



TRAINING news

UA Education and Training Department

APRIL 2019 | ISSUE 29

UA GENERAL OFFICERS

General President
Mark McManus
General Secretary-Treasurer
Patrick H. Kellett
Assistant General President
Michael A. Pleasant

EDUCATION AND TRAINING DEPARTMENT

Director of Education and Training
James G. Pavesic

UA SPECIAL REPRESENTATIVES

Phillip F. Martin
Lawrence A. Slaney

ASSISTANT DIRECTOR OF EDUCATION AND TRAINING

Raymond W. Boyd

ITF ADMINISTRATOR

Jocelyn Crowder

UA TRAINING SPECIALISTS

Richard Benkowski
Laura Ceja
Bruce Dantley
Michael Galfano
Randall Gandy
Micheal Hazard
Kenneth Schneider

UA PIPE TRADES TRAINING SPECIALISTS

Michael Gordon
Ray Lemieux

HEALTH, SAFETY, AND ENVIRONMENTAL ADMINISTRATOR

Cheryl Ambrose

ITF BOARD OF TRUSTEES

LABOR TRUSTEES

James G. Pavesic, Chairman
Kevin Bellew, Local Union 696
Aaron Butler, Local Union 469
James Johnson, Local Union 440
Gregory Lancette, Local Union 267
Thomas McCarthy, Local Union 34

MANAGEMENT TRUSTEES

Michael R. Cables, (MCAA), Co-Chairman
Frederic Barall, (NFSA)
Renee Fiorelli, (MSCA)
Thomas Gent, (PHCC)
Frank Norton, (MSCA)
Mark Rogers, (MCAA)

Message from James Pavesic Director of Education and Training



It's been a hectic first couple of months for our department, and we couldn't have accomplished everything we have so far without the hard work that the entire department puts forth every day. I want to thank you all for your continued support and outstanding work. In February, we had a very successful Pipe Trades Training and Technology Conference in San Diego, CA. There were 420 pipe trades attendees, 260 organizers, and 53 vendor/industry representatives. We had substantial participation at our technology test drive and, all in all, the event was one of the highlights for many of the attendees. There were 32 different workshops and all were full and the information shared was well regarded. This conference and the

INSIDE this ISSUE

Technology at Your Training Center..... p3

Update to NCCCO for Signal Person Exam

Administration Process p3

IPT Bookstore Lowers Manual Prices p4

training director/coordinator meeting that takes place during it continues to be a valuable avenue in which to share and update materials with our training directors/coordinators and our JATCs.

Last month, March 12-14, we scheduled our first new JATC training director/coordinator meeting held on the third floor of UA headquarters at the new UA Conference and Education Center. This space has turned out to be a valuable addition to our training resources. The three-day meeting has been designed to assist new directors and coordinators in carrying out their respective roles.

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.



Three Park Place • Annapolis, Maryland 21401
Telephone (410) 269-2000 • Fax (410) 267-0382

Day One of the meeting included an explanation of the overall structure of the UA Education and Training Department, the International Training Fund (ITF), and the opportunities for Training Specialist assistance. The UA rigging program, instrumentation and valve programs, our certification programs, and the latest news from the UA Bookstore were also part of the agenda. Assistant Director of Education and Training Ray Boyd explained changes in the plumbing industry, the UA water quality program, and IAPMO code updates. The UA's legal counsel from O'Donoghue and O'Donoghue gave their valuable insight on legal guidelines for JATCs, audits, JATC insurance, information on ERISA accounts, DOL reviews and insurance, as well as updates to the 29 CRF 30 (Equal Employment Opportunity in Apprenticeship). A question and answer period followed. A discussion regarding social media and the parameters that must be associated with it occurred. Director of Organizing and Recruitment Jim Tucker explained organizing initiatives. It's essential that we all work together to follow through with General President McManus' effort to grow this organization. Our two departments are the perfect match to make this happen.

Day Two encompassed presentations from Training Specialist Phil Martin and Certification Manager Carrie King regarding the online process for certification exams and other administrative responsibilities associated with testing and certifications. Jerry Robertson, Salter & Company, spoke about financial practices and audit information for JATCs. Our National Outreach and Recruitment Coordinator Laura Ceja addressed recruitment and video materials for local union training centers that are available free of charge from the Education and Training Department. Lauren Friedman, Online Learning Resource Coordinator, gave an overview of the various online

platforms. Our UA Registrar, Cathy Merkel, went over online registration for ITP and the regional courses that are available. Our accreditation liaison, Rachel Shuman, covered COE accreditation. The day ended with our ITF Consultant, Tony Swoope, reviewing apprenticeship standards.

