On the Job Site at the Auburn Arena

- Take an Adventure Trip with Russ Shiebler, page 5
- Survive the Great Recession, page 6
- On the Job Site, page 10
- NISD Welcomes New Members, page 8
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We’re in this Together...

I am very pleased to see that the NISD Officers and Board of Directors have been adjusting to the current economic environment in a very responsible manner. The 2010 budget has been scaled down some thirty percent from the 2009 budget and expenses are being kept in line as much as possible.

This year’s Annual Meeting, which is mandated by our Constitution to be held once each year, will include little more than a report to the membership on the state of the Institute and a Board of Directors meeting. Of course there will be the option for those who attend the Annual to also attend the NASCC event that is being held in Orlando, Florida at the same time. But that my friend, is about as grand as it is going to be for this year’s Annual.

I would think that, like myself, most of us in this business have also had to be more cautious about our finances and watch our money carefully. I call it being in the “survival” mode. In talking to detailers throughout the U.S. and Canada, I find that everyone pretty much says the same thing: “It’s really tough out there – we’re just trying to hold on”. I do find some comfort though in talking to my detailer friends from near and far about these current problems. I guess it’s because no matter where we live, we are sharing the common experience of a bad recession and it is nice to know that we’re not going through this struggle alone. We have lots of company.

Some NISD firms are using this slow work phase to have their employees study for and take the IDC test. By doing this now they are investing in the future success of their company. This also tends to help with better employee morale.

One of the things that has really impressed me about some NISD board members is that during this troubled time these good people will unselfishly volunteer their time to work on behalf of all of us in the Institute, and continue doing the work, even though they themselves are going through the same problems with their businesses as are the rest of us. We certainly have some truly fine people in NISD and I am proud to be associated with them.

The Connection is grateful to Kevin Jacques and Matt Manning for their article on Surviving the Great Recession. Also, how about that Russ Shiebler! The article and pictures on his mission to the Republic of Congo are certainly inspirational. My thanks also to Joel Hicks for contributing his Job Site article on the Auburn Arena in Alabama. Nice work you guys!

From the Editor ........................................... 3
From the President ...................................... 4
Calendar .............................................. 4
Business slow… take an adventure trip! ........... 5
How to Survive the Great Recession ............. 6
New Members ........................................ 8
On the Job Site ....................................... 10
IDC Interview ...................................... 12
Application for Individual Detailer Certification ... 13
Alberta Chapter News ................................ 14
California Chapter News .......................... 14
IDC Program Congratulations! .................. 15
NISD Membership Application .................. 16
QPP New & Renewals ............................. 17
Publications Order Form .......................... 18

Index to Advertising
SDS/2 ............................................. Inside Front Cover
Graitec Advance ........................................ 9
Annual Business & Board Meeting ............. 14
TEKLA ................................................ Inside Back Cover
AceCad Software .................................. Outside Back Cover

The “Connection” is the official publication of the National Institute of Steel Detailing, Inc., 7700 Edgewater Drive, Suite 670, Oakland, CA 94621. Editor, John Linn
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John Linn
Editor
News for the 2010 Annual Meeting...

National Institute of Steel Detailing will be partnering with the North American Steel Construction Conference in Orlando, Florida – You can attend both events under only one travel expense.

As we are all very much aware, the current business conditions for steel detailing are far from being healthy and it seems we still have a long way to go for a full economic recovery.

In light of the negative economic situation, this year’s Annual Meeting has been downsized to be a much smaller event. We will have a welcome reception as usual and that will be the only official social event of the Annual Meeting. NISD will conduct a general business meeting and a Board of Directors meeting.

The added attraction for this year is that we are joining our Annual Meeting with the North American Steel Construction Conference in Orlando, Florida. This means that our members in attendance will be able to experience two events under one travel expense envelope and within the usual time frame it takes to attend a NASCC event. NASCC will include fourteen Detailing Track Sessions (D1 to D14), which will cover a myriad of detailing topics, and even include a Detailer Roundtable Session.

Our program is designed to allow you to meet and talk with people about your business, steel detailing. In attendance will be some of the most influential people in the steel construction industry.

