



# The Chambers Connection

## Chambers Construction

Volume 5 Issue 2

March 2020

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•



### President's Message



Dave Bakke, President

#### "High Expectations"

At Chambers our customers hold us to high expectations. What does that really mean, and how does that affect all of us in how we perform and behave every day?

It might help to understand what the word "expectations" means. According to Mr. Webster the word expectations means "prospects; hopes, as of success, profits, etc. In addition the word expectation means -the act or condition of expecting or anticipating". And further the word "expect" means "to look forward to the occurrence or appearance of; to consider reasonable or due".

If you boil all that down,

what it means to me when customers tell me they have high expectations of us; they are saying they anticipate we deliver to them, the highest level project to help them be successful, profitable, functional and they look forward to us making that happen. The key is they have high expectations, not just expectations. The word high adds a level of difficulty only few can perform to.

OK, so how do we do that? How do we keep it fresh in our minds that our customers have these high expectations and how do we continue to perform to those expectations? By continuing to raise the bar above our competitors and showing our customers we understand what they need, why they need it and why we are best choice to make it happen.

Its easy to say our track record speaks for itself. But every good company, no matter how well they've done in the past needs to keep improving to stay at the

top. The way we do that is to continue to communicate with Owners, Architects, subcontractors, suppliers, coworkers, local governments and jurisdictions. And find out what can we do to get better, and then do it. Everything from how we perform the work we do, how we manage subcontractors, how we communicate within and outside our company, how we budget, administer, how the jobs appear to be run and how they are run. We must constantly continue finding ways to be more productive, more competitive, provide better quality, and manage schedules better.

We must continue to meet those high expectations and continue to raise the bar, to be the best. To be the company of choice when someone is asked "Why Chambers?"

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

-Dave

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

#### Civic Park

Field Crew-Darren Babcock, Jon Baugus, Ryan Collins, Horacio Garcia, Joe Hartsock, Mike Hogenerson, Hailee Horn, Breck Hosford, Todd McNally, Ron Miner, Scot Moore, Izayah Moriguchi, Nolan Perkins, Chris Pirtle, Mark Shaffer, Steven Serjeant, Gregg Wallsmith

#### Coos Bay Eastside Elementary School

Field Crew- Anthony Braunger, Ryan Collins, Levi Connelly, Robert Cushman, David Gieselman, Tyler Graves, Todd Keffler, Jason Londo, Taylor Londo, Scot Moore, Kellie Norris, Chris Pirtle, Steven Serjeant, Anderson Vanberg, Grant Woolsey, Logan Zenk

#### Market District Commons

Field Crew-Darren Babcock, Ryan Briggs, Levi Connelly, Horacio Garcia, Ron Hartman, Gunner Larson, Scot Moore, Ruby Montez, Chris Pirtle, Daniel Rodriguez, Steven Serjeant, Mark Shaffer, Gregg Wallsmith, Brian Warner, Max Wehnert

#### Evergreen Medical

Field Crew-Garrett Castle, Levi Connelly, Robert Cushman, Tyler Graves, Breck Hosford, Scot Moore, Daniel Rodriguez, Levi Schattenger, Steve Schattenger, Steven Serjeant, Max Wehnert

#### Shedd Music School

Field Crew-Darren Babcock, Horacio Garcia, Ron Hartman, Shawn Hussey, Erin Lawrence, Jason Londo, Scot Moore, Izayah Moriguchi, Nolan Perkins, Chris Pirtle, Steven Serjeant, John Wetengel

#### Homes for Good Offices

Field Crew-Anthony Braunger, Aaron Hamrick, Mike Hogenerson, Hailee Horn, Joseph Jacobs, Tim Jacobs, Ethan McConnell, Scot Moore, Izayah Moriguchi, Chris Pirtle, Daniel Rodriguez, John Roe, Steven Serjeant, Ken Smith, Darell Stinson, Brian Warner, Robert Wilson

#### Jasper Mountain Care Facility

Field Crew-Chris Anthony, Robert Cushman, Horacio Garcia, Mark Harrington, Ron Hartman, Adam Hastings, Cristian Hernandez, Gunner Larson, Erin Lawrence, Jon McCoy, Scot Moore, Izayah Moriguchi, John Peters, Daniel Rodriguez, Steven Serjeant, Kris Vanhiett, Max Wehnert, Leroy Wyant

