMACNA as a standards-setting organization. SMACNA standards and manuals address all facets of the sheet metal and HVAC industry, including duct construction and installation, indoor air quality, energy recovery, roofing and architectural sheet metal, welding, and commissioning.

SMACNA Oregon & SW Washington also hosts a number of events each year that bring members together for networking and education. See our events calendar and reach out to me if you have any questions. I hope you have a safe and productive new year. ■

DON'T MISS THE 2025 CRAB FEED TO FUND THE OREGON PAC

All SMACNA Oregon & Southwest Washington contractors and affiliate members are invited to the 16th Annual Crab Feed from 6 to 9 pm on Friday, February 28, 2025, at the Milwaukie Elks Lodge #142. Enjoy fresh caught crab from the Oregon Coast, networking, and fellowship. All proceeds from this event will go to the Political Action Committee and aid in the chapter's lobbying efforts. In 2023, the event drew 200 guests who enjoyed tasty crab and side dishes and an evening with colleagues.

Reach out to the SMACNA Oregon & SW Washington office to register! ■



HOLIDAY GALA A HUGE SUCCESS FOR MEMBERS AND CHARITY

One hundred and seventy guests ate, danced, and were merry at the SMACNA Oregon & Southwest Washington holiday gala, held at the Downtown Portland Hilton in December. SMACNA members and their guests along with representatives from Local 16, the Sheet Metal Institute, and various affiliates and vendors gathered at the event, made extra special by a cocktail hour sponsored by Milwaukee Tool.



Guests spread holiday cheer by bringing unwrapped toys and raising funds benefitting Toy and Joymakers. Over the past 12 years, the holiday gala has raised more than \$180,000 for this worthy cause, which since 1914 has been helping children and families in need during the holiday season and throughout the year with appropriate gifts for children. Learn more at toynjoymakers.org Firefighters from Portland Fire Department Squad 1 showed up to pick up the presents.



This year, the chapter's Hardest Working Elf Award went to Johnson Air Products for their outstanding commitment to charity. Johnson Air Products and their employees donated thousands of dollars to community organizations in the Portland area.

SMACNA Oregon & SW Washington thanks everyone who supported this event and contributed to the charity. ■

CONTRACTORS TAKE IN EDUCATION AND NETWORKING AT SMACNA NATIONAL

SMACNA's 2024 national convention, held in Palm Springs, California, was the kind of event one has come to expect—top class education, engaging technical sessions, plenty of networking opportunities, and a beautiful location. Thirteen SMACNA Oregon & Southwest Washington member companies were in attendance, representing contractors from Southwest Washington all of the way to Southern Oregon.

Some of the highlights included a massive product show, with hundreds of vendors showcasing the latest in industry products, technologies, and services. The breakout sessions covered technical, business, and communication topics, and keynote speakers included SMACNA chapter and business leads, political advocates, communication and business development consultants, and experts in emerging technologies.



A labor forum hosted by Jason Watson, Director Labor Relations for SMACNA National, and Mike Coleman SMART General President, shared important insights into the future of labor-management relationships and the importance of ongoing cooperation.

Mark your calendars for the 2025 SMACNA National Convention October 26 – 29 in Maui, Hawaii. ■

SMACNA Oregon & Southwest Washington at PORTLAND AIRPORT

Featured Sheet Metal Contractors

Arctic Sheet Metal

Scope: HVAC, mechanical, plumbing, and sheet metal

McKinstry

Scope: Interior and exterior architectural sheet metal

Just Right

Scope: Flashings, interior sheet metal components

DeaMor

Scope: Skylight glazing and aluminum frames

By / Jessica Kirby • Photos courtesy of McKinstry and Deamor

When the new main terminal is complete, the Portland International Airport (PDX) will be 175,000 square feet larger, but it will use half of the energy per square foot than it used to. Over its seven-year timeline, this project has achieved impressive new feats in many areas, including design, engineering, construction, energy efficiency, and, of course, sheet metal.

The main PDX terminal expansion, designed by ZGF Architects, has a \$1.5 billion price tag and impresses with a design focused on health, wellbeing, and safety. Abundant aspects of nature, from a forest of live trees to a nine-acre mass timber roof, are spread throughout the building.

