

# NEWS BRIEFS

Newsletter of the Architectural Woodwork Institute

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## AWI NEWS BRIEFS

AWI's monthly newsletter is published as a service for members to help them improve operations and grow their businesses. NewsBriefs is also a resource for news and information about AWI's products, programs and publications and other membership benefits and services. •

## COMING NEXT MONTH

- IWF 2010
- Insurance Services from CNA



NOTE: The information, examples and suggestions presented in this newsletter should not be construed as legal or other professional advice. Neither AWI nor guest contributors accept any responsibility for the accuracy nor completeness of this material and recommend the consultation with competent legal counsel and/or other professional advisors before applying this material in any particular factual situations.



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## SkillsUSA: Workforce Training Ground

By Kent Gilchrist, AWI SkillsUSA Committee Chair

### Is there still a shortage of skilled labor?

I believe the answer to this question is a resounding yes. One might think that we have a surplus of skilled workers available because of the high unemployment levels within the construction industry.

Although many of us have had to lay off employees due to the current economic conditions, we will once again experience the frustrations of the recruiting battle. As projects are awarded and we begin to add workers back into the vacant positions, we need to consider how the profiles of those positions may have changed. To have another body on the floor just won't suffice.

To be competitive in both a local and global economy we need a sustainable workforce that is principled in their daily activities and that includes critical thinkers and effective communicators. Many within the AWI community have found such a resource to fulfill some of the requirements needed to create this sustainable workforce. That resource is SkillsUSA.

### SkillsUSA History

SkillsUSA, like AWI, is a volunteer organization. It relies on the support of students, educators, and

*(continued on page 4)*



Photo credit: Lloyd Wolf for SkillsUSA

“To have another body on the floor just won't suffice.”

## Workplace Safety: Number One Priority

Without a safe working environment, your most important asset – your employees – can be endangered and ultimately less than optimally productive.

To honor those AWI Manufacturing Members who have good workplace and jobsite track records for safety, AWI and its safety insurance partner, CNA, are conducting the 2010 AWI/CNA Safety Awards Program. As in previous years, AWI and CNA will bestow three different awards to architectural woodwork manufacturing members who meet the criteria. The awards are:

- **Best Safety Achievement Award;**
- **Zero Lost Time Accident Achievement Award;**
- **Safety Improvement Recognition Award.**

Awards will be distributed based on company size, thus leveling the competition among honorees with vastly different work hour totals.

*(continued on page 7)*

## SPONSOR SPOTLIGHT

### A Profile of Chemcraft®

**C**hemcraft® was launched in 1976 with a simple philosophy: provide customers with innovative, compliant technology and outstanding customer service. They delivered on that promise, and Chemcraft® quickly earned a solid reputation as one of North America's leading producers of industrial wood coatings. After years of steady growth, Chemcraft® became part of the AkzoNobel family of brands in 2007 where the tradition of excellence continued.

AkzoNobel is the world's largest paints and coatings manufacturer. Their reputation for innovation, both in technology and sustainability, is second to none, as exemplified by the company's leading position on the Dow Jones Sustainability Index. What drives AkzoNobel is knowing that what is good for customers today is not necessarily good enough for them tomorrow.

Through the alignment with AkzoNobel, the Chemcraft® brand is supported by a global R&D network that consists of the industry's most innovative and talented research chemists. AkzoNobel has continued to innovate and raise the bar on sustainability and ease of use for the Chemcraft® family of products. Their revolutionary polyurethane system ora Verde® originated from world-renowned Italian formulations, adapted to meet stringent North American environmental standards. The result is a full line of polyurethane finishes that are eco-friendly and easy to use. In keeping with the Chemcraft tradition, ora Verde® is available in custom formulations to meet the individual needs of their customers. Exciting new product launches are scheduled for summer 2010.

Offering a full line of 275-550 VOC compliant products, AkzoNobel produces a complete range of Chemcraft® wood finishes that are widely used on kitchen cabinetry, furniture, office systems, store fixtures, musical instruments, yachts and more.

