Message from Christopher Haslinger
Director of Education and Training

Over the past year, our organization has been extremely successful with increasing our membership across the country through the scheduled organizing blitzes. We have brought in hundreds of new members, as well as new contractors. However, with successful organizing blitzes come significant training demands. To address these demands, the Education and Training Department has been working closely with the Organizing and Recruitment Department. There is no doubt that one cannot be successful without the other. Many of the members who have been brought into the UA through organizing have various levels of experience and skill, so it has been our responsibility to evaluate and address what type of training these folks will require. This can be a monumental task. The end result will be for us to ensure that those individuals who are organized in are able to exhibit the same skill levels as our members who have been fortunate enough to have come through our five-year apprenticeship program. This will take some time, but there is no doubt that a lot of our new members are experienced and should be acknowledged for the experience and skill levels that they already possess.

MISSION STATEMENT

The mission of the UA Education and Training Department is to equip United Association locals with educational resources for developing the skills of their apprentices and journeypersons. By thus facilitating the training needs of the membership, we maximize their employability and prepare them for changes in the industry. We are committed to making training opportunities available across North America, allowing members to acquire new skills and remain competitive in the industry regardless of geography. In this way, we are determined to meet the needs of the piping industry and enhance employment opportunities for our members, while remaining fiscally responsible to the beneficiaries of the fund.
As we continue with General President Mark McManus’ initiative to grow this organization, it will be equally important for us to ensure that we are offering our new members as much support as possible. After all, their success will be a direct reflection on our department and on our organization as a whole. One of the factors that we, as an organization, have prided ourselves on has been that we offer the very best training in the industry. When developing courses for the apprenticeship program, we offer a comprehensive path to success. With new members coming in, who possess various levels of experience and training, our roles as instructors will become increasingly more challenging and much more critical to the success of these new members and contractors. We have become very good at assessing our needs, developing course materials to address those needs, and implementing programs for a successful outcome for our membership. Today, those skills will be needed more than ever before.

The roles of the local union training director/coordinator and instructor have become a vital component to the success of the organizing initiative. We have always offered ongoing journeyworker training to ensure that our membership stays ahead of the curve when it comes to changes in our industry. Many of the contractors that have been recently organized have stated that the continuing education that the UA offers, and the availability of a trained workforce, have been the motivating factors in why they signed on to become signatory contractors with the UA. As our industry becomes more technologically savvy and more digitized, and the demand for skilled leadership on the job has taken center stage, the need for us to stay focused on what is coming around the bend will take on even greater importance.

The construction industry—across the board—is under extreme pressure when it comes to the availability of a skilled workforce. With the advent of new technology on the jobsites, our industry could become an appealing option for a young, highly competent workforce, because it will offer a long-term option for employment that is tied to technology and robotic solutions. These just might be the factors that draw young people back into the trades. Our due diligence in remaining relevant and addressing various training methods that appeal to our training demographics couldn’t come at a better time. It takes commitment to address so many needs of an organization. I am 100 percent committed to make the General President’s organizing initiative a success. I am 100 percent committed to welcoming our new members and contractors into our fold. I know that you will all embrace these new challenges with the same level of enthusiasm and commitment that you’ve exhibited over the years. The qualities that our training professionals possess—throughout North America—have made it possible for the UA to display the most-highly regarded training programs in the industry. Because of that, I know, we will all be up for the challenges coming our way.

Save the Date!

February 19-21, 2019

PIPE TRADES TRAINING AND TECHNOLOGY CONFERENCE

SAN DIEGO
World Class Mobile Training

Submitted by Carrie King, ITF Certification Manager

Very few organizations, if any, have the capabilities to provide such extensive mobile training as the United Association does. Having this ability gives the UA the opportunity to provide training to our members in the various trade skills anywhere and at any time. Here is a summary of the mobile trailers in the UA’s trailer fleet: 15 Welding Training and Testing Trailers, five Piping Industry Demonstration Trailers, two Plumbing Service Training Trailers, two HVAC Technician Training Trailers, one Service Technician Training Trailer, one Fire Protection Training Trailer, one Pipeline Welder Training Trainer, and one Downhill Welder Training Trailer. That results in a grand total of 28 fully equipped trailers that are made available anywhere in North America as the need arises. As mentioned earlier, what other organization has invested these kinds of resources for the sole purposes of enhancing the skills and opportunities for employment for the members they represent.

