



# PIPELINE

FUEL FOR YOUR BUSINESS

MAY/JUN 2016

THE NEWSLETTER OF UTAH'S HVACR INDUSTRY

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

## FULL HOUSE AT RMGA EDUCATION SUMMIT!

Over 50 contractors networked and earned 6 hours of continuing education at the RMGA Education Summit held at Hercules Industries on April 13.

Dale Gunther with Bank of American Fork and Gunther's Comfort Systems, now a 5th generation company, was our keynote speaker, who gave advice to owners about succession planning.

Brent Ursenbach provided a code update of the newly adopted 2015 code books that RMGA will be offering at a special rate to members when they become effective in Utah on July 1, 2016.

We learned about Radon, and Office Security, and Mark Knold with Utah's Department of Workforce Services, gave us a positive economic outlook for the coming years.

After the Summit, attendees toured the Hercules fabrication shop and thanks to Larry H. Miller Truckland we saw the latest in Ford and Chevy trucks and vans. ■



## SPRING CONTRACTOR EDUCATION CLASSES

Learn principles of heat transfer, R-values & U-values to perform load calculations, then apply to duct sizing and system designs, including airflow for constant volume systems and zone applications. You will also learn procedures to select and size residential systems in multi-stage and modulating furnaces and air conditioners.



All **Manual** classes will be held at:

**Relevant Solutions (formerly Wilson Mohr)**

**3186 S. Washington St. (230 W.), Salt Lake City**

**1 class for \$75 • 3 classes for \$175 (includes manuals and lunch!)**

**Call 801-521-8340 to register**

## LOAD CALCULATIONS • DUCT DESIGN • EQUIPMENT SELECTION

**Load Calculations / Manual J**

**Thursday, May 5**

**8:00 am - 3:30 pm**

**Duct Design / Manual D**

**Thursday, May 12**

**8:00 am - 3:30 pm**

**Equipment Selection / Manual S**

**Thursday, May 19**

**8:00 am - 3:30 pm**



## MESSAGE FROM THE PRESIDENT

**RYAN SNOW, RMGA PRESIDENT**

Ryan Snow  
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801-224-8899  
westernheatingair.com

### *RMGA Members & Friends,*

*I am writing this month's message while attending the RMGA Summit that was held at Hercules Industries in Salt Lake City. I thought that all of the presenters did a great job. Here are a few highlights that I got out of the meeting.*

*Mark Knold with the Utah DWS gave a great presentation on the economic outlook of Utah. He said that he doesn't have any real concerns for the next couple of years; Utah's economy should stay strong.*

*Brent Ursenbach with Salt Lake County got us up to speed with codes and some of the changes we will see in July when the new code books come out.*

*Steve Lynn with Total Protection talked about securing our business from theft. He gave us some great insight into what we can do to help minimize employees / others from stealing from our businesses.*

*Dale Gunther with Bank of American Fork talked about running a four generation family owned business. It was interesting to see how they have built a business to stand the test of time.*

*John Siedel with Radon Be Gone shared some great insights to the Radon industry. Radon is an area that the HVAC trade needs to be aware of. John is a great resource for us.*

*Tyler Lewis with Questar Gas was probably my highlight for the day. He was able to show us the new Good Practices app that they are getting ready to launch. This is going to be a great tool for our industry to better serve our customers.*

*The Summit was a great success and I learned new things that will help me in my business. Thanks to John Hill and Amy Maddux for all the work that they put into the Summit.*

## Welcome New RMGA Members!

### **EASY PLUMBING & HEATING**

R. Lyle Edwards  
7901 South 3200 West, #1678  
West Jordan, UT 84084  
801-244-0000

### **AFFILIATE MEMBER: BASIC BUSINESS TRAINING**

Randall Reeves  
224 South Main Street, #407  
Springville, UT 84663  
801-361-8014

## RMGA 2015-2016 OFFICERS & BOARD MEMBERS

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## 'Tis the season— for hiring seasonal workers

If your business hires summer help to cover additional workload, be aware of some often overlooked risks involved with finding quality, temporary workers.

