



Name the Newsletter!

(See below for contest details)

**Chambers
Construction**

Volume 1, Issue 1

November 2016

Presidents Message



Dave Bakke, President

As many of you know by now I was recently appointed President of Chambers Construction. This is an honor I don't take lightly. Following the footsteps of Dick Chambers and Dave Hilles is daunting to say the least. As the newly appointed President it didn't take long to realize how the role has changed my life. New expectations, tons of questions from colleagues and peers. I must look at everything in the business from a different perspective. A perspective that best serves the company and most importantly serves best all our people who make us who we are. The main question I ask myself every day is "how can I not screw this up?"

A few weeks ago, as I watched the final game of the World Series I was enthralled by how that game played out. Two teams, fighting through to the end, never giving up. That game has stuck with me not only because of the excitement and drama but what it took for those teams to do what they did. What it took was teamwork, probably one of the best displays of teamwork you could ever witness. Players making a huge mistake one inning and then the next inning coming back

with a heroic play or home run. The young guns leaning on the old veterans for advice. When someone made a mistake, they didn't get torn apart, they were picked back up by their entire team. When decisions were made that didn't quite work out for one player, that player understood it was for the betterment of the team, it wasn't about him. Inning after inning there were examples of amazing teamwork.

Teamwork is what makes organizations successful. It's not for the one, it's for the all. It's what we've been doing at Chambers for over 6 decades. The old teaching the young, learning from our mistakes and being backed up by our peers. Decisions made for the whole, not the one. Yes, we all make mistakes. Getting up the next day, working to get better, then quickly doing what we do better absolves the mistakes. Being part of a successful team is a great feeling and something to be proud of. I would ask each of you to take the team approach every day and continue to be a contributing part of an already great company.

Continuing to build our team to meet the challenges and demands of our business is a goal of mine. I'm proud to be given this opportunity. If you have the time, re-watch Game 7, it was truly a masterpiece.

Regards, Dave B.

Looking Back...

The Hult Center for the Performing Arts

Chambers Construction built the 150,000 square foot post-tension concrete structure with the double T roof system known as the Hult Center, 34 years ago.

The performance hall is a premiere

venue that seats an audience of 3,000. This project earned Chambers the award of "Excellence in Concrete" and was accredited "The finest Performing Arts Center west of Denver."



**Coburg Commerce Center –
Sherwin Williams TI**
Industrial Way, Coburg

**Oakway Center Hyatt Place
Hotel**
333 Oakway Road, Eugene

River Road Elementary School
120 West Hilliard Lane, Eugene

Yogi Tea
1325 Westec Drive, Eugene

**Paktech Cottage Grove Renova-
tions**
230 E Davidson Ave., Cottage
Grove

Milland Properties Building H
1991 West 2nd Ave., Eugene

Hawes 2nd/3rd Floor Remodel
400 International Way, Spring-
field

**Pacific Headwear Office Expan-
sion**
91230 N Coburg Industrial Way
Coburg

Apel Loading Dock
91284 N. Coburg Industrial Way
Coburg

**Wah Chang Building 84 Slab
Repair**
1600 Old Salem Road, Albany

Name The Newsletter Contest!

As you can see we don't have a name yet for the newsletter. We are offering a prize to the person with the winning name. Please submit your suggestions to Pam Hansen by 12/15/16 at phansen@chambers-gc.com or call her at 541-868-8521.

Employee Spotlight



Dave Hoffman is Celebrating his 30th Anniversary with Chambers in November 2016.

Dave runs the Butler Pre-Engineered Steel Building Division for Chambers Construction. As a project manager, Dave provides oversight and support for the project, ensures that key milestones are met, and realizes the project objectives. Dave is adept at developing and administering the Project Management Plan for all projects that he oversees. He has been in the construction industry since 1973 and joined Chambers Construction in 1986.

When Dave started with Chambers the team consisted of Dave Hilles, Shirley Scott, Bob Sykes, Lee P. Everett, Sandra Cutting, Sharon Bakke, Kathy Wike and Barbara Herring. Tammy Crafton worked for Carolyn Chambers in low income

housing located with Chambers Construction on Garden Way.

Dave remembers he was the first in the company to have a computer with Windows. He has been a big proponent for the Design-Build concept, as it works well with metal building projects. He has formed some very successful, long lasting, working relationships with many local businesses; Egge Sand & Gravel, Twin Rivers Plumbing and Comfort Flow are a few.

