



*Building What's Important In Peoples' Lives*

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



**President's Message**



**Dave Bakke, CEO/President**

**"Trust"**

What does the word trust mean to Chambers?

Our book of work is highly reliant on Reputation, Repeat Clients and Referrals. Let's call that the 3-R's. It's been a while since we've checked the statistics, but our rule of thumb is 85 to 90 percent of our work is related to the 3-R's. If we didn't instill a level of trust with our clients and our peers, we'd be out of the negotiated work business and be relegated to living in the hard-bid world, which in our region is a brutal alternative.

How did we become so successful with the 3-R's over the years? A good start is earning trust. The key word there is earning. Trust is not given, to be expected, nor simply entitled; it must be earned. How do you earn it? Simple.

#1 Do what you say you're going to do and when you are going to do it.

#2 Perform like you are expected to perform, make things right when things go wrong.

#3 Communicate openly and fairly, have integrity, be humble, be honest and most importantly be respectful.

If we do all that and more, our clients will trust us, they will use us, they will recommend us and they will respect us. And, if we do all we can to instill trust in a client and they still decide to go elsewhere, then so be it.

I'm certainly no expert on psychology or philosophy but, in my opinion, it doesn't stop at our relationships with clients. It is more than that to me. It's our coworkers, peers, friends and our families. Trust should be at the core of how we behave and treat others. I try to keep the 3-R's in mind when dealing with just about everyone.

So, what does the word trust mean to Chambers and all of us that work here? From my perspective, it means everything.

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

- Dave

- 874 Seneca**  
Completion date: 5/23
  - Bigfoot Beverages**  
Completion date: 11/23
  - Camas Ridge Elementary School**  
Completion date: 12/23
  - Civic Park Phase II**  
Completion date: 9/23
  - GloryBee**  
Completion date: 5/23
  - Lane County MAT Clinic**  
Completion date: 6/23
  - LTD EmX Centennial Station**  
Completion date: 6/23
  - LTD EmX Pioneer Parkway Line**  
Completion date: 10/23
  - LTD EmX Station Bump Rail Replacement**  
Completion date: 6/23
  - LTD EmX WEE Cabinets**  
Completion date: 8/23
  - Marist Catholic High School**  
Completion date: 9/23
  - Oregon Imaging Center**  
Completion date: 8/23
  - Oregon Urology Institute**  
Completion date: 11/23
- (continued on pg 2)



**Our office will be closed in observance of the following holidays:**

Memorial Day - Monday, May 29th

Independence Day - Tuesday, July 4th

**PROJECTS BIDDING**

**35 Large Projects**  
\$206,194,827

**31 Small Projects**  
\$1,777,721

**CHAMBERS CONSTRUCTION**  
**123,778**  
**HOURS WORKED WITHOUT INJURY**  
**4/28/2023**

## Employee Spotlight



**Papé Corporate Remodel**  
Completion date: 5/23

**South Eugene Family YMCA**  
Completion date: 11/23

**SUB Glenwood Control Enclosure**  
Completion date: 5/23

**The Shedd Institute**  
Completion date: 10/23



Anthony at a motocross competition

### Anthony Braunger

Anthony Braunger is one of our journeyman carpenters currently working on the Camas Ridge Elementary School job. He was born in Oregon and moved with his family to California, Washington and Michigan. Anthony eventually found himself back in his hometown of Eugene.

Anthony has been with Chambers for just over four years and recently graduated from our Apprenticeship Program in February 2023! Prior to working in construction, he was in landscaping for a number of years. What he likes about his job is the fact that each day brings a new set of challenges and that no two days are alike. In addition to that, he enjoys the diversity of projects that we are involved in so he can grow his skills in different areas.

Outside of work, Anthony is heavily involved in motocross and if he isn't out racing, he is spending time with his girlfriend, Liz. Anthony enjoys his annual cruise in Mexico but is looking forward to his trip to the Caribbean coming up soon. One of his long-term goals is to purchase a home in the Lane County area.

