

CROSSFLOW

THE OFFICIAL NEWSLETTER OF THE ONTARIO SHEET METAL CONTRACTORS ASSOCIATION

INDUSTRY EVENT



Julius Caesar Was Here!

Exploring Cascais and Lisbon: Portugal’s Coastal Gems and Historical Marvels

By STEPHEN COOK, LORANDUS

My first visit to Cascais was in the fall of 2015. It was October, so the typical tourist season was over. However, this charming village on Europe’s west coast was still lively, showcasing its eclectic and historic appeal as a year-round destination.

Lisbon has long been a bucket-list des-

tinuation for travelers. Known as a “value” destination for its affordable food and wine, Portugal also boasts vibrant culture, stunning landscapes and rich history. The 2025 Ontario Sheet Metal Contractors Association (OSM) Annual General Meeting in Cascais will offer attendees and guests immersive experiences, with easy access to Lisbon. These two locations – each with their own unique charm – embody the

spirit of Portugal, weaving together tales of maritime glory, royal retreats and ancient civilizations. Whether you’re visiting for the first time or returning, Cascais and Lisbon promise not to disappoint!

CASCAIS: A COASTAL HAVEN WITH ROYAL TIES

Nestled on the Atlantic coast, just 30

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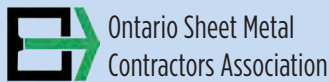
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Crossflow is the official marketing publication of the Ontario Sheet Metal Contractors Association. Circulated four times per year, the e-newsletter is designed to provide association news and program updates, government affairs information, educational opportunities, as well as updates on current industry trends.



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kilometres west of Lisbon, Cascais is a picturesque town that has long captivated visitors. Known for its charming streets adorned with traditional Portuguese tiles and vibrant bougainvillea, Cascais offers stunning ocean views where waves gently lap against sandy shores.

OSM Insider Tip: Travel to Lisbon's city centre is easily accessible by a coastal commuter train from Cascais – 40 minutes away, five euros each way.

Originally a humble fishing village, Cascais transformed in the 19th Century when King Luís I of Portugal chose it as his summer residence. The King's arrival marked the beginning of Cascais' evolution into a fashionable resort, attracting European aristocracy and the country's

elite. The royal influence is still palpable today. The imposing Citadel of Cascais, once a fortress protecting the coastline, was converted into a luxurious palace for the royal family. Now, it serves as a museum and a five-star hotel, offering visitors a glimpse into the town's regal past.

OSM Insider Tip: Ian Fleming, creator of James Bond, was inspired to write his first Bond novel — Casino Royale — after visiting the nearby Estoril Palace.

Cascais is not just about history; it is also a hub of modern life. The town's marina is filled with yachts from around the world, and its restaurants serve some of the finest seafood in Portugal. Just a short 30-minute drive from Cascais, it is

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the UNESCO World Heritage Site of Sintra. With its unique micro-climate and Moorish inspired palaces, this is a must see experience. Be sure to ask your Loranus travel team where to buy the best Pastéis de nata. (Famous Portuguese custard tarts!)

OSM Insider Tip: Just a short 10-minute stroll from Hotel Villa Itália, you'll find Cascais' wonderful walking streets, lined with restaurants, boutiques and shops.

LISBON: A CITY STEEPED IN HISTORY

While Cascais offers a tranquil coastal retreat, Lisbon, the capital of Portugal, is a city where ancient history and mod-

ern life intertwine seamlessly. For those in the Ontario Sheet Metal Contractors Association, Lisbon's rich tapestry of history, stretching back millennia, serves as a reminder of the innovation and resilience that characterize this region. The allure of the Iberian Peninsula dates back to ancient times. Legend has it that when Jonah was swallowed by the big fish, he was trying to escape to what is now Portugal. This myth hints at the early significance of the area, a land seen as distant and mysterious. It was here, in what would later become Lisbon, that Hannibal, the great Carthaginian general, discovered the warriors, weapons and

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RECOGNITION

COCA 2024 Awards for Outstanding Achievement

Retired OSM Executive Director Darryl Stewart was among the winners of the 2024 COCA Outstanding Achievement Awards presented at a June 20 ceremony at The Inn of the Twenty in Jordan, ON.