Day Three started with Helen Holmboe and Jocelyn Crowder discussing grants and everything related to grants, and Cheryl Ambrose, our Health, Safety, & Environmental Administrator, spoke about the differences in the OSHA training programs, confined space training, Blackboard courses for



Pictured are the participants and staff who attended the 2019 JATC Training Director/Coordinator meeting, which was held at the UA Conference and Education Center on March 12-14.

safety, First Aid and CPR training, and the various national committees the UA takes part in. Day Three concluded with a tour of UA Headquarters, including the UA Education and Training Department, and the UA Bookstore. This program is a valuable addition to the programs we have recently offered. If you did not have an opportunity to attend, and you are new or relatively new to the position, I strongly encourage you to participate in the future.

We are busy getting geared up for the 2019 Instructor Training Program in August, when we will celebrate our 30th year at Washtenaw Community College in Ann Arbor, MI. May 13th should be the opening day for online registration.

As always, if you need any assistance from our department, please reach out. ■

Technology at Your Training Center

Submitted by Bruce Dantley, UA Training Specialist

General President McManus has made growing the United Association's membership, over the next 30 years, his primary strategic plan. He has established clear goals to meet the challenges presented today, tomorrow, and into the future, ensuring the UA does not become technologically obsolescent. These goals will keep the UA relevant as we continue to expand and stay true to the mission. General President McManus continues to implement new tactics to aid the UA's growth, such as technological transformation, and human equity investments in young people. We've brought in new apprentices while also growing our experienced workforce through organizing drives. These initiatives increase our market share and help us compete with non-union contractors, and allows us to expand into new markets.

Technology has changed the way we live our lives and conduct business operations. With just a simple Google search, you can enter the world of virtual and digital connectivity. Through the Internet, the United Association is now in your home, whether you're in the United States, Canada, Australia, or Ireland. Also, through the installation of the Members Organizational Management System (MOMS), the UA keeps records continuously updated, and ensures that electronic records are properly secured and protected. This system allows files to be quickly retrieved and is valid for lifetime record retention.

The digital transformation has begun at the UA, and the influx of new apprentices, who are 18 to 35 years old, is our equity investment. New technology will be needed for training centers, including new computers with new operating systems, software, hardware, and malware. Mobile UA construction related apps make e-learning for the membership more efficient, creative, and exciting. Augmented reality and virtual reality training allow the apprentice to safely and remotely explore the world of direct installation of piping, and develop the critical thinking skills needed for HVAC MES electrical problem solving.

The certification tests processed by the UA Education and Training Department are all computer generated. Paper testing is now obsolete. New computers and technological demands will change the face of training a skilled UA workforce today and, into the future. The ITF has established a depreciation schedule for technology and equipment, and computers, in particular, have a double declining accelerated depreciation rate, with only five years being the standard useful lifecycle for computer equipment. Training directors should apply this rule when requesting grants for new computers and other equipment for use at their training centers. General President McManus has implemented technological transformation, recruiting, and retaining new members as his top priorities. These tactics will ensure that his strategic plan will secure continuous existence for the United Association. ■



Update to NCCCO for Signal Person Exam Administration Process

Submitted by Carrie King, Certification Manager

In 2010, the UA began working together with the National Commission for the Certification of Crane Operators (NCCCO) to institute a training and certification program of signal persons for our membership. Since the initiation of the UA Crane Signal Person Certification Program in November of 2010, the UA has trained and certified over 6,100 of our members who also have obtained the NCCCO Crane Signal Person Certification. The program has been an outstanding success in providing integrity and third-party recognition by NCCCO of the qualifications of UA certified personnel.

To keep our members up to date on governmental and industry regulations and to aid members in understanding the process for members to obtain their NCCCO signal person certification, local unions should adhere to the following guidelines:



The first step to requesting a signal person exam occurs four or more weeks before the exam administration, both written and practical. The local exam coordinator (LEC) fills out the [UA Test Administration Request Form](#). The local exam coordinator must include the following:

- Date of exam administration
- Location of exam administration
- Email address (this must be an email that is checked daily)
- The approximate number of candidates to be tested
- Name(s) of Practical Examiner(s) with their **four-digit accreditation number(s)**
- Practical Test Site fee with payment information (this fee is an annual fee)

The local exam coordinator submits the UA Test Administration Request Form and the [UA Local Exam Coordinator Agreement Request](#) to certifications@uanet.org. The certification staff, after review, forwards the completed forms to NCCCO.

Once the request has been approved, NCCCO emails the local exam coordinator, Carrie King, and the practical examiner(s) a confirmation email with the practical exam site approval confirmation and an exam administration approval and confirmation, which includes a test administration number and instructions on how to proceed. Please note, these are sent as two separate emails.

Two weeks prior to the exam, the local exam coordinator must send Brenda Waid bwaid@nccco.org the number of candidates who will be testing at their site. This information was provided in the approval email. If the local exam coordinator fails to send this information, NCCCO will send an additional email requesting this information. Materials need to be mailed, and NCCCO cannot send these materials without notification of the number of candidates. Be sure to provide the candidate count as NCCCO will cancel your exam if they are not notified of the number of candidates.

