



The Chambers Connection

Chambers Construction

Volume 6 Issue 2
March 2021

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

President's Message



Dave Bakke, President/CEO

"RISK"

People are always commenting about how good a builder we must be because, "they see us everywhere." I used to agree, but over the last few years I've started responding, "yes, we build great projects, but our strength is managing risk." I get puzzled looks with that response.

Think about it, what do we do everyday? We manage jobsites, subcontractors, suppliers, weather, architects and engineers, good design, bad design, no design, owner requirements, contracts, insurance, jurisdiction requirements, pedestrian safety, quality assurance and quality control, jobsite safety, theft, vandalism, equipment, materials, vehicles, and heck, even a pandemic and a few fires. And then there is us, 93 and counting, managing 93+ employees. Are any of those items "construction?" Not real-

ly, it's all about managing risk.

Of the above, which one do you think is the hardest to manage? Which requires the most management to protect us from failure, default and most importantly keeping us out of court or being blasted on social media for not doing the right thing?

I've asked that question to a few of my business peers and I almost always get the same response. I think it was put best by a very successful Eugene businessperson, "if you successfully manage what you do as a business your risk goes way down; if you don't manage your company and the people that make it go, your risk goes way up." So essentially our highest risk is, well, us.

Chambers is great at building, in my opinion the best in the business; we rarely get into any sort of legal squabble over a building we've built and because we manage our projects our financial risk is low, and our reputation is high. Managing ourselves though is much harder. Following procedures, following safety guidelines, acting and presenting ourselves professionally, working to be better than the rest and making decisions that benefit the company and not the individual.

These are all things that everyone must do for the betterment of the company *and* themselves.

I know, it sounds like I'm saying company first, employee second. But really what I'm saying is company risk management first so the employees can be successful, healthy, have a great place to work and a long career.

If everyone in the company manages the risk they bring to the job each day then the company risk goes down, when risk goes down the employee experience goes up.

It goes back to the WIIFM I talked about in January. Everything you do to manage the risk of Chambers whether it be in the office, on the jobsite or at an event directly affects how Chambers succeeds. And when Chambers succeeds, so do you. We've proven that year after year. But it all starts with you.

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

-Dave



Marshfield Jr. High
Construction of new middle school

Richardson Sports
Construction of 30k SF warehouse facility

PakTech Renovation
Improvements for production, engineering department and tool room, office remodels and adding offices

Market of Choice— Warehouse Addition
36k SF Tilt-up with loading docks, small addition to offices and restrooms

Grain Millers Stair & Dock
Construction of steel stair tower and covered loading dock

SnoTemp B3X
A new freezer building

Springfield Family Physicians
Interior renovation of existing two story building into a medical family practice

Ponss Wash Bay
1600 SF steel framed, enclosed equipment building



32 Large
\$227,185,235

12 Small Projects
\$165,905

Chambers Construction

78,133

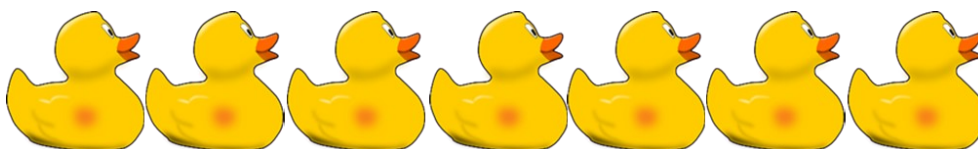
HOURS WORKED
WITHOUT INJURY
2/28/21

• 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 •

See page 2 for details on the Duck Scavenger Hunt



Employee Spotlight

Jon Baugus



Jon Baugus is a Superintendent with Chambers and has worked here for 25 years. His specialty is tilt-up and big concrete. He likes the challenges that each new project brings and the satisfaction of seeing projects he has been a part of over the years still standing and in use. When asked if he has a favorite project he responded, “There have been so many great ones over the years. The favorites, I think, have more to do with the people I have had the pleasure of working with over the years.”

