



TRAININGnews

UA Education and Training Department

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Message from Raymond W. Boyd Director of Education and Training



It's That Time of the Year

It's that time of the year when our apprentice classes are in full effect. New apprentices have started their careers, and seasoned apprentices are about to journey out. It's that time of the year when some of our contractors are starting to slow down and have to make the tough decision to lay off some of their employees. This can be a trying time for all of our members, those who have been around for a while, and especially for those who are just starting out in the industry.

For most people, the holiday season is filled with joy, celebration, and anticipation for the coming year. As we embark



on this holiday season, let us be mindful of one another. On the jobsites, in the training centers, and at the union halls. It's extremely important that we pay close attention to our brothers and sisters this time of the year.

Let us pay close attention to the signs of withdrawal and detachment. Let us get

MISSION STATEMENT

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comfortable checking on one another and making sure we're all in a good place, not only physically but, most importantly, mentally. One of the most important tools, I believe, we all have, and this goes out to every rank-and-file member of the United Association, is the tool of communication.

The training that the United Association has implemented through our mental health and suicide prevention program is working. It's helping us be true allies for one another and teaching us how to offer peer support when needed. It's allowing us to be comfortable in uncomfortable situations, giving us the tools to communicate properly and have tough conversations when needed.

Through the leadership of the United Association, we have changed our organization's culture forever, allowing our members to truly understand that they are valued and appreciated and that there is a support system around them to help in times of need.

So, this holiday season, let us pick up the phone, send a text, or visit one of our brothers and sisters. You might be the member who makes a difference. If anyone needs help, please remember the 988 hotline. If you're looking for assistance from the United Association, please call the ITF Training Department, and we can direct you to someone to speak to. ■

All Roads Lead to the UA

Submitted by Laura Ceja, UA Special Representative

Each of us has our own story to tell. Over the last nine years I have told my story many times. My story is the story I use to recruit new members and inspire apprentices to stick with it and take advantage of the many opportunities at the United Association. My story has appeared in trade magazines and has been shared numerous times online. But nothing surprised me more than finding my story might have inspired the daughter of a high school classmate I had not seen in almost 30 years.

Among the hundreds of attendees at this year's ITP Week was Brian Myers. Brian is a plumber out of Local 34, St. Paul, Minnesota. As it turns out, Brian and I once attended Oak Grove High School in Saint Paul. About 30 years ago, I hit the road and got on a bus to Los Angeles, but Brian decided to stay in Saint Paul. The last place I thought I would see Brian again, 30 years later, was at ITP week in Ann Arbor, Michigan. But all roads lead to the UA.

While I was pursuing a career in California with the UA, Brian was doing the same thing in Minnesota. We shared our stories and found that both of us had taken similar paths, although they were 2,000 miles apart. We both had thriving careers with the UA, we were both married, and we both had one child. I had a son,

and he had a daughter, and this is where we entered *The Twilight Zone*. Brian told me that about 10 years ago his wife was trying to convince their eight-year-old daughter to get into the trades and become a plumber. Brian said his wife was using a copy of an *IAPMO Official Magazine* (April 2013) with a woman plumber on the cover that they had received in the mail to show their daughter that women could be plumbers. Much to his amazement that woman was me. He told his wife and



April 2013 IAPMO Official Magazine Cover

daughter, "I know her; we went to high school together!" His daughter is now 18 and seriously considering a career at the UA in the trades.

After taking classes all week, including classes on workplace professionalism (Build Stronger Together) and seeing how women are supported at the UA through events such as the Tradeswomen Luncheon at ITP Week, Brian was more convinced than ever that there is a place for women in the trades and a place for his daughter at the UA. But when it comes to supporting women at the UA, the Tradeswomen Luncheon at ITP week is only a small part of what we do.