When asked about Chambers, Anthony raved about the Apprenticeship Program. He plans to help and volunteer his time for classes when needed. He stated, "Chambers has done a lot for me, so I want to give back and help to continue growing our team."

We are so glad to have Anthony on our team!



### Introducing Shane Carlson

Shane joined Chambers at the end of April as our newest Superintendent. He is originally from Yakima, Wash. and has since moved to several other places including Seattle, Wash., Kona, Hawaii and Sun Valley, Idaho before coming to Eugene about three years ago with his wife whom he met working at RiverBend Hospital. In fact, one of his foremen from that job got ordained and married them!

Shane has nearly five decades of construction experience from wastewater treatment facilities in Yakima and Central Point, to helping start up the SPD Division at Turner in Seattle, to concrete contracting and designing, to building passive solar homes in Southwest Colorado. Because of his background, he is well versed in many aspects of the building process. One of his favorite things about the industry is meeting, working with and building relationships with people.

Some of his hobbies include reading, trail running and building his audio-file collection of vintage and modern Hi-Fi equipment, vinyl albums, CDs and cassettes! Shane has also traveled to Sudan two times for volunteer work with refugees and has some great stories about these trips! In addition to this, he is attempting to complete his first McMenamins Passport with his wife this year!

When asked about Chambers, Shane shared that he is really happy to be working in Eugene with people that he feels he will be able to create lifelong relationships with.

Welcome to the team, Shane!

# Employee Spotlight

## Meet Your Journeyman Carpenters

Meet our team of journeyman carpenters here at Chambers Construction! Journeyman carpenters have all been through formal training. Some of our team here has graduated from our very own Apprenticeship Program! This team is expected to have problem-solving skills, pay close attention to details, possess math skills and work in harsh environments. Their job is demanding and we can't thank them enough for all the hard work they do!



**Wes Bell**



**Anthony Braunger**



**Malcolm Burke**



**Ron Hartman**



**Adam Hastings**



**Mike Hogenson**



**Mike Jenkins**



**Steve Kopki**



**Gunnar Larsen**



**Ethan McConnell**



**John Peters**



**Chris Pirtle**



**John Roe**



**Anderson Vanberg**



**John Wettengel**



**Jacob Wilson**



### 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.

# 4 Your Health

### Slow Cooker Chicken Tacos

In honor of the recent Cinco de Mayo holiday, we wanted to bring you an easy and healthy twist on classic chicken tacos! This recipe is found on [SkinnyTaste.com](http://SkinnyTaste.com).

Prep: 2 mins

Cook: 4 hrs

Total: 4 hrs 2 mins

#### Ingredients

##### Chicken

- 1-1/2 lbs boneless skinless chicken breast
- adobo seasoning, or salt to taste
- 1/4 tsp garlic powder
- 3/4 tsp ground cumin
- 1 cup chunky mild or medium salsa

##### Tacos

- 1 cup shredded red cabbage
- juice of 1/2 lime
- 1/4 cup chopped cilantro
- 1/4 tsp kosher salt
- 6 oz from 1 medium haas avocado, sliced
- lime wedges for squeezing
- 12 corn tortillas

#### Instructions

Season the chicken with adobo (or salt), then place in the crock pot and top with garlic powder and cumin. Top chicken with salsa (no water needed).

Cover and cook on LOW for 4 to 6 hours, until chicken shreds easily.

When cooked, drain excess liquid from the pot keeping as much as the tomato sauce as possible and shred with two forks. Cover and keep warm until ready to eat.

Make the slaw: combine cabbage, lime juice, cilantro and salt in a bowl and toss.

Heat the tortillas about 30 seconds on each side over the flame of your stove until slightly charred, transfer to a plate with a towel on top to keep warm and repeat with the remaining tortillas.

To serve, place 3 tortillas on each plate, top with chicken, slaw, sliced avocado and serve with lime wedges.



