



PMC and UA 190 Conduct Unique Foreman/ Supervisor Training

Greater Michigan
UA Local 190
Joint Training
Committee



The Greater MI PMC in cooperation with UA 190 Plumbers/ Pipefitters/ Service Technicians/ have recently sponsored a unique training program for foremen, supervisors, and individuals who feel



someday they may be interested in leadership positions. Unlike the leadership training for most foreman this program entitled ***“Knowing The Craft Is Not Enough” ...***

The Role of the UA Craft Supervisor”, delved into topics not usually covered in leadership training.

Along with discussion on what they need to know from the craft the information explained requirements from a Contractors point of view.



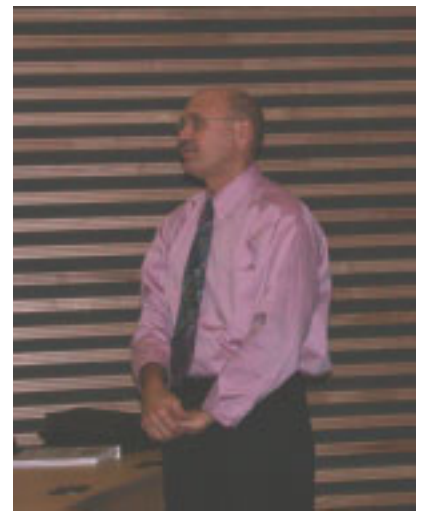
Ownership of a company and the effects of bonding, poor pay, overhead, personal investments, the problems of cash flow and a number of other issues were reviewed.



The risks and benefits of a contractor’s personal investment to start and continue in business were discussed at length. This gave the UA trade worker a better understanding of the risks of the industry.

Charles Gatecliff, CAG Consulting was the programs’ presenter. Chuck, along with PMC’s President Sandra Miller and UA 190 Business Manager Ron House spent many hours working out the outline of the program. PMC contractors, including Joint Training Committee members John Darr, John Darr Mechanical, and Mike Brunett, John E. Green Company, along with Mike Darr, Boone & Darr, Inc. participated in the planning.

Chuck (***pictured right***) has a unique perspective on the industry having started as a UA 636 Pipefitter apprentice and having served as a journey worker, foreman, superintendent, project manager, and finally as an owner of a successful mechanical contracting company, operating in Michigan and a number of other states. This gives him the ability to relate to all aspects of how a project is conducted, and understanding how the trade workers perceive the process.



The importance of jobsite safety and how we all want a safe work place is discussed. Just as important, discussions centered around what does it mean to the

finances of the company and its ability to bid future work competitively when we don't work safely.

What is EMR (Employer Modification Rate), how does an accident affect EMR, what can happen to a company when injuries from home are carried to the jobsite and claimed on a contractor's workers compensation, instead of the workers homeowner policy.



Along with the intricacies of being in business the need for the foreman/superintendent to understanding their responsibilities regarding substance abuse and harassment were also reviewed, at length, in a separate presentation.



Ron House and Sandra Miller handled a forthright discussion on the Substance Abuse and Harassment. The Substance Abuse Agreement that has been part of Collective Bargaining Agreement between UA 190 and PMC and was examined. What to look for, how they were to report any situation, and the forms to do so were distributed. There was also a very frank discussion of the problems of harassment whether it be physical, verbal, sexual, ethnic, racial, religious, etc. and the foreman's

responsibility to keep the jobsite safe for all workers. ***Pictured left - L. to R. - Mike Guenther, Legal Counsel and Ron House***

A detailed notebook had for the collective bargaining agreement, substance abuse agreement, and forms and presentations was distributed to all in attendance. Five classes were conducted, with over 25% of the Local in attendance. All evaluations, and the true test, the discussion on the jobsite, has been more than positive. Additional classes will be scheduled in 2004.