In order to effectively utilize and maintain its fleet of training trailers, the UA has committed to providing the necessary training to local unions on the operation and care of its trailers. What follows is a listing of the current training courses being offered by the UA:

Course 2011: Operation of UA Trailers, those being: Green Sustainable Technology Demonstration Trailers, Plumbing Service Demonstration Trainer, Trades Training Demonstration Trainer, Welding Trades Demonstration Trainer, and the Pipeline Trade Demonstration Trainer.

Course 4009: Methods in Teaching Plumbing Service Maintenance, and Repair Plumbing Training.

Course 7030: Operation and Setup of Fire Protection Trailer.

The trailers are provided to local unions upon request, whether for training classes, demonstrations to industry participants, or for career days. The following are the steps local unions need to take to request a trailer:

Step 1: Initial requests are made through uanet.org, under quick links, UA Mobile Training Trailers, and HVAC Mobile Trainers https://uanet.org/training_trailers.asp.

- On the trailer page, in the upper right-hand corner, there is a blue hotlink “Submit request for trailer(s)” https://uanet.org/dep_training_trailers_form.asp.
- On the drop-down menu, beside Trailers, select the trailer you are requesting.
- Complete all required information and click send.
- The request is received via email.

Step 2: An email is sent back to the local making the request notifying them that their request was received and to proceed to the next step. The attached form needs to be completed and sent back within five business days.

- Once the detailed form is received, the next step is the approval from Director of Education and Training Chris Haslinger.
- The local is notified of the approval.

Step 3: Trailers Costs Invoicing

- The ITF will invoice the local for the cost of the trailer being transported to the local union or the address of their event.
- If there is a fee assessed for a trailer going to an event at the local union’s request, the fee will be the responsibility of the local union.

Responsibilities of the local union requesting the welding training trailers:

- Local unions are responsible to complete the inspection report with the driver when the trailer is delivered. The inspection report will be emailed to the training coordinator or the individual requesting the trailer. The inspection report is also posted on the trailer page https://uanet.org/pdf/cert/trailers/Weld_Trailer_Inspection_Report.pdf.
- The local union is required to email the form to carrie@uanet.org and notify the Education and Training Department of any major issues with the trailer.
- The local union is required to make sure the equipment is put back in its original location and cleaned. The inspection report will need to be completed with the driver when it is leaving the training center/location of event.
- Power requirements for the welding training trailers are posted on the training page https://uanet.org/pdf/dep/train/Trailers/Welding_Trailer_Electrical_Hook_Up_Procedure.pdf.

The UA is extremely proud of the level of training these trailers offer. We are fully committed to our membership by providing the resources for the most-effective means of training and education available in the industry today.
2018 National Safety Stand-Down
May 7-11
StopConstructionFalls.com

What is the National Safety Stand-Down?
The Safety Stand-Down is the major event associated with OSHA, NIOSH, & CPWR’s Campaign to Prevent Falls in Construction. The goal is to raise fall hazard awareness and prevent fall fatalities and injuries. It’s an opportunity for employers to pause work and have a conversation with workers about fall hazards, protective methods, and the company’s safety policies, goals and expectations. This should also be an opportunity for workers to talk to management about fall hazards they see.

Who is it for?
Participation began with, but is not limited to the construction industry, and no business is too large or small to participate. In previous years, we’ve had participants in residential construction, commercial construction, industrial construction, mining, general industry, and more. In fact, the largest single participant in 2015 and 2016 was the United States Air Force, reaching more than 1 million military and civilian personnel. Also, nearly half of certificates for participation completed through OSHA’s website were for Stand-Downs with less than 25 workers.

Why should I join in?
Falls are a leading cause of death for workers, accounting for 350 of the 937 construction fatalities and 648 of the 4,836 fatalities in all industries recorded in 2015 (BLS data). But they are also preventable! Hazard elimination, proper training, and use of fall protection can change these numbers.