You will not only have the opportunity to learn about the latest developments in steel detailing but will also have some great networking opportunities with the many detailers, fabricators, erectors, and engineers in attendance.

We all need a break in these rough times, so come to Orlando, relax and enjoy the warm Florida sun in the company of your fellow detailers.

I’ll look forward to seeing you in Orlando on May 12-15!

These events are great ways to stay current on trends and network with others. Join us for any of these events in 2010.

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 12-15, 2010</td>
<td>NASCC – Gaylord Palms Convention Center – Orlando, Florida</td>
</tr>
<tr>
<td>May 15, 2010</td>
<td>NISD Annual Business &amp; Board Meeting -- Gaylord Palms Hotel – Orlando, Florida</td>
</tr>
<tr>
<td>June 6-9, 2010</td>
<td>International Bridge Conference – The David L. Lawrence Convention Center, Pittsburgh, PA</td>
</tr>
<tr>
<td>September 24, 2010</td>
<td>National Steel Day</td>
</tr>
</tbody>
</table>
Business slow... take an adventure trip!

by Russell Shiebler, Shiebler Design Drafting Services, LLC
President of the NISD New England Chapter

Last year, like many of you, I ran out of ways to trim the costs associated with doing business in a “down” economy. I have re-negotiated the office lease, reworked the employee retirement plan, decided not to upgrade our computers just yet, and changed our medical insurance to one with a higher deductible in an attempt to reduce overhead. With no backlog and my yearly income cut in half, I found myself with a lot more time on my hands. I have always been an adventurous guy and have led many mission trips with my church to places like the mountains of Guatemala, inner city Medellin, Colombia, and worked with the refugees in Croatia after the ethnic cleansing that took place in the mid-nineties, and now the timing just seemed right to invest three weeks in Africa.

In the fall of 2009, a friend of mine, a full time missionary with United World Missions, asked me if I could ever take a month off to work with him on a fact finding and construction project for the Bayaka Pygmies in the Republic of Congo (not the Democratic Republic of Congo- formerly called Zaire). In a normal year it would be out of the question, but right now it seemed totally possible. My wife and I have been on his support team for twenty-six years, so I had been hearing about his adventures into the jungle to live with the Bayaka Pygmies in an effort to identify leaders and to plant remote churches in the forest. Now he was asking me if I could go with him for an eight day journey by dug-out canoe to visit three remote villages and see the results after approximately twenty years of ministry in the area. Can I really do this? Do I have the physical strength or the ability to endure the obvious hardships that I will face, not to mention the potential danger from the warring rebel forces or the hazards of the jungle? I decided to find out.

I began to prepare for “an adventure of a lifetime” by gathering the proper “invitations” from the leaders of the ministry in Congo so that I could apply for a visa allowing me to enter the former communist country. At the same time, I began investigating which immunizations I still needed to add to my very long list of shots I have already had, so that I could travel in this particular part of the world. Then I found out my new insurance plan did not cover anti-malaria medicine; but they will cover you if you get malaria! I don’t understand... Anyway, I decided to pay for all the extra “hoops” I needed to jump through, feeling a bit like a poodle in a second rate dog show. Nevertheless, I was committed to the calling on my life.

Finally, the day came for my departure and a grueling flight schedule with very little sleep. Two days and three flights later, I found myself in Impfondo, a village on the Ubangi river that separates the two Congos. In a relatively short time, I had gone from a frosty New England winter to a toasty 105 degree African village as my body tried to adjust to the new extreme environment. I began getting dizzy, sweating profusely, and I’m sure my body thought I was submitting it to some new “cruel and unusual punishment!”

After a few days of adjustment, I was ready for the canoe trip up the Motaba River to visit the Bayaka Pygmies in Boucy Boucy, Losso, and Manfuete. In total, I spent about eighteen hours in a dug-out canoe with seven other guys (some of them were not quite as large as me), lots of cargo which included bundles of palm branches used for roofing material, two live chickens, dried fish (and some… not so dry), two outboard motors in case one decided to quit, and approximately 200 liters of gasoline! During the entire eight days, we had to drink the water out of the murky river after we treated it with the appropriate amount of iodine to purify it. I was glad I brought some small packets of lemonade mix to make the water palatable.

