



Taking Contractor Education Online



Specialty Contractor Institute

DRIVEN BY THE MEP ALLIANCE

Emotional Intelligence: EQ for Professional Success

Emotional Intelligence, or EQ, is one's ability to recognize and understand emotions in one's self and in others. It is the ability to use this awareness to manage emotions to succeed personally and professionally. EQ is a flexible skill that can be learned, developed, and improved. It is responsible for almost 60% of performance in all types of job skills including relationship building, decision making, communication and leadership. Workshop Objectives:

- Learn and discuss the four skills that together make up Emotional Intelligence: Self-Awareness, Self-Management, Social Awareness, and Relationship Management
- Understand the critical role Emotional Intelligence plays in leadership performance success
- Learn important strategies to improve this crucial foundation for professional success

To sign up for the online workshop, click [here](#).

Updated COVID-19 Resources for SMACNA Colorado Members

In the face of the COVID-19 pandemic, Federal, State, and Municipal actions are moving rapidly. We have created a dedicated page on the SMACNA Colorado website with a

comprehensive collection of all resources and information that we have compiled, to date. We will be updating the page in real-time as new information and resources become available.

As the page is being updated multiple times a day, your browser may have cached the page, in which case it will be showing you outdated information. Each time you visit the page, refresh your browser while there to see newly added information. Below is a breakdown of the sections and information available on the site, with links to important documents. All of this information is also on the [website](#).

Newest Information

OSHA COVID-19 Enforcement Guidance

The Department of Labor sent a bulletin advising SMACNA National personnel of new OSHA COVID-19 Enforcement Guidance. Link to full bulletin provided [here](#).

City of Arvada Emergency Business Recovery Initiative

The City of Arvada announced proactive steps to help the local business community survive the negative economic impacts of the COVID-19 public health crisis. Included in the Arvada Emergency Business Recovery Initiative, are funds for “bridge loans” of up to \$10,000 for local, for-profit businesses with fewer than 50 employees. These loans are intended to help small businesses stay afloat until the Federal funds flow into the community. Click [here](#) for more information.

Fisher & Phillips COVID-19 Webinar Part 2

Fisher and Phillips LLP provided a second webinar on COVID-19 resources which covered a quick refresher on Families First Coronavirus Response Act, Emergency Paid Sick Leave, Emergency Family and Medical Leave and its expansion of FMLA rights and responsibilities, How to manage sick and family leave requests, What to do to keep your employees safe, Latest guidance from the USDOL, and Components of the Federal stimulus package. We have provided the full Webinar, [here](#), and the PowerPoint they used in the presentation, [here](#).

National COVID-19 Resources

SMACNA has put together a dedicated webpage for providing up-to-date resources for handling the fallout of COVID-19, available [here](#).

State COVID-19 Resource Page

The state has compiled an extensive list of public health orders, industry guidance, and other resources to educate, inform, and provide assistance to both small businesses and residents during the COVID-19 crisis, available [here](#).

Essential Business Letter

Having documentation readily available for your workers may make any encounters they could have with law enforcement easier, less stressful, and less time consuming. Follow the link for an Essential Business Letter Template Word Doc that has been shared with our construction coalition for your use, available [here](#).

COVID-19 Safety Guidance

[CDPHE COVID-19 Construction Guidance](#)

[SMACNA COVID-19 Exposure Prevention, Preparedness, and Response Plan](#)

[Milwaukee Cleaning Tools to Prevent Transmission of COVID-19](#)

Guidance Webinars

SMACNA COVID-19 Labor Law and Implications of Federal Stimulus Package

Federal Action

FFCRA

The US Senate has passed the US House Bill H.R. 6201 Families First Coronavirus Response Act, which the President has signed into law. This is the first of several pieces of legislation that will provide aid to those affected by the disaster, full text available [here](#). SMACNA has provided a Families First Coronavirus Response Act Summary detailing eligibility and benefits, available [here](#). Felhaber Larson has provided a summary of the IRS FFCRA Clarifying Guidance for SMACNA Members, available [here](#). We have also been provided a FFCRA Leave Decision Tree to help determine eligibility, available [here](#). SMACNA has also updated the FAQs as of 04.02.20, available [here](#).

CARES Act

The Coronavirus Aid, Relief, and Economic Security Act (the “CARES Act”) was approved on March 27, 2020. The CARES Act contains many tax provisions that are aimed to help reduce the effects of the COVID-19 pandemic to taxpayers, full text available [here](#). Part of the CARES Act is the Paycheck Protection Program, detailed in the US Chamber Summary and Guidance document, available [here](#). We have also provided the SBA application forms, available [here](#), and the link to the Treasury Department’s [website](#).

DOL Guidance

The Department of Labor (DOL) also issued guidance to help employers and employees better understand the law, available [here](#).

State Action

[Colorado Social Distancing Order](#)

[Colorado Stay At Home Order](#)

[Governor Polis’s Statewide Stay Home Order Press Conference](#)

Municipal Action

The City of Englewood created a COVID-19 Small Business Support & Recovery Grant in response to the adverse economic impacts of the COVID-19 pandemic. This program provides grants up to \$2,000 for businesses that have been significantly impacted by this pandemic. More info available [here](#).

A number of public health orders have been issued by various government entities in Colorado. Below are links to each of the orders currently in place. These will be updated as new Public Health Orders are issued. Most municipalities and counties rescinded their Public Health Orders following the Statewide Stay at Home Order, except Pitkin County, available [here](#), and Denver, available [here](#).

Denver’s Stay at Home Order has been extended to April 30th, 2020.

SASMI Benefit Changes

Qualifying participants displaced because of conditions related to COVID-19 will be eligible for pay at their normal rate at 40 hours per month for March through June. The trustees will determine later whether the benefit will be extended. Participants may not receive SASMI benefits if they are otherwise being compensated by an employer and are not working. Receiving state unemployment does not affect eligibility and receiving SASMI does not disqualify an employee from receiving state unemployment. Most Local 9 journeyworkers and apprentices who are employed with signatory contractors will be eligible. Generally, classified workers and material handlers are not covered, full text available [here](#).

Employers continue to grapple with how to respond to the constantly changing

circumstances brought about by the COVID-19 pandemic. For employers with a unionized workforce, following the terms of their collective bargaining agreements and the provisions of the National Labor Relations Act (NLRA) adds another layer of complexity, full details available [here](#).

SMACNA COVID-19 Resources & Community Discussion

SMACNA has put together a community discussion board for members who are seeking guidance from peers concerning various aspects of business that are impacted by COVID-19, available [here](#). We have also provided links to a few that we found to be most helpful.