When can I participate?
The 5th annual National Safety Stand-Down will officially take place May 7-11, 2018. During this week, major campaign partners will be providing resources and hosting stand-down events across the nation and internationally, but participation is encouraged year-round!

Where?
Over the last few years, thousands of companies held their own stand-downs, reaching millions of workers across all 50 states and internationally! In 2017 over 150 public events were also held across the country. You can organize your own stand-down on your jobsite(s), join with others in your area to hold an event, or check out a list of regional events open to the public at www.osha.gov/StopFallsStandDown/calendar.html.

How?
The Campaign website stopconstructionfalls.com provides ideas for participation on your jobsite through a 5-Day Plan, Success Story examples of past events, and a variety of resources such as toolbox talks, inspection check lists, videos, and free hardhat stickers that can be ordered at stopconstructionfalls.com/online-ordering-form/ while supplies last. After you’ve participated, don’t forget to get an OSHA certificate at www.osha.gov/StopFallsStandDown/index.html#cert!
The Importance of Record Retention for Vital Source Documents

Submitted by Bruce Dantley, UA Training Specialist

The ITF legal counsel has advised you on the importance of record retention and strong internal operating policies. Records, such as apprenticeship standards, trustee minutes, IRS determination letters, all policies and rules (kept permanently), bank deposits, bank reconciliations, general ledgers, and expense reports (seven years) should be filed for the maximum retention period.

You have been appointed by your business manager to run the day-to-day affairs at your training center. The ITF legal counsel plays a role in running this entity as well. Today, the world is more litigious than at any other time. As a coordinator, you could be affected by litigation that may occur at your training center.

The ITF legal counsel has disseminated fundamental legal knowledge, legal primers, and specific statutes, i.e., Fitzgerald Act, Taft Hartley, and ERISA, for your understanding that can reduce the risk of your training center being involved in a legal lawsuit. The information you’ve received should be used as a reference, but should never replace the advice of legal counsel for major decisions concerning your training center.

Coordinators now have knowledge of the Fitzgerald Act, which safeguards the welfare of apprentices. There are seven basis points that should always be implemented and remembered.
1. Accurate records of job performance, classroom-related instruction, and attendance must be maintained.
2. There must be a fair opportunity for potential candidates to apply for the apprentice program.
3. There must be a minimum of 144 hours of classroom training.
4. Apprentices must receive on-the-job training.
5. There should be structured and yearly wage increases.
6. There is to be no discrimination in the selection of a candidate for employment and training.
7. Offer proper supervision for on-the-job training.

Prepared to Move From the Field to the Office?

Submitted by Richard Benkowski, UA Training Specialist

How many project managers, estimators, or service managers do you know who started their careers as an apprentice of the United Association? Everyone benefits when UA members manage or bid projects, retrofits, and repairs. Why? Every successful UA superintendent or foreman has the fundamental skillset and training to manage multiple assignments. To support the transition from the field into the office of the mechanical contractor for UA members, the ITF will offer three new courses during the UA Instructor Training Program this summer in Ann Arbor:

• 2015 Principles of Project Management: This course delivers basic knowledge of the life cycle of a construction project encompassing project manager responsibilities. The curriculum covers each of the steps in managing a project, from award to warranty.
• 2016 Introduction to Service Management: Learn the skills needed to successfully transition from being a service tech to holding a key position in an HVAC or plumbing service company. The focus will be on the personal skills needed and the active responsibilities required to be successful.
• 2017 Estimating Mechanical Projects: This curriculum explains exactly what mechanical estimators are expected to provide in the narrative of the level and scope, including what to look for during the project evaluation. Additionally, it includes practical checklists to help you include everything in your bids.