The cultural differences were remarkable and in one sense, I felt like I had been to the edge of the earth, and in another sense, I felt like I had been transported back in time about 1000 years. Every time we entered (or left) a village, we were given a royal greeting from the entire Bayaka population, complete with rhythmic drumming and melodic singing complete with four

Continued on Page 17
going through the myriad of articles written on this subject, it became clear that someone should write from the perspective of the “Detailer”. We are a different breed from the typical business model. Many of us are trained in the technical part of our field with no business training at all. We have all been burned because of our lack of training in the business field. It is my goal to provide some insight on the business part of our jobs with the hope that you as the reader can take even the smallest piece of information and put it to use in successfully navigating the “Great Recession”.

Naturally, the first impulse during a period of declining sales is to cut costs. You don’t need an MBA to tell you this. However, what you cut can make a difference in how you transition from a decline in sales to the robust sales that you once enjoyed.

Cutting office expenses is a great place to begin. As sales drop, there is less of a need to stockpile paper and ink as there will be less required. This is also a good time to shop around for new vendors with better prices. Not only will you cut your costs now, but you will increase your profitability later.

Another drain on your balance sheet is utilities. Telephone and internet are actually a controllable expense. Shop around for the best deal for you. Many of the cable companies are offering “Bundle Pricing”. By taking advantage of this you may shave some dollars off of your monthly bill. Bear in mind, the savings may not send you to the Caribbean but every dollar counts right now.

Another strategy is your rent or lease. This may be a fixed line item on your monthly check register. But, in tough economic times even the landlords can work in your favor. Try asking for a lower rent. It does not hurt to ask. If that doesn’t work, try to trade off this year’s rent to next year’s rent. An example of this would be: You pay $1000.00 per month for rent on a lease. Try negotiating a payment of $800.00 per month for this year and then next year you will pay $1200.00 per month. This gives you a $2400.00 reprieve for the current year and your landlord does not lose anything in the deal. Faced with an empty rental in this economy does not appeal to any landlord, so they may look at this as a win-win for themselves.

Payroll is a detailing office’s biggest expense. It is also its biggest asset. A well-trained staff of hard working professionals is hard to find. And once you have invested so much money in their training, letting them go is a horrible loss. Not to mention the emotional impact that it will have on your staff, their families and even the boss.

There are some alternatives though. One is to cut the staff’s hours down. But be careful with the way you cut the hours. If you close on Fridays for example, you may miss an important call and lose the sale because nobody was there to receive it. Rather than work a four-day week, stagger the workers’ schedules so that your office is open the usual hours. This will be a transparent change from your customers’ perspective. Something that you should keep in mind by doing this; your most productive or seasoned members may look elsewhere for a full week’s pay. So that brings up the alternative; lay off your least productive members. Although this will not be as universally popular, your best members will stay where you need them, at your office producing for you.

Another cost cutting measure that will prove disastrous in the long run is advertising. This is an expense on your balance sheet only. If your advertising gets one job, it has paid for itself. Along with advertising is marketing. There is no better way to build your business than by networking. When networking, you are creating relationships. This is the same strategy used by a sales person.

I am sure that you are wondering where a detailer can network. Most of us have experienced the quizzical question following our claim to be a detailer - “you clean cars?” Well there are plenty of places to network with your peers and customers. By being part of NISD, you can join a local chapter (or create your own if you would like). Chapters have
It’s not just about cutting costs – it’s also about generating new sales & revenue streams...

meetings throughout the year. Guest speakers are invited as well as fabricators. This is a great opportunity to meet prospective customers in a “captive audience” atmosphere.

There will undoubtedly be other detailers there as well. I have experienced conditions where a firm was asked to do a job with a schedule too tight for their current schedule. So rather than turn away the work and possibly their customer, they subbed the job out to one of their chapter members. A business major would look at this as a great return on investment. NISD dues and their time networking brought in some serious sales for some forward thinking detailers. Remember, networking is a tool. To quote one of the best networkers (Ivan R. Misner, PhD) the more nets you cast, the more fish you catch. To get the most out of networking, find the places that fabricators, detailers, engineers and architects meet and be there regularly. Once again, an NISD chapter is an excellent starting point.