Chemcraft® products are sold through an impressive group of knowledgeable and experienced distributors in the U.S. and Canada. Combining innovation, quality, support and sustainability, Chemcraft® lives up to its reputation and brand promise: A great finish is only the beginning.

Chemcraft® has been an AWI Supplier Member and an annual AWI Sponsor since 2010. Visit them at [www.chemcraft.com](http://www.chemcraft.com). •



# Life — Work, a Balancing Act

By Ed Brewer, President, Louisville Lumber & Millwork, Louisville, KY

When I was asked to write an article, I politely said yes, and then began to ponder the subject. I wanted to put a positive spin on the state of the economy, but with my own business in the dumper as many others are, I did not feel inclined to write an article on better business practices. (I thought Robert Stout's article in the March issue of *NewsBriefs* was excellent.)

## BOARDROOM



### Timeout!

What this recession has offered is time to reflect on where we are, what we are doing, and where we are headed. This is true not only in our business practices but also in daily life practices. We have tendencies to get so mired in our daily activities that we lose sight of surroundings.

This is a time to refocus. Refocus, to make sure we are running our business and our business is not running our life. What can be said for one closely correlates to the other. I won't offer a better business practice but instead a better life practice.

### Regain a Balance

A recent death of a neighbor made me realize, that I am too task-focused and don't take time to learn about my surroundings. Working lately with engaged-to-be-married couples has made me realize that matters I once focused on, I now take for granted. Just this morning, I stopped, sat in a chair by the window and took notice of the rising sun, blooming flowers and activity of the birds — items that I normally pass by.

What I realize and share is that total dedication to one focus leads to negligence of many others. We must be attentive to all details, aware and appreciative of our surroundings, and continually reassess our methods. We must regain and maintain a balance in our life and work practices.

### A Better Place

There are periods in the road of life that cause a timeout. Take advantage of these breaks to realign priorities. Then when we get to a better place through the process we can sing a similar tune to the Rascal Flatts song like "God blessed the broken road that led me straight" to this point.

I challenge you to make a "bucket list" of items that are important, goals we want to accomplish and the activities needed to achieve them, and individuals we want included in the process. Then review it annually. •

*Ed Brewer is a Past President of AWI (2006-2007) and is currently serving on the AWI Board of Directors as the Past President Delegate. He oversees a 40,000 square foot custom architectural millwork company founded in 1935. Louisville Lumber & Millwork has been an AWI Manufacturing Member since 1959.*

## AWI NEWS

### New AWI Members

#### Manufacturing

**BKM Enterprises, Inc.**  
dba BKM Woodworking  
East Hartford, CT

**Buckeye Fixtures, Inc.**  
Carnesville, GA

**Cabinets of the Carolinas, Inc.**  
Greer, SC

**Chandler's Plywood Products**  
Huntington, WV

**Commercial Stainless**  
Bloomsburg, PA

**Contemporary Concepts, Inc.**  
Texarkana, TX

**Craft Woodwork, Inc.**  
Wilson, NC

**Custom Millworks & Cabinetry, Inc.**  
Howell, MI

**Custom Woodcrafts, Inc.**  
Horn Lake, MS

**Fame Mfg/NM School Products**  
Albuquerque, NM

**HCW Incorporated**  
Bainbridge, GA

**LD Home Remodeling Contractors, Inc.**  
Forest Hills, NY

**SourceCut Industries, Inc.**  
Osseo, WI

**Team Solutions, Inc.**  
Cornelius, NC

**Thayer Street Associates, Inc.**  
South Deerfield, MA

**Top Notch Cabinet Installation, Inc.**  
Manvel, TX

**Vella Interiors, Inc.**  
Long Island City, NY

**Windtree Manufacturing, Inc.**  
Lincoln, NE

#### Supplier

**DLI Incorporated**  
Lake Worth, FL •

**Skills USA...** (continued from page 1)

“This event is one that can and will give you confidence in the young people of our country.”

industry to grow and develop new and better opportunities for the skilled trades. Established in 1965 as The Vocational Industrial Clubs of America (VICA), by 1966 VICA membership was 29,534 in 1,074 clubs in 26 states and territories.

and practice come to fruition at the state level competitions to determine who will advance to the SkillsUSA National Leadership Conference and have the honor of representing their school and state. This year's leadership conference will be held in Kansas City, Missouri from June 21st through June 25th. There will be competitions for as many as 95 different disciplines.