- Using a staffing agency can be a real timesaver, but it can also have some drawbacks. The agency may not fully understand what the job entails to place qualified candidates. Therefore, clearly stating your staffing needs, experience, and job requirements can help eliminate applicants who don't have the minimum qualifications you need.
- Employers need to be aware of a hiring “hazard” that can happen even before the interview: fraud. If an applicant thinks your job application asks “inappropriate” questions, a shrewd fraudster could use that against you and allege discrimination and seek damages through the EEOC. That can cause time-consuming, expensive headaches.
- Don't skip through parts of training temporary workers to save time, or because the worker will “learn on the job.” Untrained or poorly trained employees can cause a number of potential problems—which could be dangerous to themselves, others, and your business!
- Without proper training, on-the-job injuries can increase due to new employees' unfamiliarity with work processes or inexperience with equipment. The first month of employment is

typically when a lack of training can be most evident, as this is when many injury and workers comp claims occur for new employees.

- And, of course, if due diligence wasn't done with background and motor vehicle records checks, or drug screening, a serious liability may exist for your business and could even put your other employees at risk.
- **Federated Insurance** helps clients connect with resources to help button up hiring procedures and human resources processes. If you'd like to learn more about the services available to help you avoid some of the pitfalls associated with season hiring, call Mike Russell, (602) 375-7136. ■

## UPCOMING CERTIFICATION CLASSES

### JUNE CERTIFICATION CLASSES

Friday, June 10 &

Saturday, June 11

8 am - 5 pm

### REVIEW AND EXAM

Saturday, June 18

8 am - 4 pm

Questar Gas  
1000 West 100 South  
Salt Lake City

\$275 member • \$350 non-member  
Price includes books, testing fees and  
lunch!

Call 801-521-8340  
to register



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COMPANIES ARE INCREASINGLY using independent contractors because of rising employee benefit costs.

Independent contractors are workers who are hired to perform specified tasks for a set period of time and paid for work produced. Use them and you can save a hefty chunk of money you would otherwise pay in benefits and the FICA taxes. What's more, you can choose from a broader range of specialties. Although you aren't hemmed in as much by the threat of legal action from independent contractors, you still must guard against discrimination or bias.

The major threat here? Federal and state governments and several of their agencies are trying to stop companies from taking advantage of these savings, especially when companies have moved employees off their payroll and are using them in the independent-contractor role. Legally, this is a gray area, but the direction of recent court rulings is ominous, by making this option more complicated and costly.

That doesn't mean you can't use independent contractors. The fact is, most businesses don't think they can afford to give up the practice. And if the IRS concludes that those workers are really employees, the company could be

# Why Employers Love

liable for back taxes, penalties and interest charges. But companies minimize the risk by heeding the following guidelines and recommendations.

## Be Prepared for Scrutiny

Look first at the areas where the issue of independent contractor versus employee crops up most often: taxes,



workers' compensation and liability.

The IRS, the Social Security Administration and other agencies benefit when employers withhold money from employees paychecks, and they often push for independent contractors to be classified as employees. Workers injured on the job don't receive benefits if they are independent contractors. Consequently when they are hurt, they are likely to challenge their status and insist that they're really employees. A third party injured by an independent contractor you have hired is likely to push to have the contractor considered an employee so that you, as the employer, are liable and must pay damages. Additionally, the DOL's Wage and Hour Division, which enforces the minimum wage and

overtime requirements' doesn't want employers evading these obligations by improperly characterizing their employees as contractors.

Government agencies have the authority to go through your records trying to establish that your independent contractors are really employees, and they question companies that heavily use that category. Companies that are unprepared for challenges by the government will find themselves on the losing end of most disputes.

Understand that there aren't any easy answers; the determination involves a delicate balancing. But some generalizations can be made, and some preventive steps can be taken to avoid the pitfalls that employers commonly face.

