



BEHLEN update

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Greeting from Sean Lepper, Vice-President and General Manager at BEHLEN

Summer is here and in traditional fashion we kicked it off with our annual BBQ which took place in mid-May. At the end of June we also had our annual BEHLEN employee golf tournament, which was a fun day full of laughter and prizes and finished off with a delicious steak dinner.

I am excited to congratulate Kayla Merke and Tim Villers on taking an initiative to change the way that we train our employees in our custom fabrications area of our plant. Tim and Kayla are both apart of our safety committee and took it upon themselves to create engaging video footage of how to safely operate the machines. This has not only made training easier and more efficient, but has also increased productivity in the area. I would like to say "great job" Tim and Kayla for this initiative and thanks to Duane Alderson for supporting it.

We continue to make adjustments and advancements in the capabilities of our new robotic technology. Continued improvements to the engineering software used to model the parts will bring the line into full production by fall. In the near future we will be attempting to use the robot for the DELTABEAMS we manufacture for Peikko Canada in order to help meet the ever increasing demand as the orders keep rolling in. We have currently manufactured DELTABEAMS for six different projects and hope to continue manufacturing them for many more projects in the future and to build this business relationship between Peikko and BEHLEN.

We are also continuing to get orders for our custom fabrication department including two regulator buildings for Manitoba Hydro and a conventional steel tower structure for Southwest Steel and hope to continue receiving exciting new projects for the second half of 2015.

As many of you are aware, 2015 has been difficult but our backlog is growing in all product lines and the second half of the year looks promising. I am very confident in the team we have and believe our future together at Behlen is full of potential. We must all continue to look for better, faster and more efficient ways to produce our steel products.

I hope you all have a great summer.

Sean Lepper
VP & GM



PROFILE: Tim Villers & Kayla Merke

Both Tim Villers and Kayla Merke are active members of the BEHLEN Safety Committee. Tim has been with the company for 25 years and Kayla for 3 years. Recently, Tim and Kayla took the initiative to do something really amazing! "It actually started out silly. Tim was taking a video of me working and then it just kind of spit balled from there, but after playing it back we started to realize that there was something meaningful there," stated Kayla in our interview. Kayla was referring to the compilation of safety videos that they had made for training both new and existing plant staff.



1. Why did you decide to make your first video?

Tim: Sometimes when you explain to someone what they are going to do without showing them you can see that you have already lost them.

Kayla: Not to mention that for new hires when you first come in here and you walk on the floor it's extremely intimidating and so to have a video it makes the learning process much more user friendly and 10 times easier.

2. When you made your first video did you think that it would end up being such a big deal?

Tim: it started out that we were just having fun with it, but once other people saw it and especially our supervisor Duane who gave us the go ahead to do more, we realized this was going to be something good.

Kayla: Without Duane's support we also wouldn't of had the same kind of cooperation from other employees throughout the plant as well, which has also been a huge help in making the videos.

3. How did you feel when you realized that you were getting some recognition from AMC Safety & Manitoba Workplace Health & Safety?

Tim: When AMC came in for a plant tour they asked me "what do you guys do differently, and why is your department so safe?" So, I just whipped out my phone and played the video for her and she was just blown away by it and thought it was really something new and exciting. Manitoba workplace health and safety comes in all the time as well for site visits and when I showed them the video they were also very supportive and impressed with the initiative.

4. What was your biggest motivation to make these videos?

Kayla: Obviously safety was a big part of it, but there is also nothing worse than watching an employee struggle.

Tim: We also threw some funny things in there too because we didn't want it to just be dry. We really wanted to engage people.

Kayla: that is an important point, because if the videos were just bland and monotone I don't think they would have as much of an impact either. You could lose them just as quickly as having them read the safe work procedures off the paper. It's fun, but still serious.

5. How do you think that this style of learning through videos can impact our training procedures at BEHLEN or for the industry as a whole?

Kayla: From a safety aspect the videos are going above and beyond in showing safe work procedures so to have that everywhere in the plant would be awesome. We have new people coming in all the time.

Tim: I think it is a step in the right direction for everybody, people learn in different ways, so the more resources you give them the higher success rate you will have. It will speed up training, production and reduce the number of accidents in the plant, which in turn will reduce the number of claims and missed days when an employee gets injured.

6. Are there any other comments that you would like to make regarding the videos?

Kayla: It can be great for cross training people in other departments and they will get a better understanding of our plant as a whole.

Tim: It was also just a really great initiative for our department as a whole. People got to have fun with this initiative and it was great to be fully supported by our supervisor.