The terminal has flexibility built in with 100 ft x 150 ft long-span structures and unobstructed floorplates, which allow the airport the ability to successfully adjust to changing and future needs, creating column-free security checkpoints and adaptable check-in islands.

Its crowning achievement, figuratively and literally, is the nine-acre glulam roof that is set in an undulating pattern to maximize air flow and light, while achieving an unparalleled

aesthetic. The 18-million-pound, 400,000-square-foot structure is held up by massive Y-columns fabricated from 1-inch plate steel and filled with thermal grout for fireproofing.

When walking through the terminal, the most striking feature of the roof is the dappled light filtering through the wood ceiling and the trees, invoking the feeling of walking through a Pacific Northwest forest.

SMACNA Oregon & Southwest Washington Represents

Several SMACNA Oregon & Southwest Washington and SMACNA-affiliated contractors contributed to this landmark project, Portland's largest in history. Arctic was brought on to the project in 2019 under a design assist agreement. "For the first three years of the project, we worked with the design team to assist in finding a constructable design for the airport that balanced the architect's vision with the need to provide a robust HVAC system that would make the environment comfortable for passengers and airport personnel," says Aaron Vanrheen, COO at Arctic.



Arctic

The company was also responsible for finding temporary HVAC strategies to help keep the active parts of the airport heated and cooled during construction. By the time the TCore buildout started, Arctic had installed four new air handlers and several temporary systems to make the project ready for the new build.

“Our scope in the main build was to furnish and install the duct and airside equipment on the project,” Vanrheen says. “This included assisting in the installation of 34 air handlers, 24 CRAC/CRAH units, 44 fans, 160 terminal units, and more than 1,000 diffusers.”

By the end of the project, Arctic will have fabricated and installed over 700,000 lbs of duct, including Type 1 and Type 2 exhaust shafts (grease and dishwasher exhaust, respectively) for 22 future tenants.

As one would expect from a project of this magnitude, it wasn’t without its challenges. The project includes a large and expansive new structure that is tied to the existing structure, creating the potential to cause varied movement during structural settling or during a seismic event, since the new structure is built to very different standards than the existing structure.

“This created unique challenges in finding routing between the two structures that allowed for movement without compromising the HVAC system,” Vanrheen says. “Many of the challenges were solved during design by limiting how many duct systems crossed these boundaries between new and old, but in the areas where these boundaries needed to be crossed, Arctic helped address the issue by adding duct flex connectors to allow for some movement.”

McKinstry

James Slater, director architectural metals – Pacific NW Region for McKinstry, says the company’s scope was exterior cladding and interior decorative metal scopes, totaling over \$30 million in value.

Over its time on the project, McKinstry hung 11,000 sf of exterior sunshades at the roof line with a crane and installed 72,000 sf of roll-formed cladding panels, 35,000 sf of aluminum composite cladding panels, 29,000 sf of interior sunshade/dec grille, and 13,000 sf of interior aluminum/stainless cladding panels. It was also responsible for exterior and interior louvers; roof flashings, skirt panels, and trims; interior components, such as column covers, guardrails, handrails, cane rails, and baggage handling panels; and miscellaneous trims, planters, and tree grate surrounds.

“The roof being prefabricated in football field size sections that were transported to the final site was a unique aspect of this project and took a lot of coordination,” Slater says. “We had a lot of early roof flashing and trim work that was done in the prefab stage.”

“We partnered with Just Right Heating and Cooling who has done some of the flashing fabrication and helped to coordinate the ordering and installation of the large sunshade scopes,” he says. “They were a great partner and did a great job.”

The airport had to remain fully operational during construction, and this required a great deal of logistical planning from general contractor Hoffman/Skanska and the Port.

“The Port required subcontractor teams be in lockstep with them,” Slater says. “This meant difficult access to certain areas and dealing with very high levels of security protocols.”

DeaMor

DeaMor skylights have provided natural daylight for the Port of Portland’s airport since 1988, starting with concourse K (now the westernmost segment of D) and the rest of concourse D, concourse C, and the south node over security at the intersection of concourses B and C.