Well enough about cost cutting strategies. Now the question to answer is “How do I get more sales?” One approach that I heard of several years ago (the last recession) was to learn a new trade. A steel detailer had networked with a miscellaneous metals detailer who happened to be too busy. Poor guy, he asked if this steel detailer could help him out. He looked over the project and did the job for him. While he helped him, he caught the faux pas that one would expect from a rookie and the project was completed on time. After some time and projects, he was caught up, and the once steel detailer could honestly say that he was a misc. metals detailer also. While this was merely a means to get some work, it really became a sales strategy, one that could double the potential sales with two disciplines from which to depend.

Another way to generate sales is to have a solid business plan. While this will not get the phone ringing right away, it will put the steps into motion to meet your goals. A good business plan has at a minimum, three parts. One is a mission statement, the second is a financial plan and the third is a marketing plan. The mission statement is a personal snapshot of your beliefs and goals. It personalizes your business to reflect how you want to be seen. It also frames your business practices, provided you follow it. We all detail for a living, but what separates you from the rest of us. That is the question that one would ask oneself while writing this statement.

The financial plan is self-explanatory. Quantify your expenses, and the sum is the amount of sales that you need to generate to stay in business. To achieve this goal, you will need a good marketing plan. This should consist of at a minimum, a web site. This is a relatively inexpensive way to get your name out there. It also gives the impression of professionalism. Make sure that any credentials that you possess (QPP Certified, IDC Certified, etc.) and professional organizations to which you belong (NISD, AISC) are clearly noted on the site. This will help distinguish you from the rest of the pack.

The last point brings the conclusion to this article. Although these tough economic times can be tough on one’s budget, as I mentioned earlier, there are line items to be cautious about cutting. Your membership to NISD is most certainly one of them. The fees that you pay have done a tremendous and immeasurable amount of work to assist you in keeping your doors open for business.

The majority of the offices within NISD are small offices. With hectic schedules, revisions, revisions and oh yea, revisions, who has time to read trade magazines and keep up to date? We’re also too small to get the attention of the vendors that can introduce us to new products. But The NISD is very large and has industry recognition. Any vendor that wants to get their product some notoriety will use this organization to market their wares.

Another benefit is the trade publications that the NISD produces. All of these projects are made by volunteers, usually members of the Board of Directors. These dedicated people do the research, get to the bottom of the legalese and put the changes into a format that makes for a quick reference. The authors of this article commend these people for their service. The latest release was written in cooperation with the SEAA (Steel Erectors Association of America). The detailers and the erectors working together to ensure the safety of the people in the field, now that is a noble cause.

As part of an NISD chapter, you would be invited to chapter meetings. These meetings usually have guest speakers from various industry groups to enlighten the members of new products or procedures. Some of those meetings have had connection design engineers, software developers, and bolt manufacturers just to name a few. But these people probably would not speak at the office of a few detailers.

We hope that we have brought some new information to light. As we run small detailing offices, we are faced with the same struggles and challenges as many of you. Together as a group, we will see the end of this Great Recession and come out stronger and more determined to meet the next set of challenges.
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Structural Technics, located in Trussville, Alabama has completely detailed the Auburn Arena, a new basketball facility at nearby Auburn University. When completed it will be the home of the Auburn Tigers basketball team. The new arena will have the capacity to seat some 9000 spectators.

I say that Structural Technics completely detailed this project because when they first became involved, it was to design and detail the erection/shoring material and erection towers for Garrison Steel Erectors. Structural Technics then was awarded the detailing of the structural steel by Cives Steel Company, and subsequently the miscellaneous steel by M & J Materials. So in the end they had done it all by working for all three steel subcontractors on the project.

The roof trusses, which support most of the 152,000 square foot arena area, are about 200 feet long with a clear span of 195 feet. The erection scheme called for them to be sub-assembled on the ground and erected in sections that rested on the fifty-foot tall shoring towers (painted yellow). The towers were positioned at about one third of the clear span. The shoring towers and erection design was completed by Structural Technics using a 3D analysis design software.

