



# BOARD BRIEFING MAY & JUNE 2020

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## MESSAGE FROM OUR PRESIDENT JAMIE SCHUMACHER

*Dear RMGA Members & Friends,*

*I hope each of you are finding positive ways of navigating through the challenges associated COVID-19.*

**“There is only one way to survive and thrive when faced with circumstances out of our control and for which we are unprepared: ADAPT.” — Charles F Glassman**

*Be willing to make the changes necessary to not only survive but actually thrive, be willing to accept this new “norm” and be safe. Our industry was deemed as Essential, and many people rely on us to maintain their environments, whether its new home offices or large buildings, our services are needed more than ever!*

Jamie Schumacher

In May, the RMGA board reviewed draft rule changes proposed by DOPL and finalized by the Construction Services Commission at their April 29th on-line meeting. John Hill attended and asked for the rule’s language be strengthened in the S330 and S350 sections of code section R156-55a, by replacing “May hire an RMGA Certified Technician” to “Shall hire an RMGA Certified Technician.” No one on the Construction Services Commission objected to the proposed changes and the final rule will reflect these changes.

The board also talked about a recent change to contractor continuing education, that requires one of the six hours to be on Energy Conservation. RMGA plans to incorporate this topic in next year’s Education Summit. **The due date for contractor continuing education is November 30, 2021.**

We then created an Apprenticeship Training Log book, that each technician will need to keep with them and use with their supervisor’s guidance, in order to make sure the apprentice learns all relevant topics and keeps moving forward toward apprenticeship certification. (See cover story)

**Our next Board meeting is at noon, Wednesday, July 8 on Zoom. Call RMGA to RSVP and to get on the board meeting email list (801.521.8340) ■**



DUE TO THE UNCERTAINTY ABOUT THE COVID-19 PANDEMIC, THE RMGA EDUCATION SUMMIT 2020 HAS BEEN CANCELLED AND WILL NOT BE RESCHEDULED.

**PLEASE SAVE THE DATE FOR APRIL 7, 2021** FOR THE NEXT RMGA EDUCATION SUMMIT 2021.

**ALL CURRENT MEMBERS CAN GET THEIR NEEDED 6 CREDIT HOURS BY ATTENDING THE EDUCATION SUMMIT! ■**

# RMGA GAS CERTIFICATION CLASSES

**CALL  
801-521-8340  
TO REGISTER**



## **Salt Lake City\***

Thursday, July 9,  
Friday, July 10 &  
Saturday, July 11  
8 am - 5 pm

Classes held at:  
Johnstone Supply  
2940 S 300 W

South Salt Lake, Utah 84115

## **Salt Lake City\***

Thursday, August 13,  
Friday, August 14 &  
Saturday, August 15  
8 am - 5 pm

Classes held at:  
Johnstone Supply  
2940 S 300 W

South Salt Lake, Utah 84115

## **Salt Lake City\***

Thursday, September 13  
Friday, September 18 &  
Saturday, September 19  
8 am - 5 pm

Classes held at:  
Location TBD

\*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). \*\*New Pre-test evaluates technician readiness.

## **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.
- Free exam retakes are limited to six months from the last date of your class. For example, If the last day of your class is July 1, 2020, you have until January 11, 2021 to use your retake voucher.
- 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.
- 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 by calling or emailing RMGA. 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

## Insulating Ducts with Building Insulation



**BRENT URSENBACH**

**HVAC EDUCATOR/  
EXPERT WITNESS**

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IN PAST ISSUES WE HAVE discussed duct insulation several times. Over the past months, several new questions on the subject have been submitted, regarding insulating ducts with the building insulation. In this issue the focus will be on ducts serving conditioned spaces located above garages ceilings, with the ducts installed at the garage ceiling.

**The question:** is it acceptable to simply insulate around the ducts with the building insulation?

Referring to the IECC:

**R403.3.1 Insulation (Prescriptive).**

*Supply and return ducts in attics shall be insulated to a minimum of R-8 where 3 inches (76 mm) in diameter and greater and R-6 where less than 3 inches (76 mm)*

*in diameter. Supply and return ducts in other portions of the building shall be insulated to a minimum of R-6 where 3 inches (76 mm) in diameter or greater and R-4.2 where less than 3 inches (76 mm) in diameter.*

**Exception:** Ducts or portions thereof located completely inside the building thermal envelope

**Summarizing:**

- Both return and supply ducts in attics must be insulated to a minimum R-8, with an exception for ducts smaller than 3" require a reduced level of R-6, basically for high velocity systems.
- Ducts in other areas require R-6, with an R-4.2 exception for less than 3" ducts.

Considering another important concept when using typical loose fill insulation products, which includes fiberglass insulation. For these types of insulation to be effective, an air barrier is mandatory, just as a thick sweater or down-fill coat is not effective without an air barrier covering. Insulation around ducts must be void of airspaces and include an air barrier surrounding the insulation.



Referring back to the first photo, if batt insulation is applied around the underside and sides of the duct, it will not enclose the entire duct, there will be large airspaces allowing convective flows of air around through the insulation, and there will be areas with no insulation, such as the face of the drop ceiling, at framing members and all around the sides of round branch ducts. Batt insulation installed as the building thermal insulation is simply not acceptable.