Jon has lived in the Sweet Home area for 45 years. He has been married to his wife Brandy for 17 years and between the two they have seven children and are expecting their 10th grandchild. They have a dog named Brutus and a cat named JoJo. They enjoy camping in the warmer months and prefer dry camping in the wilderness areas. They both enjoy fishing lakes and streams and hiking in the woods. Jon spends a lot of time kayaking at Foster Lake enjoying the sunrises. One of his bucket list items is to jump out of a perfectly good airplane! Also, he and his wife would like to take a sailboat vacation somewhere warm and tropical, South Pacific maybe.

When asked about what he likes about Chambers he replied, “Well, what can I say, I have always felt like I belonged here. I have always felt welcome here.”

Duck Scavenger Hunt



Rules:

1. You will have 2 weeks to find as many Duck sculptures as you can beginning **Monday, April 5, 2021.**
2. All photos of the sculptures must include a selfie with you to qualify.
3. Submit all entries to hshaffer@chambers-gc.com **by noon - Monday, April 19, 2021.**
4. Winner will receive \$100.00 credit to purchase what you like through Snappy.

Have FUN!

Employee Spotlight



Wes Bell, Market of Choice



Peter Byron, Market of Choice



Todd Delaney, Market of Choice



Ethan McConnell, Market of Choice



Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced

Sheds of HOPE

Beginning April 9th, every Friday and Saturday, at Blue River High School, there will be an opportunity to build sheds for the victims of last year's wildfires.

Mark Harrington will be taking the entire apprenticeship class on April 17th and 18th to help.

If you are interested in participating any weekend, please contact Mark at mharrington@chambers-gc.com or 541-972-0997 for more information.

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.

Employee Spotlight

Meet Your Team of Project Managers

Project managers provide overall management direction for construction projects, ensuring that project objectives are met. They have a wide variety of responsibilities that vary depending on the project size and complexity.

They work directly with owners, building lasting relationships with them. They help estimate on their assigned projects and on potential future projects. They assist in the RFP process, interview with potential new clients, negotiate with subcontractors and draft subcontracts.

They assist in the preconstruction process, assess constructability, maintain the overall job schedule used by the owner and provide timely documentation of design and construction issues. They are experienced enough to handle many other unique situations that come up and several of them have additional responsibilities in the company.

They typically work from the main office on multiple projects. At times they are on site, focused mainly on one project. We are fortunate to have 10 very talented project managers.

They were asked what made them choose project management, what they really enjoy about it or what sets them apart from other PM's. Read on to see what they had to say!



Pat Duerr has been with the company for 31 years and is currently Project Manager on the renovation at Pak-Tech Bertelsen and on Gilham Elementary School, starting soon.



Dave Bakke, President/CEO has been with the company for 29 years, started in the field and is currently the PM for all Kendall projects and the Market of Choice Distribu-

tion Warehouse Addition. "I've been doing some sort of construction since I was 15 years old. I learned at a young age that hard work, dedication, and integrity lead to success. I enjoy doing just that to ensure my projects are successful which in turn means my team is successful, which is extremely satisfying."



Brian Erickson has been with the company for 25 years and is managing the warehouse addition at Richardson Sports as well as the Reroof Project at The Shedd.



Frank Travis, with the company 18 years, came up through the field as well which allows him to work as a Superintendent on projects. He is PM on the Grain Miller

Projects and is the Superintendent on the SnoTemp B3X facility. "I like that the challenge starts the first day we have the project, the front-end negotiations set the tone for the entire project. I simply need to be a little more optimistic than the estimating department to win!"



Chris Boyum has been with the company 17 years and started as an intern while attending OSU. He is currently managing Civic Park, Lane County MAT Clinic, First Interstate Bank in Coos Bay and SnoTemp B3X.



