



# The Chambers Connection

Chambers Construction

Volume 5 Issue 1  
January 2020

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

## President's Message



Dave Bakke, President

### "Still Work to Do"

2-1/2 years ago we rolled out our Core Purpose and Core Values. Since that time, I feel we have worked hard to live the purpose and values, implement them and build the culture of the company around them.

Our Core Purpose – **BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES** - is really meant to guide us to why we do what we do. Our Core Values are the tools we use to achieve the Core Purpose. Many of the newsletter articles revolve around the Purpose and Values.

As we move into the new decade, the roaring 20's, my

goals and purpose are to continue to solidify our Core Purpose and Values and begin the long hike up the mountain to achieve our long-range goals. At the State of the Company address we rolled out our vision, our BHAG (big hairy audacious goal); that goal is **"TO BE KNOWN NATIONALLY AS THE LEADER IN COMMUNITY FIRST BUILDING"**. What that means and how we do that is still very vague, what we do know though is it will take a lot of work and a dedicated team at Chambers to make it happen.

Which brings me to this newsletter, we are 3-years into our envisioned future for the company. Statistics show that most goal setting starts off strong, after a few years weakens and then falls by the wayside. For us to keep building on what we have achieved we all "still have work to do". Not only by continuing to live, teach and practice our Core Purpose and Values but now to begin

working on our BHAG.

We've used the analogy that achieving the BHAG is like climbing Mt. Everest. I expect we'll climb some, then slip down the mountain, climb and slip again but each time climbing a little further. The teams that reach the top are the ones who don't quit, keep trying, learning from mistakes, creating new ideas, trying again and again.

I see the challenges. The challenges of living the Purpose and Values and having them engrained into the culture of the company and not just words on the wall. The challenge of climbing a mountain without a trail and not really knowing what's at the top of the mountain. We still have work to do, I'm looking forward to the challenge, the climb if you will.

"Thank you again for all you do and "Go Chambers"!"

Dave B.



### Civic Park

Self-Performed Work: Concrete, slab on grade, footings and grade beams

### Coos Bay Eastside Elementary School

Self-Performed Work: Concrete, specialties installation, backing and blocking, finish carpentry.

### Market District Commons

Self-Performed Work: Supervisory only

### Evergreen Medical

Self-Performed Work: Structural rough carpentry

### Shedd Music School

Self-Performed Work: Misc. carpentry, concrete wall infills

### Homes for Good Offices

Self-Performed Work: Demo, rough carpentry, concrete

### Jasper Mountain Care Facility

Self-Performed Work: Concrete

### Kendall Subaru

Self-Performed Work: Concrete, bollards, blocking and backing, doors, frames, hardware, toilet accessories, furniture, owner equipment

• Build long-term relationships before short-term gains • Build it like you own it

• Stay positive: play to win-win • Be a teammate: communicate and act to build respectful and trusting relationships

• Find the time and create opportunities to help each other • Be a problem solver, bring solutions daily

## Save the Dates

### Respectful Workplace Training

February 17th, 3-5pm for all supervisory employees  
February 24th, 3-5pm for all non-supervisory employees

### Hearing Tests

March 12-13th, 8am-4pm

60,625  
HOURS WORKED  
WITHOUT INJURY  
12/31/19

## Employee Spotlight

### Darren Babcock...



Darren Babcock has been with Chambers for 2 years. He currently is working at the Shedd Music School Renovation as a carpenter. When he first joined the company he started at the Northern Gold Foods project and

was there for the entire duration of seeing it built from the ground up. It was the largest project he has worked on. Previously, he had done wood framing, pipelaying and ironworker.

He was born and raised in Eugene and now lives in Veneta with his wife and three children. They are currently remodeling their home. In his spare time he enjoys hunting, fishing and camping. He enjoys traveling and hopes to explore more of the United States with his family in their camp trailer.

Darren says that Chambers Construction is the best company he has ever worked for. He appreciates how well the employees are treated, the health insurance and other benefits are great, and it's easy to get tools when he needs them. He hopes to grow into a lead position in the future.