The structural steel fabrication by Cives came to a total of 677 tons with 2869 shipping pieces. The miscellaneous steel fabrication by M & J came to a total of 320 tons. All of the steel detailing was completed using a total of 54 erection drawings and over 600 detail drawings.

Joel Hicks of Structural Technics reported that the job went very well in both shop and field. The construction has progressed ahead of schedule and the facility is expected to be opened and ready for use sometime later this summer.

BIM Software for Steel Detailing & Fabrication

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In which discipline and category are you certified? (Bridge Structural/Miscellaneous: Senior Detailer/Detailler.)

I am certified in both Structural/Miscellaneous Senior Detailer and Bridge Senior Detailer categories.

How many years have you been a NISD certified detailer?

I have over 10 years as a NISD Certified Detailer.

How many years of detailing experience do you have?

I have over 22 years of detailing experience, going back to the days when a T-square, scale, triangles, calculator, electric eraser and a drawing table were the only basic tools being used to draw and detail. My detailing experience includes electric cable towers, warehouses, hangars, miscellaneous bldgs., pre-engineered bldgs., pipe racks, multi-storey buildings and bridges.

What influenced you to become a detailer?

My first job was as a site engineer. At that time in the Philippines an average detailer made more or less 4 times the salary of an average site engineer, so it was because of financial considerations that I learned to become a detailer.

Where did you learn steel detailing?

Steel Detailing was not part of our Civil Engineering course in the Philippines but our acquired knowledge in trigonometry, mathematics and design played a basic role in steel detailing. I learned its principles basically by working my way up the ladder in a steel detailing office.

Did your exam results offer an accurate assessment of your detailing knowledge?

Certainly, and in addition to that it even made me more familiar with the AISC manual. Also it made me do computations manually which refreshed my trigonometry, math, and simple connection design knowledge as against current detailing tools, which are more reliant on software nowadays.

What were your expectations of the exam? Would you make any changes to the exam?

The study guide gave me a clue on what the exam would be. But reading the study guide alone will not suffice to pass the exam. I familiarized myself with the AISC 13th edition, Manual of Steel Construction, OSHA, and AWS.

I suggest changing some of the question because they are a bit tricky; some of the true or false questions could be answered both ways depending on how the questions are being asked or interpreted. Additionally, it would be beneficial to the examinees to have the results back with the questions that they have missed or answered incorrectly so as to improve on those specific areas for future application. And since 3D software is now more commonly used or is the norm in detailing, I recommend reducing the amount of manual detailing questions and replacing them with the problems that we are experiencing nowadays.

Why would you recommend the IDC program to others?

I do believe by passing the IDC exam, it makes one feel that one is a validated detailer. Due to the usage of 3D software, some of the operators only know how to operate the system but they do not know about the actual concept of detailing. Software is just a tool and without the knowledge of detailing you cannot produce precise and accurate shop drawings.

How has your certification helped you in your job?

It rose up my level of confidence and it also enhanced my knowledge in both disciplines. The exam challenged me to know more about fabrication and erection issues.

What advantage over other detailers do you have by being certified?

Credentials especially from well-known and reputable institutes are globally recognized. In today’s market competition, which is tough, having certified detailers will add assurance and confidence to current and prospective customers that we are capable of producing quality work.
National Institute of Steel Detailing
Application for Individual Detailer Certification

Classification:
☐ Senior Detailer – Class I: Minimum 10 years experience including checking
☐ Detailer – Class II: Minimum 5 years experience

Category:
☐ Structural/Miscellaneous  ☐ Bridge

Submit:
• Experience history, and
• Either a letter of recommendation from a steel fabricator, a Certified Class I detailer, or a NISD National Director.
When your application is processed, you will receive a Sample Test

Cost:  NISD Members – Total fee per category: $300 [in US dollars]
- Non-refundable processing fee due with application: $100
- Remainder of fee due 10 days prior to exam date: $200

Non-Members and Overseas Members
- Total fee per category: $500 + proctor fee [in US dollars]
- Non-refundable processing fee due with application: $200
- Remainder of fee due 10 days prior to exam date: $300

Personal Information:
First Name:_______________________________  Last Name:_______________________________________
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For more information: Visit our website at www.nisd.org or contact Stephanie Andrew at nisd@sbcglobal.net
Or Mike Bowers, Individual Detailer Certification Committee Chair at mike@mdbowers.com

Re-certification is required every 3 years
Alberta Chapter News
by Terry Devine, Director

Work is very hard to come by and any jobs that are being sold are going cheap.

