

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



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## Special Interest

### Articles:

- 16-week welding program is attracting a number of qualified candidates
- Next Generation Leadership Committee Views UA Standard for Excellence
- Joint JAC Committees Discuss Transition to Day-Time Training

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## 16-Week Program To Draw Qualified Welders

**N**ine pre-qualified apprentice candidates in Local 533's 16-week welding program have passed a rigorous testing phase in a voluntary unpaid training initiative. The program is intended to specifically develop welding skills and the potential to attain an advanced apprenticeship level on completion of the sessions. The successful candidates are now qualified to continue and potentially become 2nd year apprentices at the end of the program. They



Instructor Mike Widham, left, inspects 3G (vertical weld) plate test submitted by Brian McKenzie, welder pre-apprentice candidate.

phone 816-761-8800) to line up an interview with these candidates. It is not every day that there is such an opportunity to select apprentices with this kind of initiative. Please don't let these young men and women miss the opportunity for apprenticeship in Local 533 where they can be the best pipe fitters in the industry!

were among 20 initial attendees accepted in this intense 16-week training opportunity. The 11 attendees who did not meet the criteria to continue, however, are still qualified candidates for apprenticeship and success as a journeyman pipe fitter. Because these 20 participants have not yet been indentured to any contractors, they are available and waiting to be called. The group includes two women and 11 minority candidates. A key factor in the effort by Local 533 to support the increase of minority and female candidates into the trades is that the Local allows an extra apprentice for every female or minority apprentice that contractors hire.

This program is regarded as an excellent opportunity for contractors to hire an individual who has made a personal commitment of his or her time to attend this training with the hopes of earning apprenticeship in Local 533. All that interested contractors need to do is simply contact Duane Douglas at the Training Center ([ddouglas@ualu533tc.com](mailto:ddouglas@ualu533tc.com) or

## MCA-KC Board Recognizes Bob Rimel for Long-Time Service

**T**he MCA Board of Directors celebrated the 18 years of service to the Association by retiring member Bob Rimel, All State Mechanical. Bob and his wife Susan were joined by their sons Chris and Robert, Jr. plus their wives Brenda and Amy. It was a fun evening with stories that were too true to be made up. Bob has been a great representative of our industry, serving on the Plumbing Contractors of America board for years, recognized by the MCAA with the Distinguished Service Award in 2003, and MCA-KC President in 1996-1997. Bob will be missed for his pragmatic perspective, his sense of history, and his appreciation for the industry.



BOB RIMEL

## MARCH MCAA CONVENTION



Stairway view.



Relaxing in the lounge.



Time for dancing.

## UA Standard for Excellence Is Leadership Session Topic

The Next Generation Leadership committee discussed the UA Standard for Excellence at its second meeting. This initiative defines the roles and responsibilities for the local union, members, and contractors as this collective group works together to grow market share by providing superior value at competitive prices. Committee Chair Kollin Knox opened the discussion by welcoming Neil Willis, Business Manager Local 533; Frank Jackson, Business Manager, Local 8; and Charles Brandon, Executive President, P1 Group. These individuals are recognized as the local subject-matter experts in Kansas City.

The committee reviewed the UA Standard for Excellence DVD message from UA General President Bill Hite. The committee then had a great roundtable discussion on the following issues: Taking care of poor performers • Communication with journeymen / contractors • Contractor responsibilities • Jobsite rules and supervision • Increased role of stewards and need for additional training • Foreman certification training • Activities by other trades • Continuing education • Market share awareness • Increasing attendance at union meetings.

The topic for the next meeting on April 17th will be “Greening the Contractor” with MCAA trainer Tim Wentz.

## Green 101 Seminar to Be Held in Kansas City on April 17

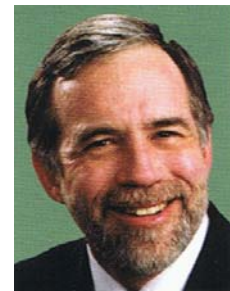
A timely MCAA seminar on the growing and increasingly important green building phenomenon will be held April 17. Tim Wentz, MCA Instructor and Professor at the University of Nebraska–Lincoln, will present this industry-specific course, which answers the most basic questions and addresses the most urgent concerns.

