



PIPELINE

FUEL FOR YOUR BUSINESS

SEP/OCT 2020

THE NEWSLETTER OF UTAH'S HVACR INDUSTRY

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

Send RMGA Your Company Apprenticeship Job Postings!

FOR RMGA MEMBER COMPANIES with grandfathered journey-workers, you are ready to hire and provide on-the-job training to new apprentices!

Take advantage of the RMGA-Sponsored U.S. Department of Labor HVACR Apprenticeship program, and have RMGA post your company job postings on



several websites, including the Department of Labor, Utah's Workforce Services and State Technical Colleges, to help connect eager apprenticeship candidates with your company.

To assist you with the hiring of HVACR Apprentices, RMGA needs you to send us your company apprentice job posting. We will then upload this information to various websites where HVACR apprentice candidates look for work.

Email your company apprentice post (Ad) to john@utrmga.com and we'll get it listed!



For RMGA Members who have not yet grandfathered a journey-worker, go to the RMGA website (utrmga.org) and download the three files found under the Apprenticeship tab:

- Department of Labor Registration and Apprenticeship Agreement
- Journey-worker Accreditation Grandfather Form
- Employer Acceptance Agreement

To be grandfathered, a skilled journey-worker must have completed at least 6,000 hours of HVACR related on-the-job experience or its equivalency (1 HVACR Tech College Semester = 1,000 hours), and passed the RMGA Natural Gas Certification Exam. On the Journey-worker Accreditation Grandfather Form, have your journey-worker list their employment history and any HVACR-relevant training courses and industry certifications received during their career.

Call John Hill with questions: 801-521-8340. ■

**Apprentice
Job Postings
for RMGA
Members!**

Jamie Schumacher
jamie@gunthers.com
801-756-9683 ext 230



**MESSAGE
FROM OUR
PRESIDENT**
JAMIE SCHUMACHER

Dear RMGA Members & Friends,

Here we are again pushing to get through the “Dog Days of Summer,” which is a funny term for our industry as the definition is “a period of stagnation or inactivity.” I don’t know about your summers but mine are the opposite of this, most of my time is spent attempting to take care of as many customers and projects as I can, all too often at the expense of the actual reasons I’m working every day in the first place. So, my advice this month is take a minute or two to reflect on why do you put yourself through the stress and anxiety of all of this and commit to focus some time on what’s really important to you. If this means spending more quality time with your family, just taking some time to decompress on the golf course, or fly fishing on some cool mountain stream, then do it.

“...If you feel “burnout” setting in, if you feel demoralized and exhausted, it is best, for the sake of everyone, to withdraw and RESTORE yourself” —Dalai Lama

One afternoon spent decompressing will pay lasting dividends on what really matters and you will find yourself with an added ability to manage the requirements of your job.

Best,

BOARD BRIEFING JULY & AUGUST 2020

Long-serving board members: Trina Hansen (Ogden Weber Technical College), Ralph Tasker (Salt Lake Community College), and Brad Lavender (Relevant Solutions) tendered their resignations. Trina and Ralph retired, and Brad's new job assignment no longer includes working with HVACR contractors. We will miss their participation in future RMGA meetings and events!

In both July and August, the board discussed RMGA Certification Training and Testing for Spanish speakers. Salt Lake Community College’s (SLCC) Workforce Training division members joined the August Zoom call and proposed using the RMGA Study Guide to develop a pre-class program that would introduce ESL students to the terminology and concepts they will need to master prior to taking an RMGA class and eventually the certification exam. The board supported SLCC developing an ESL pre-class that will be available for all ESL technicians.

The board also approved inviting individual RMGA member companies to have RMGA list their companies on State Apprenticeship websites, to directly connect them with potential apprentices looking for work in the HVACR Industry.