Frank Travis has stated he "had the pleasure of working with Darren out at Northern Gold Foods. Darren quickly became one of our go-to guys. Reliable, smart and a great worker. We look forward to future projects with him, he is a prime example of our core values at work."

### Apprenticeship Classes

Classes are open to all Chamber's employees and you are paid for your time in class. Please contact Mark Harrington for more information by cell 541-972-0997 or at mharrington@chambers-gc.com.

Classes are held one Saturday per month from 7am-3:30pm.

The February 22nd class will be floor systems, backing and bathroom hardware with Mike Hogenson, and suspended slab prep with Gregg Wallsmith.

### Know Your Hard Hats



**WHITE**—Experienced

**BLUE**—Inexperienced

**ORANGE**—Under 18

### Congratulations to Chris Anthony for being promoted to Foreman



Chris Anthony started with the company on July 1, 2019. He came from Ordell Construction where he worked as a Superintendent. He also coached football at Willamette High School and really enjoyed coaching as it gave him the opportunity to teach. Those skills help when leading people, like foreman do and for teaching apprentices new to the industry, which he assists Mark with from time to time. Chris is currently working as foreman at the Jasper Mountain Care Facility project.

### Welcome New Team Members



**Jacob Abbatello,**  
Apprentice

## Employee Spotlight

### Meet Your Laborers/Project Assistants

Joseph Jacobs started with the company in April of 2019 as a project assistant to Tim Jacobs. He is currently working on the Homes For Good Project and previously assisted on the Heartfelt Guesthouse. He assists in the job office with paperwork and in the field as a laborer. He has become invaluable to Tim and couldn't have a better instructor to introduce him to the multi-facets of construction.



Joseph Jacobs

Grant Woolsey came on board in September of 2019, lives in Coos Bay and is working at the Eastside Elementary School project as a laborer. Laborers can be called on to perform jobsite cleanup, minor demolition, install/remove perimeter fencing and handrails, strip cement forms, supply carpenters with materials for a variety of work on site, prepare tools at the start of the day and put them away at the end of the day or many other similar tasks.



Grant Woolsey

Joseph and Grant perform many functions important to helping the job run smoothly and are very important to the team. Keep up the good work!

February/March Anniversaries	
Pat Duerr	30
Brent Shjerve	22
Levi Connelly	16
Kim Cailteux	13
Brian Anderson	6
Jason Londo	6
Leroy Wyant	5
Todd Keffer	5
John Roe	3
Peggy Burian	2
Breck Hosford	2
Michael Good	1
Garrett Castle	1
Ryan Collins	1
Anderson Vanberg	1
Birthdays	
Shawn Hussey	2/13
Ryan Collins	2/20
John Wright	2/21
Kellie Norris	2/21
Amber Keffer	2/21
Dave Bakke	3/1
Tim Cabble	3/1
Scot Moore	3/7
Steven Serjeant	3/7
John Roe	3/14
Nancy Thornton	3/18
Brian Erickson	3/20
Garrett Castel	3/25
Mike Hogenson	3/26

### \$\$ Trivia Drawing \$\$

The winner for the last drawing was Peggy Burian, she received a \$50.00 gift card. The answer was "Flashing".

### What does the M in O&M stand for?

For a chance to win this time, submit your answer to Pam Hansen by February 10th at [phan-sen@chambers-gc.com](mailto:phan-sen@chambers-gc.com) or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.

### Current Income Tax Brackets



There are seven tax brackets for 2019, for returns filed in 2020. All tax rates and brackets will sunset on December 31, 2025 (meaning Congress will have to act to keep or change the rates).