“Having worked with ZGF and both Hoffman and Skanska on these projects, we were uniquely prepared to work with their joint-venture team,” says Jody Moore, a founding partner



and president of DeaMor Skylights, who leads the design and preconstruction. “But none of the prior projects had the level of complexity or required the ingenuity and force of sheer will and confidence that PDX TCore required.”

The project required 32,000 sf of glass to create 49 skylights in five different sizes. The framing is a structurally glazed, thermally broken tubular system with rafters and structural attachment clips designed and extruded specifically to meet the requirements for the roof. The aluminum is finished with an AAMA 2605 light silver fluoropolymer coating and each opening is finished with a custom stainless-steel coping provided by Local 16’s General Sheet Metal.

The skylights were shipped to the site knocked down and assembled on the roof, and the glass was hoisted to the openings. Installation took place on the 2.5-acre assembly slab located west of the airport, where complete roof modules were prefabricated with mechanical, electrical, roofing, and skylights fully installed. The height of the roof was 25-feet during installation, then raised to 75-feet and conveyed into place over the top of the existing terminal.

“The skylight system is engineered to provide opening protection without the use of screens or guardrails, specifically to accommodate access for workers during installation, maintenance, and future replacements,” Moore says.

Just Right Heating & Cooling

Just Right Heating & Cooling partnered with Arctic to complete HVAC ductwork and with McKistry to fabricate architectural panels, and install architectural blinds on the south and west walls of the building—all of which amounted to nearly a half a million pounds of fabricated metal.

“Most of the architectural panels for the skylights aren’t square, straight, or level, which meant each one had to be detailed, laser cut, packaged, and delivered,” says Just Right Heating & Cooling President, Daniel Miranda. “And there are thousands of them.”

The blinds were the first of their kind in the Portland area,

supplied by a European company and manufactured in Texas. The mass timber parts were difficult to hang because the wood is breathing and changing with the temperature, which means the arch heights change throughout the day. To ensure the screens hang at the correct level, the roof is preloaded with weights. The screen system also includes aluminum bars on the south and west sides that are painted to look like wood.

“We are a small company that has been in the market 12 years and the only one on the project that was ‘homegrown’ from Local 16,” Miranda says. “We employ 63 workers from Local 16, and thanks to the Portland Airport and bigger companies like JH Kelly, McKinstry, and Arctic having trust in us, we have been able to grow the company.”

Other SMACNA Oregon & SW Washington members contributing to this project include Harder, who did plumbing, piping, and electrical, and JH Kelly who did piping and critical infrastructure work.

The project comprises four transformative projects including the expansion of Concourse E (completed in 2020), a new Concourse B (designed by ZGF and completed in 2021), a new Parking Addition and Consolidated Rental Car facility (completed 2021), and the main terminal expansion, scheduled for completion by 2025, with Phase 1 opening in August 2024.

The second phase opening is expected to be done in December 2025 or early 2026 and will feature nearly a dozen new local restaurants and shops, more restrooms, exit lanes to head to baggage claim and two new areas to wait for arrivals. ■

Carol Duncan: Building a Legacy



By / Jessica Kirby

Carol Duncan, owner of General Sheet Metal (GSM) and past president of SMACNA National, has dedicated her career to fostering leadership, innovation, and cooperation within the sheet metal industry.

Duncan's journey began in 1982 when her father offered her a controller position at GSM. At the time, she was working as a real estate agent managing accounting, home repairs, and cleaning duties.

"Interest rates were 17%, and wallpapering, painting, and cleaning wasn't as fun as it sounded," she recalls. "So, I said yes." Her father, uncle, and a third partner had purchased GSM in 1972. Having grown up working at the roofing company her

family managed together, Duncan was already familiar with the business environment and enjoyed the camaraderie of the crews and office staff.

She joined GSM in 1982 and married her husband, Dave, in 1986. Dave, who began his career in the trade right out of high school in 1967, joined GSM as an estimator in 1976.