#### Kendall Subaru

Field Crew-Jacob Abbatello, Wes Bell, James Cowles, Robert Cushman, Horacio Garcia, Ricky Harrison, Adam Hastings, Jack Makarchek, Ethan McConnell, Jon McCoy, Scot Moore, Kellie Norris, John Peters, Daniel Rodriguez, Steven Serjeant, Kris Vanhiett, Max Wehnert, Jacob Wilson, Leroy Wyant, Logan Zenk

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

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



## DO THE FIVE

Help stop coronavirus

- 1 **HANDS** Wash them often
- 2 **ELBOW** Cough into it
- 3 **FACE** Don't touch it
- 4 **FEET** Stay more than 3ft apart
- 5 **FEEL** sick? Stay home



## Employee Spotlight

### Ricky Harrison...



Ricky Harrison has been employed over a year with Chambers and is a carpenter. He is currently working at the Kendall Subaru project. He has over 10 years of construction experience as well as painting aircrafts. He was married for 28 years when his wife passed away from cancer. He then raised his two children before moving to Oregon 3 years ago after living in Arkansas and Iowa. He

reconnected with his first girlfriend Rhonda from 32 years ago and they are living happily in Cottage Grove. They are in the process of adopting his grandchildren and they are looking forward to it.

Ricky loves fishing, his favorite is deep sea fishing. He also enjoys hiking and metal detecting. He has tried bungee jumping and is ready to try skydiving – he enjoys the adrenaline rush. He hopes someday to visit Hawaii.

Ricky considers Chambers his 2<sup>nd</sup> family and has been able to accomplish much since he started working here. He has bought his first home and knows that Chambers is the place he wants to retire from. He loves the variety of tasks related to different phases of a project and feels Chambers treats their people really well. Ricky is a firm believer in treating people good, even if some are unkind, that's just the way he was raised.

Thank you Ricky, for all you do!

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### Chambers Construction celebrates 65 years on April 1st



In 1955, Richard A. Chambers founded Chambers Construction.

Happy Birthday Chambers!

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### Know Your Hard Hats



**WHITE**—Experienced

**BLUE**—Inexperienced

**ORANGE**—Under 18



### Welcome New Team Members



Wes Bell



Hailee Horn



Taylor Londo

## Employee Spotlight

### Meet Your Journeyman Carpenters



Mike Hogenson



Ron Hartman



John Roe

Not pictured—  
Todd McNally



Adam Hastings



Ken Smith



John Wettengel



Ryan Collins



Robert Cushman



David Gieselmann



Levi Schattenkerk



Wes Bell

Our Journeyman Carpenters can perform carpentry tasks using multiple types of materials – wood, concrete, metals, etc. on multiple types of projects – warehouses, commercial, educational, healthcare, etc. They are comfortable operating all power tools safely and properly. Their math skills allow them to measure, mark, budget, estimate, plan projects and read blueprints. They are very precise in their work and have an eye for detail. They are critical thinkers and able to problem-solve when issues arise. And in today's world, communication, computer and customer relation skills are very important.

Our Journeyman Carpenters by tenure with the company (longest to newest) are: Mike Hogenson, Ron Hartman, John Roe, Todd McNally, Adam Hastings, Ken Smith, John Wettengel, Ryan Collins, Robert Cushman, David Gieselmann, Levi Schattenkerk and Wes Bell. In addition, our Apprenticeship Trainer, Mark Harrington, all Foremen and Superintendents are Journeyman Carpenters.