John Wright has been with the company 8 years and worked as an estimator for the company on a contract basis before being hired on as an employee. He is PM

on OCU in Portland, the TI for Springfield Family Physicians and for the improvements at 135 Oakway Center. "I grew up liking the big equipment and the big projects, and my mother and father supported me in getting a Construction Engineering & Management degree from Oregon State. I am blessed to have the opportunity to work in a profession that I truly enjoy and that I got educated for. My gift is service, so the construction industry allows me to serve Chambers Construction, the client, the architect, the superintendent, Chambers employees and the subcontractors with the final goal of a successful and profitable project for all. I really like having to know just enough about ALL aspects of a project to help guide it to completion. And finally, I must say that life is too short to not have some laughter and enjoyment. My goal on projects is of course to have them be a success but also for them to be enjoyable to all as well, laughter goes a long way."



Nancy Thornton, with the company 7 years, moved from Project Engineer to Small Projects Division Manager and is the PM on most of the SPD projects. "A

great PM to me, is methodical, agile, logical, articulate, trustful, clever, creative, empathic and inspiring. I appreciate that my job challenges me to be those things, and that every day I get the chance to work on it, even when I fall short. There is a lot of information to assimilate and sift through when you start a project and being able to shape that into something easily manageable is satisfying. Then to be able to harness all that information in tandem with an array of soft skills, it just feels like important work. I am

Employee Spotlight

Continued from pg 4

deftly able to walk that fine line between meticulously systematic and obsessively tidy.....and I think have a great sense of humor about myself....considering the statement I just made!"



Tim Cabble, with the company 3 years, is PM at Marshfield Jr. High and for the upcoming improvements at Millicoma in Coos Bay. "I enjoy the dynamics of running projects in a team setting. Working together with others to achieve something new and unique can be satisfying for all. I enjoy problem solving and construction project management provides ample opportunity to do this on a wide array of complex items."



Tony Rodriguez has been with the company 4 years as the manager for our Butler sales division. He occasionally also gets the opportunity to fill the role of PM. Currently he is PM at Ponsse Wash Bay.



Sara Focht has been with the company 3 years. She works in estimating, as well as manages small projects. She is currently PM on the U of O Music School Elevator Modernization and White Bird Accessibility Improvements. "I have worked in the Construction and Architecture fields since I was in high school, and what I like most about being a PM is that no two days are ever the same. Some of those days, it's like trying to herd cats, but that is what keeps it exciting. And, I like to think, my time on the architectural side helps me in my role as a PM, especially on smaller projects where there may not be an architect involved; I can tap into that experience to help guide the client from their concept through the completion of the project."

Innovation Suggestions



Heather Shaffer suggested a "stress reliever" in the office.

It's a means to recognize someone for a good deed, a funny slip or because they can use encouragement. Mental health and good morale is important for all of us and our business - it's been a tough year!

Heather will receive \$100 for the suggestion and 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 or drop them by the office.

April/May

Anniversaries

Tammy Crafton	31
Darell Stinson	24
Ron Hartman	14
John Wright	8
Ryan Briggs	7
Dennis Montgomery	7
Pam Hansen	6
Kim Hutchens	6
Janelle Welling	5
Tim Cabble	3
Sarah Focht	3
Joseph Jacobs	2
Anthony Braunger	2
Ruby Montez	2

Birthdays

Chambers Construction

4/1/55

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
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
Michael Good	5/12
Todd Keffer	5/26
Ethan McConnell	5/27

Trivia Drawing

The winner for the last drawing was John Wright, he received a \$50.00 gift card. The answer was "Concrete"- as the job we self-perform the most.

_____ is the process of window glass installation.

For a chance to win this time, submit your answer to Pam Hansen by April 10th at phansen@chambers-gc.com or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.

Employee Spotlight

Wellness Employee Spotlight



Serendipitous Summit

Those that know me best know that on a hiking trail is where you can find me on any given weekend – come sun, wind, rain, or snow. It started as a personal quest to be healthier and more active, but I’ve found that hiking offers social, mental, emotional and spiritual benefits as well. Sylvia Plath said it best: “I felt my lungs inflate with the onrush of scenery – air, mountains, trees, people. I thought, “This is what it is to be happy.”

