



PIPELINE

FUEL FOR YOUR BUSINESS

JAN/FEB 2018

THE NEWSLETTER OF UTAH'S HVACR INDUSTRY

153 SOUTH 900 EAST, #3 • SLC, UT 84102 • WWW.UTRMGA.ORG



RMGA Sweetheart Social February 10, 2018 • 5:30–10:00 PM



JOIN IN THE FUN at **The Grand Theatre's** presentation of "The Musical Comedy Murders of 1940." RMGA's Sweetheart Social begins at 5:30 PM with a group dinner at a nearby restaurant, TBD, followed by musical comedy at 7:30 PM on the Salt Lake Community College campus (1575 S State, SLC).

Here's the synopsis of the musical: *When the creative team responsible for a recent Broadway flop assemble for a backer's audition for a new musical on a suburban estate, things turn deadly with plenty of confusing murders and knotty plots to unravel in John Bishop's comedic thriller. This ingenious and wildly comic romp spoofs the great murder mystery movies of the 1940s, leaving audience to wonder, whodunit?*

Couples and Singles welcome; call the RMGA Office at 801-521-8340 or send an email to john@utrmga.com. \$80 per couple, \$40 per person, and everyone gets a sweetheart social keepsake! ■

2018: A New Year of RMGA Activities!

MORE TRAINING • SATELLITE MEETINGS • BOARD MEETINGS

IT IS A NEW YEAR, and RMGA has more training classes scheduled than ever before.

RMGA's bi-monthly **Certification Training/Testing** courses will be held on the following dates in 2018: January 12, 13 & 20; March 2, 3 & 10; May 11, 12, & 19; July 13, 14 & 21; Sept 14, 15 & 22; and November 2, 3, & 10.

And this year's **RMGA Education Summit** is Wednesday, April 11 where we will be discussing The Future of Refrigerants. This year's **Spring Technician Training** class will also focus on Refrigerants.

RMGA is not just about training, but networking with fellow HVACR industry leaders. See story above for info on our annual **RMGA Sweetheart Social** being held on Saturday, February 10.

This year, we are experimenting with offering regional

Satellite meetings. We are going to start with a RMGA business leader breakfast in Northern Utah at 7:00 AM, on Wed., Feb 7 at The Village Inn off I-15 in Roy,

UT. All RMGA members, non-members and building inspectors are invited. Everyone pays for their own breakfast and RMGA will bring in a business speaker to get the conversation going.

In 2018, **consider getting more involved** with the **RMGA** by attending our monthly **board meetings** on Jan. 10, Feb. 14, Mar.

14, May 9, Jun. 6, Jul. 11, Aug. 8, Sep. 5, Oct. 10, Nov. 14, and Dec. 12. We meet upstairs at Relevant Solutions on the second Wednesday of most months, and begin each meeting with a delicious subsidized lunch at 11:00 AM (only \$5 for you). Your attendance and input on current industry and State issues is welcomed. Call 801-521-8340 to get more involved! ■



MESSAGE FROM THE PRESIDENT

Ryan Rentmeister
ryan@rentmeister.com
801-807-9901

RYAN RENTMEISTER



Dear RMGA Members & Friends,

I hope this newsletter finds you all well and ready to start the new year off right. As we close our books for last year, I hope we all have an opportunity to look back at what we have been able to accomplish.

I hope we can see our successes, missed opportunities, times we were able to serve and how we have strengthened the HVACR Industry.

Over the last year, the RMGA has developed an online Certification training program, had successful training including code update classes, the Education Summit and training courses offered across the State. We have put hundreds of code books in the hands of contractors to improve compliance. We have become an affiliate member of Service Roundtable which has great benefits to our members at no additional cost. We have worked with the Utah Home Builders Association, the UHPCA and IECC of Utah on a common interest. I am proud of all we have accomplished. I look forward to doing more in 2018!

We can do more with more people involved. I want your help. I want to get back to satellite meetings, so they are more local. I will start this process in Roy for contractors in Davis and Weber County (or anyone else). The first satellite meeting is planned for February 7 at 7:00 AM at The Village Inn in Roy just off I-15. We will have breakfast and learn together. Look for other details to follow.

A handwritten signature in black ink that reads "Ryan Rentmeister". The signature is written in a cursive, flowing style.