Brian Myers and me at ITP week high school reunion

In September, I was in Chicago, Illinois for the annual Tradeswomen Build Nations Conference (TWBN). There, I heard more stories from hundreds of other women about how their fathers, brothers, mothers, sisters or other family members had inspired them to join the UA. This year, there were 1,061 UA attendees

at this event. The largest delegation of any trade and the largest delegation ever! I was proud to serve on the North America's Building Trades Unions (NABTU) TWBN committee that organized this event. UA members from throughout the United States and Canada were in attendance. We all took different roads, but they all led to the streets of Chicago. And while I was at this event, my sisters, Special Representative Alanna Marklund (UA) and Carrie Hoza (Local 130, Chicago) and I took some time to sit at the table with our General President, Mark McManus, to share our stories for the UA's *Pipe Up!* podcast. I was familiar with Alanna's story and, of course, I knew my own, but Sister Hoza left us all speechless. She talked about how her journey led her to the IED ridden roads of Iraq. There she led convoys through hostile enemy territory, risking life and limb. Like at the UA, in our armed forces, the fact she was a woman made no difference. The only thing that mattered was that she was willing and able to do the job! After her service in Iraq, Carrie joined the UA through our VIP (Veterans in Piping) program.



From left to right Carrie Hoza, LU 130, General President Mark McManus, Laura Ceja, and Alanna Marklund

Carrie's story was not unique. Many of the women at the UA had to overcome adversity, but we were all at TWBN to make sure that women knew there is a place for them at the UA. TWBN continues to be the single biggest recruitment and retention event for the UA. Having the biggest delegation at TWBN has become a source of pride for all the women at the UA, the officers at the UA, and our general president. On that note, the UA did have the largest delegation at the event, however, there was a "support craft" that was not far behind. It has become my goal and the goal of many others at the UA that this "support craft" or any other union does not beat us. I hope everyone out there helps us retain our title as the largest delegation at TWBN. Please spread

the word! As Julius Cesar said after taking the long road back to Rome, "We came, we saw, we conquered." We have fought too hard; the UA cannot relinquish its hard-earned title as the largest delegation at TWBN.



Connecticut UA Local Union 777 delegation at Tradeswomen Build Nations

And speaking of Julius Caesar, after TWBN, the road led me right across the street from his palace in Las Vegas, Nevada. There, I attended the UA MCAA Labor Relations Conference. I sat on a panel organized by UA Training Director Raymond Boyd to inspire the next generation of leadership at the UA. The people on the panel shared their stories and were asked about leadership opportunities as apprentices and beyond.

Leadership is yet another facet of what will help us retain members and grow our numbers. We must show our members that there is a multitude of opportunities available to them—positions as foremen, business managers, directors or anything else they can imagine. If you are willing to work hard and put in the time, the sky is the limit. The panel laid out a road map for the apprentices to follow. One apprentice at MCAA seemed to be following this road map to a tee, UA apprentice Cody Hunstad. Once again, in a twist of fate, Cody was working out of Local 403, San Luis



David Baldwin, LU 403 Business Manager, Cody Hunstad, LU 403 Apprentice and myself

Obispo, California, down the road from my newly adopted home in Paso Robles. A few weeks later our paths would meet again.

After a long time on the road, I got an assignment closer to home. I was asked to attend the Central Coast Construction Trades Outstanding Apprentice of the Year awards ceremony. I went to the local training center and met with prospective apprentices and current apprentices, including the winners of the apprentice of the year for each of the unions on hand. I got to meet with educators, local school board members, and political leaders. I was also asked to speak at the awards ceremony. Much to my delight, the winner of the UA's apprentice of the year was none other than Cody Hunstad. It was an honor to be able to congratulate him and the other winners and inspire potential members and current apprentices to continue down the road of a career at the UA. Once again, I did this by telling my story. I told everyone about how I got to where I was, but not just the physical road I traveled, but the road that was made up of the people who supported, guided, and cared for me along the way. I asked attendees to take a moment to think about the people who inspired and loved them. I asked them to think about the people who inspired them to join the trades. As I read my speech, I couldn't help but think about my high school classmate Brian and his daughter. I hope Brian's daughter decides to join the UA, and if she does, I hope it's because of her father and the woman plumber on that magazine cover.

We all need to share our stories. That is how we will recruit more members and keep the ones we have. The UA road is one replete with opportunities for financial, educational, and personal growth. We must spread the word. The UA cannot continue to be the best kept secret. ■

The People Make the Difference

Submitted by Michael Galfano, Assistant Director of Education and Training

I hope this newsletter finds each of you well, as we look forward to the holiday season with our families. As I reflect on 2025 and write this article, I am proud and appreciative of what we, as an organization, accomplished this past year on both local and national levels. Your leadership, commitment, dedication, and tireless work have provided your membership with the training opportunities necessary to meet the demands of your contractors and end-users.