## WORKFORCE

The organization has grown dramatically over the years. In 2004, the name officially changed to SkillsUSA, and today the membership exceeds 300,000 students and instructors. In recent years, the “SkillsUSA Work Force Ready System” was established to provide a comprehensive tool to help students document entry-level skills as defined by industry and accepted by state education policy. Our AWI SkillsUSA Committee was instrumental as part of the writing team that created the Cabinetmaking skills assessment test for this program.

### SkillsUSA Creed

The student members of the SkillsUSA organization conduct themselves under the following creed:

*I believe in the dignity of work; I hold that society has advanced to its present culture through the use of the worker's hands and mind. I will maintain a feeling of humbleness for the knowledge and skills that I receive from professionals, and I will conduct myself with dignity in the work I do.*

### State & National Competitions

As spring arrives, so does the flurry of activity surrounding the many SkillsUSA chapters, students and advisors throughout the country. Each April, weeks of training, testing,



Photo credit: Lloyd Wolf for SkillsUSA

SkillsUSA event in your state or the national conference in Kansas City this summer. It is an experience you will not soon forget.

### AWI Involvement

AWI has been involved with SkillsUSA for more than 25 years at both the state and national levels. We have Manufacturing and Supplier Members designing the projects to build, providing materials and machinery for the contests, judging on contest day, and providing prizes for all who

participated. Our financial and in-kind donations have garnered us the status of "Official Sponsor" for the 2010 Leadership Conference.

**Tomorrow's Workforce**

Having a potential workforce that has the foundation provided by SkillsUSA provides a level of confidence we have been looking for from our schools. However, that foundation is only part of the equation needed for success. We in the industry can provide the balance and we have done so with many accomplishments to our credit. Our AWI members are our greatest asset continuing to network and build upon the strength of those before us. Every year more and more AWI members step up to support their local SkillsUSA programs and hire graduates of the SkillsUSA programs. Our industry's sustainable workforce is out there and it is our responsibility to nurture and cultivate it. Let us know what you are doing in your community.

To find out more about what SkillsUSA has to offer, please visit [www.SkillsUSA.org](http://www.SkillsUSA.org) or contact the AWI SkillsUSA Committee at 571.323.3636. •

Photo credit: Lloyd Wolf for SkillsUSA



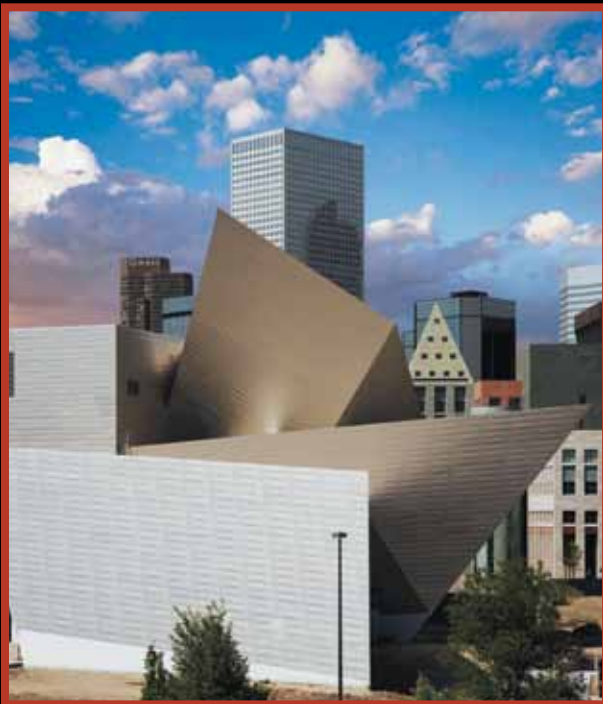
**Our AWI members are our greatest asset continuing to network and build upon the strength of those before us.**