One of his favorite projects was building Hardin Optical. He enjoyed his weekly trips to Bandon and appreciated working with an owner that was quality driven. He fondly remembers Chambers' Spring Flings and Fall Balls, where the gang would take a bus to watch the dog races, go to Indiola Creek to catch crawdads, or stay overnight at Honeyman Park in Florence. They also would go bowling and have dinner at Abby's Pizza.

Dave grew up in Creswell and graduated from high school there. He was drafted about 6 months after graduation and served 2 ½ years in the military. His first

job was working as a box boy at Safeway and he took business classes at LCC and the University of Oregon. Prior to working for Chambers, he worked briefly for the Forest Service fighting fires, and worked sales at Northwest Lumber and Boise Cascade.

Dave enjoys fishing, going to the casinos, exploring, and visits to the southwestern states. He hopes one day to take a boat on the Amazon. He has been married to his wife Morre' for 38 years and they have three children - Mike, Chris and Amanda.

Dave has been an important part of the Chambers Wellness Committee, he selflessly donates platelets at the blood bank, and he has never taken a sick day! Dave prides himself on never having burned a bridge. He thrives on accomplishments and enjoys the social connections he has achieved through his work. Dave is a lucky man who truly loves his job. Thank you Dave, congratulations on 30 years, and many more!



American Veterans Celebrated

We are fortunate to live in this great country and enjoy the many freedoms allowed us – education, speech, vote, own property, choose our workplaces, religion, carry guns, life style, who we marry, how many children we have, to name only a few. And as that familiar saying goes, “freedom is not free.” We have many Veterans to thank for their service to our country and for the battles they fought for freedom.

At Chambers Construction we honor our Veterans with a paid day off, either on Veterans Day or another day during the year that might fit their schedule better. Thank you to Dave Hilles, Dave Hoffman, Jerry Barr, Gregg Wallsmith, Kevin Manning, Jason Londo, Kim Hutchens, Kevin Belden and Wayne McCormick for their service to our great country.

Goblins and Ghosts



The office held contests for costumes, pumpkin carving and best dessert. Congratulations to Kim Hutchens for the best pumpkin design and best costume, and to Jenna North for best dessert.



Paula, Debi, Kim, Jenna, Ted, Tammy and Kim

Dec/Jan Anniversaries

Jon Baugus21
Kenyan Hansen.1

Birthdays

Brian Anderson 12/6
Eric Stevenson 12/14
Ron Miner 12/16
Ron Hartman 12/22
Jon Baugus 12/27
Chris Boyum 1/1
Don Brockmann 1/3
Darrell May 1/8
Kim Hutchens 1/18
John Peters 1/22
Ryan Briggs 1/24

itb+ IT Bytes

Tips and Tricks

Did you know a level comes standard on iPhones? Click on the compass and swipe to the left. When the numbers reach “0” it will show you a green screen indicating it is level. This works flat, horizontal and vertical.

You can easily undo typing. If you are typing an email or text message and you realize that you have made a typo, you can (pending you have a good grip on your phone) shake it and it will pop up an “undo” message. The box will state “undo typing” and it will give you the option to undo or cancel it.

Siri can do math for you. Simply open Siri and recite your equation to her. If the number is complex, make sure you say it slowly, so that Siri doesn’t misunderstand it.

Did you know that you can take photos using either of the volume buttons? If you have your ear buds plugged in, open up your camera, point and press the volume button. This works on iPhones and iPads.

How to take better Panorama photos: Avoid wobbly or crooked shots by sticking to the central line. Consider the composition before you start shooting and turning. Decide where you’ll stop (bear in mind any ugly eyesores you want to keep out of the shot) and think about lighting.

Reverse panorama: The camera app prompts you to take photos from left to right – but Apple doesn’t make obvious that the arrow can be reversed. To reverse the arrow simply tap once on the panorama guide to flip it to the opposite side of your screen.



Holiday Health Tips

Stress and depression can ruin your holidays and hurt your health. Being realistic, planning ahead and seeking support can help ward off stress and depression.

Tips to prevent holiday stress and depression ~

- Acknowledge your feelings.
- Reach out.
- Be realistic.
- Set aside differences.
- Stick to a budget.
- Plan ahead.
- Learn to say no.
- Don’t abandon healthy habits.
- Take a breather.
- Seek professional help if needed.

By Mayo Clinic Staff

Construction Trivia Question

What are the structural parts of stairs called?