RMGA 2017-2018 OFFICERS & BOARD MEMBERS

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BRENT URSENBACH
Salt Lake County Building Inspector
BUrsenbach@slco.org

Time out for a little humor



Welcome New RMGA Members!

ALL UTAH HOME REPAIR INC. DBA ALL UTAH PLUMBING, HEATING & AIR

John Holland
4706 West Lone View Ct
West Jordan, UT 84088
801-652-4755
john@allutahplumbing.com
www.allutahplumbing.com

ANDERSON HVAC INC

Matt Anderson
3215 No 1050 West
Pleasant View, UT 84414
801-782-9751
sandyanderson1607@gmail.com
www.anderson-hvac.com

BLACKETT BOYS HEATING & AIR

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265 South Center St
PO Box 339
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DELNORT CONSTRUCTION LLC

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kdelnort@msn.com

FREMONT HEATING & AIR CONDITIONING INC

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3063 No 825 West
Pleasant View, UT 84414
801-319-8083
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TOTAL AIR CONTROL

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933 Woodridge Drive
Layton, UT 84040
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VERCO

Charles Gardner
2870 Upland Drive
Salt Lake City, UT 84109
801-424-3510

Ask The Expert?



RYAN CRAWFORD
FEDERATED
INSURANCE

Indefinite Leave: Can We Terminate an Employee?

Question:

Our employee has tendinitis. His condition has not seen any improvement, if anything he has experienced regression. We have also accommodated the employee throughout his employment with modified duty and modified schedule as dictated by the employee's physician and the employee's feeling for what he can undertake day to day. The employee's work hours since December of 2016 have averaged 20.65 hours/week. Because of this reduction in work hours and the volume of work he is producing, we have hired a new employee to handle what the employee has not been producing. This employee sent an email today advising that "I cannot work anymore and I do not know if or when I will be able to." We are struggling with how to move forward properly and legally with this employee and would appreciate some guidance.

Answer:

It appears that the employer has taken reasonable and appropriate measures over the last few months to reasonably accommodate the subject employee,

but he has now advised that he "cannot work anymore." In some cases a full-time leave of absence can be a form of reasonable accommodation under the federal Americans with Disabilities Act (ADA), and employers need to consider this type of action in determining whether a qualified individual with a disability can be accommodated. That said, the federal Equal Employment Opportunity Commission (EEOC) has made clear



that employers do not have to grant indefinite leave as a reasonable accommodation to employees with disabilities. Indeed, the EEOC has expressly stated that, "**although employers may have to grant extended medical leave as a reasonable accommodation, they have no obligation to provide leave of indefinite duration.**" Granting indefinite leave, like frequent and unpredictable requests for leave, can impose an undue hardship on an employer's operations.

The employer may terminate this worker because the ADA does not

require the employer to provide indefinite leave. See

<https://www.eeoc.gov/facts/performance-conduct.html>.

If an employee is unable to state whether or when he will ever be able to return to work and accommodating would visit an undue hardship upon the employer, the EEOC supports an employer in terminating the employment relationship. In letting him go, the

employer should remind the employee of its efforts to provide reasonable accommodation over the last few months, and be candid with him as to the employer's inability to do so moving forward without undue hardship, in view of the indefinite nature of the leave now needed.

The employer should, however, ensure that the employee knows that he remains eligible for (although not guaranteed) reemployment should his condition improve to the point that he is able to work again. If this occurs and he is interested in returning to the workplace, he can and should let the employer know of this situation and then the employer should consider him for positions that are then available and within his capabilities, if there are any.

This is an excerpt from the Federated Employment Practices Network. For more information, contact your local Federated marketing representative, or Ryan at: rtcrawford@fedins.com. ■

RMGA EDUCATION CLASSES



**Over
6 Hours
Continuing
Education**

GAS CERTIFICATION CLASSES

Salt Lake City

Friday, January 12 &
Saturday, January 13

8 am - 5 pm

Review and Exam

Saturday, January 20

8 am - 4 pm

All classes will be held at:

Dominion Energy

CTC Training Room

1000 West 100 South, SLC, UT

\$395* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches! *Members earn a \$75 education credit

SOLD OUT

Salt Lake City

Friday, March 2 &
Saturday, March 3

8 am - 5 pm

Review and Exam

Saturday, March 10

8 am - 4 pm

All classes will be held at:

Dominion Energy

CTC Training Room

1000 West 100 South, SLC, UT

\$395* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches! *Members earn a \$75 education credit

Salt Lake City

Friday, May 11 &
Saturday, May 12

8 am - 5 pm

Review and Exam

Saturday, May 19

8 am - 4 pm

All classes will be held at:

Dominion Energy

CTC Training Room

1000 West 100 South, SLC, UT

\$395* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches! *Members earn a \$75 education credit

Call 801-521-8340 to register for all classes

Partial funding of RMGA training programs have been provided by the Division of Occupational & Professional Licensing from the 1% surcharge funds on all building permits.