## Employee Spotlight



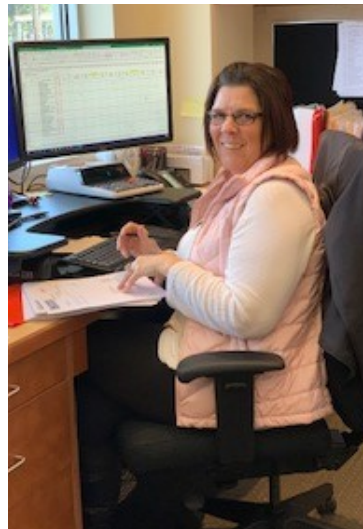
Brent Shjerve



Tammy Crafton



Frank Travis



Peggy Burian

### April/May

#### Anniversaries

Tammy Crafton	30
Darell Stinson	23
Ron Hartman	13
John Wright	7
Ryan Briggs	6
Dennis Montgomery	6
Pam Hansen	5
Kim Hutchens	5
Janelle Welling	4
Tim Cabble	2
Sarah Focht	2
Joseph Jacobs	1
Steve Schattenkerk	1
Max Wehnert	1
Anthony Braunger	1
Ruby Montez	1

#### Birthdays

Chambers 65 Years	4/1
Ruby Montez	4/1
Pat Duerr	4/5
Tammy Crafton	4/6
Jon McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Jack Makarchek	4/15
Gina Fernandes	4/16
Levi Connelly	4/17
Jacob Wilson	4/24
Frank Travis	4/29
Hailee Horn	4/30
Jenna North	5/1
Anthony Braunger	5/8
Darren Babcock	5/9
Mike Good	5/12
Todd Keffer	5/26
Ethan McConnell	5/27
Daniel Rodriguez	5/31

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

The winner for the last drawing was Cassandra Dare, she received a \$50.00 gift card. The answer was "Maintenance".

#### What does the "V" stand for in HVAC?

For a chance to win this time, submit your answer to Pam Hansen by April 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.



## Recipe for

### Butternut Squash and Kale Torte



#### Ingredients

1 tbsp. olive oil  
½ Sm. Butternut Squash  
1 Med Red Onion  
1 Sm. Kale  
Kosher Salt and Pepper  
1 Med. Gold Potato  
6 oz. Provolone Cheese  
1 Plum Tomato  
¼ Grated Parmesan Cheese  
Crusty Bread, for serving

#### Ingredients

1. Heat oven to 425F. Oil a 9-in. Springform pan. Arrange half the butternut squash in the bottom of the pan, in concentric circles. Top with half the onion, separating the rings. Top with half the kale, drizzle with half the oil and season with ¼ tsp salt. Top with the potatoes and half the provolone cheese.
2. Top with remaining kale, drizzle with the remaining oil and season with ¼ tsp each salt and pepper. Top with the remaining onion, tomatoes and provolone. Arrange the remaining squash on top and sprinkle with the parmesan.
3. Cover with foil, place on baking sheet and bake for 20 min. Remove foil and bake until vegetables are tender, and the top is beginning to brown, 8 to 10 minutes more.

## Chambers Construction “Virtual” Walk to Newport Challenge

Chambers Construction is challenging its employees to a “virtual” walk to Newport, Oregon beginning April 6<sup>th</sup>, 2020. (Runners and bicyclists are invited too!)

This event will take place over 7 weeks. Gift drawings will be weekly with a final drawing for a grand prize of a one-night stay at Embarcadero in Newport. All participants who complete the walk will also receive a certificate of achievement.

Please notify Heather or Stacy if you would like to participate. You will receive a pedometer for use during the challenge. When you complete the trek, it's yours to keep! (After all, you'll want it for the next challenge!)



Packets with information regarding the event are available from Heather or Stacy.

Please participate. It's a great way to get moving in 2020!

### TO REGISTER OR HAVE QUESTIONS EMAIL

Heather Shaffer at [hshaffer@chambers-gc.com](mailto:hshaffer@chambers-gc.com) or Stacy Ivey at [sivey@chambers-gc.com](mailto:sivey@chambers-gc.com)

## News



Jasper Mountain



Jasper Mountain



Coos Bay Eastside Elementary School

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## News



Homes for Good—Exterior



Homes for Good



Market District Commons



Evergreen Medical, Roseburg



The Shedd Music School Renovation



Civic Park

## News

### Chambers Construction and Veterans Legacy

Chambers Construction has been working with Veterans Legacy, located in Veneta. Veterans Legacy's mission is to provide a safe, secure place in a rural setting for local veterans encountering homelessness, post-traumatic stress disorder and substance abuse disorders to live and work as they begin the journey back to successfully reintegrate into the community.