The National Labor Relations Act which applies to unionized employees, specifically excludes from its definition of employee "any individual having the status of an independent contractor." **But simply calling a worker an independent contractor does not classify him as one.** The National Labor Relations Board looks to common-law agency principles—usually referred to as the "right to control" test—for the appropriate criteria.

If **you** determine how the work is carried out, your independent contractor could be considered an employee. **If your only control is over the result—that is, you merely accept or reject the finished product—then you may be dealing with an independent contractor.**

# Independent Contractors

Here are some indicators that the common-law right-to control test uses:

1. **If you retain**, by agreement, day-to-day authority over the worker, he's an employee.
2. **If the worker engages** in a distinct occupation or business, he's an independent contractor.
3. **If the work is usually done**
4. **If you supply** the instrumentalities, tools and the place of work for the person doing the work, he's an employee.

In short, the more independent the initiative, judgment or foresight

exercised by the person who performs the services, the most likely it is that the classification as an independent contractor will stick.

Remember that no one factor will determine if a worker is an employee or a contractor and that various federal and state agencies apply special tests under different laws when making such determinations. ■

## Residential New Construction HVAC Training for Contractors and Builders

Come learn about the requirements for HVAC Contractors with the newly adopted 2015 International Energy Conservation Code (IECC) which will take effect for new homes permitted in 2017. Participants will learn what is needed to design and install residential heating and cooling systems that meet this new energy code and review best practices for HVAC systems installed in new homes. Presented by Rocky Mountain Power, Questar Gas, State of Utah Governor's Office of Energy Development and Rocky Mountain Gas Association.

### DATES:

**Tuesday, May 17: 9:45 AM-3:00 PM**

Questar Gas D.N. Rose Building, Main Auditorium,  
1140 W 200 S, Salt Lake City, UT 84104

**Wednesday, May 25: 9:45 AM-3:00 PM**

Questar Gas D.N. Rose Building, Main Auditorium,  
1140 W 200 S, Salt Lake City, UT 84104

### FEES:

FREE (RSVP Required) Course paid through a partnership between: Office of Energy Development, Rocky Mountain Power & Questar Gas. If DOPL credits requested (3 Core Credits Available): \$10 total paid to RMGA day of training

### RSVP REQUIRED:

Contact: Becky Robbins, Rocky Mountain Power New Homes Program. Email: [brobbins@nexant.com](mailto:brobbins@nexant.com) or call: 801-743-1614

### SCHEDULE:

**9:45-10:00 AM: Registration/ light breakfast**

**10:00-11:30 AM: Morning Session**

Brent Ursenbach, Salt Lake County Energy and Mechanical Code Official and Past President of Rocky Mountain Gas Association Board of Directors. With over 30 years operating his own HVAC business and the past ten years as a code official, Brent will provide a detailed review of 2015 IECC requirements for newly installed HVAC system.

**11:30 AM-Noon: Box Lunch Included**

**Noon-3:00 PM: Afternoon Session**

Dan Dearden, co-owner Just Right Heating and Air and former instructor and active on the board of Davis Applied Technology College and Fortis College. Dan will provide a review of HVAC Best Practices along with the changes needed to design and install systems to meet 2015 IECC.



# MECHANICAL CODE DISCUSSION

## 2015 International Residential Code: Exhaust Fans



**BRENT URSENBACH**

**SALT LAKE COUNTY PLANNING AND DEVELOPMENT**  
 bursenbach@slco.org  
 385-468-6694

IN THE LAST PIPELINE ISSUE, the code discussion focused on flex duct materials and its use in venting fans. Following up on that discussion, the **2015 International Residential Code includes a new set of requirements, limiting the length, and often the minimum sizes of flex and smooth metal pipe, typically used in venting exhaust fans in single family dwellings.**

Quoting the new code language and Table:

**M1506.2 Duct length.** *The length of exhaust and supply ducts used with*

*ventilating equipment shall not exceed the lengths determined in accordance with Table M1506.2.*

**Exception:** *Duct length shall not be limited where the duct system complies with the manufacturer's design criteria or where the flow rate of the installed*

*ventilating equipment is verified by the installer or approved third party using a flow hood, flow grid or other airflow measuring device.*

Please do not use this table for dryer vents, as the IRC contains specific, unique requirements for the lint-laden air discharged by a dryer.