The award recipients represent a range of disciplines, but they share a commitment to excellence and a determination to shape a positive future for both the industry and the province.

Presented at the discretion of the COCA Chair, the *Chair's Award* recognizes those who have made extraordinary contributions to the success of the provincial federation. COCA Chair Ted Dreyer presented the award to:

- **Patricia Penney-Rouzes**, Executive Director of the Association of Millwrighting Contractors of Ontario (AMCO).
- **Roger Hubbard**, President of the Reinforcing Steel Institute of Canada (RSIC).
- **Darryl Stewart**, retired Executive Director of the Ontario and Toronto Sheet Metal Contractors Association.

Other awards presented included the following:

The *Construction Hard Hat Award* is given to individuals who do something remarkable to advance the construction industry's interests. This year's recipient was **Steve Dietrich**. Dietrich graduated with an Engineering degree from Western University, and owned and operated Dietrich Steel in London, ON. He then sold his company AGF, where he served as vice president. In 2022, Dietrich retired af-

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Message from the Executive Director

The Ontario Government is actively promoting skilled trades by investing in training programs, apprenticeships and outreach initiatives. These efforts aim to address the growing demand for skilled workers, provide more opportunities for youth and under-represented groups and support the province's economic growth. Through partnerships with industry, schools and community organizations, the government is enhancing access to education and resources that encourage careers in the skilled trades. These initiatives are supported by OSM in collaboration with our partners at NTCCC and COCA.

Our efforts have been concentrated on tackling several key areas with respect to the training centre and the development of a sheeting and decking training program.

The training centre had revised its 2024 class schedule to accommodate advanced courses within the current year. This adjustment was implemented primarily to address a backlog of advanced classes that, without intervention, would have been postponed until 2025.

These advanced courses, each lasting nine weeks, presented logistical challenges due to the backlog, creating a potential time crunch. By modifying the schedule, we aimed to resolve this issue and improve the overall situation, which was also expected to mitigate challenges related to low summer enrollment.

As part of the changes, the number of classes has been reduced from 18 to 15, while class sizes have increased slightly from 22 to 24 students. These changes would effectively address the advanced class backlog.

The Training Sheeting and Decking Committee is making progress, having already conducted several discussions focused on developing a training program, with an emphasis on reviewing the content and curriculum.



The training centre's existing curriculum was reviewed as well as consideration for incorporating aspects of British Columbia's Architectural curriculum. The committee also discussed the two letters of understanding that need addressing while establishing training priorities.

A preliminary training program and a "To Do" list were sent to stakeholders for feedback, aiming to establish a clear structure for course development, correlated to the required training hours for different job classifications.

The 2024 Ontario Apprentice Competition is taking place in Thunder Bay, ON, from September 9 to 12, 2024. OSM is pleased to have our Past President, Robert Felbel, and Wellington-Waterloo Contractor Member, William Radtke, participating as judges. OSM has also scheduled a regional meeting with its members during this time to coincide with the Ontario Apprenticeship Competition.

On August 13, OSM held a regional meeting with the members of the Sault Ste. Marie region. This was the first time since the members had voted to terminate their representation by MCA Sudbury.

Discussions included the Local Joint Apprentice Committee (LJAC) and funding, work forecast and workforce concerns, as well as discussions on their representation within OSM. The discussions were informative and the members were actively engaged. The members are also commencing collaboration in preparation for upcoming negotiations to address local issues.

After lengthy negotiations, the TAB Council is close to a Memorandum of Agreement (MOA) for the TAB Appendix P. Once finalized, it will be prepared and presented to the Conference for signature, which then will signal the completion of those negotiations.

SMACNA has implemented a new Association Management Software (AMS) and is working to update its website. The AMS is aimed to better assist the

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Julius Caesar Was Here!

gold that fueled his audacious march on Rome. These early encounters laid the foundation for Lisbon's storied past.