Mark Harrington has been utilizing apprentices to help the facility with many upgrades including replacing siding on dormitories, ventilation fan repair, support post replacement, retrimming and caulking new windows, installing

shower curtain rods, bathroom partitions and installing a suspended ceiling. They are currently working on building a fire truck garage and future work will include doubling the size of a shop and building tiny houses.

This site provides a continuing project for training apprentices and gives back to the community. Chambers Construction has donated over 500 hours to keep our employees working. This is a great example of a "Chambers Community First" goal.



### 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](mailto:mharrington@chambers-gc.com).

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

The April 18th class will be roof framing, advanced roof framing, and crew leadership.





### Caught in the Act!

#### Core Value Nomination

A Project Manager at LTD shared this about Dennis Montgomery, “Dennis sure knows how to lead by setting the example. He set safety as a priority ensuring everyone was loosened up before starting to work, talked about safety hazards/mitigation, proper PPE and job specific functions.” This is a great example of core value #2! Good work Dennis!

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

If you would like to nominate a colleague for demonstrating our core values, please let Debi Creager know at [dcreager@chambers-gc.com](mailto:dcreager@chambers-gc.com)



Chambers Construction is renovating the former T-Mobile store located on Coburg Road into a Crumbl Cookies store.

This T.I. project will be completed in April.

Crew: Jacob Abbateello, Anthony Braunger, Horacio Garcia, Joe Hartsock, Dennis Montgomery, John Roe, Anderson Vanberg, Robert Wilson.

**CHAMBERS CONSTRUCTION**

CORE PURPOSE

**BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES**

CORE VALUES

- 1 Stay positive; play to win-win
- 2 Be a teammate; communicate and act to build respectful and trusting relationships
- 3 Find the time and create opportunities to help each other
- 4 Be a problem solver; bring solutions daily
- 5 Build long-term relationships before short-term gains
- 6 Build it like you own it

## itb+ IT Bytes

### Cleaning Up... Inside & Out

With the germs and viruses out there currently, don't forget to clean your electronic devices. Make sure you use one of the company provided cleaning wipes. Household cleaners and liquids are bad for devices. If you need some for your job site let IT know and they'll be delivered

When cleaning up files, moving, and consolidating make sure you **copy and paste**. Once the files have been pasted, verify they are all there then deleted the previous file. Make sure and keep file and folder names as short as possible without duplication in folder and file names.





## You Can't Fix Mental Health with Duct Tape

The suicide rate in construction is 53.2/100,000 – that is 4 times greater than the national average and 5 times greater than that of all other construction fatalities combined. In fact, more lives are lost per day from suicide than from all of OSHA's Fatal Four Hazards combined.

- Suicide is the 2nd leading cause of death for age 34 & under
- Men in their early 20s through their 50s, account for the bulk of suicides
- Male-dominated industries tend to have more suicides
- Suicide is the 4th leading cause for ages 45-54

According to the American Foundation for Suicide Prevention, the rate of suicide is highest among middle-aged white men. The US Construction workforce is 97% male and 57% Caucasian. Additionally, many Veterans often choose construction as a career. On average, 16.8 Veterans die by suicide each day, making the rate among Veterans 1.5 time greater than non-Veteran adults.

### Nature of Industry's Work Culture

- Stoic, old school, tough guy culture
- Fearlessness and thrill seeking
- Promotion of supervision without leadership training
- Family separation with travel
- Sleep deprivation due to shift work
- Tolerant culture of substance abuse
- Chronic pain
- High opioid use in the industry
- Performance pressure (schedule, budget and quality)
- Access to lethal means

### Nature of Chambers' Work Culture

- See our Core Values
- See Core Values/Safety is our #1 focus
- Supers/Foreman trained monthly on various topics that include leadership/communication training
- Attempt to keep travel to a minimum
- Attempt to keep shift work to a minimum
- Zero tolerance
- Promote stretch & flex to minimize causes of pain  
Provide free access to Dr. Z (call Scot)
- Promote wellness and provide free access to Dr. Z for alternatives to opioids
- See Core Values – we perform as a team, we take credit and share responsibility as a team
- We look out for the person next to us

Additionally, we provide benefits for mental health as well as physical health. We have an Employee Assistance Program and our health insurance includes benefits for counseling. See your benefit guides or call Stacy Ivey or Debi Creager if you have questions. Stay safe out there!