*Kent Gilchrist is also a member of the AWI Board of Directors. He has served on the AWI SkillsUSA Committee for eight years and has been involved in local events since 2007. Mr. Gilchrist is President of Fremont Interiors, Inc. in Carmel, IN. The company has been an AWI Manufacturing Member since 1996.*

**58th AWI Annual Convention • October 27-30, 2010 • Denver, Colorado**

Photo Credit: Steve Crecelius for the Denver Metro Convention & Visitors Bureau



**REGISTRATION NOW OPEN!**

For program and registration details, visit [www.awinet.org](http://www.awinet.org).

Unlimited learning opportunities for management and your employees in the Mile High City!

**Special Offer!**

Be one of the first 25 to register and receive a **\$100 discount\***.  
(\*Offer valid for full-event AWI Manufacturing Member participants only)

**Make Connections at Higher Levels**

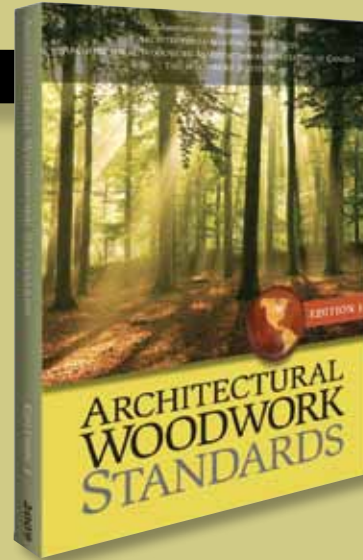
- **Collective wisdom...** from decades of experience
- **Innovative ideas...** to increase revenue
- **Suppliers...** with new products
- **New approaches...** to streamline operations
- **Solutions...** to increase productivity
- **Practical tactics...** for moving forward
- **Emerging trends...** to steer initiatives
- **Colleagues...** for brainstorming and inspiration

## STANDARDS

### Did You Know?

By Shows Leary, Alternate Member, AWI Technical Committee

Familiarity with the *AWI Architectural Woodwork Quality Standards Illustrated (QSI)* can no longer be relied on in woodwork project specifications where the *Architectural Woodwork Standards* introduced in August 2009 supercede the QSI. Don't assume the standards are the same. As a service to architectural woodworkers, AWI will report about some of the differences between the QSI and AWS in each issue of *AWI NewsBriefs* and *AWI e-briefs* to help members educate themselves about the changes.



#### Backer Requirements at Countertops

In the QSI the requirements for backer at premium grade countertops were defined as standard 0.5 mm (.020") phenolic backer. In the AWS the requirements for backer on premium grade countertops are found by first looking at page 78 where backer is defined in item 1.2.23.4 as being produced without a decorative face and available as standard (slightly thinner than decorative), or regrind (reclaimed HPDL with the decorative sheet sanded off.)

Now look at pages 97 and 98, item 4.2j. You can see that backer for premium grade has 2 options. Item 4.2j.6 requires thermoset resin-treated wood-fiber, brown colored, 3 ply construction, a minimum of .020". The second option as seen in item 4.2j.7 requires a minimum 0.020" (.051 mm) thick laminate, conforming to NEMA LD3 (latest edition).

Next look at age 303, item 4.1.4 where backing sheet for premium and custom grade countertops is required to conform to the requirements established in section 4. (This was reviewed above.)

(Side note: Looking at page 305, item 4.3.5.4.2 fire rated countertops are required to have a special backer sheet, a minimum of 0.028" (0.7 mm) high pressure phenolic class 1 fire-rated. This is true for premium or custom grade countertops.)