"We made a great team, running the business together for over 25 years until his retirement in 2008," Duncan says. "There was a clear line of responsibilities, and as long as we respected that line, things ran smoothly. It was the perfect labor-management relationship."

“I quickly realized how generous SMACNA contractors are... They’re always willing to share and assist whenever possible.”

In the late 1980s and early 1990s, Duncan balanced her work at GSM with raising her children, splitting her time between the office and home. As her daughters grew older, she returned to focus more fully on the business. “From my perspective, I raised my daughters and then began raising GSM,” she says.

Involvement with SMACNA

Duncan’s connection with SMACNA began in the mid-1990s when she started attending conventions. These gatherings allowed her to meet other contractors, learn about their businesses, and gain valuable insights into their operations.

“I quickly realized how generous SMACNA contractors are,” she says. “They’re always willing to share and assist whenever possible.”

By the late 1990s, Duncan was actively involved in SMACNA committees at both local and national levels, where she felt she gained more value than she contributed. She credits SMACNA’s network of contractors for helping her implement new ideas and strategies that continue to shape GSM’s vision.

“A business doesn’t grow and thrive without labor and management working together,” she notes. “At GSM, we’ve always felt like a family, and the people who make it all happen are the most important piece of the puzzle.”

Advancing Best Practices

Duncan’s passion for improving labor-management relations deepened in the early 2000s when the Best Practices Market Expansion Task Force came to Portland. Inspired by the collaborative programs presented, she joined the task force shortly after.

In 2018, Duncan became co-chair of the task force alongside now-General President Mike Coleman, later working with Assistant to the General President Darrell Roberts. She served in that role until stepping down to become SMACNA National President in 2023.

“I am extremely proud of the group of people and the commitment we all share to making our industry better,” Duncan says. “We’ve done some incredible work!”



A Visionary Leader

Under Duncan’s leadership, GSM adopted the Entrepreneurial Operating System (EOS), a platform that sets quarterly goals and strategies shared company-wide to ensure alignment and focus. The leadership team includes her daughter, Ashley, who serves as operations manager, and a second-tier team, G2, consisting of emerging leaders from across the company.

In 2018, GSM began its journey toward becoming an Employee Stock Ownership Program (ESOP), inspired by Duncan’s experience at a SMACNA National meeting. By 2023, GSM was proud to become 100% employee owned.

Duncan’s tenure as SMACNA National President provided opportunities to travel across the country, meet contractors, and exchange insights. She took pride in showcasing SMACNA’s achievements, including legislative advocacy and the 2024 rollout of the Respectful Workplace Training—a program designed to position contractors as employers of choice.

“It was so enlightening to see the incredible work SMACNA contractors are doing in so many areas,” she reflects. “We are even more diverse than I could have imagined.”

Empowering Employee Owners

In November 2024, GSM celebrated its second Owners’ Summit, emphasizing the importance of ownership. The company implemented Open Book Management and Financial Training to ensure all employee-owners understand the fundamentals of business success.

“As my journey winds down, my priority is ensuring that our new owners fully grasp what their ownership means and how they can contribute to the company’s continued success,” Duncan says. ■



TRADES WOMEN BUILD NATIONS

© iStock / Gugal

By / Jessica Kirby • Photos submitted by Andy Del Toro

Tradespeople, union leadership, and contractors gather yearly at Tradeswomen Build Nations (TWBN)—the largest gathering of tradeswomen in the world. Hosted by North America’s Building Trades Unions (NABTU), the annual event brings more than 3,000 trades industry representatives together, representing the United States and Canada.

The three-day conference features formal plenary sessions, a banner parade, and over a dozen workshops on a range of

topics addressing unique and critical issues of tradeswomen in the workforce.

“The impact of TWBN and its exponential growth are phenomenal,” said NABTU President Sean McGarvey. “There is nowhere on the planet where more building trades members gather each year than at this conference, and this year, almost every general president in the building trades attended.”