Our next Zoom board meeting will be at noon, on September 2nd. Everyone is welcome to attend. Contact RMGA (john@utrmga.com) to get on the board meeting email list. ■

RMGA GAS CERTIFICATION CLASSES

PRE-REGISTER ONLINE
WWW.UTRMGA.ORG

Masks &
Social Distancing
Required

Salt Lake City* WAIT LIST ONLY

Thursday, September 17
Friday, September 18 &
Saturday, September 19
8 am - 5 pm

Classes held at:
Johnstone Supply
2940 S 300 W

South Salt Lake, Utah 84115

Salt Lake City*

Thursday, November 5,
Friday, November 6 &
Saturday, November 7
8 am - 5 pm

Classes held at:
Johnstone Supply
2940 S 300 W

South Salt Lake, Utah 84115

Salt Lake City*

Thursday, January 7
Friday, January 8 &
Saturday, January 9
8 am - 5 pm

Classes held at:
Johnstone Supply
2940 S 300 W

South Salt Lake, Utah 84115

*These Gas Certification Classes are specially priced: \$375 and lunch is NOT PROVIDED, bring your own or several fast food restaurants are available in the area. Price includes the RMGA Study Guide, IFGC Book, online videos, instruction and two attempts at exam (if necessary).

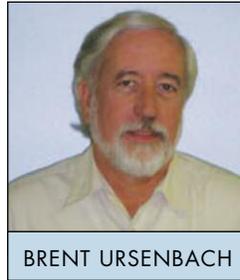
Important RMGA Certification Class Info

- HVAC technicians will have 4 hours and 10 minutes to complete the RMGA Certification Exam. This 10 minutes is to allow for a break, should one be needed. The time continues to run on the clock.
- A basic understanding of geometry is very beneficial to succeeding on the exam, as is our pre-test which is available on our website.
- If a technician has previously taken the RMGA Certification class and has their RMGA training materials, they can Audit the class for \$150. If the RMGA Study Guide is prior to January 2019, the updated tabs and pages are an additional \$25, plus any required testing fees.
- The most recent class information can be found at www.utmga.org/events. Pre-register directly from the site or by email with all the required information.
- Technicians attending an RMGA Certification class will be emailed a Pre-Paid Test Voucher. All test vouchers are pre-paid, so testers not taking an RMGA Class can obtain a voucher online at www.utmga.org, by email at rocio@utmga.com, or by calling 801-521-8340. Requests are processed on Mondays and Wednesdays. Testers are required to pay any proctor fee directly to the testing center they choose. **Effective January 1, 2020 all test vouchers/retest vouchers expire within 6 months.**

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.

MECHANICAL CODE DISCUSSION

HVAC Systems and COVID-19

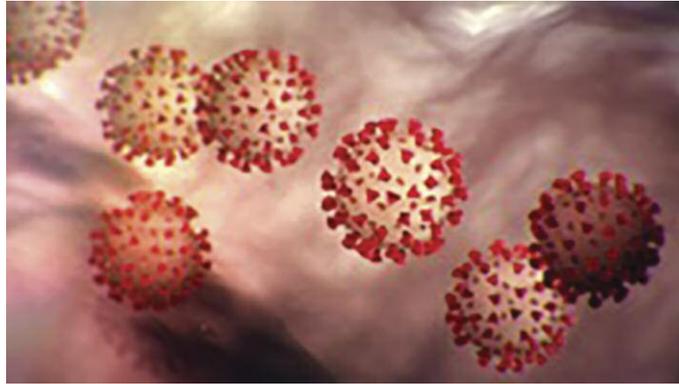


BRENT URSENBACH

**HVAC EDUCATOR/
EXPERT WITNESS**

bursenbach@gmail.com
801-381-1449

AS WE MOVE INTO SIX MONTHS of dealing with shutdowns, Zoom meetings, health concerns, etc., it's appropriate to discuss the buildings we live in and how building



design, building codes, and specifically HVAC design and operation impacts the spread of viruses and bacteria. This discussion will identify several factors to be considered in buildings, with future discussions digging deeper into the subject. Each of these have been discussed in the past; however, never with a focus we current have on the spread of virus. Please consider these factors in your new systems and those you service.