Before the exam date, the local union exam coordinator has the candidates complete the UA candidate application, including a signature. The local union exam coordinator gives the completed candidate applications to the chief examiner prior to the start of the exam, and a copy of the candidate applications must be submitted to certifications@uanet.org.

NCCCO will email a pass/fail report to local exam coordinator, Carrie King, and to certifications@uanet.org. If the certification department has received the candidates' applica-

tions, you can expect to receive the crane signal person cards within seven to 10 business days. If NCCCO has issued an invoice (see fee schedule below), the pass/fail report will not be released until the local union has paid the outstanding balance.

Please make every effort to submit the proper documentation and to verify that all forms have been filled out in their entirety. NCCCO will assess the following fees:

Fee Schedule

Less than 10 candidates.....	\$250.00
Incomplete candidate application.....	\$ 30.00
Canceling rescheduling exam (less than 15 days' notice).....	\$400.00
Late Fees	
Less than 4 weeks to 3 weeks.....	\$200.00
Less than 3 weeks to 2 weeks.....	\$300.00

If you have any questions, please contact me at carriek@uanet.org or by calling 410-269-2000 ext. 4023. ■

IPT Bookstore Lowers Manual Prices

Submitted by Dianne Lash, IPTJTC Bookstore General Manager

Costs for a traditional four-year college education continue to spiral upward. According to the non-profit College Board, in-state tuition and fees alone at a four-year public college average \$9,410 per year. Go to a private four-year college and the average per-year cost rockets to \$32,410 per year. Those figures don't include the cost of housing, food, and supplies, including the price of books.

Over the past 30 years, the cost of college textbooks has increased even faster than the cost of college tuition, rising 812 percent, compared to the still-hefty 559 percent increase in tuition and fees over the last three decades, according to the American Enterprise Institute. The College Board says

college students spend an average of nearly \$1,200 per year on books and materials. A single textbook may cost as much as \$300.

So, at a time when education costs keep rising, it may be surprising to learn that as of January 1, the IPTJTC bookstore lowered prices on eight manuals. The price decreases range from \$5 to \$50, depending on the manual. If an apprentice needed all eight of the manuals, they would realize a savings of \$148.

Item #	Manual	Old Price	New Price	Price Decrease
1040	Backflow Prevention	\$95	\$80	\$15
1065	Plumbing Code Application	\$150	\$100	\$50
1080	Drainage Systems	\$65	\$60	\$5
1110	Gas Installations	\$60	\$55	\$5
1257	Plumbing Service, Maintenance, and Repair	\$100	\$90	\$10
1300	Related Math	\$80	\$60	\$20
1310	Related Science	\$105	\$80	\$25
1325	Solar Water Heating	\$68	\$60	\$8
	Total Decrease			\$148

In addition to those savings, apprentices have an advantage over college students to begin with as there is now only one IPTJTC manual that costs \$100, which already is far less pricey than many college textbooks.

Several factors contributed to the bookstore's decision to lower prices, and pass those savings on to UA members. First, the bookstore's cost to print manuals has decreased over the past few years. In addition to the decrease in printing costs, the bookstore maximizes that decrease by ordering revisions and reprints in larger quantities. Instead of only buying enough books to last for a year, a three-year supply generally is ordered. Buying in bulk helps further drive down the cost.

Another factor lowering costs is that the bookstore has recouped the research and development costs for many manuals. Depending on the manual, it can cost \$200,000 or more for the research and development for a new manual or a major revision on an existing manual. That figure does not include the cost to actually print the book once a revision is complete. Some factors in the printing cost are the size of the book and how much color is used throughout the manual.

Once those initial developmental costs are recouped, however, subsequent reprints of the manual can be produced at a much lower cost.

It was recouping production costs that led to a price decrease for one additional item. The Customer Service Skills video set was a costly set to produce. Originally, the price tag for the set was nearly \$1,600, with most of that price going to pay for the cost of shooting the video and producing the set. Now that those production costs have been recouped, the bookstore was able to slash the price on the set to \$299. ■

EDUCATION AND TRAINING DEPARTMENT OFFICE PROFESSIONALS

ADMINISTRATIVE ASSISTANTS

Debbie Walburn
Suzanne Ellis

ADMINISTRATIVE ASSISTANT (VIP)

Nicole Jeup

CERTIFICATION DEPARTMENT

Carrie King, *Office Manager*
Kristyn Ivey
Angie Sterling

CURRICULUM COORDINATOR

Rachel Shuman

IPTJTC BOOKSTORE

Dianne Lash, *Office Manager*
Peggy Jarrett
Darlene Lee
Jay Meadows
David Parmenter

ITF COMPTROLLER

Matthew Robertson

ITF FINANCE DEPARTMENT

Helen Holmboe
Tammie Parezo
Kathy Walker
Tracy Webster

ONLINE LEARNING RESOURCE COORDINATOR

Lauren Friedman

PUBLISHING

Noreen Moucheron

RECRUITMENT

Kiva Straser

REGISTRAR'S OFFICE

Cathy Merkel, *Registrar*
Tyler Masengale