

# MAINLINE

FALL 2022



## INSIDE THIS ISSUE:

**2022 Convention and Expo: Together Again**  
**What You Need To Know: National Labor Relations Act**  
**NAEC 401k Program: Time To Review for Cost Savings**  
**PLUS New Members / Events Calendar**



A publication of the National Association of Elevator Contractors

Phone: 770.760.9660  
800.900.NAEC (6232)  
Fax: 770.760.9714  
Website: [naec.org](http://naec.org)  
E-mail: [info@naec.org](mailto:info@naec.org)  
Editor: Lori Wolking  
President: John Tolar  
Executive Director: Rená Cozart

**NAEC**

1500 Klondike Road, SW  
Suite A211  
Conyers, GA 30094

NAEC is committed to providing you with the highest level of customer service. We value your time and respect your online privacy. Please take notice that we will communicate important information via e-mail regarding meetings, conventions, and services that might be of interest to you and your company.

**2022 - 2023 Incoming Board Officers**



**John Tolar**  
NAEC President  
United Elevator Services, LLC



**Sean Madden**  
NAEC Vice President  
DC Elevator Company



**Mike Jennings**  
NAEC Secretary  
Virginia Controls, LLC



**Karen Kennedy Dodds**  
NAEC Treasurer  
Kencor, Inc.

**2022- 2023 Incoming Board Members**



**Travis Carlisle**  
Vice President  
Murphy Elevator



**Phil Isaac**  
Midwest  
Operational Mgr.  
Gable Elevator  
Powered by  
3Phase



**Bill McGrath**  
President & CEO  
Owner  
South Jersey  
Elevator



**Anita Seymour**  
President  
Expert Service  
Solutions Inc.



**Matt Yelland**  
National Sales  
Manager  
Peelle Company

**“Rise: The Untapped Potential of Women in the Elevator Industry”**

American Elevator Group (AEG), the largest group of independent elevator service providers in the U.S., released “RISE: The Untapped Potential of Women in the Elevator Industry,” in September. The white paper is the result of data and analysis from a 2022 survey of industry professionals conducted in partnership with ELEVATOR WORLD. Described as a “comprehensive, first-of-its-kind overview of women’s experiences in the elevator field,” the paper was presented at the NAEC convention in Louisville, Kentucky.

Authored by AEG Senior Marketing and Communications Manager Åsa Christina Magnusson, the report includes personal stories from female leaders, recommendations for targeted outreach and recognition of the importance of diversity in the workplace. “It concludes that while the industry is facing a labor shortage in the U.S., women represent a significant untapped opportunity for recruitment and growth,” AEG stated.







## Rising to the Occasion in

# Bourbon City

From Sept. 18-21, elevator industry professionals gathered in Louisville, Kentucky, for the 73rd Annual Convention & 2022 Exposition. The iconic Galt House hosted nearly 2,000 industry suppliers, contractors, consultants, inspectors and other professionals to network, attend educational sessions, and socialize in Bourbon City, where Old World charms uniquely complement modern vibes. In addition, 160 exhibitors showcased the latest trends in technology and products.

### Kicking Things Off Right

Convention week commenced early on Sunday at Champions Pointe with a golf tournament. The evening was capped off with a welcome reception and a first-ever new member/first time attendee reception.



## CONVENTION RECAP

### Workforce, Safety & Best Practices

Members assembled Monday for a welcome breakfast and keynote presentation from Anirban Basu themed "No Time to Buy." He provided in-depth analysis of the major factors shaping economic outcomes, including elevated inflation, the lingering pandemic, worker shortages, war in Europe, rising interest rates, and increased infrastructure spending. An annual General Business Session followed.

In the afternoon, an intense schedule of technical and business sessions unfolded. As the labor pool continues to founder in the wake of the pandemic, Great Resignation, and "silver tsunami" of retiring Baby Boomers, it was appropriate that the program included a "Building Your Workforce" session featuring a panel of industry professionals. Amy DiPaolo of Champion Elevator moderated this timely discussion on ways to increase your team's bench strength.