### Trivia Drawing

#### March's "Trivia" Winner: Julie Green!

Last issue we asked, "What is the leading cause of injury on construction sites?" and the answer was falls.

#### This Month's Trivia Question: What is the ring on the back of all fall protection safety harnesses called?

For a chance to win this month's drawing and \$50, submit your answer to Kristen Ross by June 15, 2023 at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) or call her at 541-868-8529.

## Employee Spotlight



### Caught in the Act!

In March, **Mike Jenkins** nominated **David Brunscher** for his work ethic and leadership skills, CV #2, 3 and 6. "Since I started working with him, he has always taken the time to help me expand my knowledge and skill of in-depth concrete work. He is very much a team guy and helps us all be the best at our jobs we can be. He is always leading by example by building it like he owns it. Where he could easily cut corners and do things faster and 'just good enough' he always wants the crew to take the time to do a double check and do it right – shoot for perfection or as close to it as possible. It is nice to have that example from a leader." Good work David!

**Kristen Ross** nominated **Kellie Norris** for building it like she owns it, CV#6. "Kellie was asked to attend two leadership/management trainings and accepted without hesitation. I know she is so busy but her willingness to jump at the opportunity shows that her focus is to 'build it like she owns it'!

**Steven Serjeant** nominated **Wes Bell** for CV #3. "Wes is always willing to stop what he is doing, even if he's in the middle of his break, and help get equipment moved to where I can fuel it." Way to recognize the need of a co-worker and the positive impact it has on productivity!

In April, **Kellie Norris** nominated **Frank Travis** for CV #2. "I have worked with him on a few projects, and he is always willing to stop what he is doing and discuss something I don't understand or a subject that I need advice on. I really appreciate how he takes the time out of his busy day to listen to what I have to say and really hear me. Chris Boyum does this as well, but he has to, since he is my boss. We have some great leaders!"

**Joy Pendowski** nominated **Kim Cailteux** for CV #2 and 3. "Frequently in my role I need information from others so I can complete projects. Whenever I need Kim's help, whether it's looking up data or hopping into a meeting with me, she is there with a smile on her face, no matter whatever else she has on her plate. It means a lot knowing you have a teammate you can count on." Keep up the good work, Kim!

**Levi Connelly** nominated **Gregg Wallsmith** for CV #6. "Gregg has shown curiosity about QC, so when Frank asked who could help with QC at the YMCA, I chose Gregg. He has been documenting window install, roof install, progress photos and coordinated with the subs to get the proper quality and photos. Gregg has followed instruction and even gone beyond a couple times! We are moving inside and I'm looking forward to teaching him the do's and don'ts there too. He deserves recognition for taking ownership and doing the QC role like he owns it!"

**David Brunscher** nominated **Mike Jenkins** for CV #1, 2 and 6. "He always comes to work early and stays late. He is a very hard worker; he goes above and beyond in everything he does. He coordinates with other trades to make sure they are doing what they are supposed to. He always has a good attitude and is always ready to work. He is a skilled carpenter and is a pleasure to work with."

**Izayah Moriguchi** nominated **Malcolm Burke** and **Rock Hunsaker** for CV #6. "We worked through the winter remodeling the Paramount building. It was a project with many existing conditions to troubleshoot and fix. Every time we opened up a wall we encountered something new, yet Malcolm and Rock kept a positive attitude through it all and really took pride in making the repairs and changes."

Everyone will receive \$100 and be entered in the year end drawing for a chance to win \$500!

To nominate an employee you catch in the act of following our core values, send a summary to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop it by the office.