ATTENTION RMGA MEMBER! Include these in your 2018 New Year's Resolutions!

1. Don't just sign up – sign on!
2. Commit to being an active member. It will provide more value to you and your business
3. Participate in our association functions. Attend member meetings and socials and you will see that participation makes a difference. Attend the annual Education Summit and you will feel a part of our association and receive excellent information and networking opportunities.
4. Use your talents. Everyone has some kind of talent. Maybe you have an idea that can make a difference. Let RMGA officers know your ideas and suggestions.
5. Read the communications. The PIPELINE keeps you up to date on Association activities. Our website, www.utrmga.org also connects you to other membership information, certification information and industry links.
6. Use your membership benefits. Help RMGA grow and prosper—you'll be a beneficiary who will also grow and prosper.



MECHANICAL CODE DISCUSSION

Thermal Factors — R-values, U-factors & SHGCs — Consistency on all Construction Documents



BRENT URSENBACH

BRENT URSENBACH

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THIS CODE DISCUSSION IS the third in a series on the code requirements to design a residential HVAC system in accordance with ACCA Manuals J, D, and S. The focus of this issue is the importance to accurately list and use correct R-values, U-factors, and Solar Heat Gain Coefficients (SHGCs) on the plans, Manual J load calculation and REScheck energy code compliance documents. These thermal factors, along with the difference in temperature between inside and outside the building, are used to calculate the heat loss and gain through the building envelope.

Definitions:

R-value: (Thermal Resistance) The capacity of an insulating material to resist heat flow. The higher the R-value, the greater the insulating power. Typically used to identify the thermal performance of insulation products, including fiberglass batts, blown fiberglass, cellulose, foam insulation panels, spray foam and other building insulation products.

U-factor: (Thermal Transmittance) The rate of heat loss is indicated in

terms of the U-factor of construction assembly. U-factors are typically used to represent the thermal performance of windows; however, also used to calculate the heat flow through wall,

subsequently released inward. SHGC is expressed as a number between 0 and 1. The lower a window's solar heat gain coefficient, the less solar heat it transmits. A window with a SHGC of 0.30 will allow 30% of the solar radiation (heat in the sun's rays) in through the window, reflecting 70% of the heat in the sun's rays back outside. A low SHGC reduces summer heat gain through east and west windows. This will be discussed in future issues.

R-values, U-factors — Application:

The reciprocal relationship between R-values and U-factors is expressed in a couple of simple equations:

$$R = 1 \div U \quad \text{and} \quad U = 1 \div R$$

Example: A window with an assembly 0.33 U-factor, $R = 1 \div U \rightarrow R = 1 \div 0.33 \rightarrow R = 3.0$

Yes, a window with a 0.33 U-factor is a R-3 window.

It's critical to remember U-factors are for an entire *assembly*, all the components of the window. The U-factor on the window is an area weighted average of the U-factors of both the frame and glass. As vinyl is a better insulator (lower U-factor) than aluminum, vinyl windows will have a lower assembly U-factor than aluminum

 National Fenestration Rating Council CERTIFIED	World's Best Window Co. Millennium 2000+ Vinyl-Clad Wood Frame Double Glazing • Argon Fill • Low E Product Type: Vertical Slider	
	ENERGY PERFORMANCE RATINGS	
U-Factor (U.S./I-P)	Solar Heat Gain Coefficient	
0.30	0.30	
ADDITIONAL PERFORMANCE RATINGS		
Visible Transmittance	Air Leakage (U.S./I-P)	
0.51	0.2	
<small>Manufacturer stipulates that these ratings conform to applicable NFRC procedures for determining whole product performance. NFRC ratings are determined for a fixed set of environmental conditions and a specific product size. NFRC does not recommend any product and does not warrant the suitability of any product for any specific use. Consult manufacturer's literature for other product performance information. www.nfrc.org</small>		

roof, and floor construction assemblies. The lower the U-factor, the greater the assembly's resistance to heat flow and the better its insulating properties. The U-factor is the reciprocal of the R-value, the R-value the reciprocal of the U-factor.

