

Mechanical Contractors Association of Greater Kansas City / 816-523-3341



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Special Interest

Articles:

- 16-hour continuing ed program takes major step for implementation
- \$9,110 generated at MCA golf tournament for Komen Foundation
- New certification training for foreman launched by UA/MCAA

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JAC OK's 16-Hour Continuing Ed Program

MCA-KC's PIPE FITTER Joint Apprentice Committee took a major step toward implementing the program for 16 hours of continuing education when a subcommittee was assigned the task of finalizing the curriculum and assigning credit hours to the topics that make up the program. The discussions, chaired by Charles Brandon, P1 Group, included Duane Douglas, David Pate, and Bob Welch of LU 533 and Fred Jonas of LU 8. Brandon thanked the subcommittee members for their input and enthusiasm and commended Jonas for providing a good foundation in which to have the Plumber's JAC build the Plumber's 16-hour CE program. LU 533 soon will present to the membership its program, which includes the following qualifying topics:

Training Center Instructors training and teaching; Journeyman Classes taught at Training Center; CAD, 3-D Drafting, BIM Classes; 30-Hour OSHA Course; UA, Local 533 or Contractor sponsored Safety and Foreman classes; Medical Gas Certification; Backflow Certification; New UA Welding Certification; Licensing; Star Certification; Service Certification Programs; College or University Courses; Local Vendor Training, International Foundation Classes; and Internet Courses

Brandon said, "This is a program we can be proud of. Once again, the piping crafts lead the building trades in bettering the construction industry. I'm sure we will see the other crafts follow suit. This will be one more reason to choose union for piping system needs

Komen Walk Success



KAREN HANCOCK, HOLDING BANNER AT RIGHT, flashes a triumphant smile as she participates in the survivors' procession of the Komen walk. The event set two records: a crowd of more than 20,000 despite an extremely hot day and over \$800,000.00 raised, of which 80 percent stays in Kansas City. The "Kruisin for Karen" team was 138 strong and took second place in the community team category. Husband Steve, MCA-KC president, expressed thanks to the Association for providing the tee shirts and sponsorship. "We stand out every year, thanks to the MCA," he said. "It means a lot to our family that so many in the MCA family care for this cause and support us as we look forward to the day when these walks will no longer be necessary." The Komen group, founded in Texas 25 years ago, has now expanded worldwide with more than 125 international affiliates, and has invested \$1 billion thus far in research and outreach grants in addition to providing help for underserved women.

MCA Golf Outing Generates \$9,110 Donation

MCA-KC DONATED \$9,110 to the Susan G. Koman Foundation-Kansas City Affiliate to help with the fight against breast cancer. The money was raised during the Association's 2007 Golf Outing at the Brookridge Golf & Country Club. MCA Board President Steve Hancock called the event another example of the Association's professionalism in responding to significant needs of the community.

For 25 years the Foundation's grassroots activism and research grants have invested nearly \$1 billion in research and community outreach programs. With breast cancer touching millions of lives, it is expected that almost 200,000 women and 2,000 men in the U.S. will be diagnosed with the disease and nearly 41,000 will die from it in 2007.

A total of 88 golfers played the event. Sponsors included Johnson Controls, Mid-State Supply, Metro Air, MKS Pipe and Valve, PI Group, Fagan Company, Trane, Alexander Mechanical, Enright Plumbing, David Pate Family, Pipe Fitter L533, PSI Inc., Waldinger Corp., and US Engineering.

Raffle contributors were PROforma Marketing; Ferguson, Dean & Delucca; Pro Business Printing; M&I Bank; Falcon Ridge Golf Club; Outlandish Landscape; and MCA-KC. Volunteers included Karen and Steve Hancock, Cathy Paulson, Helen Enright, Bill Alexander, Bill Adams, Fred Jonas, and Joni Looman. Winners were the following: 1st Place-Environmental Mechanical, 2nd Place-Waldinger Corporation, and 3rd Place-Enright Plumbing. The Handicapped Long Drive was won by Scott Forbes of LU 533.



David DeBiasse, EMC, admires his shot on the Par 3 Challenge (despite missing the green).



Volunteer Bill Adams, The Fagan Company, spots ball on the Par 3 Challenge.



Todd Gerstner, Plumbers LU 8, actually made this 3-foot putt.



Bob Looman gives ground rules and other instructions to golfers participating in the Susan G. Koman fund raiser outing at the Brookridge Golf & Country Club. MCA-KC donated \$9,110.



Plumbers LU 8 Foursome, l-r, Fred Jonas, Jim Stout, Chuck Tarpley, and Todd Gerstner voted least likely to succeed.



Karen and Steve Hancock at their post as volunteers.



Pipe Fitters LU 533 Foursome, l-r, Bob Welch, Scott Forbes, Kerry Brandt, and Neil Willis voted most likely to succeed Blues Brothers.



Golfers and volunteers enjoy eating in the Country Club dining hall.

Plumbers JAC Addresses Several Issues

AN UPGRADE TO THE plumbing service-training program to better prepare plumbers for service was requested at the JAC session by Dan Axtell of Lexington Plumbing. The JAC also recommended consideration of a dual-track apprenticeship program for construction and service. Fred Jonas acknowledged that customer communication training is needed and will be added into the curriculum for all apprentices.