I’ve been asked to write about a memorable hiking experience. Oddly enough, the best I can remember happened quite accidentally.

A friend and I were camping at Summit Lake last July when we spontaneously decided to take a walk on a nearby trail. Still slightly damp from swimming and kayaking, we set off in untied, sockless shoes without backpacks, water, or any sort of supplies.

The woods were beautiful, and the trail meandered past pond after crystal clear pond with dramatic fallen logs, reflecting the bluest sky. The mid-summer, cool mountain air was absolute perfection. We walked and walked enjoying our trek and, with no clear plan, just kept walking. The trail forked off on several occasions – we decided to head in the direction of Diamond Peak.

With the increase in elevation, we began to encounter small patches of snow, then larger ones. We kept on walking. Soon the trees thinned, and the scenery became dry, rocky, and almost desert-like. We were soon on a steep incline of only rocks at the base of a mountain peak and decided to keep on going. My friend walked upright like a mountain goat, while I was nearly on all fours to traverse the steep rocks and combat the weird sensation I felt in my knees. Truth be told, terrified tears welled up in my eyes – as I clung to the side of the mountain.

My friend’s support and confidence in me and my determination soon found us at the top. The reward was a BREATHTAKING, spectacular view of mountains and green conifer-covered views as far as the eye could see. In the distance we could see Summit Lake where we started and, on the horizon, a jagged Mt. Thielsen.

This was a pivotal moment for me – a moment of triumph, awe and elation, and the beginning of what has become a healthy addiction. I now find myself on a constant quest to relive this experience and have come to realize that the trail not only offers the active and healthy sport that I was looking for, but also elevated mood, an awe and appreciation for our wild places and opportunity to set and reach ever-increasing goals in distance and difficulty, building confidence and self-assurance. John Muir said, “wander a whole summer if you can. Time will not be taken from the sum of life. Instead of shortening, it will definitely lengthen it and make you truly immortal.”

Diamond Peak via Pacific Crest Trail is a 13.8 mile moderately trafficked out and back trail located near Crescent, Oregon that offers scenic views and is rated difficult with an elevation gain of 3,336 feet. If hiking long distance, always carry the “10 essentials” and leave your itinerary and expected return with a friend or family member.

10 Essentials:

1. Navigation: map, compass, gps
2. Headlamp and extra batteries
3. Sun protection
4. First aid
5. Knife
6. Fire: matches, lighter, tinder
7. Shelter: can be light emergency bivy
8. Extra food
9. Extra water
10. Extra clothes

- Kim Cailteux

Please Pass the Salt

The history of salt is broad, fascinating and unique. It is an essential element of diet in humans, animals and some plants. It is one of the most widely used food preservatives in the world.

Salt was in general use before recorded history. The earliest known pharmacology was published in China 2700 BC, about 4700 years ago. A major portion of this treatise had more than 40 kinds of salt, including descriptions on two methods of extraction. These extraction processes are similar to the ones used presently.

Hippocrates encouraged healers to use salt water to heal various ailments by immersing the patient in sea water. One reason why salt water is widely used for wound healing is that it helps kill certain types of bacteria infesting the wound site. When the bacteria are killed, the wound site is cleaned and thus, the infection is inhibited, so that it will not spread. Killing the infesting bacteria also helps the new skin cells to grow faster and more properly. Once this proper growth is promoted, the wounded site will eventually heal. In addition, salt also helps wounds to heal faster by drying them.

While early cultures living around the Himalayan mountains likely discovered and used deposits of rock salt much earlier, **the history of Himalayan rock salt starts with Alexander the Great in 326 BC.**

The ancient Macedonian ruler and conqueror was recorded resting his army in the Khewra region of what is now northern Pakistan. His soldiers noticed their horses started to lick the salty rocks in the area, a small surface part of what is now known to be one of the world's most extensive underground rock salt deposits.

Salt's ability to preserve food, helped make it possible to travel farther and be less dependent on seasonal foods. This led to the salt roads in Italy during the Bronze Age.