The day's technical sessions focused on replacing VPLs, vertical door safety, and The Elevator Industry Field Employee's Safety Handbook. This flowed well into Tuesday's schedule, which began with an OSHA Alliance panel discussion. Rounding out the program's safety focus were sessions on residential elevator door gap safety solutions (Craig Jones, Country Home Elevator), A18.1 updates (Doug Boydston, Handi-Lift, Inc.), and code requirements for multimedia emergency communication (Mark Yako, Wurtec).

In addition, Tom Reamsnyder, Virginia Controls, discussed elevator I/O – design types and placement, and James Bowers and Tom Holloway of Kings III illuminated ways to future proof your telephony in addition to the risks, liabilities and implications faced when making a telephony change. The day's education concluded with a presentation on the Quarterly Global Industry Survey / InterLIFT by Massimo Bezzi, EFESME, and Joachim Kalsdorf, AFAG.

The Wednesday breakfast recognized the outstanding contributions of members and the

impact they have had on our industry as well as NAEC's past, present, and future. Elevator World's Ellie Awards recognized North American elevator and escalator industry businesses that go above and beyond for their customers, employees, communities and the industry.

*Camaraderie*





# Networking & Learning



A Special THANK YOU to our Official  
Media and Continuing Education Partner





# CONVENTION RECAP





**Thank you to our Annual Premium Sponsors for  
Helping to Make This Conference Such a Success!**



**HYPERION**

[www.hyperion-solutions.com](http://www.hyperion-solutions.com)



[www.vantageelevation.com](http://www.vantageelevation.com)







# The **RENEW** hydro™ Modernization Solution

Whether you're a building owner, consultant or contractor, **RENEW** hydro™ simplifies demanding elevator modernization projects. Bundling the perfect combination of components from the Vantage Elevation product portfolio, you'll get everything you need to enhance safety, performance, and reliability, all from a single source.

## **RENEW** hydro™: WHAT'S INCLUDED?

- 1** Controller
- 2** Submersible pump unit
- 3** Door equipment
- 4** Fixtures
- 5** Electrical package



## **REVITALIZE YOUR ELEVATORS WITH SAFETY IN MIND**

Vantage Elevation's **RENEW** hydro™ solution increases safety, reliability, ride quality and value. [Contact us today](#) to get started – installation is quick and maintenance is easy, all from the names you know and trust.



Thanks to our other many amazing member sponsors of the Louisville Conference!



## The NLRA: What Employers Need To Know

Employers are granted certain degrees of leverage when setting workplace standards that employees will subsequently be required to adhere to and follow. However, employers of private-sector employees must take the National Labor Relations Act (NLRA) into consideration.

### What Is the NLRA?

The NLRA is a federal law designed to grant employees "the right to form or join unions; engage in protected, concerted activities to address or improve working conditions; or refrain from engaging in these activities." The quoted statement is an exact definition from the National Labor Relations Board, which is the federal agency in charge of enforcing the NLRA.

Ultimately, the NLRA is a piece of legislation that protects employees who participate in certain activities in the workplace. While the NLRA covers the majority of U.S. employees who are employed by private-sector employers, public-sector employees do not receive the same level of coverage under the NLRA.

### Employees' rights under the NLRA

The NLRA extends to all employees, including the unionized and the nonunionized. From a union standpoint, employees are granted the right to:

- Create a union at their place of work.
- Participate in a union whether or not the union is recognized by their employer.
- Assist an existing union in the process of organizing fellow employees.
- Actively refuse to participate in any or all of the three aforementioned activities.
- Receive equitable treatment as a result of the union.



“Public sector employees do not receive the same level of coverage under the National Labor Relations Act.”

From the perspective of nonunion employees, individuals are granted the right to engage in what are known as "concerted activities." The NLRB defines concerted activities as instances "when two or more employees take action for their mutual aid or protection regarding terms and conditions of employment."

### Concerted activities that are protected under the NLRA include the following:

- Two or more employees seeking better pay from their employer.
- Two or more employees who talk solely amongst themselves about concerns outside the scope of work-related pay, such as safety issues in the workplace.
- One or more employees speaking with their employer on behalf of their co-workers and in an effort to improve the work conditions of everyone employed by said employer.



continued...