VENTILATION

Defined as; *The natural or mechanical process of supply conditioned or unconditioned air to, or removing such air from, any space.*

Ventilating a space is accomplished by removing a portion of the air contained within a building, replacing it with fresh air from outside. We might do this with natural ventilation, opening windows and doors, allowing air to move in and out of the building, or with mechanical ventilation, where one or more fans is used to exhaust air out and/or supply fresh air from outside into the building. The purpose; to maintain air quality. The residential code allows use of any of the following strategies:

- Exhaust fan, preferably running continuously, removing air which is replaced by air leaking into the building.
- Supply fan, either part of the HVAC system or an independent fan, drawing air from outside, discharging into the building, creating a positive pressure, which results in the excess air leaking to outside.
- Balanced ventilation, with a supply fan and an exhaust fan, removing and replacing air, not relying on air leakage. These systems include HRV/ERV systems, which recover heat energy from the discharge air.

If the IECC (Energy Code) was not amended in Utah back in 2012, every home in all counties would be required to include continuous mechanical ventilation.

AIR FILTRATION

Defined as; *A device that removes particles, mist, and other contaminants from the air.*

Air filter efficiency is commonly rated based on the Minimum Efficiency Reporting Values or MERV rating, developed by ASHRAE. The higher the number, the better the filter is at trapping specific types of particles. MERV \geq 13 are efficient in capturing airborne viruses.

Considering filters with a MERV 13 rating or better is effective in capturing viruses, your customers may be replacing their filters with 'better' filters. Of course, we know, a 1" pleated MERV 13 filter will restrict airflow to the point coils will freeze, AC efficiency is reduced, comfort →



Doing battle with the clock? Four ways to win the game

YOU'RE
SWIMMING

in emails and phone calls and it's only 10 AM. How do you find time to be "strategic"—or even get to that one project you planned to complete today? Here are a few tips on becoming more efficient:

Beat clutter with the "D" system.

Every document and email you receive should be discarded, deleted, done, dated (as in, when, you'll do it), drawered (filed) or deterred (forwarded to someone else). The goal? Handle each piece of paper or email once.

Manage interruptions.

You can't stop people from dropping by or calling. But you can determine how you'll react to their requests. Decide within the first minute whether to deal

with the issue on the spot or whether you need to schedule time for a longer conversation.

Make a daily plan.

Block out time for what you want to accomplish in a day. Schedule high-focus tasks for the time of day when you're most alert. Ideally, you want to tackle your top priority within 20 minutes at the start of the day.

Set aside five to 15 minutes for planning first thing in the morning and at day's end.

Prioritize tasks: It's as easy as ABC, 1-2-3.

At the start of the week, list five things you have to accomplish during that

week. Compare No. 1 and No. 2, asking, "If I could get only one done this week, which would it be?" Put a tick mark by the chosen one. Then compare No. 1 against the No. 3 item. Next compare No. 1 against No. 4 and No. 5.

Now, begin the process again, starting with the No. 2 item. Compare it with No. 1 and put a tick mark by the chosen item. Go down the list, comparing No. 2 against the other items. Do the same with No. 3, then No. 4 and No. 5.

The item with the most marks is your A, the next highest number of marks is your B, and so on. ■



Continued from page 4

decreased and equipment life jeopardized. While in the local home center several months ago, I shot this photo of this filter, with the pressure drop listed on the back side. Notice the pressure drop 800 CFM at 0.21" wc. and for 1390 CFM, 0.44" wc. Does not leave a lot of available static for an evaporator coil and duct system.

CONTINUOUS OPERATION

Finally, if the fan in a ventilation system or HVAC system is not operating continuously,



ventilation is not provided, and air filtering does not occur. The code requires ECM motor in all whole house ventilation systems, whether it is a furnace, air handler, exhaust fan or HRV/ERV.