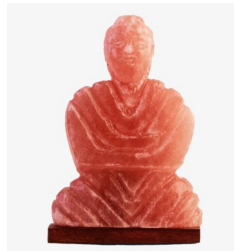


During the Roman Empire and throughout the Middle Ages salt was a highly valued commodity carried along salt roads into the heartland of the Germanic tribes. **Caravans of as many as 40,000 (yes! Forty Thousand) camels trekked the four hundred miles of the Sahara Desert bringing salt to inland markets and sometimes trading salt for slaves.**

It also benefitted sailors being able to preserve the fish and other animals that they caught and sail farther away because they had a stable food supply.

Nomads working their way west were known to carry salt. **Egyptian art from 1450 B.C., also shows salt making.** Salt played important roles in religious ceremonies in many cultures often symbolizing purity. There are more than 30 references to salt in the Bible. Covenants in both the Old and New Testaments were often sealed with salt. Jesus called his disciples "the salt of the earth." Leonardo DaVinci's painting, "The Last Supper", shows Judas had spilled a bowl of salt. To this day, when people spill salt, they should throw a pinch of salt over their shoulder.

Buddhists believe that salt repels evil spirits. **Which is why it's customary to throw salt over your shoulder** before entering your house after a funeral. It scares off any evil spirits that may be clinging to your back.



Salt was so highly valued in ancient times that its production was legally restricted. Historically it has been found to be used as a method of trade and currency. **Salt was so important economically that the expression "not worth his salt" came from the practice of trading slaves for salt in**

ancient Greece. Salt rations given to early Roman soldiers were known as "salarium argentum" the latin word was the precursor to "salary".



The military aspects of salt are frequent throughout history. Napoleon's troops died during his retreat from Moscow because their wounds would not heal due to lack of salt. In America in 1777, British Lord Howe was very happy, possibly jubilant, when he captured General Washington's salt supply.

During the American Revolution part of the British strategy was to deny the American rebels access to salt. Salt also played a role in the Civil War. The 36-hour battle to capture Saltville, Virginia is just one example.

In more recent times Mahatma Gandhi defied the British salt laws to mobilize popular support of India to become a self-ruled country. The promotion of free trade in modern times through the WTO has led to the abolishment of many national monopolies. **The gift of salt endures in India as a symbol of good luck and a reference to Gandhi's liberation of India.** Many take a symbolic walk to the sea to gather tax-free salt for the nation's poor.

In the next issue we will share salt tips for good health.

The Design-Bid-Build (DBB) Method of Construction

The age-old method of construction project delivery is known as the design-bid-build method. It is very familiar among project owners. In this method, the project is completely designed before it is built. The plans and specifications are created during the design period and form the construction documents.

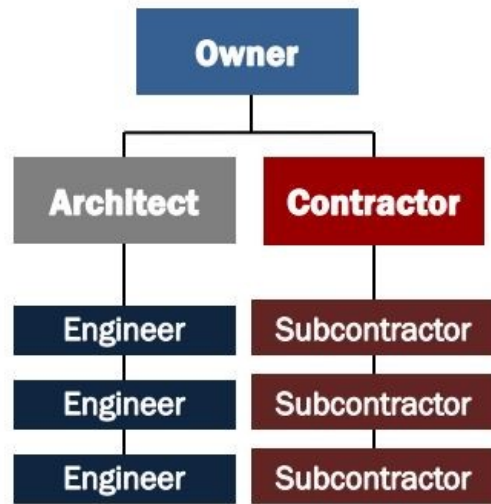
DBB is a linear process where one task follows completion of another with no overlap. It commences with the owner selecting an architect to prepare construction documents. During the design process, preconstruction cost estimates are created to help with the owner's decision making. These early estimates are supported by schematic designs and previous jobs of similar scope. From here, the job moves to a design development stage and finally the construction document state.

The owner of the project then requests bids for the job, most often by the architect releasing the documents either publicly to any general contractors or to a select, prequalified group that are invited to bid. Contractors bid the project exactly as it is designed, and the lowest responsible bidder is awarded privilege of building the project.