The JAC committee approved that Jonas address an increase in service training during apprenticeship. The JAC also approved consideration of paying tuition and books for industry training not available though the training center brought to them for prior approval on a case-by-case basis

In other actions, attendees at the annual UA Instructor training added new teacher capabilities in OSHA 30, First Aid/CPR, Rigging, and Foreman Certification. Jonas once again discussed his interest in day-time schooling and building a plumbing service training center. The committee determined the need for a separate JAC meeting in October to address these and physical space-requirement issues. Jonas also requested and received approval for inviting Professor Sam White from the University of Missouri for a Labor History session open to all apprentices and contractors.

Pipe Fitters JAC Act on a Number of Items

NEIL WILLIS REVIEWED the procedure of having third-year or higher apprentices being approved by the JAC. The guidelines state the JAC does approve apprentice appointments, but this has not been exercised regularly. The committee accepted this responsibility going forward. The Training Center will send the apprentice-capabilities testing response to the Business Manager and JAC. Any apprentice to be placed above second-year apprentice level will require four positive responses from the JAC.

Bob Looman raised the issue from the Pipe Fitting Committee recommending that the JAC take ownership for increasing minority and women in the industry. He added that "there is an understanding of the increased pressure to dramatically increase our apprenticeship minority and women participation. Project Prepare has provided good candidates to us this past year, and we expect continued success. Both Local 533 and MCA-KC need to reach out to other locals and associations for ideas. The JAC does accept the responsibility to increase this participation."

The committee recognized Phil Rellihan on his excellent service to the training of LU 533 pipe fitting journeymen during the last 19 years.

Safety Committee Develops Essential Functions Test

APOST-HIRE ESSENTIAL FUNCTIONS test for MCA field workers has been developed with oversight by the Safety Committee following a directive by the Association's Board of Directors to research the project. The program, similar to others being used both locally and nationally, includes a test to assure that any new worker hired has the mobility, flexibility, and strength to safely perform the necessary job functions of the mechanical trades, while mitigating the risk for their contractors.

The Safety Committee worked with Corporate Care on the creation of testing and documentation for this program. Corporate Care provided an occupational specialist to view MCA's trades people on multiple jobsites performing multiple tasks prior to determining an effective testing process for the essential functions of particular trades. A booklet of information has been provided to every signatory contractor



Most appropriately attired is Phil Rellihan, Pipe Fitters LU 533 Training Director-retired.



Volunteer Bill Alexander, Alexander Mechanical Contractors, Inc., spots ball on Par 3 Challenge.



Loras Heck, PROforma Marketing, prepares to inflict damage to her golf ball.



Super Volunteers! At their post, l-r, are Helen Enright, Joni Looman, and Cathy Paulson.

UA/MCAA Launch Foreman Certification Training

THE UA AND MCAA LAUNCHED a new certification training program for foremen at the annual training institute at Washtenaw Community College in Ann Arbor, MI Aug. 12-17. The purpose of this program is to train all fifth-year apprentices the skills and attributes of a foreman. The course — a 40-hour program — will be taught by both a UA instructor and an MCA/contractor instructor.

Kansas City members were among 90 persons nationally taking the test and included Charles Brandon, P1 Group; Keith Flowers, Midwest Mechanical; Bob Looman, MCA-KC; Ward Nitz, L533 (US Engineering); Randy Nadeau, L533 (Rand Construction); and Clint Morgan, L8 (US Engineering). The group all passed the certification test at the end of the week, giving Kansas City six trainers available for this program.

Among the 23 topics covered in this training were The UA Standard for Excellence; What is a Foreman?; Market Share, Labor Union Demographics, and Cost of a Labor Hour; Debunking the Tribal Knowledge and Metrics of a Healthy Union; Leadership and Motivation; Integrity; Image, Behavior, and Professionalism; Relationships; Communication; and Safety.

At each session, lecture materials were distributed, personal-experience examples were presented, and a variety of classroom activities took place, including discussions, break-out sessions, and personal assessment testing (DiSC).

Kathy Crosby, professional seminar presenter, was commissioned to take this course to the next level for training existing foremen or journeymen for delivery at next year's annual training week. Both Duane Douglas and Fred Jonas are working to include the Foreman training in fifth-year apprentice classes this year.

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Education Committee Ties Projects to Strategic Plan

THE EDUCATION COMMITTEE, chaired by Bill Adams, affirmed its commitment to be in alignment with MCA's strategic plan, namely to "identify education/training needs of Association contractor membership and either deliver training and education offerings in Kansas City or market programs available through the MCAA." The committee also discussed the need to maintain a balance between construction and service offerings.

Furthermore, it recognized the need to be sensitive to different education and training requirements between small and large contractors. Following a consensus that project-manager training is a key area to consider, a suggestion was offered to hold a regular monthly meeting for project managers in accordance with the MCAA IPM course materials. Also discussed was the notion of collaborating some training with MCA partners at SMACNA and NECA.

In addition, the committee discussed the relevance to members of successful coaching training programs, especially when it is connected with mentoring and having industry mentors as support resources. Another topic the committee considered was the Association's role in pursuing student chapters and its responsibility to take on this assignment. The first effort will be focused on Pittsburg State, with Joe Bret and Bob Looman making initial contact. In another area, the committee gave support to a membership survey to understand the current training and development needs of MCA membership.