SHGC: (Solar Heat Gain Coefficient) The fraction of incident solar radiation admitted through a window, both directly transmitted and absorbed and

The Art of Manpower Management

by Dave Yates,
Contractor Magazine



WHEN YOUR SHOP GROWS to a point that you have left the truck and assume a superintendent's position, your perspective changes: if you have a good grasp of the trade, as well as your workforce, you can begin to grow into that role in a good way.

Learning how to manage your people becomes as important as getting the work done. Doing it right means you have the time necessary to do your job and keep your people doing theirs. With your eye on productivity and the bottom line, managing your workforce can either be a freeing experience or it can be a nightmare. It all depends on how you do it.

The first rule is never forget who you are. **You are the boss! You make the decisions that will make or break your company.** Listening to your field personnel on matters of productivity, material ordering and so forth is a good thing, but making the final decisions is your thing, and when it comes right down to it, you make the tough calls and stand by the results...good or bad.

Once you have assumed the mantle of field superintendent, you must

constantly evaluate your workforce.

All journeymen are not created equal—not every journeyman has the same skill set or ability. This is a fact, not a value judgment. Everyone on the payroll has strong and weak points. **The field superintendent must be able to position the best people for each job and constantly revise his crews according to the work required.** Part of the decision making here is to know your people and their levels of tradecraft, reliability and knowledge.

Example: It would be better to man a small project with one of your more experienced journeymen and your greenest apprentice. Putting a known quantity (experienced journeyman) in charge of the project and pairing him with your least experienced apprentice accomplishes two things. First, it means that the superintendent (you) can spend less time managing the job because,

presumably, the guy you have working it is competent and you know he knows that he is doing on all levels. Second because the job is basic, it gives the

green apprentice the opportunity to gain experience at a level upon which he can build moving forward. Basic is good. Complicated can come later as far as apprentices are concerned.

More important, the superintendent can spend more of his time in a productive mode, keeping his eye more focused on the big project with only minimal input on the small one. The less experienced journeyman, now on the larger job, now has the opportunity to expand his trade skills while in the company of more experienced guys, which is a win for everyone concerned.

This is a reprint from CONTRACTOR, the News Magazine of Mechanical Contracting. Dave Yates, a retired master plumber, founded Sunflower Plumbing & Heating in Shirley, NY in 1975. ■

windows with similar glass. New manufactured windows will include a NFRC Label which includes the assembly U-factor and SHGC.

Considering R-19 fiberglass batts in 2 x 6 wall cavities; we do not calculate the U-factor for the wall by simply using the equation above. The R-value in the cavity is R-19; however, the R-value of the wood studs and plates is approximately R-1 per inch, or R-6 for all the wall area that is wood framing. An area weighted average calculation performed, for a wall with studs on 16"

centers, results in a R-14 for the wall assembly. The U-factor for this wall will be $1 \div 14 = 0.07$

Architects, builders, HVAC contractors, insulation contractor, window suppliers, plans examiners, building inspectors and home owners should understand inconsistencies in the R-values, U-factors and SHGCs on construction documents, may result in improper HVAC system design. I often review plans with R-values lower than the R-values listed on the load calculation and the REScheck. Builders

are upset when I reject the plans and require corrections, when I'm simply attempting to insure the home is comfortable and energy efficient. A load calculation based on inaccurate R-values, U-factors and SHGCs will not accurately represent the actual building heat loss and heat gain.

In the next issue of The Pipeline, we'll discuss calculations used to determine the actual conduction heat loss and heat gain for a structure. Your questions and comments on this subject and others are welcome.. —Brent ■



PIPELINE

FUEL FOR YOUR BUSINESS

153 SOUTH 900 EAST, #3
SALT LAKE CITY, UT 84102

RETURN SERVICE REQUESTED



If this is what you see...

FOCUS.
Poor driving decisions could keep you and your employees from making it home S.A.F.E. today.

DRIVE SPEED
ATTENTION
FATIGUE
EMOTION

It's Our Business to Protect Yours
FEDERATED INSURANCE

To learn more about our new Drive S.A.F.E. risk management resources, please contact your local marketing representative.

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