One aspect of Lisbon's history that has always intrigued me is its Roman influence. Julius Caesar, as a young officer, found his fortune in what was then called Olisipo. The wealth he amassed here helped fund his later conquests of Gaul and England, making Lisbon essential to his rise to power. Today, this Roman legacy is still visible in the city's archeological sites, ancient roads and the layout of its historic neighbourhoods. During the Dark Ages, while much of Europe was in turmoil, Lisbon became part of the world's most advanced civilization under Arab rule. The Moors, who conquered the city in the Eighth Century, transformed it into a thriving centre of learning, trade and culture. The influence of this period is evident in Lisbon's architecture, language and traditions.

The Norman conquest of Lisbon in 1147 marked a turning point in its history. The city was incorporated into the burgeoning kingdom of Portugal, which soon became the wealthiest nation in Europe, largely due to its strategic location and maritime prowess. The Age of Discovery, led by Portuguese explorers, further cemented Lisbon's role as a global hub.

Today, Lisbon is a vibrant metropolis where history comes alive. From the medieval streets of Alfama to the grand pla-

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FACES OF THE TRADE



Winner of the 2023 Wally McIntosh Apprentice Award, Dakota Sampson (left), along with the 2024 winner, Stephen Wilson.

Stephen Wilson

2024 Wally McIntosh Apprentice Award Winner

Stephen Wilson may not have clearly seen his career path during his high school years, but what he did find was a lifelong friend in Dakota Sampson. Little did the ambitious 30-year-old from Orangeville, ON, realize that he would not only follow his best friend's footsteps into the sheet metal trade but—like Dakota did in 2023—rise to the top of his class, earning the 2024 Wally McIntosh Apprentice Award, in addition to the Allan Defoe Memorial Award.

“I have been best friends with Dakota since we were 14 years old,” Wilson said. “His family embraced me as one of their own, and it was through Dakota and, by extension, his father Bob, that I was introduced to the sheet metal trade. Bob, in a lot of ways, showed me what it is to work hard. I credit him, as well as my own father, for my attitude towards work today.”

But Wilson's career journey didn't start in the sheet metal trade. In fact, while Dakota and many of his other peers were beginning to chart their futures, Wilson found himself unsure of his true calling. Having an interest in law and law enforcement, he enrolled in

the two-year Police Foundations course at Fleming College. After receiving his diploma, he landed a position with the Royal Bank of Canada, where he conducted money laundering investigations.

Although the job was stable, Wilson couldn't shake the feeling that he wanted more fulfillment from a life-long career, so he decided to return to school and further his education. This time, he enrolled in the University of Guelph where he completed a Bachelor of Arts Certificate in Business. But even with a college diploma and university degree under his belt, the office environment simply didn't satisfy his need for a more hands-on, challenging career.

Having accomplished a lot by the time he was 25, Wilson made a bold decision that truly changed the course of his professional life. He realized that what truly made him happy was working with his hands, being physically active and engaging in mentally stimulating tasks. This epiphany led him to pursue a career in the sheet metal industry—a field that perfectly blended his love for craftsmanship

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SMACNA NEWS

10 Recommendations to Build A Culture of Respect

BE4ALL (Belonging and Excellence for All) launched in December 2021. The initiative—known as *Culture of Respect*—envisions a diverse, inclusive and unionized sheet metal industry that is welcoming and fosters belonging for all. This work includes a human side—where individuals take pride in the work they do and value their contributions. It also includes a business side, where workers and contractors work together to achieve the highest standards of performance and excellence in their technical skills and crafts. When SMACNA, SMART and the International Training Institute (ITI) launched *Culture of Respect*, they wanted the effort to be more than just words on a piece of paper. It was important that the initiative be backed by research and best practices.

Feeling respected and valued at work not only boosts morale, but also creates a trusting and productive work environment. Below are 10 recommendations to build a culture of respect in your workplace:

(1) **Ensure that everyone feels heard.** Ask your colleagues and employees for their opinions and suggestions. Make sure everyone has an opportunity to share. Don't just listen; engage and be open to ideas that differ from your own.

(2) **Balance getting results with a concern for others.** When employees feel that results are more important to their company than the people who work there, they will not feel valued or respected.