Attendees will learn from the examples of MCAA and MSCA companies that took a chance on the green and sustainable market segment and are reaping the rewards. The course targets those contractor and service professionals wanting to learn the basics of the subject, such as:

- Basic terms, definitions and technologies involving green and sustainable construction.
- What is the U. S. Green Building Council and what is their role in sustainability?
- What is LEED certification and do you need to be certified?
- What do you need to know to acquire or complete a green or sustainable project?
- How to identify green and sustainable business opportunities
- Using green to increase business volume and strengthen market share

Wentz has 19 years of industry experience as a design/build mechanical contractor. He is a registered professional engineer, holds both Master Plumber and Master Heating Contractor licenses, and is a LEED accredited professional (AP). Recently he was named a Fellow of the American Society of Heating, Refrigerating, and Air Conditioning (ASHRAE). He has received numerous teaching awards since entering academia in 1994, including MCAA's Educator of the Year Award (three times) and ASHRAE's E.K. Campbell Award of Merit. He serves on the faculty of MCAA's National Education Initiative and Institute for Project Management.

This course also will be offered to MCA's labor partners and all participants in the Kansas City Construction Partnership. Because a significant push is underway to make Kansas City “America's Green Region,” this is considered a timely education initiative.



TIM WENTZ

MARCH MCAA CONVENTION

### Joint JAC Committees Discuss Day-Time Training

Transition to day-time training for local apprentices has dominated meetings of the Plumber and Pipe Fitter JACs. The decision to move to day-time training is driven by two major factors: the necessity for superior training results and the need for space to conduct continuing education for journey workers.

Training Directors Fred Jonas (Local 8) and Duane Douglas (Local 533) have been interviewing their peers around the country that have transitioned to day-time training. Jonas said, "The feed back from the locals that I've talked to is that there isn't a single local that would ever go back to night-time training. The apprentices are better trained, the training centers are better utilized, and it's easier to recruit talent into the industry." Douglas added, "The success of the Welder Training Program validates the benefits of concentrated day-time training."

Regarding the issue to create space, both JACs have recently signed memorandums of understanding on the acceptable courses and credits that can qualify for a journey worker's 16 hours of continuing education each year. Neil Willis, Business Manager of Local 533, said, "A perfect example of this continuing education program is the new Foreman Certification Class. This 56-hour course can equate up to three years of continuing education credits for any journeyman that's attending."

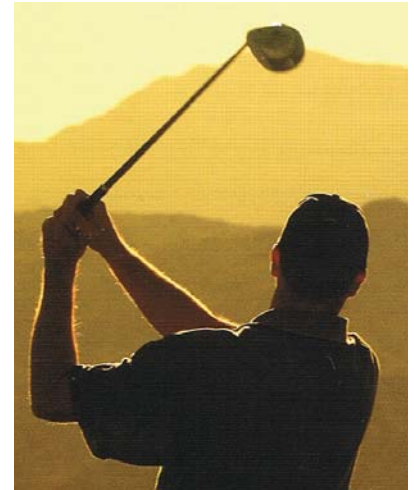
In addition to day-time training, the joint JACs are discussing the need to buy adjacent property to support the need for more parking and the need to expand the current Training Center. Frank Jackson, Local 8 Business Manager, said, "There's a continuing need for more training space, especially for new programs, such as plumbing service training. There simply isn't any more room to grow."

### Foreman Certification Training Underway by MCA/UA

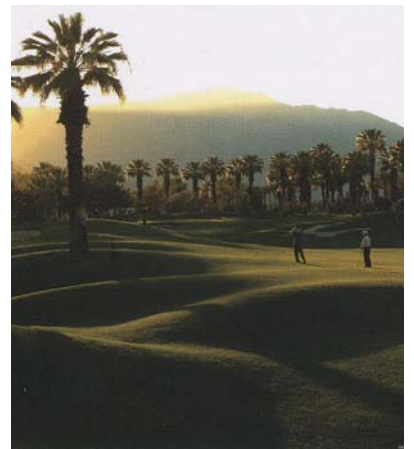
Addressing the greatest needs of contractors requesting better field supervision, the MCA and UA are jointly developing a new "Foreman Certification" program at the Training Center where the program is being taught both by UA instructors and MCA contractor instructors. The initial program is designed for fifth-year apprentices, journey workers aspiring to be foremen, or existing foremen who want to develop their leadership skills. Instructors for this class include Clint Morgan, Local 8; Ward Nitz and Randy Nadeau, Local 533; Keith Flowers, Midwest Mechanical; Charles Brandon, The P1 Group; and Bob Looman, MCA-KC.