Let us consider another method. Where the floor system and dropped ceiling are blown full of fiberglass insulation (see above, next page).

Please note the blown insulation fills all cavities and smaller spaces, and after drywall is complete, includes an air

barrier on all sides of the insulation. (Drywall and OSB are considered an air barrier.) Also note, the duct installation and ceiling furring must allow for a minimum 1-1/2 to 2" of space on the bottom and sides of the duct to allow for a minimum R-6. Certainly, a little more space is better.

Please understand the code does not specifically address this application, and that this will not work in climates with extremely high humidity, where a vapor barrier is required. This should not be used in attics; we discussed attics last issue and will revisit again in a future issue.



*Please also note, as with other discussions, this is my interpretation of the code. If you have differing opinions or wish to discuss further, your questions and comments are always welcome. Stay healthy, be safe. —Brent ■*

## Meet and Get to Know: SCOTT CARPENTER

**Q.** Tell us about your company?

**A.** Legends Mechanical was formed in 2013 with four partners. We specialize in residential new construction, service and retro fit replacement. We have 60+ employees with two branches located in Bluffdale, UT and Nampa, ID.

**Q.** What is your position within the company?

**A.** Administrative & Design Partner.

**Q.** If you weren't an HVACR Contractor, what would you like to be?

**A.** A football coach.

**Q.** What was your most unusual work experience?

**A.** Getting an opportunity to teach local building officials in the application of new energy designs within the HVAC industry.

**Q.** What are your favorite aspects of your job?

**A.** Learning new and different design and energy options. I also enjoy networking with others in our industry.

**Q.** What is a motto that you live by?

**A.** Why Not?

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

**A.** Moorea, Tahiti. I have been there before and I loved it.

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

**A.** I have two hobbies I love. #1 Steelhead fishing on the Clearwater River. #2 Driving my race car. I do them as often as possible.

**Q.** What is your hidden talent?

**A.** I can fix just about anything.

**Q.** Do you have a favorite movie?

**A.** Right now, Ford Vs. Ferrari.

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

**A.** My grandfather, great grandfather and great great grandfather. I would love to hear about their lives firsthand.

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

**A.** Build a race car team and travel.

**Q.** People would be surprised to know...

**A.** I play the drums.



SCOTT CARPENTER  
& FAMILY

Scott can be reached at Legends Mechanical in Utah: 801-599-8563, Idaho: 208-466-1773 or by email: [scott@legendsmechanical.com](mailto:scott@legendsmechanical.com). ■

# Precautions in Light of COVID-19

## Question

We have crews that ride together in vehicles and perform work outside, and we encourage employees to stay home if they feel sick or are concerned about exposure. **May an employer require an employee who is out sick with the pandemic virus to provide a doctor's note, submit to a medical exam, or remain symptom-free for a specified amount of time before returning to work?**

## Answer

Yes. However, employers should consider that during a pandemic, healthcare resources may be overwhelmed and it may be difficult for employees to get appointments with a health care provider to verify they are well or no longer contagious. During a pandemic health crisis, under the Americans with Disabilities Act (ADA), an employer would be allowed to require a doctor's note, a medical examination, or a time period during which the employee has been symptom-free, before the employer allows the employee to return to work. Specifically, an employer may require the above actions of an employee when the employee has ability to perform essential job functions (i.e., fundamental job duties) with or without reasonable accommodation, or, poses a direct threat (i.e., significant risk of substantial harm that cannot be reduced or eliminated by reasonable accommodation) to safety in the workplace.

## Question

The guidance by the Equal Employment Opportunity Commission (EEOC) is similar but acknowledges the current strain on the healthcare system: **When employees return to work, does the ADA allow employers to require doctors' notes certifying their fitness for duty?**

## Answer

Yes. Such inquiries are permitted under the ADA either



because they would not be disability-related, or, if the pandemic virus were truly severe, they would be justified under the ADA standards for disability related inquiries of employees. However, doctors and other health-care professionals may be too busy during and immediately after a pandemic outbreak to provide fitness for duty documentation. Therefore, new approaches may be necessary, such as reliance on local clinics to provide a form, a stamp, or an email to certify that an individual does not have the pandemic virus. The CDC takes a stronger and more direct approach to the issue and “DO NOT require a healthcare provider’s note for employees who are sick with acute respiratory illness to validate their illness or to return to work.” That said, the CDC also advises in this guidance that the employer should “actively encourage sick employees to stay home and not come to work until they are free of fever (100.4° F [38.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick.”

Thus, while there is some legal support for employers that require a fitness for duty statement before an ill employee returns to work, there appears to be none as to employees who are otherwise healthy, and regardless, the agency guidance is consistent in that employers should seek to minimize the burden on the healthcare system in making these types of demands. Of course, the employer has an enduring duty to ensure the workplace is safe, healthy and free from hazards (**including in cases where employees perform work on client sites**). Employees who present a direct threat to themselves or to the workplace, or who have other Precautions in Light of COVID-19 can and should be required to self-isolate or self-quarantine and additional measures may be necessary to take before they can safely





# PIPELINE

FUEL FOR YOUR BUSINESS

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

RETURN SERVICE REQUESTED



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## HR QUESTION of the month

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