**What employers cannot do under the NLRA**

While the NLRA protects employees' rights to engage in particular activities, it also prohibits employers from taking action against any employees who exercise their rights under it. Here are some examples of the actions that the NLRA deems illegal in regard to employer-related behavior:

- Transferring, demoting or firing employees.
- Reducing the number of hours an employee works.
- Discouraging employees from enacting their NLRA rights.
- Making threats in the way of closing the workplace if a union is formed among employees.
- Coercing employees by raising their pay in exchange for the acceptance, or lack thereof, regarding union support.
- Forbidding employees who are not on the clock from soliciting for a union during unpaid hours at work, such as while on break or before and after work.
- Preventing employees from adorning themselves in union-related gear, such as a hat with the union's logo or buttons advertising the union, with the exception of few-and-far-between limited cases.

Furthermore, the NLRA has even more specific and protective rules for unions that represent employees who are in the collective bargaining process with their current employers.

**Penalties for violating the NLRA**

If an employee believes their NLRA rights were violated, they are permitted to file a charge directly with the NLRB. However, the statute of limitations for such a claim is six months immediately after the incident took place.

If an employee was ultimately fired, it is possible that the board will require the employer to overturn the firing and rehire the employee, as well as pay said employee the wages and benefits they lost as a result of being fired.

The NLRB will likely also issue a cease and desist order to any and all employers that make the decision to violate the NLRA and the company's employees' rights. While the NLRA currently does not have any civil money penalties in place, Congress may move to change that reality in the near future.

©2022

**Expert Assistance for a More Diverse Workplace**

The Hopkins Group is both a member of NAEC and a benefit to other members! If you think your company could use some help with evaluating and improving your recruiting, hiring, and retention practices, The Hopkins Group is here to help! We help small and medium-sized businesses evaluate their hiring practices. This includes helping your company recruit skilled employees. If you need HR expertise to assist you in creating a more diverse workplace, contact today at [info@hopkinshr.com](mailto:info@hopkinshr.com) or visit our website at [hopkinshr.com](http://hopkinshr.com).



## Membership Development Committee Updates

- As of October 2022, NAEC has had a total of 65 members join this year!
- The committee will be hosting a membership recruitment drive during November and December and has developed an incentive for the current NAEC member who recruits the most companies during this time.
- The committee hosted its first annual New Member Reception at the Convention in Louisville (pictured below). The reception brought together new members, board members, and chairs from other committees. Our next reception will be held in Reno in September 2023.



## NAEC QEI Transfer



On July 15, 2022, NAEC QEI certification received its accreditation from the ANSI National Accreditation Board (ANAB). Soon after, the NAEC certification Board began working on the ongoing requirements for maintaining the QEI Certification. We are pleased to announce that NAEC is now accepting QEI transfer applications from any similar ANAB accreditation body. To be eligible, a certified inspector should meet the following requirements:

1. **Be in good standing with their current QEI certification body.**
2. **Fill and sign the QEI transfer application form located on the NAEC [QEI certification page](#).**
3. **Pay \$100 transfer fee.**
4. **Submit a copy of their current and active external QEI certification ID card.**

The NAEC Certification Board will review the application based on the ASME QEI-1 standard and for credentials that are accredited by ANAB under the ISO 17024 standard. After QEI certification is transferred to NAEC, it will be eligible for renewal from July to September 2023.\*

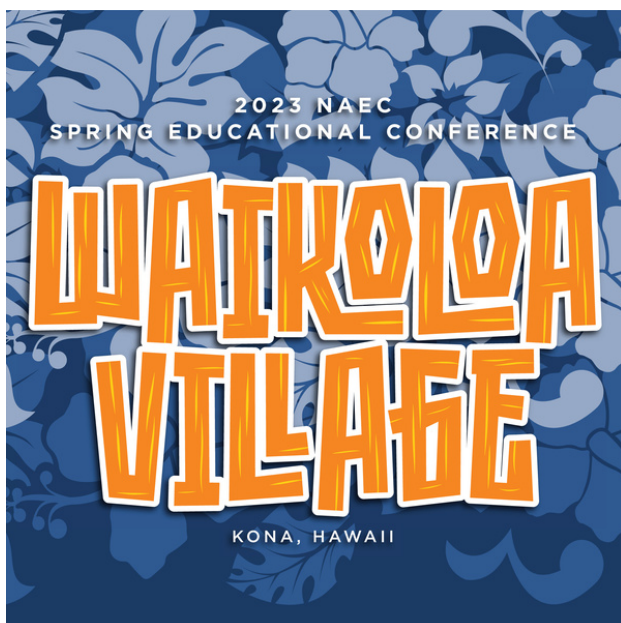
*\*NAEC allows a grace period of 3 months up to December 31, 2023, before an unsuccessful renewal is archived.*