The UA Standard for Excellence serves as the foundation of the program along with the commitment by the trades and the contractors that they both be the "best in the industry." The course strongly emphasizes communication and leadership skills as well as strategies for project success and productivity gains. The class is extremely interactive, with the current foremen sharing experiences to help apprentices appreciate their role, just as the apprentices' expectation for direction and leadership will help existing foremen be better leaders and communicators.

Local 8 is offering the course on Tuesday and Thursday nights from 6:00-to-10:00 o'clock. Local 533 is offering the course on Fridays from 6:00-to-10:00 p.m. This class will count up to 56 hours of continuing education credit for journey workers, which can equate up to three and a half years of credit for their continuing education requirement in the collective bargaining agreement.



Taking a swing.



On the links.



Huey Lewis and the News will be there. Will you?

**Membership Meeting With Associate Members**



**Contractors and suppliers enjoy luncheon conversation during Membership Meeting.**

## New Board Member



**ROBERT RIMEL, JR.**

Robert Rimel, Jr., President of All State Mechanical, was elected to a 2-year term to the MCA-KC Board of Directors. He holds an MBA from Washington University.

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## MCAA '08 Convention Offers Top Educational Choices

Unparalleled educational opportunities will provide added value to a program already filled with outstanding social, entertainment, and networking benefits at the MCAA Annual Convention from March 2 to 6. For starters, a collection of leadership sessions will focus on Exit Planning, Ownership Transfer and Management Succession, and Successfully Embracing Our Emerging Generation of Leaders.

Supplementing these will be topics on the issues of Market Recovery, Building the Profitable Contractor, Building Information Modeling: Hype, Hope, or Headache, and An Executive's Guide to Pre-Fabrication as part of developing a business



**MADELEINE ALBRIGHT**

foundation. Contractors also can get current on the Green Initiatives that are taking place in more and more places. In addition, national and internationally known speakers will

include Madeleine Albright, the first female U.S. Secretary of State; James Woolsey, former CIA Director; Anna Quindlen, Novelist, Social Critic, and Newsweek Columnist; Frank Abagnale, World's

Foremost Authority on Fraud and Identity Theft; Dick Vitale, College Basketball Analyst for ABC Sports and ESPN; and Jim Abbott, One-Handed Former Major League Baseball Pitcher.

All these and more are available at one location: the MCAA Annual Convention. So come and join the Kansas City team at this year's convention in the Desert Springs JW Marriott Resort, Palm Desert, CA. Register today!



## MCA-KC Associate Members



Associate Member Pat Adams (left), MKS Pipe and Valve Co., introduces other Associate Members during MCA's luncheon membership meeting. They are, l-r, Scott Rayburn, Ferguson Enterprise; Milton Huckaby, MidStates Supply Co.; Dan Cline, KC Windustrial; Kevin Mulligan, Ferguson Enterprise; and Bill Skinner, McQuenny Group.

## 'Safety on Saturdays' Program Starts Feb. 16

MCA-KC's Safety Committee, in conjunction with Plumbers Local 8 and Pipe Fitters Local 533, will launch the first in a series of Safety on Saturday (SOS) classes in the Training Center from 8 AM to noon on Feb. 16. Committee chair Tate Tyree, Vice President of Safety at U.S. Engineering, said the SOS sessions will be held the third Saturday of each month and will be available for Continuing Education credit. The initial class on "Excavation Safety" will be presented by Dave Miguel, safety director for the G.W. Van Keppel Co. Further information may be obtained by contacting Fred Jonas, Training Coordinator at Local 8, or Duane Douglas, Training Director at Local 533. The March 15th SOS class will be on "First Aid/CPR."