(3) **Model empathy.** Build empathy in the workplace by learning about each other on a personal level. Start a meeting with an exercise to find commonalities—a favourite book, movie or food. Encourage ev-

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Stephen Wilson 2024 Wally McIntosh Apprentice Award Winner

and problem-solving.

“There aren’t too many jobs out there that I find stimulate you both physically and mentally,” Wilson said. “There are some laborious jobs where you’re physically getting your work done but you’re not really using your brain; and there are other jobs where you’re sitting at a computer using your brain, but not necessarily mobile. In the sheet metal industry, you get the benefits of both. You really get to stay in shape while also stimulating your brain and staying sharp.”

In addition to being able to apply his craftiness, Wilson said there are always different challenges that arise in the industry that keep it “fun and exciting.”

“You receive a plan and you have to get from point ‘A’ to point ‘B,’” he explained. “There are a lot of moving parts that require you to be hands-on, to be crafty and be able to use your mathematical skills. What I enjoy most is just being very methodical and thought-out in my approach so when I execute a job, I’m not doing things twice; I’m thinking as I go and I’m minimizing any screw-ups.”

Wilson’s ambitious nature and dedication to the industry were recognized when he was awarded the 2024 Wally McIntosh Apprentice Award. Although unexpected, this particular accolade was especially meaningful as it was previously won by his best friend Dakota Sampson in 2023.

“Dakota and I have always had a very competitive nature with one another. We’re like brothers,” he said. “We have always pushed each other to be the best we could be.”

Although he was surrounded by other talented apprentices at the training school, Wilson won

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COCA 2024 Awards for Outstanding Achievement

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ter 42 years with Dietrich Steel and AGF. He recently formed ClearStar Consulting, offering his services as an executive business coach. Serving as COCA Chair from 2018 to 2021, Dietrich remains actively involved in the industry currently serving as chair of the London and District Construction Association.

COCA’s *Industry Ally Award* is presented to individuals outside the COCA federation who have contributed significantly to the construction industry’s success or improvements to Ontario’s industry environment. The 2024 recipients include:

- **Elise Teitler**, Director of the Ontario Dispute Adjudication for Construction Contracts (ODACC), the Canada Dispute Adjudication for Construction Contracts (CanDACC) and Manager of ADR Services at ADR Chambers.
- **Brian Barron**, Senior Manager of the construction health and safety program at the Ministry of Labour, Immigra-

tion, Training and Skills Development.

- **Mary van Buren**, former President of the Canadian Construction Association (CCA) and a governance and strategy advisor at TNG.

- **Office of the Employer Advisor** provides Ontario employers with expert, free and confidential advice, representation, and education on all workers’ compensation issues under the Workplace Safety and Insurance Act, as well as unjust reprisal issues under the Occupational Health and Safety Act.

The *President’s Award* recognizes the outstanding contributions made by a member association or by an employee of a member association to the success of COCA in any or all aspects of its business. This year, the COCA President Ian Cunningham presented the award to **Martin Benson**, operations manager, Council of Ontario Construction Associations (COCA).

MESSAGE FROM THE EXECUTIVE DIRECTOR

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SMACNA Chapters with resources and reporting tools. They will also continue to focus on updating their website and developing new education programs.

On May 14, SMACNA delivered its Fire/Smoke Damper education program virtually to OSM members and the Ontario Municipal Mechanical Advisory Committee (OMMAC). The presentation was successful, having a combined participation of 97 individuals.

OSM is actively working with SMACNA to bring its “Project Management Institute” program to Ontario.

As I approach my first year as executive director, I want to extend my deepest thanks to everyone who has contributed throughout this journey. I’m honored to work alongside such a passionate group and valued partners. Thank you for your trust and commitment.

– *Tony Morganelli, OSM Executive Director*

SMACNA AWARDS

SMACNA 2024 Safety Sponsorship Award Winner Announced

SMACNA has announced that **Verna Piezl Perdon**, a Mental Health and Psychological Safety Specialist with the Modern Niagara Group, is the recipient of the 2024 SMACNA Safety Sponsorship. Verna exemplifies the core values of the SMACNA Safety Sponsorship Program and the Sheet Metal Industry BE4ALL initiative. As a woman working in the construction sector, she is a strong advocate for creating a diverse and inclusive industry that prioritizes the workforce well-being.