*Aloha!*

## Where Work Feels Like Vacation: NAEC Spring Conference



NAEC's Spring Conference will take place **April 16-19, 2023**, at the Waikoloa Marriott in Waikoloa Village, Hawaii and promises to be a great opportunity for members and their families. The meeting will feature first-rate education sessions in a schedule that will allow members to enjoy the exciting activities Hawaii has to offer — all while gaining knowledge to take back to the office. Kona International Airport (KOA) is only 18 miles from the hotel. Registration will open soon so be on the lookout for more information.



**Exhibit at the  
LARGEST vertical  
transportation show in  
North America!**

#### Why exhibit?

- Managers and field personnel from *multi-national companies* will be there.
- *Consultants* and *inspectors* will be there.
- *Universities with elevator maintenance divisions* will be there.
- Most importantly, *your competition* will be there.

#### Why do Elevator Professionals attend?

- To see what you have to offer!
- Networking with peers and suppliers.
- Looking for new ideas and technology options.
- To attend educational classes that offer continuing education credits for CET, CAT, QEI & NEEIP.
- To explore what *your competition* is offering.

To find out more about exhibiting at the 2023 Convention and Expo, contact Lori Wolking at [Lori@naec.org](mailto:Lori@naec.org).

**You must be an active member of NAEC to exhibit at the annual Expo.**

***Not a member? Visit our [WEBSITE HERE](#) to join the strongest force in our industry.***

***Interested in sponsoring? Contact [Lori@naec.org](mailto:Lori@naec.org) about the variety of creative and effective ways to get your brand in front of thousands of attendees.***

**September 10-13, 2023  
Reno-Sparks Convention Center  
Reno, NV**

2023 brings you an in-person event featuring the newest technology and products in the elevator industry. Network with your industry peers from across the globe, attend dynamic educational sessions and expand your team's knowledge base. The exposition houses nearly 200 exhibits. Connect with industry experts who can advise you how to be more effective in your position.



**Registration opens  
May 2023!**



# NEXGEN

NATIONAL ASSOCIATION OF ELEVATOR CONTRACTORS



Thanks to the presenters, attendees, and sponsors of the NAEC NexGen Luncheon & Happy Hour!



# GRADUATE HOTEL

**Nashville, TN**  
**MAY 22 - 25, 2023**

May 22: Welcome Mixer,  
7pm-8pm CDT

May 23: Education,  
8:30am-6pm CDT

May 24: Education,  
8:30am-7pm CDT

**FOR MORE INFORMATION,  
EMAIL [SYDNEY@NAEC.ORG](mailto:SYDNEY@NAEC.ORG)**





## Bringing Live Trainings to Our Members



NAEC brought its training to Desoto, TX in February, Louisville, KY in May and Baltimore, MD in July.

**We will kick off the New Year with a workshop in Ft. Lauderdale (Jan. 24 and 25).**

In addition to the networking opportunities, attendees gain the technical training and code compliance information critical to their jobs and businesses. To register, click [here!](#)



**Attendees can receive up to 8 hours of continuing education credits that can be applied for state licensing CEU's and CET renewals.**

**Thanks to our growing list of member sponsors for our January 24-25 Regional Workshop!**



**NAEC**  
**QEI Code Prep Class**

During this one-day Code Prep seminar — which equals 8 hours of credits — learn how to navigate code books, read questions, and decide which resource to utilize. The presentation will include a mock prep test that allows for interaction and Q&A. Learn how to recognize which resources to use and properly utilize the material to locate the correct answers to the prepared questions.