Tax Rate	Married Filing Joint	Individual
10%	\$0 to \$19,400	\$0 to \$9,700
12%	\$19,401 to \$78,950	\$9,701 to \$39,475
22%	\$78,951 to \$168,400	\$39,476 to \$84,200
24%	\$168,401 to \$321,450	\$84,201 to \$160,725
32%	\$321,451 to \$408,200	\$160,726 to \$204,100
35%	\$408,201 to \$612,350	\$204,101 to \$510,300
37%	\$612,351 or more	\$510,301 or more

## Employee Spotlight

### State of the Company Address held December 3, 2019



Company executives shared information about what's happened over the past year, since the previous SOC address. Some of the highlights included announcing an office expansion to accommodate the growth in the Small Projects Division and a much needed training room for use throughout the company, especially with the apprenticeship program in its third year.

The new safety recognition program was rolled out and allows employees to impact the amount they will receive in recognition! The company will set aside a pool of money to recognize field workers for working safely. Our 3<sup>rd</sup> party inspection company, Safety Northwest, randomly visits our jobsites each month and reports their findings. Money will be added to the pool for notations of safe practices and deductions for noted safety concerns. Dave Bakke and Scot Moore will add to or take away from the pool based on their observations as well. We challenge you to double the pool!

Probably the most exciting news was the announcement of our B.H.A.G. – big hairy audacious goal. Our goal is to “be known nationally as the leader in community-first building.” It's a big goal, long term – 20 to 30 years to attain, it may be so big we won't attain it but as we work toward it, we will make our great company even greater. While we plan to expand into other communities, the idea is not to be “bigger” but to be “better.” We will share much more on that as we move forward.

Annual drawings for Safety Suggestions, Innovation Ideas, Safety ‘What's Wrong With This Picture’ and Core Values were held. The \$500 winners were Levi Connelly, Garrett Castle, Peggy Burian, Erin Lawrence and Jason Londo. Ryan Briggs won the drawing for the Daniel Boone Green Mountain Grill. Many employees won prizes from the raffle drawings. Congratulations to all winners!



#### Safety Suggestions

Nolan Perkins submitted a safety suggestion in January, “Whenever extension cords are being used, the slack in the cord should be pulled taught, looped together and held together with velcro. The idea is that it all stays together so it won't come unraveled and become a trip hazard.” Nolan will receive \$100 for his suggestion and will be entered in the \$500 drawing at the end of the year.

Send your safety suggestions to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.



#### Innovation Suggestions

We received 2 innovation suggestions in January.

Mark Shaffer suggested, “What if we had the apprenticeship students refurbish the 2 office trailers out back of the office then they could be used on jobs. That would give the students experience and allow Chambers to rent them to the projects.”

Garrett Castle suggested, “Research companies that provide AI video monitoring services to help prevent violations and accidents before they happen. It would provide real time site monitoring, in the cloud, 24/7

and would push out alerts. It would also integrate with Procore.”

In a random drawing, Garret Castle's name was drawn, he will receive \$100 for the suggestion and both Mark and Garrett will be entered in the \$500 drawing at the end of the year.

The rules are that the idea must be implementable, even if it's not implemented, and can be a suggestion to improve any aspect of our business. Send your suggestions to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.

## Employee Spotlight

### Wellness Employee Spotlight



Movement is how my brain knows I am alive and engaged in life and when I move on a regular basis, my brain basically says I guess I have to be the best version of myself because I am in this thing called life. This is how I frame movement; it's something I can choose to do that really powerfully influences my mental health and my resilience. Every

time I move I'm doing that.

I believe there is a form of movement meant for everyone and no matter what body you're in, or no matter what your past experience is, there is probably a way that moving your body will give you access to something you want; whether it's social connection or hope, a different sense of yourself.

If you have clarity or direction about what you value and you're willing to experiment and not give up the first time it doesn't go as planned, let your intuition lead you. Everything you need is already inside you.

Just for today ~

- I will practice contentment by keeping life simple.
- I will move and stretch every half hour and make healthy food choices.
- I will be grateful and let go of that which I cannot control.

Mind, body, and spirit; balance. This is what wellness is to me.

Happy 2020!