Please continue to reach out to me with your comments or question. Stay healthy and be safe.—Brent ■

How to Avoid the Five Classic Mistakes When Terminating

FIRINGS MAY CAUSE EMPLOYEES TO CRY, become defensive or even turn violent. Others may even distort what happens during your firing meeting to justify a lawsuit against you.

To protect yourself legally, have someone else with you during the firing so no one can question what you say. Write a memo after the meeting summarizing what happened and have the witness sign it.

Here are five other ways to defuse fired employees' justifications for a lawsuit down the line:

- 1. Keep your cool.** Avoid heightening an already emotional situation. Don't spring the news suddenly or berate the employee in front of others.
- 2. Avoid surprises.** Employees should never be completely surprised by a termination. Give them regular feedback on performance and suggest ways for them to improve. At the very least, poor performance reviews prove to a court that you had valid reasons for firing someone.
- 3. Watch what you say.** On the day you fire someone, he or she will remember whatever you say



EMPLOYMENT LAW

in the worst possible light. While you should always avoid making discriminatory statements, be especially cautious during a termination meeting.

4. Don't be too kind. You may feel compassion for the person you must fire, but don't express your feelings in the wrong way. If the employee's performance is

substandard, don't offer compliments on any aspect of his or her performance. Doing so might make you feel better, but it will only give the employee cause to question and challenge your reasons for the termination. In

addition, your off-handed compliments could turn up as evidence against you in a wrongful-termination suit.

- 5. Keep quiet.** Don't discuss your reasons for the termination with other employees. It's enough to say, "Jamie will not be working with us anymore." Some managers have spoken too freely about the reasons for a departed employee's termination, only to find themselves in court defending themselves against a defamation-of-character lawsuit. ■



Meet and Get to Know: DAVE JAMES



DAVE JAMES & FAMILY

Q. Tell us about your company?

A. Salt Lake Community College is one of the leading community colleges throughout the country.

Q. What is your position within the company?

A. Associate Dean, Apprenticeships and Construction Related Technologies (Interim).

Q. If you weren't with SLCC, what would you like to be?

A. I love the outdoors so I think I would like to work with Fish and Wildlife.

Q. What was your most unusual work experience?

A. I taught at the Prison Campus for SLCC for ten years. So, when I tell people I was in prison for ten years, I get some very strange looks.

Q. What are your favorite aspects of your job?

A. Working with the community and industry to help the students prepare to enter the workforce.

Q. What is a motto that you live by?

A. Do what you say you are going to do.

Q. If you could travel anywhere in the world, where would you go?

A. I love to scuba dive and have always wanted to go to Truckee Bay in Fiji.

Q. What is your favorite hobby and when did you last do it?

A. I like to restore classic cars. I just finished a 1947 Pontiac with my dad and am currently working on a '76 Firebird Formula 400, and a '67 Chevelle SS.

Q. What is your hidden talent?

A. It so hidden that I don't even know what it is.

Q. Do you have a favorite movie?

A. Probably Top Gun or any good action movie.

Q. If you could invite any three people to dinner (dead or alive), whom would you invite and why?

A. I would have Steve Jobs and Bill Gates come so they could "Just hug it out." The third would probably be Nikola Tesla who was an incredible engineer with ideas that are still being developed.

Q. If you won a \$50,000,000 lottery, what would you do?

A. Probably buy some old cars after I returned from Fiji.

Q. People would be surprised to know...

A. I was a guest on the David Letterman Show.

Dave can be reached at Salt Lake Community College, Email: Dave.James@slcc.edu. ■



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SALT LAKE CITY, UT 84102

RETURN SERVICE REQUESTED

Turn Your Life's Work into a Proud Legacy

Let us help you prepare for the next stage of life with business succession and estate planning support.



Scan to view a brief video about mySHIELDSM, a personalized online destination for risk management resources to help support businesses.

- Industry-specific training and resources
- Seamless certificate management
- Efficient vehicle and drivers lists tools
- And more!



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Workers Compensation | Bonding
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