These new courses will be taught by professionals who bring many years of practical experience into the ITP classroom. From C2 Consulting, Inc. we will...
have Ms. Kathy Crosby, who has supported the ITF leadership initiatives at ITF. She will develop and teach “Principles of Project Management.” Kathy comments, “This timely new course will give journeymen information about the responsibilities and accountabilities of a project manager and what is occurring behind the scenes when a project is acquired and executed. Armed with this information, attendees will be better able to decide if moving to the office and becoming a project manager is right for them.” New to the ITF Instructor corps, but not unfamiliar, we will have Woody Woodall of Customer Focused Solutions, Inc. Mr. Woodall will offer “Introduction to Service Management” and “Estimating Mechanical Projects.” According to Woody, “These classes should prepare our journeymen to take the next step into the office and give them the skills to be successful. There is no doubt, the best service professionals and estimators have an advantage when they have field experience.” Woody continues, “These classes are designed to add to that field experience and give them the soft skills needed to be the asset in the office as well.”

The UA Instructor Training Program starts with registration on Saturday, August 11, 2018, and concludes on Friday, August 17. Each course will be 21 hours in length. All UA instructors are encouraged to attend the three new offerings by the ITF and take home a class that can enrich the careers of their local members. Additionally, 2015, 2016, and 2017 are open to all UA members. If a mechanical contractor would like to enroll one of their journeymen, the employer should contact the local training director. If the attendee is not a local instructor, the financial burden for travel, per diem, and lodging will be the responsibility of the contractor.

Technology in the Plumbing Service Industry

Submitted by Raymond Boyd, UA Training Specialist

When most people think of technology, they don’t associate it with the plumbing service industry. Times have certainly changed with smart homes, smart cars, and watches. The plumbing industry is no different.

There are many types of plumbing fixtures that use technology today. There are water closets that use a dual flush, kitchen faucets that operate without a touch, and dishwashers that save water. These are some of the many technologies that plumbing manufacturers are using in today’s plumbing service market, and it’s time for us to become aware of these items. We must be ready to pass this information on to our students and customers.

We talk about this all the time—that people want the latest and greatest. When it comes to their home or business, they will spare no expense. It’s up to the service tech to understand the complexities of the technology being used today. We have to make sure that we know how to make all of these things connect to one another. When it comes to operating your shower diverter from your smartphone, or linking your refrigerator to your iPad, these are all things the customer wants, and as the service technician, we need to be able to provide.

Technology in the Classroom

When it comes to teaching the latest technology, we must make sure that we are utilizing our manufacturers and industry reps. We need to know the latest innovations and changes to their products. They’re always willing to help TRAIN, and we must take full advantage of their expertise. Look around you, most people you see have some sort of device in their hands. It’s no different at home. Most of the students in our classes are very comfortable with technology. We have to make sure that we capitalize on this. It will help keep them engaged and make them a much better service technician. Technology can be a big win for the unions, for our contractors, and for the customers. We must embrace it!

Technology for Green Living

Going green is no longer a fad. It’s now deeply ingrained into today’s society. According to Hardware Retailing, 47 percent of retailers that sell plumbing products indicate that they have customers who are actively seeking green products with the latest technology for their plumbing systems. For today’s plumbing service technician, adding these products into their service offerings is not just a good idea for customer service, but also for the overall business growth.

Dishwashers that recycle rinse water can save a family up to 700 gallons of water a year. Home automation technology that automatically shuts off your sprinkler system based on the weather report can also help save water. Plumbing contractors that offer these services will find their companies in high demand.

Technology can also improve customer comfort and health. Technology in the plumbing industry has evolved so much that you can flush your water closet, close the lid, and wash your hands without touching any of the surfaces.

Water filtration systems are big now as consumers learn of the dangers of tap...
water. Reverse osmosis filtration systems are popular options in modern homes, because consumers want access to clean drinking water.

Technology is changing the face of the industry, and it is time for us to change with it!