Cheers, - *Erin Lawrence*

**burn boot camp®**

**“30 Day Challenge”**

**Chambers encourages you to try something new!**

**If you or your spouse sign up for 30 days for \$30 challenge before the February 9th cutoff AND complete at least 12 camps, we will reimburse your \$30. There is a Surprise bonus for more attendance. You have 90 days to start your 30 day trial but you have to sign up now! Then sign up for future classes/ memberships and we will work out a special incentive for you.... Details to come. Contact the wellness committee for more info. This is an amazing opportunity and a talented group of trainers.**

*Complimentary Child Watch    Unlimited 45 Minute Camps*

*Personal Training in a Group Setting*

*Personalized Nutrition & Education*

*A Community of Strong & Empowered Women & Men*

*(all shapes & sizes)*

**Let's make this your year!**

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Heather Shaffer, Kim Hutchens, Jenna North, Scot Moore, Stacy Ivey Darell Stinson & Erin Lawrence. (not pictured is Diza Hilles)

### Join the Wellness Committee

We meet at lunch time, once a month on a Friday. Your input and involvement is valued and we will provide lunch and other fun incentives.

Email Heather [hshaffer@chambers-gc.com](mailto:hshaffer@chambers-gc.com) for more info.

Contact Wellness to register for events or if you have questions at [wellness@chambers-gc.com](mailto:wellness@chambers-gc.com)

### Baked Salmon Chimichurri Recipe



#### Ingredients

##### For the Salmon

1 ½ pounds salmon fillets  
Kosher salt  
Ground Black Pepper

##### For the Chimichurri

1 C fresh cilantro leaves and tender stems, tightly packed (about 1 large bunch)  
1 C fresh parsley leaves and tender stems, tightly packed (about 1 large bunch)  
2 green onions (tops only)  
1 garlic  
½ C extra Virgin olive oil  
1 tablespoon red wine vinegar  
1 tablespoon fresh lemon juice  
½ teaspoon oregano  
¼ teaspoon kosher salt  
Several grinds ground pepper

#### Instructions

##### Preheat the oven to 450F.

1. Generously sprinkle the salmon with kosher salt and fresh ground black pepper. Place on a parchment-lined baking sheet.
2. Bake the salmon for about 10 minutes until flaky and just cooked; test it with a fork to assess doneness. Watch the salmon to make sure not to overcook, the timing can vary based on the thickness of the salmon and variations between ovens.
3. Meanwhile, make the chimichurri: Slice off the tops of the green onions. In a blender, blend all ingredients until a smooth sauce forms, (if necessary, stop and mix the ingredients to allow them to fully blend).
4. To serve, drizzle the salmon with chimichurri, and serve with potatoes.



Nolan Perkin, Erin Lawrence , Darell Stinson with family at the The Turkey Stuffer. (above)



Erin Lawrence and Darell Stinson with family at the New Years Eve Midnight Run. (right)



Ruby Montez, Erin Lawrence , Nolan Perkins with family and friends at the EWEB Run to Stay Warm. (right)

## Women Build 2019 / Habitat for Humanity of Junction City



Cassandra Dare shared an experience of a volunteer opportunity she participated in with NA-WIC. Chambers was a Title Sponsor. All volunteers spent a day, cutting lumber, framing and raised three exterior walls of the 1,000 sf house and one of the exterior walls for the garage. They also raked and seeded the backyard and many other odd jobs including repairing a backyard fence.



Cassandra shared, *“Oh my goodness! What an incredible experience volunteering today at Women Build 2019, Habitat for Humanity Junction City! Out in Harrisburg, about 51 women made a significant difference in the lives of a family looking forward to a house they can call home! Chambers donated a large supply of lumber and without them this day would not have happened. I am honored to have had the opportunity to spend this day with so many other individuals who care and want to make a difference in our community. It takes a village and we clearly succeeded today in making a difference!!”*

### 2020 New Year Resolution – Go on a Low-Bad Diet

According to a recent article in the Wall Street Journal, “Our minds and lives are skewed by an imbalance just now becoming clear to scientists: the negativity effect.” For the past twenty years scientists have been looking for why bad events have such power by looking for contrary patterns in good events. In the end they could not find counter examples of good being stronger.