The sheet metal industry represents well. Union and contractor



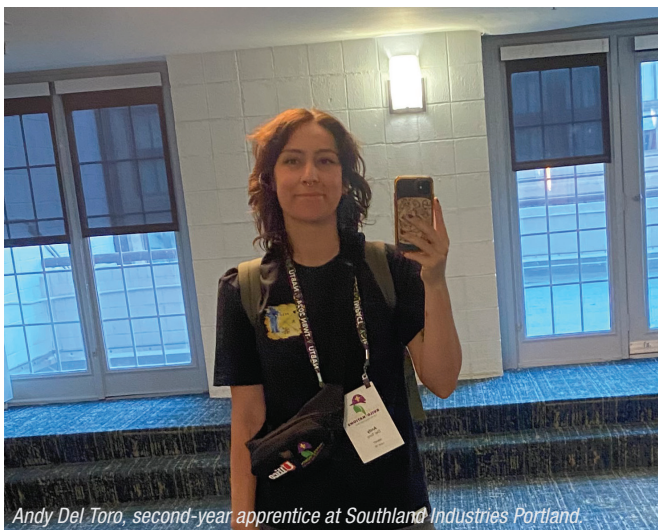
Local 16 members at Tradeswomen Build Nations 2024.

members from across the United States and Canada make appoint of attending, and the numbers grow each year.

In 2024, SMACNA Oregon & Southwest Washington, Local 16, and the Sheet Metal Institute jointly sponsored eleven women to attend TWBN.

“We are proud to have co-sponsored these local tradespeople to attend the Tradeswomen Build Nations conference,” says Chris Schneider, executive director for SMACNA Oregon & SW Washington. “If people sharing common interests are encouraged to come together and speak openly, they can build lasting support networks, and we can improve by learning from their experiences.”

One of those tradespersons is Andy Del Toro, a second-year apprentice at Southland Industries in Portland. She attended in 2024 for the first time and felt the opportunity was too good to pass up. That was partially because she’d never been east of Arizona but mostly because it was a chance to delve deeper into the industry she cares so much about.



Andy Del Toro, second-year apprentice at Southland Industries Portland.

“It might sound corny, but I love my career and my union so much,” she says. “I’ve always worked so hard at all the jobs I’ve had, and while I’d received raises and leadership roles in the past, my hard work had mostly gotten other people promotions—and I still had to work two jobs to support myself.”

Del Toro says TWBN was a wonderful opportunity to see and support other women’s journeys in the trades. Highlights for her included the Indigenous keynote speakers, hearing women’s experiences within their careers, and having dinner with her union family.

“It was so wonderful to trade stickers, shirts, and stories with women from all over the country,” she says. “Some women talked about how they rose to leadership roles after being told that they would fail, some were proud that they could support their multigenerational families with their careers, and some

■ ***“We as tradespeople need to work on how we treat each other because times have changed, and this is not a man’s job or a woman’s job. This is our job.”***

■ ***—Angie Simon, past SMACNA National president***

shared how harshly they were being treated by their brothers in the trades.

“Offering support and solidarity was very fulfilling. It made me feel even more grateful to my shop and my union, because I’m treated fairly and work with people who are now my friends, too.”

She says anyone thinking about attending should jump at the chance. “The true advice that I have for this conference is to treat it like work, but the task is to observe and connect with people,” she says. “Hear and remember as many stories as you can, and don’t be shy. There were many women who I wanted to ask for their IGs but I was too shy. I also wish I had bought some of our Local 16 shirts to trade with other SMART members!”

Angie Simon, past SMACNA National president, has attended in the past and says she was most impressed by how many allies (male supporters) attend the event. What Simon has heard from the men who attended is that TWBN is eye opening.

“They heard stories and attended panel discussions that made them even more aware of what their female sisters have had to endure being the only women on a jobsite,” she says. “So, for their awareness, it is excellent that they attend. For the women, it is a chance to celebrate their success, not feel so alone, and bond and network with other women working in the trade. Plus, the educational content is solid.”

Besides gender equality, many important issues take center stage at TWBN, and it is the perfect forum for discussion on these topics. One key takeaway is that bullying and harassment, unfortunately, exist in many workplaces, especially for women and apprentices in trades. In many cases, co-workers are bystanders to bullying and do nothing to help or deflect because they themselves are afraid of retaliation.