As seen on page 309, item 4.4.15.6, backing sheet is required to cover the underside of all countertops, the backside of splashes and be the same for the entire project.

Built up countertop members, (for example a 3/4" build up added to a 3/4" deck to achieve a 1 1/2" thick countertop), as seen on page 310, item 4.4.15.12, shall be of the acceptable core material with backing sheet applied, or for premium and custom grade the use of moisture resistant core or a color coded, water resistant sealer may be a substitute for backing sheet. (This applies to the build up only, not the countertop deck itself). •

*Shows Leary has been an AWI Quality Certification Program (QCP) inspector since 1996. He has served as QCP's Regional Representative and as a member of the Quality Certification Corporation Board of Directors and Board of Appeals. He is an alternate member of the AWI Technical Committee. Contact Shows Leary at [shows@showingleary.com](mailto:shows@showingleary.com).*

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## New Biennial Inspection Requirement Saves Time and Money

With the 2010 forecast indicating more challenges for the industry, the AWI Quality Certification Corporation (QCC) Board of Directors has amended the biennial inspection requirements for accredited firms.

### ABOUT QCP



“You may recall from the AWI Quality Certification Program (QCP) policies that whereby a QCP Representative needs to visit a QCP participant’s plant every two years (aka the biennial inspection), the participant needs to show compliant samples of work in the sections for which it is accredited every four years,” QCP Executive Vice President Craig Elias noted.

“The timing of the biennial interval is now determined by the most recent date a QCP Representative visited the plant, regardless of the type of inspection that was performed,” Elias said. Work compliant with the *Architectural Woodwork Standards (AWS)*, and fulfilling the Minimum Sample Criteria (2009 QCP Policies), will be noted in the participant’s file. The expiration date for the corresponding sections will be reset from the inspection date. Participants will receive annual updates showing the expiration dates of the sections for which they are accredited, and by when the next plant visit must occur. This change will lower the cost of participation for companies in the program, and it will also enable QCC to control operating costs without having to increase fees.

“This change will lower the cost of participation for companies in the program.”

This policy change recently benefited a Q-accredited woodworking firm in Louisiana. During the inspection, the products produced for the registered project happened to be in production just two-months shy of the date the firm’s biennial inspection was due. The product also met the sample requirements for biennial inspections. This minimized the number of dedicated samples required of the woodworker to maintain accreditation. While in the plant for the fabrication inspection, the QCP Representative obtained the standard information required during a biennial inspection, including the total square footage of the plant and number of employees, and reviewed the shop drawings for the project in production. The project was inspected during fabrication for compliance with the AWS, and the woodworker received the project certification and biennial accreditation reports simultaneously.

“Let this serve as a reminder that if your firm has a certified project coming up, even if your firm has attained “self-labeling” status, and the project’s schedule more or less coincides with the required biennial inspection date, you may request an inspection of the project in lieu of the biennial inspection, thus saving you the time and money needed to prepare for an additional inspection,” Elias said.

Using a project for your biennial inspection also presents an opportunity to add new sections to your firm’s Q-accreditation, so be sure to point this out to your QCP Representative.