Most government agencies are required to bid competitively using this method. Although, in our area, we see many agencies moving toward other methods. With DBB, the project owner establishes separate contractual relationships with the architect and with the general contractor. The contract with the GC is typically lump sum and has a fixed price to which the contractor commits.

Bidders are bound by the price in their quotes and typically absorb most cost overruns that emerge during construction. The owner, through their contract with the architect, is liable for any design changes that impact the price. These design modifications typically result in a change order.

In recent decades, the design-bid-build method has seen its credibility and popularity challenged by the design-build, construction management, and integrated project delivery



The Design-Bid-Build Method

methods that all offer better collaboration between the project stakeholders and emphasize a balance between quality and cost-efficiency.

Even with that, reasons to opt for the traditional design-bid-build method might include:

1. Projects that are simple, and design challenges are not expected, can benefit from the lowest possible construction costs and a precise schedule.
2. DBB offers a compartmentalized process where each party is responsible for their individual role while ultimately reporting to the owner, which might meet the owner's preference.
3. Prioritizing cost efficiency over the overall length of the construction process.



Serenity Lane was a Design-Bid-Build project



Safetymatters

According to the National Crime Information Bureau, as much as \$1 billion a year is lost nationwide due to theft of construction equipment and tools – and the recovery rate is less than 20%. However, there are ways to beat the odds.

At Chambers, the best practice for setting up a secure jobsite is to review and plan it with Scot Moore ahead of mobilizing. If he is unavailable, consider the following to maximize security and reduce theft.

- First of all, create a security policy and plan for your specific site and post both of them in a visible location. Let everyone know what is expected for safety and security.
- Determine who will be first and last on site and be sure they can do so safely. Remind them to be fully aware of their surroundings when opening and locking up the site.
- Make sure the site has adequate lighting at night. It should be illuminated to a minimum consistent with applicable local regulations and should be visible from the most heavily traveled road bordering the construction site.
- Direct lighting toward the construction site to eliminate glaring light.
- Lights triggered by motion are recommended.
- Consider locating lights at office trailer, equipment storage containers, material storage yard and equipment storage yard.
- Assign someone to ensure the lights are on and working properly each day.
- Limit access at all times with the use of gates if possible and lock them at night. Keep the number of gates to a minimum.



- Inspect fencing regularly for holes or weak spots.
- Doors of storage containers should face toward the perimeter of the site so they are easily observed.
- If you use security cameras, make sure they are watching any buildings or storage containers that contain valuable equipment and tools.
- Remove valuable materials and equipment once they are no longer needed onsite.

- Confirm unfamiliar people should be on the site. To confirm, ask simple questions like, “who do you work for, what do you do for them, when did your company start work at this site.” If they can’t answer these questions easily, they likely don’t belong on site.

- Large equipment and other machinery should be disabled at night.
- Oil and gas caps should be locked.
- When not in use, equipment should be

parked in a line or circle so that smaller equipment is secured by larger equipment on the ends or perimeter.

- When not in use, blades & buckets should be dropped to the ground to make it difficult to move.
- Post no trespassing signs.
- Secure valuable equipment in a building or portable storage container.
- Place heavy equipment in front of storage container doors to enhance security. (Place it in a location where this is possible.)

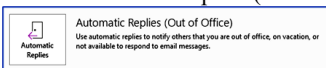
Let’s set up securely so thieves don’t see our construction sites as easy targets.