### Safety Suggestions

Nolan Perkins and Garrett Castle submitted safety suggestions in February. Nolan suggested offering tetanus shots at the wellness fair. Garrett suggested having AED's on jobsites, which had been suggested prior to Garrett joining Chambers. There are challenges with putting AED's on jobsites that we haven't been able to overcome yet but we appreciate Garrett bringing it up again. In a random drawing, Nolan received \$100 for his suggestion and both Garrett and Nolan 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.



## Project Spotlight

### Kendall Lexus



During the construction of the Kendall Ford facility, the Kendall Auto Group was informed by Lexus Corporate they had to update the current Lexus store to new standards. The existing store was old, had chronic roof, stucco and glazing failure issues and was too small for the sales and service operations.

The timing for the project could not have been better for both Kendall and Chambers. Upon completion of the Ford facility we were able roll into the design and construction of not only the Lexus facility, but the Used Vehicle Inspection facility and the Kendall Chevrolet remodel.

The new Lexus facility had to be designed to standards that would support the facility for the next 15 to 20 years. During initial design it was determined they needed not only to rebuild the showroom but also add 6 more service bays, something we had not anticipated when we put the original schedule together. Because we are used a Design/Build delivery method we were able to react and add the new shop portion and remain on schedule. This Design/Build method was a new concept for the Kendall Group, nothing they had done before. However, because of the success we had on the Ford project; the trust we had built with the Owner rep and the Owner group they in turn trusted us with extremely high expectations to perform and deliver the project on time and within budget.

The goal was to have the project completed by November of 2019. The importance of this was critical as November and December is the best-selling season for Lexus vehicles. As with most projects we had design challenges, permitting challenges, and budget challenges. We had interior finished that was upgraded during design and construction. Most of all, we had resource challenges within Chambers and the subcontracting/supplier world. We were about 2 months from completion when we began to hear from some that we weren't going to make the schedule. While we knew we'd make it, our motivation was enhanced to prove to the Owners they made the right choice. We completed

the project 1 week ahead of schedule and we came in nearly \$700,000 under budget.

We met and exceeded the high expectations. Not only did we complete Lexus, we also complete the UVI and Chevy projects on schedule. About a month before the completion of the Lexus facility we got the nod that they wanted us to do another project. Kendall Subaru is now underway. We have the same challenges; and we will excel and be successful again.

Chambers is proud to have partnered with the Kendall Group and Mr. Steve Lee on this project. The teamwork from all parties was instrumental to its success. Subaru will be the 6<sup>th</sup> project for Kendall in 4 years. The ultimate representation of how important repeat clients are. The ultimate testimony of how when you do right by your customer, good things happen.

Thank you to all who made this project successful—Jacob Abbatello, Darren Babcock, Dave Bakke, Kim Cailteux, Ryan Collins, James Cowles, Gina Fernandes, Horacio Garcia, Aaron Hamrick, Ricky Harrison, Ron Hartman, Adam Hastings, Mike Hogenson, Todd Keffer, Jon McCoy, Todd McNally, Dennis Montgomery, Scot Moore, Izayah Moriguchi, Kellie Norris, Nolan Perkins, John Peters, Chris Pirtle, Steven Serjeant, Brian Warner, Max Wehnert, John Wettengel, Jacob Wilson and Leroy Wyant.



### 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...

### Eugene Swim & Tennis Club

Eugene Swim & Tennis, starting in 1978 when we provided and built 1 indoor tennis court using a Butler Rigid Frame Type II building. Chuck Hatch and Lee Everett ran that project and the job number was 260 (we are currently on 1493)!



In 1992 we added to that facility on job number 658 and some familiar names involved with that project included, Dave Bakke (as a carpenter, not President), Don Brockmann, Walter Daffe and Dave Hilles.

In 1999 Dave Hoffman and Don Brockmann ran job number 905, adding a new 2 story Butler building with the unique feature of a second story viewing room to watch the tennis



action below. Morris Redden Affolter & West were architects on most of the ES&T projects. Other familiar names found in the old file of this project included Darell Stinson, Jon Baugus, Jerry Barr (as a carpenter, not QC), Norman Beaver from the warehouse, and Debi Creager and Dave Hilles on the contracts in the file.



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