Send your guesses by 12/15/16 to Pam Hansen at phansen@chambers-gc.com or call her at 541-868-8521 to be entered into a drawing for a Dutch Bros. gift card.



Safetymatters

Holiday Announcements



Christmas lunch will be delivered to Chambers Employees on job sites on Friday, December 16th. The office will be closed on December 26th

and January 2nd in observance of Christmas and New Year’s. Job site schedules are determined by the PM and Superintendent and are dependent on the schedule. Happy and safe holidays to everyone!

Stretch and Flex

In response to seeing a rise in injuries, members of the safety committee met with Brent Pockrus, loss consultant for AGC, to determine what could be done to help reduce injuries to our workforce. Brent presented some compelling evidence for stretching before work that included statistics of the drop of incidents, severity and cost of injuries in the workplace. From a common sense stand point, lifting a bag of concrete after stretching out would be less taxing on warmed up, stretched out muscles, very different from lifting it upon arriving to work when our bodies are probably at their stiffest.

Brent cautioned us that it is very normal for workers to push back at the idea of stretching at work in the beginning but soon they notice a difference in how they feel and get on board with the change. Sure enough, this is what we observed and heard from our employees.

The policy of stretching on job sites prior to starting work each day was announced April 24, 2014. Today we have our own statistics prior to and after “Stretch and Flex.” As shown in the table,

Year	Incidents	Cost	Time Loss
2010	2	\$2,049	0 days
2011	6	\$25,860	3 days
2012	8	\$30,262	22 days
2013	3	\$58,722	0 days
To 4/23/14	3	\$96,967	21 days
4/24/14 Stretch and Flex Instituted			
After 4/24	1	\$1,426	1 day
2015	1	\$19,332	0 days
2016	1	\$3,255	0 days
*Worker’s Comp years are from 10/1 through 9/30.			

average time loss **dropped** from 2.1 to .33/incident, average cost **dropped** from \$47,524 to \$9,605/year, and average incidents **dropped** from 4.9 to 1.2/year. Our own statistics are evidence that stretching before physical exertion works! But even more importantly, we can count on our employees going home whole and hearty at the end of the day!

Project Spotlight

Pleasant Hill Schools

Chambers ran 8 simultaneous projects at the Elementary School campus and the shared Middle School/High School campus at Pleasant Hill. The elementary school renovations included the extension of the east wing with 2 upper and 2 lower floor classrooms, creating additional common areas, remodeling of the current cafeteria kitchen and improvements to the library to open up space.

The major work was a new classroom wing to the Middle School/High School built to house sixteen standard classrooms, 3 science rooms and a makers' lab. Brian Erickson was PM on the project and Don Brockmann, Superintendent, stepped in to finish it out. Dave Hoffman proposed significant cost savings to the project by using a Butler steel structural system solution for the new auxiliary gymnasium. Mike Hogenson, Anthony Johnson, Gregg Wallsmith, Leroy Wyant, Gary Martin, Ron Miner, Todd Keffer, Horacio Garcia, Steven Serjeant, Adam Hastings, Todd McNally, Crispin Nunez-Pacheco, Mark Harrington, Ron Hartman, Jon Baugus and Ryan Briggs made up the crew to provide our self-performed work.

A lot of extra effort was expended by our whole team, and the result is a project that will serve the Pleasant Hill community and their families for a long, long time! Nice job everyone!



Cash & Carry



Chambers worked hand-in-hand with the Cash & Carry team to make this beautiful building happen. The project lead was Frank Travis. Our crews did all the building concrete and the carpentry work which helped

bring the project in under budget. Kevin Belden worked together with the owners rep to push this fast paced schedule to finish on time. We had Ryan Briggs onsite as the foreman who did an excellent job.

The building is a CMU structure with steel roof system. It has an 80% open floorplan with large refrigerators and freezers. The floors were all polished to a salt & pepper finish. Horacio won the Top Quality award for his work on the loading dock, some of the best looking walls we've seen!

Cash & Carry sells to businesses, as well as individuals now. They cater to restaurants, sell in bulk and are known to have some of the best Tri-Tips around!

We hope to have future opportunities to work with Cash & Carry. They plan to continue expanding over the next few years. We believe the quality of this building will enhance our chance for future projects. The team we had at Cash & Carry was: Frank Travis, Kevin Belden, Ryan Briggs, Steven Serjeant, Leroy Wyant, Horacio Garcia, Crispin Nunez Pacheco, and Mike Hogenson. Great work everyone!



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