itb+ IT Bytes

Outlook Out of Office Notifications

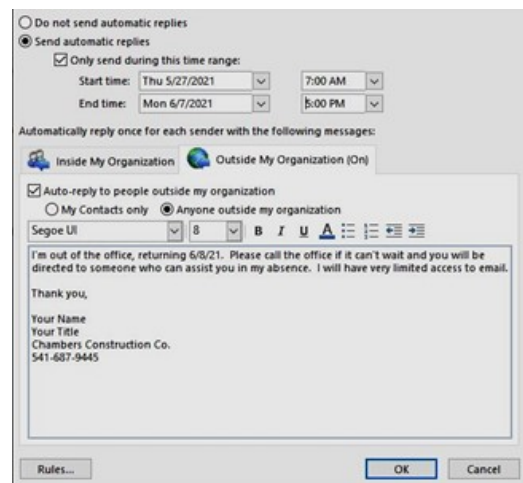
Outlook makes it simple to communicate times out of the office by simply clicking on a tab that guides you through the set up. To turn on your Out of Office Notification when you are out of the office:

- Click on File (at the top)
- Click on Automatic Replies (2nd box down)



- In the “Inside My Organization” tab (left)
- Type your out of office information such as the dates you will be out of the office, who to contact in your absence, and if you will be checking your email while out.
- Set the start and end time of your Out of Office message (so you don’t have to remember to turn it off when you return).
- Copy the information you typed for “Inside my Organization” and paste in the “Outside my Organization” tab (right), edit message to fit external contacts, or type a new message.

- Click OK

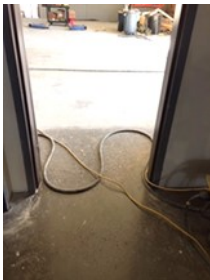


Learning from Near Miss Experiences



Recently an employee submitted a safety suggestion to share near miss experiences so everyone could learn from them. We are happy to announce a new system for sharing near misses!

A **near miss** is an event that could have been a workplace accident had things played out differently. Typically, these events result from either **unsafe conditions**, arising from the work environment, or **unsafe acts**, arising from activities performed in the workplace.



An example of an **unsafe condition** near miss is an employee tripping over an extension cord in the doorway. They manage to regain their balance and avoid an injury. This is a near miss because it **could have** resulted in an injury. The extension cord creates an **unsafe condition**.

An example of an **unsafe act** near miss is an employee needing to work overhead, grabbing a nearby ladder that is too short for the task and straddling the top of the ladder. The worker manages to maintain his balance and avoid a fall. This is a near miss because it **could have** resulted in a fall. The employee's decision to use the ladder improperly constitutes an **unsafe act**.



Why report near misses? Though no immediate injury or damage occurred in these scenarios, these near misses represent potential threats to the safety of the workers on the jobsite. As such, **they need to be reported as soon as they occur to the Superintendent or Foreman to be corrected immediately.** The National Safety Council says that “most loss incidents, both serious and catastrophic, were preceded by warnings or near miss incidents.” Reporting a near miss can ensure that future incidents and injuries are avoided.

Is near miss reporting mandatory? OSHA does not require reporting of near miss incidents, but it is a common **safety management best practice.** They go on to say, “Collecting near miss reports helps create a culture that seeks to identify and control hazards, which will reduce risks and the potential for harm.”

When to report and when to act? In the above scenarios the cord should be picked up – by the person who tripped over it, another worker walking by, or anyone who sees it. Take the picture to report it **and** pick it up! Anyone in the vicinity of the worker straddling the ladder needs to speak up – suggest they come down and get a ladder that fits the task. In situations where more is required than you can provide, talk to your Superintendent or Foreman to get it handled. **Reporting** is for learning and reducing future incidents, **action** can prevent an impending incident.

How to report near misses. Our new system for reporting is simple. We are providing a QR code that is sent directly to Scot, anonymously. It works like the QR code for the COVID weekly questionnaire.

1. Scan the code
2. Answer the questions
 - Job number or name
 - Date
 - Time
 - Your name (not required)
 - Description of near miss
3. Submit

We encourage you to share near miss experiences so we can learn from them, reduce risk, and create an even safer work environment. Over time we will see results. **It is still important to act, or address them with the Superintendent/Foreman, so they can be corrected immediately, such as removing the cords in the doorway, or getting the worker to use the proper ladder to complete the task.**

Call Scot or talk to your Superintendent/Foreman if you have questions. Be safe out there!



