



# PIPELINE

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NOV/DEC 2018

THE NEWSLETTER OF UTAH'S HVACR INDUSTRY

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

## RMGA Pre-Apprenticeship Program Progressing

RMGA is developing a Pre-Apprenticeship Program for new hires that will cover safety and HVAC basics in a short program that will help employers and new employees determine if they are interested enough in an HVAC Career, and able to attend an Apprenticeship program at a Utah Technical College while working at a member contractor company.

Hiring apprentices builds loyalty and professionalism, and increases tech skills, saving time and money from re-works, and reduces costly re-hires.

We can use your help on the RMGA Apprenticeship and Recruiting Committee. Call John at the RMGA office (801) 521-8340 to get more involved.



## Fall Tech Training—Sold Out!

On October 24, over 50 HVAC technicians signed up for dinner and a refresher course on Combustion Analysis at the RMGA's Fall Tech Training class at **Hercules Industries**. Thanks go out to **Vista Sales Associates** for sponsoring the training. Raffle prizes were given to nearly a quarter of all participants!

## RMGA Members Participate in Pathways to Professions



Above: Utah Lieutenant Governor, Spencer Cox, speaks to the Pathways crowd (photo courtesy of Facebook)

Pathways, in its second year, saw about 9,000 high school students from the Wasatch Front visit the Mountain America Expo Center to learn about the multitude of career opportunities to consider for their futures.



This year, students already in college were invited later in the day, to also explore the many career avenues presented. **Relevant Solutions** brought an interactive display and expert to the RMGA booth to draw the students to the booth and help kickstart the discussion of HVACR professional pathways. Thank you to **Western Heating & Air, Johnstone Supply, Goodman Distributing, Affordable Heating & Air** and **Esco** for participating in the event.



Left: Pathways to Professions 2018 attendees. (Photo courtesy of Facebook)

# MESSAGE FROM THE PRESIDENT

Ryan Rentmeister  
ryan@rentmeister.com  
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RYAN RENTMEISTER



*Dear RMGA Members & Friends,*

*I hope everyone is having a great year. I am thankful for the chance to help move the industry forward. I am presently working on an ACCA project with Brent Urnsbach and about 16 others. It's great to be able to rub shoulders with o.e.m., dealers, trainers, etc. from all over the country. I was also able to attend **Service World Expo** (sponsored by Service Roundtable) with a couple other board members. I hope you are able to get more involved with both of these organizations. Both organizations are tied with RMGA and moving things forward. We have so many changes coming to the industry. Take every opportunity to learn from others.*

## RMGA 2018-2019 OFFICERS & BOARD MEMBERS

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# RMGA EDUCATION CLASSES

**New Pre-test  
Evaluates  
Technician  
Readiness**

## CERTIFICATION CLASSES Now 3 Full Days of Training

RMGA certification classes are now 3 full days of instruction, with all testing administered at Technical College testing centers across Utah. RMGA test vouchers will be issued to each student to cover the cost of their first test attempt and testing fee.

Please call or email to register early as classes do tend to sell out.

RMGA has posted an online certification pre-test to help determine a technician's readiness and likelihood of passing the RMGA Certification Exam. Go to [www.utrmga.org](http://www.utrmga.org).

## GAS CERTIFICATION CLASSES

### Salt Lake City

Friday, January 18,  
Saturday, January 19 &  
Saturday, January 26  
8 am - 5 pm

All classes will be held at:  
Johnston Supply  
2940 S 300 W,  
South Salt Lake, UT 84115

\$395\* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches

\*Pricing subject to change

### Salt Lake City

Friday, March 8,  
Saturday, March 9 &  
March 16  
8 am - 5 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

\*Pricing subject to change

*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.*

**Call 801-521-8340 to register for all classes**

## New RMGA Certification Class Policy

ACCESS TO THE RMGA ON-LINE VIDEOS and a technician's "free exam retake" is **limited to six months** after the last training day of their Certification class. For example, Technicians who take the Jan 18-19, and 26 RMGA Certification Class have until June 26, 2019 to access the on-line videos and use their test retake voucher.

If a technician who previously took an RMGA Certification class wants to take the class again, he pays only \$125. If the technician has an old study guide (prior to September 2018) and wants a new one, the cost is just \$25 for all new tabs and text pages, and the technician simply reuses their current binder.

If you signed up for an RMGA Certification Class and need to cancel there is a grace period of one week before the class start date. You will receive a credit, not a refund, to be used towards a future class. **Cancellations less than one week before the class are subject to a \$125 fee.** Discretion is allowed for major emergencies.