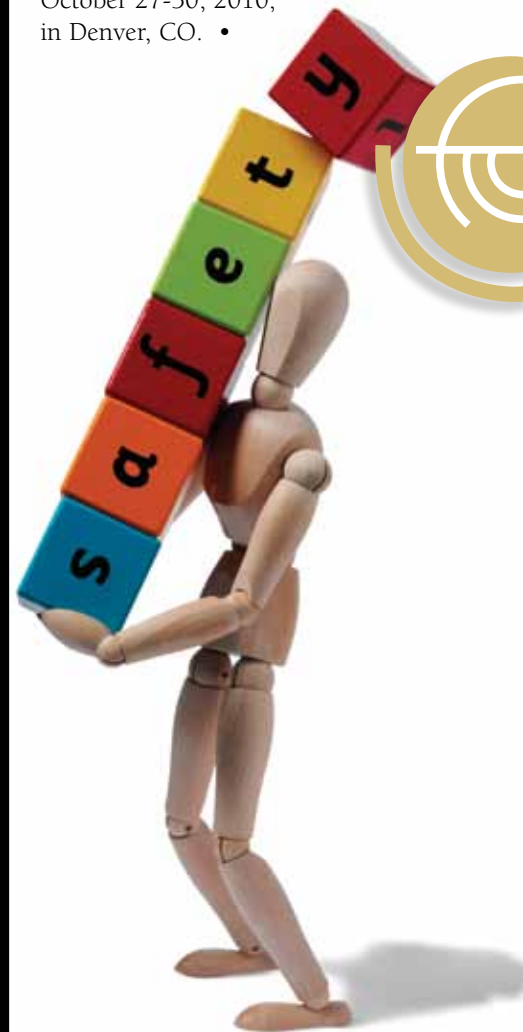
QCC staff will send annual notices indicating when the next inspection is due and the samples required at that inspection. Questions may be directed to Craig Elias at [celias@awiqcp.org](mailto:celias@awiqcp.org).

### Workplace Safety...

(continued from page 1)

The 2010 annual safety recognition program was launched on May 1. Submissions will be accepted from AWI Manufacturing Members until June 1, 2010. To submit your safety data for consideration either click on the link provided in the e-mail notice sent to you by AWI or visit the “Members Only” section of [www.awinet.org](http://www.awinet.org) and go to the “Safety Section” where you will find the AWI/CNA Safety Awards Program information.

Honorees will be recognized with handsome plaques at the 2010 58th AWI Annual Convention, October 27-30, 2010, in Denver, CO. •



## Call for Nominations: AWI Honorary Life Membership

**AWI** is currently inviting nominations for the high distinction of Honorary Life Member.

Do you know someone who should be recognized?

Honorary Life Members are individuals who have contributed exemplary service to the association, its' members, and AWI's Mission as deemed by his/her peers.

### Nomination Procedures

Any current or retired owner or employee of an AWI Manufacturing or Supplier Member in good standing is entitled to nominate an individual for the distinction of Honorary Life Member. Nominations will be made and presented to the AWI Board of Directors. A majority vote by a quorum of the AWI board is required for election to the position of Honorary Life Member.

### Candidate Qualifications

Nominees must meet the following qualifications:

- A current or retired AWI member in good standing.
- 25 years of membership in AWI.
- 15 years of voluntary service to AWI.
- All Past Presidents 10 years removed from office are automatically nominated.
- An individual who may not have met above qualifications but has demonstrated superior leadership and championed the Mission of AWI.
- All Rinehimer Award recipients are automatically elevated to the distinction of Honorary Life Member.

### Life Membership Distinction

An Honorary Life Member of AWI will receive the following:

- *Gratis* Lifetime Individual Membership entitling recipient to all regular Manufacturing Membership mailings, meeting announcements, electronic communications and other benefits as might be determined by the AWI Board of Directors.
- Recognition in the roll of AWI members.
- Continuous Honorary Life Membership until death.
- Entitlement to attend AWI events where attendance fees are charged at a reduced rate. (Discount equal to 50% or maximum \$200.00 attendance fee for Honorary Life Member. This same discount can be used to bring a spouse/guest.)
- The Honorary Life Members will be awarded at the AWI Annual Convention.

The deadline for nominations is July 31, 2010. Visit the AWI Web site, [www.awinet.org](http://www.awinet.org), and click on the "Members Only" section for access to the link for Honorary Life Member Nominations. •



## 2010 AWI Sponsors

AWI welcomes these 2010 annual sponsors and thanks them for their additional support. The annual sponsorships of all of these supporters help to fund association programs and services that benefit all AWI members this year. Visit [www.awinet.org](http://www.awinet.org) to contact these suppliers the next time a need arises for their services. •

### Sustaining Sponsor:

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