It seems that Alberta is being invaded by fabricators and detailers from all around the world.

We had our last chapter meeting in November. All members reported that they had laid off staff or had reduced hours. Most of the chapter members are doing some intensive training, are updating procedures, and are hopeful things will get better.

California Chapter News
by Fred Tinker, Director

The California Chapter is still the largest chapter in the Institute and has been for a number of years. That being said I have volunteered the membership for a project this spring. We will be updating the Membership Map for use on the NISD website. We hope by now all members have checked their listings under the Membership tab and have found them to be correct. Please note the Membership Map on the web site is a work in progress and NOT the finished display. Please do not call the Head Office about any mistakes you see on the map. Thank You!

I hope all of the California Chapter members have taken advantage of the free (postage cost only) latest and improved copy of “Detailing Guide for Erector’s Safety & Efficiency”. This very useful book was put together jointly by the NISD and SEAA. Do not miss out on this generous gift from the Steel Erectors Association of America.

At our last chapter meeting we had speaker Mr. John Stebbins, Assoc. AIA of Digital Vision Automation talk to us about “BIM” (Building Information Model), and how our 3-D model can be used for more than producing steel details for shop fabrication (see picture). We were told that a project is erected twice. The first time, with the overlay of other trades’ 3-D models, the interferences are found. The second time the project goes up without these interferences. All the chapter members attending agreed it was a good talk but they need JOBS to put this into practice.

Have A Great Spring!

You are invited...

Annual 2010 Business & Board Meeting
May 15, 2010
Gaylord Palms Hotel | Orlando, Florida
407.586.2000

Coinciding with NASCC – The Steel Conference
May 12 - May 15
Congratulations!
This regular feature recognizes detailers who have recently taken and passed the IDC test. The listing is by discipline and class.

### Bridge
#### Senior Detailer – Class I
- Guoming He
- Peter Neill
- Sorin Almasan
  - M & D Drafting, Ltd.
  - Surrey, BC Canada
- Eddie Gutierrez
  - M & D Management Consulting LTD.
  - Parksville, BC Canada

#### Detailer-Class II
- David Curley
- Matt Powley
  - M & D Drafting, Ltd.
  - Surrey, BC Canada

### Structural/Miscellaneous
#### Senior Detailer – Class I
- Albert Supan
- Sreekumar Varier
- Vipul Panchal
- Jayan John Nechikkattu
- Alfredo Lim Jr.
- Narciso L. Cenina Jr.
- Tenson Joseph
- Akhilesh Ottappurayil
- Filly George Parekkadan
- Saji Mathew Nalladiyii
- Scaria Joseph
- Abi Thomas
- Baji Varughese
  - M & D Management Consulting LTD.
  - Parksville, BC Canada
- Floyd G. Harrell
  - Harrell’s Steel Detailing
  - Grenada, MS
- Cindi Cunningham
  - Structural Detailing Service
  - Fort Myers, FL
- Dany Fortin
  - Technyx
  - St Georges, QC Canada

#### Detailer – Class II
- Rahmat Sondi
  - Cantara Engineering
  - New York, NY
- Joji Varghese
- Jose Besina
- Steven Ranson
- Gerry Mojica
- Reuel Fortaleza
- Fernando De Omania
- Saji Matthew
- Edwin Rizada
- Mario Munoz
- Fariba Saedi Sadabad
  - M & D Management Consulting LTD.
  - Parksville, BC Canada
- Norman Luttermoser
  - Structural Detailing Service
  - Fort Myers, FL
- Gerald Cimon
- Marcel Dallaire
- Marco Gilbert
  - Technyx
  - St Georges, QC Canada

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**Publications from NISD...**

These reference guides are now available. You can order them online at www.nisd.org
# Membership Application

The annual membership cycle runs from June 1st through May 31st.