When I speak about the UA, I am filled with pride in our organization. If we refer to the history of the UA emblem, which was

first adopted in 1892, we as an organization represent benevolence, education, fidelity, and protection. We also represent professionalism, quality, and safety, and are essential to maintaining the infrastructure of both our great nations. With that being said, it all comes down to the people who make up our organization. I have been truly blessed to work with the finest people from the very first day of my apprenticeship to today. Throughout my journey, I have had many teachers, mentors, friends, and leaders who have had a profound impact on me.

I would like to acknowledge some of those people who have made a difference in my life and are retiring this year. I want to thank each of them for all they have done for me personally, as well as for their contributions to their local unions and the UA.



Patrick "Fuzz" Faley (Local Union 353)

Pat was initiated into Steamfitters Local 353, Peoria, IL, in 1978. He is a 47-year UA member. He served as the local training coordinator from 2003 to 2017. Pat also served as chairman of both the Illinois State and District 4 Apprentice Contests from 2003 to 2017. He served as chairman of the International Apprentice Contest Committee from 2018 to 2025. Pat graduated from the UA Certified Instructor Program in 1998 and was also an ITP 5011 Industrial Rigging Instructor from 2010 to 2017. He was awarded the Durkin Award for Lifetime Achievement in 2025.



Edward Ingles (Local Union 577)

Ed was initiated into Plumbers and Pipefitters Local 577, Portsmouth, OH, in 1974. He is a 51-year UA member. He worked as a pipefitter and plumber for 33 years and also served as a general foreman and superintendent on many jobs. Ed became an instructor at his local in 1994 and was responsible for implementing his local's rigging program. He still teaches rigging locally. Ed graduated from the UA Certified Instructor Program in 1996 and was also an ITP 5011 Industrial Rigging Instructor from 2006 to 2025.



Clancy Kelly (Local Union 26)

Clancy was initiated into Plumbers Local 130, Chicago, IL, in 1970. He is a 55-year UA member. He competed in the 1973 National Apprentice Contest at Purdue University and finished first. He left Chicago in 1975 to relocate to SW Washington, where he worked

out of Local 695. He was hired by JH Kelly (no relation) in 1977 and worked there for 38 years. Local 695 merged with Local 26, where Clancy retired in 2014. He served as the International Apprentice Contest Pipefitter Chairman from 2018 to 2025.



Frank Reece (Local Union 50)

Frank was initiated into Plumbers and Pipefitters Local 50, Toledo, OH, in 1989. He is a 36-year UA member. He was an apprentice instructor from 1998 to 2025. He was in the inaugural Industrial Rigging class and was the first Local 50 member to acquire this certification. Frank is a City of Toledo-licensed

plumber and a hydronics journeyman, holding this certification from 1991 to the present. Frank graduated from the UA Certified Instructor Program in 2005 and was also an ITP 5011 Industrial Rigging Instructor from 2012 to 2025.



Ken Schneider (Local 268)

Ken was initiated into Sprinkler Fitters Local 268, St. Louis, MO, in 1984. He is a 41-year UA member. He began his training career in 1997 as a part-time instructor and, in 2003, accepted the position of full-time instructor. In 2005, he was appointed to the position of Training Director, a position he held until

2015. In 2015, Ken joined the ITF as a Sprinkler Fitter Training Specialist.

He was instrumental in building relationships with our industry partners, manufacturers, and vendors. He was responsible for developing training modules with mobile trailers (classrooms on wheels) and Sea Cans. Besides fire protection, Ken's other passion has been technology. As the story goes, he asked about getting a CAD computer, and before he knew it, he was tasked with developing technology courses for the ITF. I guess you could say he was "Schneidered" into that role. If you know Ken, he is always the first person to step up and lend a hand. He has been a strong advocate for supporting locals with technology, and under his leadership and guidance, many technology courses have been implemented at ITP. Ken graduated from the UA Certified Instructor Program in 2003. He also completed his training coordinator classes in 2010 and earned an associate's degree that same year.