### June/July Work Anniversaries

Dave Hilles	51
Dave Bakke	31
Debi Creager	24
Frank Travis	20
Mark Harrington	19
Chris Boyum	19
Tim Jacobs	10
Horacio Garcia	9
Nancy Thornton	9
John Peters	7
Amber Keffer	6
Gunnar Larsen	4
Chris Anthony	4
Ethan McConnell	4
Joy Pendowski	3
Jacob Keffer	1
Nathan Brinkley	1

### Birthdays

Brent Shjerve	6/4
Julie Green	6/17
Tim Jacobs	6/21
Izayah Moriguchi	6/22
Anderson Vanberg	7/2
Adam Hastings	7/7
Cheryl Williams	7/12
Dave Hilles	7/13
Chris Anthony	7/18
Dave Brunscher	7/20



## News



### Innovation Suggestions

**Kellie Norris** contacted the Eugene Police Department to see if they can put a trailer on our Camas Ridge Elementary School jobsite. They said they have Guardian surveillance trailers that can be placed on large jobsites, but they are all in use currently. She is on the list for one when it frees up.

They also let patrol know so they can be more of a presence in the area. Kellie said, "I think this is a great resource for our projects." She will receive \$100 for her 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](mailto:pburian@chambers-gc.com) or drop them by the office.



### Safety Suggestions

**Chris Anthony** suggested getting retractable lanyards to hold small tools while in lifts – this way it prevents tools from falling off the lift and hitting someone below. He will receive \$100 for the 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.



### Mark Up Drawings

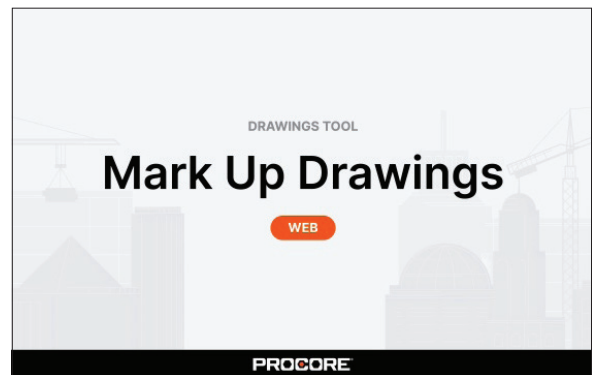
The Drawings module is where you find all the most current (and previous) drawings for a project. There are several mark up tools available in this module. You can hyperlink RFIs, cloud areas, pull dimensions, draw/highlight on the sheet, place arrows, text boxes and place punch pins for the Punchlist.

When you open a drawing sheet, one of the icons on the top right-hand side is "Markup." When you click on this, it brings up your options on a tool bar on the left side of the screen. Each markup has several options apart from text boxes. These can be very handy tools to use through the course of construction. When you make a markup on your drawing, a box will pop up that has three options: "Publish", "Attach" and "Trash." If you want to be the only one who sees this markup, click out of the markup and it will only show up on your log in. If you want everyone to be able to see it, you need to click the "Publish" button above the markup. If you want to attach something to that markup, such as an RFI link, you can click the "attach/paperclip icon" and select what you want to attach. If you made a mistake, you can always click the "Trash Can" and it will delete the markup.

Note that all markups done by Chambers in Procore should be done in blue. This differentiates the markups done by the architect, which are typically in red.

A more detailed description of how to use these markups can be found in the SOPs on the Procore Training Center website.

As always, if you have any questions about Procore, contact the Procore Advisory Team at [procoreadvisors@chambers-gc.com](mailto:procoreadvisors@chambers-gc.com).



## News



### Hot Work

Hot work is when you are working with any open flame like welding, torching, brazing and cutting. It also includes any spark-producing power tools, such as grinders, flame heating and soldering. These tools and activities are common sources of ignition.

Hot work that is not controlled, or that is poorly managed, can have serious consequences such as injuries to workers or property damage due to fire, delays in project completion and damage to a company's reputation. Several issues that are associated with poorly managed hot work include:

- Inadequate implementation of a hot work permitting program
- Failure to identify potential fire exposures in the area
- Neglecting to provide and inspect fire extinguishing equipment
- Not enough training
- Insufficient fire monitoring after completion of hot work.