## Regular Membership

- **Description**: Open to any company that conducts its office in the Americas for, and is regularly engaged in, the business of steel detailing. Such office shall have been conducted for a minimum period of one year. A member in this category may be chapter affiliated or a member-at-large, and has all privileges and benefits of membership including voting and holding office.

- **Fee Schedule**:
  - $290 for companies with a gross annual income of less than $250,000 (June-September)
  - Prorated dues when joining October-February $200
  - March to May 31 of the following year (15 months) $290
  
  - $450 for companies with a gross annual income greater than $250,000 (June-September)
  - Prorated dues when joining October-February $305
  - March to May 31 of the following year (15 months) $450

## Associate Membership

- **Description**: Open to any company, national or regional trade or professional association interested in enhancing the detailing profession or the activities of the NISD, whose primary business is not in structural steel detailing. This category includes all privileges and benefits of membership except those of voting and holding office.

- **Fee Schedule**:
  - Annual membership fee is $360 (June-September)
  - Prorated dues when joining October-February $245
  - March to May 31 of the following year (15 months) $360

## Individual Associate Membership

- **Description**: Open to a person employed as a steel detailer or other person interested in the future of the steel detailing industry but who does not fall in the category of Regular or Associate membership. This category has limited privileges and benefits of membership, which precludes them from voting and holding office.

- **Fee Schedule**:
  - Annual membership fee is $65
  - Annual dues of $65 are renewable on June 1st

## Overseas Membership

- **Description**: Open to any company that conducts a regular office for, and is regularly engaged in, the business of steel detailing outside the Americas. Such office shall have been conducted for a minimum period of one year. Members in this category may vote (no proxy votes), but they may not hold national office.

- **Fee Schedule**:
  - Annual membership fee is $450 (June-September)
  - Prorated dues when joining October-February $305
  - March to May 31 of the following year (15 months) $450

## Member Emeritus Membership

- **Description**: Open to any individual who was a former regular member of the NISD and has retired from the competitive field, but wishes to remain active in the NISD. Members in this category may not hold office.

- **Fee Schedule**:
  - Annual membership fee is $100
  - Annual dues of $100 are renewable on June 1st

---

The undersigned hereby applies for membership in the National Institute of Steel Detailing, Inc.

**Name** ________________________________ **Title** ________________________________

**Company Name** _______________________________________________________________________

**Address** _____________________________________________________________________________

**City** ________________________________ **State/Province** ________________________________ **Zip/Postal Code** ________________________________

**Country** ________________________________

**Telephone** ________________________________ **Fax** ________________________________

**E-mail** ________________________________ **Web site** ________________________________

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### Payment in US Dollars

- **Membership Fee**: US$ __________
- **Postage/handling, add**:
  - $28 for Canada $ __________
  - Central & South America $ __________
  - $38 for International $ __________
- **TOTAL ENCLOSED**: US$ __________

### Method of Payment

- Check, payable to: NISD, Inc.
  - 7700 Edgewater Dr., Suite 670
  - Oakland, CA 94621-3022

- MasterCard
- Visa

**Number**: ________________________________ **Expiration Date**: ________________________________

**Signature**: ________________________________

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part harmony. We accomplished much of what we set out to do, helping to renovate the structure and install a solar panel at the Bayaka Training Center, identified possible ministry locations for the next set of leaders who graduate from the center, and I got to experience some things that few westerners have ever done or seen.

How could all this happen, while still keeping my regular customers happy? My senior guy was willing (and very capable) to step up to the plate and keep the office functioning with precision and efficiency during my absence. Where can I go next? I know, Medellin, Colombia this June for a ministry to poor families, complete with a medical clinic! Anybody want an application?

This Adventure, or should I say “Journey of Faith” is dedicated to my Dad, who hasn’t had the opportunities to travel the world as I have, yet has remained faithful, my entire life, in his support of my journeys both here and abroad. Thanks Dad!
# Publications Order Form

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[Regular, Associate & Overseas new members receive 1 copy free of the following manuals & CD]

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