The DELTABEAM's just keep on coming

BEHLEN has been manufacturing DELTABEAMS for Peikko Canada and the orders just keep rolling in, but some of us are still wondering what a DELTABEAM is.

According to Peikko, a DELTABEAM is a composite beam used for slim floor construction and is used in multi-storey construction. The beams make the erection of buildings faster as they come as ready to install components with minimal shoring required. They can span great lengths (up to 22meters), are fire rated and due to their slim design they can reduce the overall height of the building, which ultimately results in cost savings for the builder.

The DELTABEAM is designed to be used as a structural element combined with hollow-core concrete slab types. It enables the usage of shallow element structures and strengthens the frame structure inside the slab. (Peikko Canada)

DELTABEAMS have been used in over 10,000 structures around the world. According to Dominic Lemieux, Managing Director of Peikko Canada, the DELTABEAM is a superior choice for the construction of multi-floor buildings because: "For the longest time it's always been steel or concrete and both materials have their own strengths. Concrete will provide a fireproofed slim-floor but requires a lot of labour for shoring and formwork on site. On the other side, steel is extremely fast to erect since it is prefabricated but will lead to thicker floors that require fireproofing. DELTABEAM combines the best of both worlds, it's a fireproof slim-floor prefabricated system. While the steel profile provides speed without intensive labour, the concrete reduces the height of the profile thru composite action and leads to a fire rated assembly".



So, why did Peikko pick BEHLEN to be one of only two Canadian manufacturers of their DELTABEAM? "The demand is strong and growing in Western Canada so we needed a partner closer to our projects to better serve our clients", Dominic Lemieux. Barry Beaudry, Regional Sales Manager of our Steel Custom Fabrications division of BEHLEN also noted that, "the partnership between BEHLEN and Peikko made sense not only for location purposes to serve their clients better, but also because at BEHLEN we have plant capacity, technical expertise and machinery to make custom products like the DELTABEAM for our clients". "At BEHLEN, we have now manufactured the beams for six different projects and it is clear that the demand is growing," says Beaudry. The DELTABEAM is a very unique product which can save time and money on any multi-storey project, without sacrificing quality and aesthetics.

To learn more about BEHLEN's custom fabrication work and how we can serve you visit behlen.ca. To learn more about Peikko and their DELTABEAM technology visit peikko.ca.



What's New at BEHLEN?

We hosted our annual Spring BBQ in mid-May, which left everyone stuffed from hotdogs, hamburgers and all the fixings. Along with the Rec Committees usual 50/50 draw, Paul Cunningham did a draw for Winnipeg Blue Bomber tickets and the lucky winners were Emilia Batiforra and Brian Miller.

Some of our brave male colleagues raised \$525.00 and volunteered themselves to strap on their heels for the day and participate in the YWCA's Walk a Mile in Her Shoes charity event at the end of May.

We recently entered a BEHLEN team into the Assiniboine Community College's first annual Cougar's Classic Alumni Golf Tournament. The team got to let loose on the course for the day and soak up some rays, while attempting some pretty unusual, but hilarious challenges!

At the end of June we had the annual BEHLEN Golf Tournament at Glen Lea and with lots of great prizes and a steak dinner it was hard to not have a great time. The winners of this year's tournament were Glenn Zegers, Scott Milburn, Travis Geseron and Shawn Peterson.

Is Safety Common Sense?

Often we hear in the workplace that safety is just common sense? If this was true, then I guess common sense is not all that common! If it were, there would be a lot fewer serious injuries and fatalities. When it comes to safety, there is no such thing as "common sense."

Implying that safety is common sense relegates it to those areas in our life that don't require much thought or close attention. It relegates it to a category of thinking known as "mindlessness." When we treat safety as common sense we make it a mindless act. This is part of the reason the occupational health and safety profession struggles for legitimacy and why there is a constant sense of frustration in the profession itself and with the OHS regulators.

Mindfulness is closely linked to the idea of keeping "eyes on task" and "mind on task." It seems that mindfulness is, in part, the solution to the problem. Mindfulness is the opposite of common sense or mindlessness. Safety deserves and requires more than common sense; it deserves mindfulness.

When it comes to working safely, common sense is only "common" when employees have an awareness and understanding of the risks associated with the work tasks and work conditions, which is gained through education, training and experience.

Good sense can be learned from the experiences of others as well as our own, and can be taught in the classroom. Workers are in fact the best ones to prevent themselves from being injured. This is achieved by teaching them to recognize hazards, properly and thoroughly assess risks, and implement appropriate controls. It is also achieved by communicating to them how others have taken risks and been injured or killed. That's good sense.



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