Please note the following substantial

room fans. A fan rated @ 0.10" w.c. does not meet this requirement.

- A 50 CFM fan cannot be vented with 3" flex duct, of any length.
- A 50 CFM fan can be vented with 3" smooth-wall pipe, with a maximum length of 5'.

DUCT TYPE	FLEX DUCT								SMOOTH-WALL DUCT							
	50	80	100	125	150	200	250	300	50	80	100	125	150	200	250	300
Fan airflow rating [CFM @ 0.25 inch w.c.]																
Diameter <sup>a</sup> (inches)	Maximum length <sup>b,c,d</sup> (feet)															
3	X	X	X	X	X	X	X	X	5	X	X	X	X	X	X	X
4	56	4	X	X	X	X	X	X	114	31	10	X	X	X	X	X
5	NL	81	42	16	2	X	X	X	NL	152	91	51	28	4	X	X
6	NL	NL	158	91	55	18	1	X	NL	NL	NL	168	112	53	25	9
7	NL	NL	NL	NL	161	78	40	19	NL	NL	NL	NL	NL	148	88	54
8 and above	NL	NL	NL	NL	NL	189	111	69	NL	NL	NL	NL	NL	NL	198	133

For SI: 1 foot = 304.8 mm.  
 a. Fan airflow rating shall be in accordance with ANSI/AMCA 210-ANSI/ASHRAE 51.  
 b. For noncircular ducts, calculate the diameter as four times the cross-sectional area divided by the perimeter.  
 c. This table assumes that elbows are not used. Fifteen feet of allowable duct length shall be deducted for each elbow installed in the duct run.  
 d. NL = no limit on duct length of this size.  
 e. X = not allowed. Any length of duct of this size with assumed tees and fittings will exceed the rated pressure drop.

changes in the new table above.

- **The fan CFM must be rated at 0.25" w.c..** The typical cheap bath fan is rated to flow 50 CFM @ .10" w.c., and the new code requires a minimum 50 CFM flow rate for intermittent use bath-toilet

- **The table assumes elbows are not used - add 15' for every 90° elbow.**
- The fan must include documentation, certifying airflow, based on testing in accordance with ANSI/AMCA 210-ANSI/ASHRAE 51.

Simply stated, the typical inexpensive 50 CFM fan, vented with 3" flex duct of any length, does not flow 50 CFM and does not comply with the 2015 IRC. A 50 CFM fan, rated @ 0.25" w.c. may be installed using 4" flex or smooth pipe, if the length limits fall within the table limits.

A couple of other reminders and updates to the 2015, IRC - Chapter 15, Exhaust Systems:

- Domestic dryer duct power **ventilators** may be used on long length vents, if conforming to UL 705, for use in dryer exhaust duct systems. The dryer exhaust duct power ventilator shall be installed in accordance with the manufacturer's instructions.

- **Code Change:** Where the exhaust duct equivalent length exceeds 35



feet (10,668 mm), the equivalent length of the exhaust duct shall be identified on a permanent label or tag. The label or tag shall be located within 6 feet (1829 mm) of

the exhaust duct connection. *This is a revised requirement, only requiring the label when the length is longer than the 35' code requirement.* The purpose of this label is to alert owners/tenants where dryer vents are long and will

require a dryer approved for greater than 35' lengths.

- Make-up air must be provided where a domestic range hood is capable of exhausting in excess of 400 CFM.
- Flexible duct or connector may **not** be used for a residential range hood duct; only smooth walled pipe may be used.

Please feel free to contact me if you have comments or questions on this discussion, or any other code related questions.

*Thanks again to those of you who contact me with questions – your questions provide subjects to discuss here! –Brent* ■



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