Their studies showed that bad is stronger than good – negative images stimulate more electrical activity in the brain than positive images, bad parenting makes more difference than good parenting, bad health makes more difference than good health, the pain of criticism is stronger than the pleasure of praise. We do not have a psychological term for a good event, we term bad events as ‘trauma’ because they can produce long-lasting pain, whereas good events don’t produce such long lasting impactful effects.

Modern society is bombarded around the clock by the “merchants of bad.” Journalists and politicians sensationalize and hype threats all around us – from the weather, foreigners, technology, guns, the stock market and other warnings that we are doomed – anything to trigger the brain’s alarm circuits.

Because the negative or bad has such a stronger effect than good, it has been focused on disproportionately for decades, perpetuating and enlarging the negativity effect. “So the public learned lots about psychoses and depression but precious little about the mind’s resilience and capacity for happiness. Post-traumatic stress disorder became common knowledge but not the concept of post traumatic growth, which is actually far more common. Most people who undergo trauma ultimately feel that the experience has made them a stronger and better person.”

Scientists started focusing on the “positivity ratio” or the number of good events/emotions for every bad event/emotion. Research found that older people are typically more content than younger people because they’ve learned how to improve this ratio over time. They’ve gone on a “low-bad diet” and people of all ages can do that too. Here’s how:

**Remember the Rule of Four.** A negative action has at least three times the impact of a comparable positive action. So to come out ahead, it takes four good things to overcome one bad. Plan on 4 compliments to make up for 1 criticism. If you are late to a meeting, be on time the next 4 and the 1 may be forgotten by then. 4 good days at work should make up for 1 bad. (Monday’s are often the bad for me!)

*Continued on Page 8*



## Caught in the Act!

### Core Value Nomination

Pam Hansen nominated Steven Serjeant, “After working with Steven for a while now, I have learned he is always positive, whether it’s in the warehouse, the office, moving or lifting something for someone, running an errand, or giving someone a ride. He is a great teammate every time he does these things and it helps build respectful relationships with fellow employees. He makes the time to create opportunities to help many people. For example, at the State of the Company meeting he stayed at the desk helping check everyone in. He is also willing to stay after-work to help, no matter what the task. He represents our core values well, takes pride in his work, has the attitude of “building it like you own it” and believes in our core purpose of “building what’s important in peoples’ lives.” He even requested our core purpose be printed on his work truck. Thank you, Steven!”

Pam and Steven will both receive \$100 and will be entered in the \$500 drawing at the end of the year.



The Small Projects Division began in the fall of 2017. Since then they have tackled 147 projects, 74 in 2019 alone, with no sign of slowing down. The division is led by Nancy Thornton with a team consisting of seasoned and dedicated superintendents and members who support the division. Not only are they accomplishing great work, keeping our connections with long standing clients, they mentor apprentices and have learned to balance workloads efficiently, quickly and maintain Chambers quality work.

They are their own Division, but they are overall an exciting and complimentary addition to Chambers Construction as a whole.



Chi Omega Architectural Masonry

## 2020 New Year Resolution—Go on a Low-Bad Diet

*Continued from page 7*

**Do no harm.** We pride ourselves on the many good things we do. We also need to remember the importance of what we don’t do. Often avoiding bad is more important than doing good. Relatively little credit is given for doing more than promised and a hefty price is extracted for falling short.

Relationships depend on the frequency of negativity and how people deal with negativity. In successful relationships, people overlook flaws by giving the other person the benefit of the doubt or by responding calmly so as not to escalate the conflict. In relationships where people assume the worst and respond angrily, because bad is more powerful than good, something small escalates into something major and the relationship fails. In business this is extremely important for teams.

**Relive the good moments.** Sharing good news is one of the best ways to become happier, if the other person rejoices with you. If someone shares good news with you – rejoice with them! This process makes the triumph more meaningful and is more likely to be recalled later. One reason we are happier as we get older is because we spend more time

thinking about happy memories and less time obsessing over the merchants of bad news.