**Upcoming Dates:**

January 3, 2023 - West Chester, PA - [Register](#)

January 26, 2023 - Ft. Lauderdale, FL - [Register](#)

The graphic features the NAEC Member Services Committee logo on the left, with the text 'All Member Town Hall' and 'November 15 2:00 pm - 3:30 pm ET'. On the right, the words 'Job Costing' are displayed in large white letters inside blue circles. Below this, three circular headshots of speakers are shown: John Tolar (United Elevator Services), Karen Kennedy Dodds (Kencor Inc.), and Chris Flinn (Canton Elevator).

Do you know how much it costs your business to complete a project? What we find is that anyone can “sell” or “guesstimate” a job. We can always find someone to perform the work, but in order to understand which jobs are profitable and which jobs are not, it is imperative that you have a proper job cost tracking system. A job costing system is the entire process of accumulating information regarding the total costs associated with a project.

For this quarter's Town Hall on Nov. 15, we will delve into the job costing process, which starts with a correct job take-off, a good estimate and specification review, through an exact job costing accounting review. These sessions are designed to teach you how to bid, sell, and perform profitable construction, modernization and fixed price (open order) projects. We hope that you can join us for insightful discussion.

**This virtual event is for all NAEC members and is brought to you by the NAEC Member Services Committee. Use the link below to join us at the time of the event:**

**<https://us06web.zoom.us/j/87036522806>**



# Elevating Women in the Industry



Women in Motion strives to “elevate” women in the elevator industry by offering education, support and networking to help advance their careers, and become leaders. Please reach out to Lori Wolking, National Development Officer, at [lori@naec.org](mailto:lori@naec.org) if you are interested in joining our mailing list. Staying informed of our upcoming initiatives will help you connect with women around the country working in various positions within the industry.