Inspired by her father's workplace injury, Verna has dedicated her career to occupational health and safety since 2011. Currently leading the development of a mental health program at Modern Niagara, she recognizes the industry's struggles with mental health, substance abuse and suicide. She aims to leverage this opportunity to enhance her expertise and contribute to a safer construction industry, particularly with a focus on mental health and well-being.

This award represents an opportunity for Verna to attend the prestigious National Safety Council (NSC) Safety Congress & Expo. This century-old event



in the safety industry.

The Safety Sponsorship program is a collaborative endeavour between SMACNA's Safety and Health and BE4ALL. It underscores the industry's unwavering commitment to fostering a workforce that thrives on the exchange of knowledge, inclusion and advancement while offering a valuable opportunity to a deserving SMACNA member who aligns with the vision and goals of the BE4ALL initiative.

"I am incredibly grateful to have been selected for this award and to have had the opportunity to attend the prestigious National Safety Council Safety Congress & Expo in Orlando, FL," she said. "This will be my first time attending, so I am excited to learn about the emerging trends and network with other safety professionals. The knowledge I will gain will be invaluable.

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10 Recommendations to Build A Culture of Respect

everyone to listen and learn from each other.

(4) **Instill the skill of perspective-taking.** Invite people to put themselves in the shoes of another by listening to, understanding and respecting viewpoints and perspectives that differ from their own.

(5) **Value diversity.** Make it clear that differences are valued to establish a groundwork of respect in the workplace.

(6) **Resolve conflicts.** Conflicts cause tension and division in the workplace. Effective leaders willingly and quickly mend conflicts and ensure everyone involved feels heard and understood.

(7) **Check in regularly.** Demonstrate that you care for your colleagues and employees by checking in to ask how they

are. Commit to supporting them when needed.

(8) **Practice daily affirmations.** Get into the habit of thanking and giving praise to your colleagues and employees for their hard work.

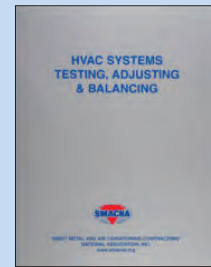
(9) **Communicate effectively.** Talk with others and learn about them and their perspectives. Set a tone of respect and professionalism.

(10) **Lead by example.** Whether you are a long-time leader in the workplace or just starting your first day, embody the values you want to see around you.

For *Culture of Respect Toolbox Talks*, visit www.smacna.org.

SOURCE: SMACNews

SMACNA BULLETIN



SMACNA Updates HVAC Systems Testing, Adjusting & Balancing Manual

The fourth edition of the SMACNA *HVAC Systems Testing, Adjusting & Balancing (TAB) Manual* has been updated to include modern HVAC systems, technologies and practices to properly balance and adjust both hydronic, forced air and hybrid systems. The manual is available both digitally and in print.

The manual includes a revised chapter with sample test and balance report forms included for the end-user.

General requirements for skills levels for training of TAB technicians are now incorporated.

As most of today's HVAC systems are being designed more with individual controlled temperature zones for improved occupant comfort, the need for properly balanced air and water systems is critical. Ventilation systems are the heart of most buildings, and TAB ensures these systems provide the right amount of fresh/filtered air for all occupants.

The updated 406-page standard was revised to provide contractors, designers and facility owners with the information they need to apply effective and efficient solutions to their projects.

SOURCE: SMACNA

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Julius Caesar Was Here!

zas of Baixa, every corner of the city tells a story of its remarkable past. The city's cultural scene, with its fado music, world-class museums and lively festivals, continues to draw visitors from around the globe.

For members of the Ontario Sheet Metal Contractors Association, the 2025 AGM will offer not only an opportunity to connect with industry colleagues, but an exploration of a land where innovation, history and culture converge. Whether you're wandering through the mosaic tile lanes of Cascais or exploring the ancient streets of Lisbon, you're stepping into a narrative that spans centuries, connecting the myths and legends of the ancient world with the dynamic life of modern Portugal.