**See the big picture.** Focus on the long-term trends instead of the gloom and doom story of the day and you’ll see that there is more to celebrate than to fret. Trend – the global poverty rate has declined by 2/3’s in recent decades. Based on the stories of the day, most in our country think it’s the same or worse. Crime has decreased in the US but with the news depicting the worst so frequently it appears it’s much worse.

These basic approaches can help us deal with the power of bad in our personal lives, our business lives and to overcome the negative bias that skews public opinion and politics. Don’t wallow for hours watching live coverage of bad news. When politicians are attacking each other – change the channel. Choose carefully your online friends and news feeds using the rule of four – 4 uplifting stories for every 1 bad story.

Resolve to go on a low-bad diet to beat negativity, become happier and wiser too!





## It's Never Too Late to Save for Retirement

At age 41 we are at the halfway mark between high school graduation and retirement. Research shows that 37% of all employees age 35-44 and 34% of employees age 45-54 have less than \$1,000 saved for retirement.

**What can you do if you are 40 and just starting to save for retirement?** First off, don't panic or feel defeated. The good news is that it is possible to save for your retirement! You will want to know what you can expect from social security at retirement, review your current debt and understand what your monthly obligations are, then set a goal for how much you would like to save to supplement your social security.

**How do I find out what my social security will be at retirement?** You should receive information periodically from the Social Security Administration showing what you can expect to receive at retirement. There is also a social security calculator on line where you answer a few questions and it will estimate what you can expect to receive.

**Review your current debt.** Do you have a house payment, a car payment (or 2), student loans you are still paying, children to support? Many of these debts come when we are young and we spend many years paying them down. Do you have an emergency fund set aside to cover 3-6 months if you don't have income for one reason or another?

The less debt you have, the more available income you have to put away for retirement. As you pay something off, you could put those dollars into your 401k. At some point you may find yourself with only a house payment and can max out your 401k each year.

Once you can max out your 401k, you can also look at adding Roth IRA's to your savings portfolio. In 2019 the limit on contributions to a 401k are \$19,000 with an additional \$6,000 if you are 50 or older. You should consider using Roth for your 401k funds to get the funds tax free after retirement. Note, company match isn't eligible for Roth and must be contributed in a traditional 401k fund.

**Determine how much you want to save for retirement.** Consider how much social security you will have at retirement, whether your home will be paid off and what your other debt will look like to determine how much you need to have at retirement. Also consider what you'd like to DO during retirement! If it includes travel, you will need to consider how much you'd like to have available for that.

Once you get a number figured out, calculate what you need to put away monthly to reach your goal. You need to review your average rates of return in your investments (401k, IRA's etc.) to determine how much will come from your monthly contributions and how much will come from earnings.

**Could you save \$1 million starting at age 40 and retiring at age 65? Yes, but...** if you're not on a budget you probably don't believe you can afford it. If you don't plan your spending each month, it's easy to feel like you're broke all the time. That's probably why you're behind on retirement savings at age 40.

**Start budgeting if you aren't doing it now.** A budget allows you to set your spending priorities before the month begins, so you always know where your money's going and how it's working for you.

A budget should begin with the basics: food, shelter, utilities, clothing and transportation. Retirement saving should come right after that. Divide up the rest of your income among the rest of your spending categories. You'll probably find that you have to cut back on some line items like dining out or travel, but making those sacrifices now allows you to look forward to a comfortable retirement.

If you are still in debt, you truly don't have much leftover cash to invest for retirement. Your priority should be to get out of debt as quickly as possible. Budget for the basics then tackle your debt using the debt snowball method. Pay a little over the minimum on each lowest interest rate debts, the highest you can afford on the highest interest rate debt, then as you pay that one off, add that amount to the next debt with the next highest interest rate until it is paid off, repeat until all debt is paid off.

ITEM	BUDGET	ACTUAL	DIFFERENCE ±
Rent	\$1,200.00	\$1,200.00	\$0.00
Food	\$675.00	\$726.45	+\$51.45
Gas	\$100.00	\$89.15	-\$10.85
Entertainment	\$225.00	\$174.38	-\$50.62

Once you're debt-free, you'll be a pro at budgeting and think of the money you can now invest in retirement instead of paying off debt!