# MECHANICAL CODE DISCUSSION

## Amendments to the Energy Code — Impact on Mechanical Systems



BRENT URSEBACH

### BRENT URSEBACH

HVAC EDUCATOR/  
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### Effective January 1, 2019

With the adoption of the 2015 I-Codes, July 1, 2016, several significant amendments were added to the Residential IECC by the State Legislature. Unique to this set of amendments are several incremental energy efficiency improvements, automatically phasing in January 1, each odd year through 2021. Several of these efficiency improvements will become effective January 1, 2019.



### REScheck

The current Utah IECC amendments provide five options in showing compliance, including two REScheck options. The first is using the 2015 REScheck, which does not allow credit for high efficiency HVAC equipment. The second is using the 2012 Utah REScheck, currently required to pass by 3% better than code. This option allows an equipment trade-off, i.e., credit is given for higher efficiency furnace and Air conditioner. **The required pass rate for the 2012 Utah REScheck will increase to 4% January 1, 2019.**

### Duct Testing

The current code requires duct pressure testing, commonly called duct blaster testing, in any home where an HVAC system has the air handler or 35% of the duct, measured by length, is located outside the thermal envelope.



### Effective

**January 1, testing is triggered with only 25% of the duct outside the thermal envelope.** If you're installing systems in attics, duct testing is mandatory.

### Blower Door Testing

You might ask, "what does a blower door test have to do with a mechanical system?" A blower door test pressurizes the entire home. Air leaks at mechanical penetrations often result in a test failure. Leaks occur at registers and grills in a floor over a crawlspace or ceiling under an attic, when boots are not caulked or

floor sheathing or ceiling drywall.

Failures also regularly occur where the burner compartment on direct vent is not sealed. **The blower door test rate changes, from 5 ACH @ 50 pa down to 3.5 ACH @ 50 pa, when the blower door test option is selected.** This is very significant in homes and extremely difficult to meet in townhouses and multi-family projects.

Building Inspectors and Plans Examiners are aware of these changes and will begin enforcing the new requirements January 1. These changes were identified in the state amendment almost three years ago. Don't expect a grace period.

If you have questions or would like additional information on the Energy Code, including mechanical implications, please visit the new state energy code website:

**[www.utahenergycode.com](http://www.utahenergycode.com)**

This website includes videos and

materials from previous residential and commercial IECC trainings, state amendments, guides, a list of RMP approved HERS raters/testers, other energy resources.



*If you have any questions or suggestions for this website, please let me know. @bursenbach@gmail.com. Thanks,— Brent ■*

# A Professional Statement: Your Car Represents You & Your Business

— By Marcus Dodson, Editor & Publisher, *Architectural West*

WHAT YOU DRIVE says something about who you are, not only in your personal life, but also in your professional life as well. While having lunch with fellow contractors the other day, one mentioned that he needed to start looking around for a new car. He said that instead of the run-down truck that he was currently

charging more than he should. Another contractor at the table mentioned that he wouldn't drive anything but a hybrid, because of the conservation issues that his firm is known for. He said that driving a big old truck conflicted with his professional views, and that he didn't want to send the wrong message to his clients or his staff.

No matter how we looked at it, most agreed that the newer vehicle was the way to go. There's an old axiom that says, "success follows success." Would you rather do business with a person who is barely making a living or one that is obviously successful in his/her chosen profession? While you don't have to rub

somebody's nose in your success, there's nothing wrong with a few nice material possessions, either for your own pleasure or to show the industry that you've arrived.

Most successful businesses, in fact most professional firms in general, make a point to be located

in the nicer part of town, in a well-appointed and tastefully decorated office. This is not only for the employees, but to show clients, and potential clients, that they are doing business with a well-established firm. The same holds true for the car you drive.

I'm not advocating a stuffy atmosphere at work or ultra elite cars that only few can afford. There's nothing wrong with being casual and comfortable in a setting that makes people feel at ease. When people walk into your office or see you drive up to the jobsite, they should think, "This person is professional, knows his job, and that's why I've hired him. This person's tastes are similar to mine and it makes me comfortable."

Your own business environment, where you work, how you dress, and what you drive, all makes a statement about you and your firm. ■



driving, he wanted a newer more expensive car to show his clients he was successful.

The person sitting next to him stated that he had it backwards. He should drive the old truck so his clients wouldn't think he was making too much money and possibly

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**Salt Lake City, UT 84103**

**801-680-2639**



## EMPLOYMENT LAW

### PROACTIVE STEPS

Nothing's more infuriating than a chronically absent worker. Many employers get caught up in a cycle of repeated attempts to reform these types. That's a mistake because the costs of employee absenteeism—reflected in lost production, overtime and temporary

replacements for the absent worker—can add up quickly. In fact, some personnel experts estimate that an absent employee costs a company 1.75 to 2.5 times his or her daily salary. How can employers combat the problem? Approaches vary, but the most successful absenteeism programs include three elements: a clearly enunciated company policy, careful documentation and consistent application of the policy.