OSM AGM HOTEL: HOTEL VILLA ITÁLIA IN CASCAIS

Hotel Villa Itália in Cascais offers an unparalleled blend of luxury and history. Once the residence of Italian royalty, this five-star hotel combines opulent décor with modern amenities, ensuring a comfortable and regal stay. Located on the stunning Atlantic coast, it provides breathtaking ocean views and easy access to Cascais' charming town centre. With its world-class spa, exquisite dining options, and proximity to beaches and golf courses, Villa Itália is the perfect retreat to relax and connect with your OSM friends and industry colleagues.

OSM Insider Tip: The Villa Itália is located on the coast. Just outside the hotel is a walking/biking path that meanders in both directions for kilometers—perfect for a seaside stroll, or a stop at one of the many bars and restaurants along the way.

March 30 - April 6, 2024
REGISTER NOW!

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Stephen Wilson: 2024 Wally McIntosh Apprentice Award Winner

the award achieving an overall average mark of an impressive 95 per cent. He was presented the award during a special ceremony at the training centre, where he had an opportunity to address his peers, reflect on his journey and share some advice.

“Enjoy the moments,” he urged his class. “You put in so much hard work, sometimes you want to sit back and relish it for a while. You definitely want to have goals and keep pushing towards your goals, but when you do achieve a milestone in your life, celebrate it.”

This sentiment is especially poignant coming from Wilson, whose relentless ambition has driven him to achieve so much in a relatively short period of time. Yet, it is also that same drive that sometimes prevented him from fully appreciating his own accomplishments.

“Having a diploma and a degree is a blessing and a curse,” he admits. “The curse is that I’m so ambitious, I tend not to stop and smell the roses because I’m always looking at what I’m going to do next. The blessing is that yes, I’m very successful and I’ve accomplished a lot, but that didn’t come without the stress of working hard.”

Wilson also recognized the training centre instructors and on-site superiors who not only encouraged him, but also helped build and enhance the skills he has today.

“Ambition is just the start; gaining the knowledge to succeed is equally crucial,” he said. “I wouldn’t have made it this far without the guidance of the training cen-

ter instructors and key foremen like Pat Meade, Ed Wills and Keith Wilding.”

Today, Wilson serves as a foreman at Dunford Liscio in Brampton, ON, where he continues to hone his skills and take on new challenges. From day one, the company provided him with the training, opportunities and support he needed to thrive and develop his passion for the industry.

“My first day as an apprentice, my first everything in the trade came through Dunford Liscio,” Wilson recalls, expressing deep appreciation to the company. “They taught me everything I know and gave me countless opportunities to grow and develop within the trade.”

Looking ahead, Wilson’s future is bright. His commitment to his craft, combined with his education and expertise, has positioned him as a rising star in the sheet metal industry. When it comes to the future, Wilson is keeping his options open because the trade offers many different opportunities.

“Because of my business degree, because of my knowledge of site semantics, I could potentially jump into project management or eventually run my own business one day,” he said. “I’m not ruling anything out. I’m just trying to learn as much as I can right now.”

As Wilson continues to build his career and take on new challenges, there is no doubt that he will keep pushing forward, driven by the same ambition and restless energy that brought him this far. He is a testament to the power of following one’s passion, even if the path to get there isn’t straightforward.

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SMACNA 2024 Safety Sponsorship Award Winner

able. I am eager to share this experience with my team and others.

“As a passionate health and safety professional, I believe that promoting mental health awareness, diversity, and inclusion in the industry is important,” she continued. “Collaboration and knowledge sharing with others are key to finding solutions, and ensuring everyone stays healthy and safe in the workplace. Again, thank you, SMACNA Safety and Health Committee, in partnership with the BE4ALL initiative, for this amazing opportunity.”

In line with her program commitment and to further amplify the impact, Verna will present her experiences from the (NSC) Safety Congress & Expo to the SMACNA Safety and Health Committee during its winter meeting. Her insights and feedback will play a pivotal role in guiding them as they continue to share the future of the Safety Sponsorship Program.

SMACNA and OSM congratulates Verna and looks forward to her contributions to a more inclusive and safety-focused sheet metal industry.