### PLUMBING SERVICE

#### New JATC Training Director/Coordinator Meeting is Successful

The Education and Training Department was honored to host the 2018 new JATC training director/coordinator meeting that took place March 5-8 in Annapolis, MD. The three-day meeting was designed to give new directors/coordinates information and tools to assist them in their new roles. Director of Education and Training Chris Haslinger welcomed the new directors/coordinators on Day One, and he gave them an overview of the structure of the UA Education and Training Department, the International Training Fund, the Instructor Training Program, and the roles of training specialists in the department. Assistant Director of Education and Training Jim Pavesic spoke about the UA Rigging program, Instrumentation and Valve programs, IPTJTC, and IPT Central. In the afternoon of Day One, the attendees received valuable information from the UA’s legal counsel, O’Donoghue & O’Donoghue, with Lou Malone and Rebecca Richardson discussing legal guidelines for JATCs, audits, and JATC insurance. Rebecca Richardson also touched on the legal ramifications of social media. National Outreach and Recruitment Coordinator Laura Biggie discussed ITF-provided recruitment materials and videos, many of which are available at no cost to local unions.

Day Two included a presentation from Cheryl Ambrose, the UA Health, Safety, and Environmental Administrator, that included information about OSHA programs, First Aid, and the availability of Blackboard courses that are safety related. Director of Organizing and Recruitment Jim Tucker gave a presentation regarding the UA organizing initiatives. ITF Administrator Jocelyn Crowder spoke about ITF grants, applications, disbursements, and the disbursement procedures. Jerry Robertson, Salter & Company, gave an insightful presentation regarding financial practices and audit information for JATCs as well. Day Two concluded with UA Registrar Cathy Merkel going over online registration for the Instructor Training Program, and ITF Consultant Tony Swoope reviewing apprenticeship standards and updating standards.

On Day Three, Brother Pavesic and Carrie King discussed UA Certifications, including how to request exams and weld qualification records. Online Learning Resource Coordinator Lauren Friedman spoke about the online and interactive resources available for local training centers. On Day Three, the attendees were also given a tour of the UA Headquarters, including the Education and Training Department, and the UA Bookstore in Upper Marlboro, MD.

The three-day meeting gave the new directors/coordinators a strong outline to assist them with their new roles. It also provided them with a sense of comradery with other new directors/coordinators. Everyone who attended walked away with valuable information to make their programs successful in their local unions.
EPA 608 CFC Exam Update

The EPA’s Updated Refrigerant Management Requirements
What Technicians Need to Know

What are the Section 608 regulations?
Section 608 of the Clean Air Act prohibits the knowing release of refrigerant during the maintenance, service, repair, or disposal of air-conditioning (AC) and refrigeration equipment. The EPA requires proper refrigerant management practices by technicians, owners and operators of refrigeration and AC systems, and others.

What’s changing in these regulations?
In the fall of 2016, the EPA updated the existing requirements related to ozone-depleting substances (ODS), such as CFCs and HCFCs, and extended them to substances such as HFCs.1 The updates include:
- More stringent requirements for repairing leaks in larger appliances;
- New recordkeeping for the disposal of appliances containing five to 50 pounds of refrigerant;
- New reporting requirement that kicks in when larger appliances leak 12.5% or more of their charge in a calendar year;
- Restricting the sale of HFC refrigerant to technicians certified under Sections 608 or 609 of the Clean Air Act; and
- Changes to improve readability and simplify compliance.

How will the new requirements affect technicians?
Technicians must handle HFC refrigerants and appliances containing HFC refrigerants in the same manner that they now handle ozone-depleting refrigerants. Implementation dates are staggered to provide time for outreach and training of technicians. Starting as early as January 1, 2017, technicians will need to comply with revised provisions.2 Changes to the existing regulations are underlined.

New at ITP for 2018: Course 6022
Sign up to learn about the new EPA 608 CFC Exam with a revised “Conservation and Safe Handling Manual”. The updated question bank for the exam will be available by September 1, 2018. Keep in mind that UA members already licensed do not need to retake the course or the EPA exam.

UA Plumbers and Pipefitters 5K is Now Open for Registration!
2018 Official Race Date: August 13, 2018!

Join us on August 13, 2018 for the UA Plumbers & Pipefitters 5K and Pub Crawl in collaboration with Destination Ann Arbor. The race and pub crawl is to benefit the Semper Fi Fund charity. To find information about the Semper Fi Fund go to https://semperfifund.org.

https://usainmotion.events/races/HUGHESWARE/uapp5k-Mob/signup.php