### Have a clear policy

Frequently, absenteeism problems arise because a company has no clear policy on the issue. A company policy statement should be distributed to all

employees, indicating when and under what conditions an employee will be paid (or not paid) for absences.

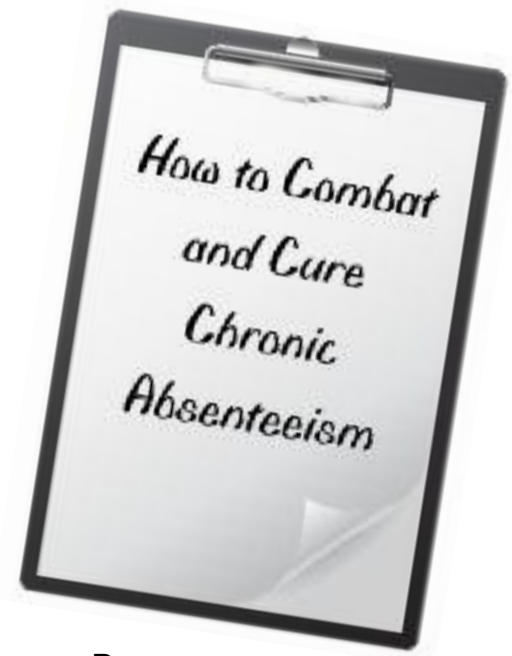
Determinations can be based on average absence rates for a company or industry

based on a survey of what other companies offer. Variation include no-fault policies, which count all absences

toward an established maximum, or those that differentiate between excused and unexcused absences.

### Always document absences

Documentation is a cardinal rule in any activity for which an employee may be disciplined. You should keep attendance/absence records for all employees. An absence rate can be figured by dividing the number of days an employee was scheduled to work for a given period into the number of absences. You can also calculate average absence rates for each department and for the company as a whole.



### Be consistent

No company policy is going to remain effective unless it is applied consistently and fairly to all employees. For this reason, supervisory personnel should be clear on their responsibilities for recording data and for counseling and disciplining employees. Yet, an absenteeism policy must also remain flexible enough to allow for special problems and situations that might arise. (Lack of flexibility is one of the reasons most often given by professional arbitrators for overruling company disciplinary actions arising from employee absenteeism.)

Perhaps the most important point you can make concerning absenteeism is that a sick leave or absence policy isn't a benefit to be equated with vacation time or personal leave. The more employees understand this and recognize your commitment to disciplining chronic absenteeism, the fewer problems you're likely to have.

### USE POSITIVE DISCIPLINE

When you're faced with an employee



## Get the Most Out of Your Dues Dollar!



### Follow these 7 Simple Rules

1 2 3 4 5 6 7

who is chronically absent, it's best to have a positive discipline program in effect. The positive discipline approach then consists of the following stages:

#### • Oral reminder stage.

This stage follows the counseling session and lasts three months or however long seems to be in the company's best interest. But the period has to be uniform for all employees. If you resolve the problem, the slate is wiped clean and so is the documentation of the incident.

#### • Written reminder stage.

If the problem still exists after the counseling session, a second session between the employee and the supervisor is scheduled. This time, however, the supervisor writes a memo spelling out the problem, the worker's acknowledgement of it and his or her agreement to work toward its resolution.

#### • Decision-making stage.

If the absenteeism problem still exists after the written reminder stage, the supervisor has a final meeting with the employee and spells out the company's policies again. Then the employee is given a one-day leave of absence to decide whether to continue working for the company on condition that he or she agrees to abide by its rules. ■

#### Rule #1: Don't just sign up — sign on!

Participate in monthly board meetings held the second Wednesday of most months. RMGA currently has an Apprenticeship and Recruiting Committee that also could use your input.

#### Rule #2: Participate in Association Events

Attend the RMGA Education Summit and feel a part of our association and receive excellent information and networking opportunities as well. RMGA also offers Technician Training courses to help your technicians improve their skills.

#### Rule #3: Use — don't lose.

Use your talents to help our association grow stronger. Everyone has some kind of talent. Maybe you have one good idea that can make a difference.

#### Rule #4: Read and succeed.

Read what your association emails, faxes and mails to you — it's usually timely and likely to be something you may need to know now.

#### Rule #5: Benefits don't lie — try!

Membership benefits, such as Service Roundtable, can save you money on purchases you already make, and provide training materials to help you grow your business. Members also get a Free Banner Ad on the [utrmga.org](http://utrmga.org) website, and 50,000 zip code impressions in the RMGA Referral Program.

#### Rule #7: Don't just sign up — sign others up.

Invite a colleague to an RMGA meeting and help raise the profession. Professional contractors as competitors will share knowledge and compete on the same playing field. Help your association grow and prosper, and you'll grow and prosper too.

**Follow these rules, and you'll find RMGA is a great business investment! ■**



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