It's never too late to start, just a little more complexity in developing a plan! Remember to contact Troy Haugen at [thaugen@rbgnrp.com](mailto:thaugen@rbgnrp.com) or 503-951-7105 with questions about your personal circumstances and help in saving for your retirement!



## Safety matters Lithium Battery Safety

**What is the difference between a lithium battery and a lithium ion battery?** The practical difference between Lithium batteries and Lithium-ion (Li-ion) batteries is that most lithium batteries are not rechargeable but Li-ion batteries are rechargeable.

From a chemical standpoint, lithium batteries use lithium in its pure metallic form. Li-ion batteries use lithium compounds which are much more stable than the elemental lithium used in lithium batteries.

A lithium battery should never be recharged while Li-ion batteries are designed to be recharged hundreds of times.

**What are some common uses for Li-ion batteries?** Li-ion batteries provide lightweight, high energy density power sources for a variety of devices that include:

- Portable devices - like mobile phones, smartphones, laptops, tablets, digital cameras, camcorders, e-cigarettes, handheld game consoles and some flashlights.
- Power tools - like cordless drills, sanders, saws and garden equipment such as hedge trimmers.

### What do I use to put out a battery fire?

**Lithium (non-rechargeable)** only use a Class D fire extinguisher. If unavailable, smother it with sand or rocks – nothing with water. Lithium-metal contains plenty of lithium that reacts with water and makes the fire worse.

**Li-ion (rechargeable)** can be handled like any other combustible fire – foam extinguisher, CO2, ABC dry chemical, powdered graphite, copper powder or soda.

If a Li-ion battery overheats, hisses or bulges, immediately move the device away from flammable materials and place it on a non-combustible surface. If possible, remove the battery and put it outdoors to burn out.

Do not breathe the smoke emitted from an overheated or burning battery. Cover your mouth and nose while removing the battery to a well ventilated area to be extinguished or burn out.

**What is the best way to store batteries?** Li-ion batteries can hold a charge for many months. It is best to store them with a partial or full charge. Store all batteries between 40-80 degrees F and out of direct sunlight. Keep away from flammable materials.

**How should I dispose of Li-ion batteries?** Li-ion batteries are recyclable and should be recycled. They should never be incinerated since they might explode. Most places that sell rechargeable batteries will also accept them back for recycling.



The owner of this laptop says the Li-ion battery popped, hissed, sizzled and began filling the room with smoke.

## itb+ IT Bytes

### Electronic Filename Length Limits/ Naming Conventions

Microsoft limits the length of file names to 250 characters, this includes file/folder locations. To allow for folder names, the name of the file must be **50 characters or less**. The 50 characters



includes spaces, periods, slashes, numbers, special characters and letters. The file path must be 175 characters or less. These limits total 225 characters, the extra characters allow us room for changes in the future.

To help with the naming conventions the company standard for the date is the following YYMMDD or YYYYMMDD. Dashes are not within these limits for any department.

If files exceed the limit Microsoft has allowed, we cannot move files or make necessary changes on the servers.

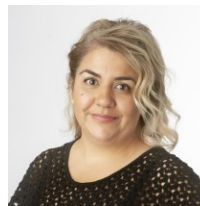
To ensure compliance, we will be running a report weekly for files that are too long. If files are found to exceed the limits set above, you will be required to correct them.

Examples of how to reduce the size of your file names are on the K drive/IT Support under the SOP's.

### John Wright and Ruby Montez have joined the Safety Committee



John says he joined the committee to have more involvement within the company and to learn more about rules and regulations associated with safety



Ruby says she wants to help prevent injury and illness on our job sites, increase awareness of safety policies at our company; and develop strategies to make the work environment safer and healthier.

## Project Spotlight

### Northern Gold Foods



Northern Gold Foods manufacturing facility located in Junction City is wrapping up. Construction took approximately 2 years and provided 258,555 total man hours of work for local construction workers! Chambers provided 13% of the labor with our own forces.