## Follow the NAEC on Social Media!



# Welcome new members!

## CONTRACTOR

### **Above & Beyond**

Sheila Rhilinger  
sheilaaboveandbeyond@gmail.com

### **USA Elevators**

Troy Welker  
sales@usaelevator.com

### **Gustav Wolf**

Enisa Alikadic  
enisa.alikadic@gustav-wolf.de

### **Custom Contract Elevator Solutions**

Brian Shelley  
brian@ccelevatorsolutions.com

### **Vertical Controls**

David Stout  
stoutdc@yahoo.com

### **ICR Services**

Mark Switzer  
marketing@icrservices.com

### **Elevator Modernization Co.**

Laurie Gross  
LGross@emcoelevator.com

## SUPPLIER

### **Julius Blum & Co. Inc.**

Jill Miller  
bluminfo@juliusblum.com

### **Elevator Technologies Inc.**

Christopher Myles  
cmyles@elevatortechnologiesinc.com

### **Absolute E's Elevator Products**

Frank Park  
edpark129@gmail.com

### **MicroNoc**

Shelley Chu  
shelley@micronocinc.com

### **Elevattitt Inc.**

Richard Siracuse  
rsiracuse@elevattitt.com

### **Alpha Elevator Control**

Ali Ezzeddine  
alphaelevatorcontrol.com

### **Ooma**

Anita Lam  
anita.lam@ooma.com

### **Essex Elevator**

Sonia Baker  
mail@essexlevator.com

### **AltaVista Strategic Partners**

Kelli Connolly  
kelli@altavistasp.com

## ASSOCIATE

### **Legend Lifts, LLC**

Louis Timmerman  
office@legend-lifts.com

### **Cab Interior Design**

Dillon Spreen  
dillonspreen@cabinteriordesign.com

### **BCRTC - Sky Train**

Karan Sapal  
karan\_sapal@bcrtc.bc.ca

### **Millennium Elevator**

Mitchell Evelkin  
mitch@millenniumelev.com

### **Contactless Access**

Rob Dotten  
rob.dotten@protodevcanada.com

### **University of Houston**

John Taylor  
jatay124@central.uh.edu

### **Montana Elevator & Escalator Co.**

Rob Helms  
montanaelevator@gmail.com

### **Edge Elevator Products**

Sawyer Bell  
sawyer@edgeelevatorproducts.com

### **Vertical Transportation Inspection & Consulting**

Cynthia Nichy  
info@vticinc.com

### **Orlando Elevator**

Chris Rivera  
orlandoelevator@gmail.com

### **Energy Control Systems**

Jeff Edwards  
jedwards@ecsintl.com

### **Express Elevators & Lifts**

Puneet Mehta  
puneet@expresselp.com

### **Professional Lift Solutions**

Alan Greenwell  
alan.greenwell@outlook.com



# INDUSTRY CALENDAR & NAEC EVENTS

2023

**JAN  
3**

**NAEC QEI Workshop**  
West Chester, PA  
<https://www.naec.org/events/qei-prep-course.html>

2023

**JAN  
24-25**

**NAEC Regional Workshop**  
Fort Lauderdale, FL  
[naec.org/events/regional-workshops.html](https://www.naec.org/events/regional-workshops.html)

2023

**JAN  
26**

**NAEC QEI Workshop**  
Fort Lauderdale, FL  
<https://naec.site-ym.com/events/register.aspx?id=1668574>

2023

**April  
16-19**

**National Association of Elevator Contractors (NAEC)**  
NAEC Spring Conference  
Waikoloa Marriott  
Waikoloa Village, Hawaii  
[naec.org/conference](https://www.naec.org/conference)

2023

**April  
25-26**

**Elevator Conference of New York**  
[ecnyweb.com](https://www.ecnyweb.com)

2023

**April  
27-28**

**NAEC Regional Workshop**  
New York, NY

2023

**MAY  
22-25**

**NAEC NexGen Educational Retreat**  
Nashville, TN  
[naec.org/events/nexgen](https://www.naec.org/events/nexgen)

2023

**MAY  
23-26**

**Int'l. Association of Elevator Consultants**  
2023 Forum  
Las Vegas, Nevada  
[iaec.org](https://www.iaec.org)

2023

**June  
13-16**

**Canadian Elevator Contractors Association (CECA)**  
Annual Convention  
Halifax, Canada  
[ceca-acea.org](https://www.ceca-acea.org)

2023

**SEPT  
10-13**

**NAEC Convention & Expo**  
Reno, NV  
[naecconvention.com](https://www.naecconvention.com)

2023

**OCT  
17-20**

**interlift**  
Messe Augsburg  
Augsburg, Germany  
<https://www.interlift.de/en/>

# NAEC 401(k) Program: Review Your Plan for Cost Savings



*Every business owner wants to feel confident that their retirement plan is working the way they expect and that they're seeing value for money spent.*

---

## **Have you done a plan check-up?**

It's the best way to dig into your plan's design and performance, get a complete picture of fees and expenses, and uncover opportunities to save. It can also help you explore when it's time for a change.

## **We make it easy.**

As a National Association of Elevator Contractors member, we'll do the heavy lifting for you through our partnership with Brian Croutier (631-361-3240; [Brian.j.croutier@ml.com](mailto:Brian.j.croutier@ml.com)) or Michael Richards (212-338-6187; [Michael.j.richards@ml.com](mailto:Michael.j.richards@ml.com))—and you can discover whether a 401(k) program may be a good fit.

## **What is a 401(k) program?**

It's a group 401(k) solution that organizations can offer to members, like you, to join—typically at a group rate. The program gathers many tasks involved in operating a retirement plan and hands them over to third parties, like administrative and investment fiduciaries. So you get the benefit of offering a 401(k) to employees without having to own all of the work, responsibility and liability.

## **Your NAEC 401(k) program can be a cost-effective option.**

- Access to potential pricing and service efficiencies—economies of scale—that you may not have by sponsoring a plan on your own
- More value—expertise, influence, resources and strength in numbers—at a competitive group price from Lincoln Financial Group, an award-winning retirement plan provider
- Regular individual plan reviews for price reductions as plans grow

Schedule time with **Brian Croutier** (631-361-3240; [Brian.j.croutier@ml.com](mailto:Brian.j.croutier@ml.com)) or **Michael Richards** (212-338-6187; [Michael.j.richards@ml.com](mailto:Michael.j.richards@ml.com)) to review your plan and see how the NAEC 401(k) program can benefit your business. And check out this video to learn more about the value of group 401(k) plans. ©2020 Lincoln National Corporation