Hot work permits should be required from the first day of the construction project to the day of its completion. Fire hazards in the early parts of the construction may be minimal, but conditions can change very fast. The permit should state key information on the activity, safe work practices, company contacts, fire watches and date/time. The permits should only be valid for one shift. The general contractor is usually in charge of assigning the PAI (Permit Authorizing Individual). They are responsible for managing and administering hot work permits on-site.

### Reducing the Risks

There are different actions that can be taken to help reduce possible risks involving hot work activities.

- Use or eliminate hot work through use of alternative products or materials
- Communicate hot work programs with property owners and trade personnel
- Communicate your hot work program and review and adhere to the safe work practices

### Preparing the Area for Hot Work

Fire extinguishing equipment needs to be in the work area within 35 feet of the hot work, combustibles need



to be removed or protected with approved materials, floors must be swept, debris and trash removed and wall and floor openings covered (including duct work). When working in enclosed equipment you must clear all equipment of combustibles, de-energize and purge all flammable items.

### Fire Watch

Perform fire watch during and at least 60 minutes after the completion of hot work, breaks and lunches. Make sure the person on fire watch is trained on the use of fire extinguishers. The person assigned to fire watch should not have any other duties.

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### Know Your Hard Hats



**WHITE—**  
Experienced

**ORANGE—**  
Under 18

**BLUE—**  
Inexperienced

# itb+ IT Bytes

## iOS Devices and Overheating

We are finally seeing the sun and the hottest time of year will soon be approaching. Here are some things to keep in mind with your electronic devices when they are out in the heat.

Allowing your devices to get too warm or cold can cause them to shut down, which preserves their functions. This can also permanently reduce the battery life. In the event that your Apple device does get too hot, you may see the screen to the right. If you see this screen, turn off your device and move it to a cooler location. Once the device cools down (approximately 15 minutes), turn it back on and it should work as normal.

### Tips for Keeping Your Devices Cool

- If you are not using your device (iPad or computer), turn it off to keep the temperature down.
- If you feel your device is getting too warm, stop using it and move it to a cooler location.
- Do not leave your devices in your vehicles, especially on hot days.
- Do not leave your device in direct sunlight for long periods of time.
- During extreme heat, use your device in battery-saving mode (“Power Save”).

The battery-saving mode will use the battery less and reduce how hot it gets. Keep in mind when using this mode mail fetch, Siri, background app refresh, automatic downloads and some visual effects are reduced or turned off. You can easily refresh these apps manually. Using certain features in hot conditions or direct sunlight for longer periods of time, such as GPS, may cause the device to overheat and not function correctly.

To turn on battery-saving mode on an Apple device go to: Setting > Battery > Turn on Low Power Mode.



## Apprentice Partnership with Habitat for Humanity

Our Apprenticeship Program is partnering with Habitat for Humanity Lane County on Fischer Village in Springfield!

Chambers has hired eight new apprentices who will be joining our team soon! This project is going to give them a chance to learn carpentry skills while building a home for a good cause.

To the left, is our second year apprentice, **Nathan Brinkley**, installing doors with **Ron Hartman** in April. We are thankful for this opportunity to partner with a wonderful organization in our community!



## News



### SPD at Jerry's Home Improvement Center Springfield

Ken Smith recently saved the day when Jerry's called with a water main leak! He was able to jump right in and take care of the problem before things got worse.

Nice work, Ken!



## Company Picnic

**Thursday, June 22nd  
6:35pm @ PK Park**

*Eugene Emeralds vs. Vancouver Canadians*

**All-You-Can-Eat  
Buffet Picnic at 1st Base  
& Game Admission**

for All Chambers Construction  
Employees & Their Families

RSVP by June 7th to Kristen Ross  
kross@chambers-gc.com or call 541-868-8529



## News



### Chambers Employee Discounts

As a Corporate Sponsor for the Eugene Science Center, employees of Chambers Construction receive a **15% discount** on family memberships!