Project Spotlight

Kendall Subaru



In March of 2020 I did a write up about Kendall Lexus and at that time we were under construction on Kendall Subaru. When we started Subaru we told the Owner we'd be done end of February 2021. Mid-construction the Owner expressed they needed the project complete at the end of 2020. We completed the project as they requested and under budget.

This could not have been done without the extreme efforts put forth by our team in the field. All of them, from the supers, the foreman, the PE's, the QC, carpenters, laborers, and the support staff in the office. The subcontractors came together and made it happen as well. The Owner and the Owner rep were attentive to issues and decision making. The design team was onboard to work through construction issues as they came up. It wasn't all rosy by any means; it took some diplomacy and strategy from our field management to get the subs to work together at times. At the end of the day they did work together and got it done. Something they should all be proud of.

Subaru is a continuation of the successful projects we've completed for the Kendall Auto Group. Subaru was the 6th project in 4 years. All were completed on time, on or under budget and re-

ceived in high regard from the manufacturers inspection representatives. Subaru got corporate approval to open based on photographs only. It is my understanding this was the first time they had ever done that.

This was also a standout project for Butler Manufacturing. They did a great job and Tony worked behind the scenes to keep them focused and on track for fabrication and delivery.

None of this could have happened without the full buy-in from the team. There were hundreds of times during the project where people were acting on our core values without even thinking about it. I took a more hands-off approach to the project, tried to stay out of the way and let our team do what they do best, build. I couldn't have asked for a better outcome!

We have heard many compliments from other clients and friends about the project. Not only how we expedited the construction but how great the project looks. Again, a testament to how we do things.

Good job team Subaru—Adam Hastings, Anthony Braunger, Breck Hosford, Chris Pirtle, Darren Babcock, Dave Bakke, Ethan McConnell, Gunnar Larsen, Hailee Horn, Horacio Garcia, Izayah Moriguchi, Jack Makarchek, Jacob Abbatello, Jacob Wilson, James Cowles, John Peters, John Wettengel, Julie Green, Kellie Norris, Ken Smith, Kris Vannett, Leroy Wyant, Levi Connelly, Malcolm Burke, Mark Harrington, Max Wehnert, Mike Hogenon, Peter Byron, Ricky Harrison, Robert Cushman, Ron Hartman, Ryan Collins, Scot Moore, Steven Serjeant, Wes Bell.

So again, Chambers is proud to have partnered with the Kendall Group and Mr. Steve Lee on this project. Because of the strong relationship, we have two more projects on the block for 2021. Repeat client work is what we enjoy, Go Chambers!



Chambers Construction was the selected contractor for The Satre Group Renovation inside the historical McCracken Brothers Motor Freight Building. The renovation consisted of a revised open layout to their 1600 sq ft office space, along with extensive updates to all their finishes.

The McCracken Brothers Motor Freight Building is a two-story Industrial style warehouse building with some Art Deco detailing. It is located in a mixed-use area of light industrial and medium density residential structures. It is located in the Whitaker neighborhood, west of Skinner Butte in downtown Eugene. The building is a large concrete structure with a rectangular footprint. Few alterations have been made to the building, giving it strong historic integrity.

"This building is one of my absolute favorite buildings in Eugene. We were honored to be able to be a part of making an already cool space, even cooler. The team, led by Darell Stinson, did an outstanding job renovating a very tight occupied space." -Nancy Thornton

"I am so so so very pleased with how it turned out, Darell and the team, were just fantastic to work with." -Rick Satre, Owner.



Team members consisted of Anthony Braunger, Darell Stinson, Gunnar Larsen and Mark Aden

Looking Back

Wildish Theatre

We renovated the McKenzie Theatre in downtown Springfield to what is today, The Richard E. Wildish Community Theatre, located at 630 Main Street for The Springfield Renaissance Development Corp. The project was built in 5 phases and was completed in 2006. The theatre features 283 seats in stadium style so that there is no bad seat in the house and the acoustics are excellent!



Before



After



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