Some interesting facts about the project include:

- The walls flex approximately ½” due to expansion/contraction on warm days
- 100,000 cubic yards of rock was placed
- 1 lap around the building is .44 mile – just under half a mile
- Over 300,000 linear foot of caulking was installed
- We placed 8,000 CY of concrete on footings and slab on grade
- Knife River supplied the walls which took 2,000 CY of concrete
- We placed another 7,000 CY in site concrete
- We are submitting Knife River for the “Excellence in Concrete” award for their work on this project

This is the largest concrete facility (square foot under roof) in the history of our company and the concrete scope was completed by 23 new employees and 8 longtime employees!

Our estimating folks were involved from the start through the very end due to constant and major plan changes over the duration of construction.

One of the challenges for workers was pouring all interior slabs under roof. Extra measures were required to evacuate the carbon monoxide fumes. With large fans strategically set up to move air as directly out of the building as possible, we were able to keep the air quality at a safe level.

We’re grateful to long-time client, Grain Millers, for giving us the opportunity to be a part of this state of the art facility where they will produce a wide range of healthy breakfast and snack products. This is a second major expansion for Northern Gold Foods in recent years. The first one was in Canada and we are happy to welcome them to Oregon where they will provide many local jobs as well as healthy, tasty products.

Congratulations to our Chambers team who completed another successful project – Logan Zenk, Jacob Wilson, John Wettengel, Max Wehnert, Anderson Vanberg, Frank Travis, Ken Smith, Steven Serjeant, John Peters, Izayah Moriguchi, Scot Moore, Ron Miner, Gunnar Larsen, Breck Hosford, Mike Hogenson, Cristian Hernandez, Adam Hastings, Ron Hartman, Ricky Harrison, Mark Harrington, Aaron Hamrick, Horacio Garcia, Gina Fernandes, James Cowles, Levi Connelly, Ryan Briggs, Anthony Braunger, Darren Babcock, Chris Anthony and all the support staff at the home office – estimating, accounting and administration.



### Carpenters

Any employee who refers an applicant receives a \$.50/hour increase when the employee is hired for as long as they stay employed with us up to one year. That equates to a \$1,000 employee referral fee for new hires who stay for a year or longer. Please direct experienced carpenters to our website to apply. Tell them to check the employee referral box and fill in your name. You can also let Stacy Ivey, Frank Travis or Scot Moore know of your referral.

## Looking Back...

### LCC Student Services and LCC Work Force Training

Beginning in the Spring of 2000 Chambers Construction was low bidder on the Lane Community College gateway facility known as Student Services. This project was successfully completed in January 2001. Immediately following, Chambers was low bidder on a complicated addition & remodel to the building known as Workforce Training. Workforce Training started February 2001 and was completed April 2002. These projects are located at the Southeast portion of the LCC Main campus and are separated by a service driveway. The work included a skybridge across the drive to allow students passage at the 2<sup>nd</sup> floor level.



Student Services was a new 2-story steel frame structure with an inverted curve rolled girder truss roof. The steel fabricator could not achieve consistency against the designer's radius and spring dimension points

and was finally allowed to furnish trusses where each matched the other. Even that proved challenging. The building is approximately 40,000 Sf and when finished was quite stunning, offering new and returning students an impressionable environment as they prepare for their academic journey.



Workforce Training consisted of both a new addition and remodel of existing which when finished resulted in approximately 86,000 SF. Typical of remodel work, there was a considerable number of unforeseen conditions requiring design revisions and change orders. This project resulted in 300 change order requests (CORS). Most impressive was the transformation of the existing building from the proverbial pigs' ear into silk purse. During construction of the skybridge a freight company truck was delivering goods to the owner and hit the underside of the bridge which then required repairs. Through it all, Chambers pushed to a successful completion.

Key Staff: Walter Daffe – Chief Estimator, Pat Duerr – Project Manager, Jack Makarchek Superintendent, Al Leahy – Project



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