The Eugene Science Center offers a fun learning experience for the whole family with activities for everyone.

- Employees must show a recent pay stub to verify their employment with the company (your pay amounts can be blacked out)
- The employee must be one of the named adults on the card (membership cannot be gifted)

In addition, we have a few **free admission passes** left that are good for either the Science Center Exhibit Hall OR Planetarium Show – the passes are valid through 6/30/2024. If you are interested in getting a few of the admission passes, they are available on a first-come, first-serve basis. Contact Kristen Ross at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) or 541-868-8529.

### Upcoming Wellness Events!

If you haven't already, make sure you sign up for our upcoming walks! Contact Kristen Ross at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) to register!



**Sunday, May 21st**  
Alton Baker Park  
9:45 a.m.



**Sunday, May 21st**  
Island Park  
10:00 a.m.



**Sunday, June 11th**  
Alton Baker  
10:00 a.m.

### Submit Near Miss Experiences

One year ago, an employee submitted a safety suggestion to share near miss experiences so everyone could learn from them. We created a QR code to do just that!

The report is sent directly to Scot, anonymously. Here's what you do:

1. Scan the code
2. Enter: Job number or name, date, time and a description of the 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 address them with the Superintendent or Foreman so they can be corrected immediately.

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



### Apprentice Referrals

If you know a teenager who is age 16 or older, or an adult looking to change careers, and they are interested in construction, contact Mark Harrington at [mharrington@chambers-gc.com](mailto:mharrington@chambers-gc.com) or on his cell phone 541-972-0997 for more information. Interested teens are also eligible to attend apprentice classes.

## Project Spotlight

### First Interstate Bank – Roseburg

Chambers Construction was hired to complete the construction of a new branch office for First Interstate Bank in Roseburg. Initially, the bank was looking to build in both Roseburg and Coos Bay but ultimately decided to focus on their Douglas County location. After a few months in preconstruction, we broke ground in December 2021.

The scope of the project entailed building a single-story, steel-framed, 3,266 SF branch complete with lobby, teller counter, meeting room, private offices, employee kitchen/break room, and drive-thru teller access.

A challenge the team faced during construction was long product lead times. To overcome this obstacle, we had to adjust schedules and work as a team with our subs and the owner to keep the work moving. Glass was one of the long-lead items for this project and we communicated regularly with our subcontractor and the supplier to keep things on track. Our team ended up putting in a temporary front door so that the owner could open to the public on their target date. We later

came back to help install the front sliding glass doors in the building.

After eight months of construction, the project reached substantial completion in August 2022. The end result was a beautiful building – inside and out – and a happy client. Because we performed well for First Interstate Bank, they have recently hired us to do more work for them on a local branch remodel in Eugene!

Thank you to everyone who worked on this project and made it a success: Chris Anthony, Ryan Briggs, Dave Brunscher, Levi Connelly, Horacio Garcia, Julie Green, Ron Hartman, Adam Hastings, Mike Hogenson, Breck Hosford, Ethan McConnell, Scot Moore, Steven Serjeant, Anderson Vanberg and John Wright.



## Looking Back

### Serenity Lane Treatment Center - Coburg Campus

In 2016, Chambers Construction built the 16-acre, 12-building Coburg campus for Serenity Lane Treatment Center, nearly doubling the capacity of their previous location in Eugene. We worked with Serenity Lane during fundraising to raise awareness of the project and assembled a team to build the phased work as soon as financing goals were met. During construction, a sizable donation made an additional exercise and wellness building possible and we worked with the design team to incorporate the changes within the project's schedule. This year, Serenity Lane celebrates its 50th anniversary serving our community!

Project Manager: Frank Travis  
Superintendents: Jack Makarchek, Jason Londo, Tim Jacobs



3028 JUDKINS ROAD #1  
EUGENE, OR 97403  
CCB #114258

