

Volume 58  
Issue 1  
January 2023

# USGlass<sup>TM</sup>

METAL & GLAZING

THE MAGAZINE OF RECORD FOR ARCHITECTURAL GLASS INDUSTRY LEADERS

Announcing the Winners  
of the Fourth Annual **USGlass**

## DESIGN AWARDS

Free Subscriptions Available at  
[www.glass.com/subcenter](http://www.glass.com/subcenter)

A  
**KM**  
PUBLICATION

LARGEST CIRCULATION OF  
ANY GLASS MAGAZINE

# New Year, Same Problems for Contract Glazing Companies

“It’s tough to get younger people into the trades despite the great benefits that come with it and the skills that you learn.”

—Thomas Cornellier,  
CEO, TSI Corporations



Only 15% of companies say that it will be easier to hire workers in 2023, compared to 58% that say it will be harder to hire.

**W**orkforce shortages remain a problem throughout the contract glazing industry. Debbie Baker, Binswanger’s director of human resources, thinks all industries will face significant challenges finding talent in 2023. The key will be implementing solutions to keep current employees engaged and moti-

vated. This includes pay raises and bonuses.

Workforce shortages have impacted the glazing industry for years. It’s been tough to get people in the door, says Thomas Cornellier, CEO of TSI Corporations, a designer, engineer and installer of building envelope glass systems, ornamental metals and aluminum

## Giroux Glass Recognized by ICIC

**T**he Initiative for a Competitive Inner City (ICIC) named Giroux Glass one of the 100 Fastest-Growing Inner City Businesses in the U.S. The ICIC promotes economic diversity in under-resourced communities through programs and research to create jobs, income and wealth for residents.

The non-profit organization each year recognizes and spotlights 100 of the fastest-growing businesses in under-resourced communities across the country. The 2022 winners were evaluated and ranked based on overall revenue growth during the four years from 2017 to 2021.

Los Angeles-based Giroux Glass ranked No. 90 out of 100 on ICIC’s list. It has been featured on the list for several consecutive years. Giroux Glass is now identified as a “Hall of Fame” business for making the list more than five times.

ICIC’s 2022 Impact Report shows that the number of Black, Indigenous, People of Color (BIPOC)-owned businesses supported by ICIC in 2022 increased by 4% over last year while the number of woman-owned businesses rose by 6%. Of the nearly 3,000 businesses served, 71% are now BIPOC-owned, while 65% are woman-owned, representing more than 800 cities across 55 U.S. states, territories and Canadian provinces.

metal panels in Upper Marlboro, Md.

"It's difficult to hire for the trades," says Cornellier. "It's tough to get younger people into the trades despite the great benefits that come with it and the skills that you learn."

To mitigate that problem, Cornellier says that pre-fabrication has become more important. Pre-fabricating components mean fewer workers are needed in the field. For instance, Cornellier says that rather than managing multiple trades and "80 different people on-site, you're hanging these panels with ten guys," thanks to most of the work being done offsite.

In addition to doing less with more people, companies are turning to current employees to help lure workers.

Nataline Lomedico, CEO and president of Giroux Glass, says her company offers a generous employee referral program.

"We do this to fill key positions, and it saves us time and drawn-out vetting and background processes as well as recruitment fees," says Lomedico. "Our employee-owned company culture holds high regard to our values of respect and unity, and we've discovered team approach is always best."

To combat the shortage of workers, Binswanger plans to offer even more competitive pay and benefits in 2023, says Brady Nails, director of operations. Along with pay increases, companies are investing in technology to compensate for the lack of workers.

According to the Associated General Contractors of America (AGC) 2023 hiring and outlook survey, nearly 72% of companies reported increased base pay rates in 2022. This was more prominent in the South, where 76% of firms increased base pay rates in 2022 more than in 2021, compared to 73% of firms in the West, 72% in the Midwest and 65% in the Northeast.

Companies add that they expect difficulties in hiring to persist in 2023. Only 15% of companies say that it will be easier to hire workers in 2023, compared to 58% that say it will be harder to hire workers this year. As tough as finding new workers is, 69% of companies expect their headcount to increase. **USG**

## Touch-Screen "Window and Door Parts" Kiosk for Retail Stores



Counter Kiosk  
Part#: STR20



Floor Kiosk  
Part#: STR60 & STR20

### The 1st Touch-Screen "Window and Door Parts" Kiosk for Retail Stores!

Store visitors can shop over 36,000+ popular and hard to find, obsolete window and door parts using the touch-screen online store and printed catalog.

- Choose from a Counter Kiosk station or Floor Kiosk.
- User-friendly Kiosk makes shopping for parts simple.
- Promote this service to your residential and commercial accounts to increase store traffic.
- Call Account Manager for more details.



**strybuc**  
INDUSTRIES  
WINDOW AND DOOR HARDWARE

When your customers are looking to repair or upgrade their windows and doors, look to Strybuc for the most extensive line of replacement hardware in the industry!

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



Call for More Information

1-800-352-0800

## Top Quality Glass Racks & Truck Bodies Since 1989

All racks ship fully assembled with detailed instructions. Factory authorized installations available across North America. Glass trucks built to order and in-stock for fast delivery.



Van Racks



Pick-Up Racks



Truck Bodies



Trailers



**MyGlassTruck**

We design and build every glass rack in Glassboro, New Jersey. We use state-of-the-art equipment to ensure that every glass rack is built to the highest standard.



**Call today for a  
FREE Quote!**

**(844) 364-4022  
MyGlassTruck.com**

0539-A