‘Silence is compliance’ was a phrase that stood out to me,” Simon says. “We as tradespeople need to work on how we treat each other because times have changed, and this is not a man’s job or a woman’s job. This is our job.”

Learn more about Tradeswomen Build Nations and view photos and materials from past conferences at nabtu.org/twbn

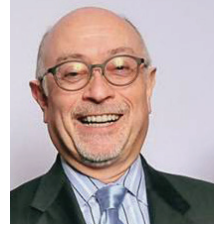
Mark your calendars for Tradeswomen Build Nations 2025 when the dates and location are announced. ■

GOVERNMENT AFFAIRS TEAM PREPARES FOR LONG SESSION IN THE OREGON LEGISLATURE

For the past six months, your SMACNA Oregon & Southwest Washington Government Affairs Committee has been actively engaged in the recent elections and preparing for the 2025 session of the Oregon Legislature. The 2025 session will be what is commonly referred to as a “long session” lasting almost six months. Long sessions occur in odd numbered years, starting in mid-January and ending by the last day in June. In even numbered years, the Legislature meets for only about six weeks, kicking off at the start of February. Long sessions are where the bulk of legislation occurs and Oregon’s biennial budget is passed.

On January 13, 2025, the Oregon Legislature convened in Salem and many recently elected new members were sworn in. Additionally, 2,284 legislative Bills were released for consideration. The session really kicks off on January 21 when committee hearings begin. The Capitol building is still under reconstruction, which makes logistics challenging for everyone involved in the process. Key issues for the Legislature in 2025 will be very similar to those presented over the past two years—homelessness and housing, education funding, and dealing with drug use and mental health problems. A new eight-year transportation plan and funding for it will also be a priority. A balanced two-year budget must also be passed, which occurs at the end of the session.

The foremost issue for SMACNA will be working with Local 16 to pass legislation clarifying and requiring routine testing of safety dampers by certified contractors and workforce in public buildings. The requirements should result in significant new and recurring work for SMACNA contractors and the skilled Local 16 workforce. Both organizations have been laying the groundwork for this push for the past six years, and this includes the creation of a damper demonstration module at the training center, which many legislators have seen in action. Our lead



By Brian Krieg,
FocusPoint Communications

legislative sponsor is Rep. Dacia Grayber (D – Tigard) who is a union firefighter. The firefighters will be supporting our efforts along with the AFL-CIO and the State Building Trades Council.

SMACNA Oregon & SW Washington’s Government Affairs Committee worked hard during the recent election to select and support legislators and key state leaders who are supportive of this public safety issue. The committee provided contributions from the chapter’s Political Action Fund (PAC) to help. All of the legislators and statewide officials SMACNA supported won their elections. Our PAC is primarily funded through the purchase of tickets to our annual Crab Feed, which will be held February 28 this year. We hope to see you there.

Lastly, in a significant executive branch move in support of organized labor and union contractors, Governor Tina Kotek signed an executive order on December 18, 2024, establishing the required use of Project Labor Agreements on state construction and remodeling projects. In brief, Executive Order 31-24 directs state agencies to require that contractors and subcontractors negotiate and be party to a Project Labor Agreement with one or more appropriate labor organizations on projects where labor costs constitute at least 15% of the project costs.

The order additionally directs state agencies to set targets for the Certification Office for Business Inclusion & Diversity (COBID), track COBID and DBE firm use, and use a payroll system to track data on project labor. The executive order does allow an agency director to petition the governor to exempt a specific project.

This move from the governor comes as Associated General Contractors (AGC) is actively pursuing lawsuits against the use of Project Labor Agreements at the Oregon Department of Transportation. It remains to be seen how the current lawsuits will impact the executive order, or vice versa.

As agencies begin to work on compliance with the Executive Order, there will likely be conversations with the Governor’s office around a model Project Labor Agreement that can be used as a starting point for future agreements. Many details will need to be worked out. We expect the non-union side of the industry will push back against this order, and we will see how that impacts coming legislation in the 2025 Legislative session. ■

2025 SMACNA Annual Convention
Maui, HI | Oct 26, 2025 - Oct 29, 2025

Scan the QR Code for more information