In closing, let us all congratulate and thank all of our retirees. Remember the people who have made a difference in your lives.

As we prepare for 2026, let us also remember our mission statement.

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I hope everyone has a safe and peaceful holiday season. Best wishes for a happy and healthy New Year! If you have any questions, please feel free to contact me at mgalfano@uanet.org. ■

Local Union Labor Leaders Encouraging Journeyworkers to Continue Their Trade Education

Submitted by Bruce Dantley, UA Training Specialist

Francis X. McCartin, a labor movement legend during his tenure as business manager of Pipefitters Local 597, once said, "When can a UA tradesperson stop learning his/her craft?" and would always reply, "Never."

I have seen too many people with tunnel vision. For many, it looks like this: go to work, do your job, talk to your coworkers, then go home. That usually means there's no training beyond what is required. It also means there isn't much to do to make yourself more marketable, and you might not update your resume until it's absolutely necessary. This kind of inactivity prevents you from being appealing to your contractors and from staying employed. It is crucial not only for your career but also for your survival.

If you want to advance and become that "indispensable worker" whom contractors value and promote, you need additional training.

Specialty contractors hire journeyworkers who advance their skills. The benefit of learning specialties is the opportunity to rotate through various work environments, experiences, and skills. ■

UA Certified Welders—Raising the Bar

Submitted by Robert Derby, UA Training Specialist

Meeting the demands of construction projects can be challenging. But meeting and exceeding challenges motivates UA members to strive for excellence. Licensing and certifications are ways we verify levels of excellence in our respective crafts, and welding is no exception.

Specific requirements for welding on various piping systems can change depending on the job's geographical jurisdiction. Construction codes provide guidance to contractors for the fabrication and installation of piping systems. Certain codes require welders and welding operators to qualify under specific standards based on the type of work being performed or the type of piping system being installed. Different jurisdictional boundaries within a project or piping system may have varying acceptance criteria for certifying welders and welding operators.

Most UA welder certification documents are created to comply with ASME B31 codes, referencing ASME Section IX. The most common welding work performed by UA welders falls within process piping and power piping. The United Association Welder Certification Program (UA WCP) was established in 1993 to provide an efficient means to get qualified UA welders to perform work for signatory contractors on various projects. ASME Section IX is the reference code that addresses qualifications for welding, brazing, and fusing. The construction codes and reference codes establish the minimum acceptance requirements for welder certifications. The intent of the UA WCP is to qualify UA welders in accordance with applicable construction codes and standards while reducing the cost and effort that contractors typically encounter when testing welders. To meet industry expectations, UA welding certifications must meet or exceed the most stringent acceptance criteria for the welding work that is regularly performed on building trades projects. Commonly used welder certification tests that are available through the UA WCP meet or exceed the requirements of ASME B31.1 and ASME Section IX.

Keep in mind that codes provide the *minimum* acceptance criteria, and the UA sets the bar for *excellence* in performance. Excellence cannot be achieved by only meeting minimum expectations. It is the rank-and-file members of the UA who continue to perform at elevated levels, resulting in high expectations from our customers and end-users. Before the exceptionally talented UA workforce gets a chance to weld on most jobs, they must pass qualification tests to verify that they have the skill to make sound welds to an established standard. The UA WCP has elevated

acceptance criteria for welders and welding operators to meet during performance testing. To ensure the welders and welding operators receive the credentials they deserve, the welding inspectors must verify that all documentation is complete, accurate, and up to date. Because occasional changes must be made to the document packages due to required updates or revisions, the UA maintains live documents in its database. The UA WCP Quality System Manual requires that Authorized Testing Facilities use only the UA database to access the live document packages for UA weld test sessions. Authorized Testing Representatives must review the document packages to identify any revisions that may have occurred.

UA Authorized Testing Facilities have a responsibility to uphold the integrity of the program by ensuring compliance with the UA WCP Quality System Manual. The information provided in the manual and the document packages identifies the elevated standards that are in place to set UA welders apart from minimum standards. By following the UA Welder Certification Program requirements, UA welders will continue to train and perform at elevated levels. Contractors, customers, and end-users can use UA welders with confidence because of the outstanding performance of UA members. The UA Standard for Excellence applies to all tasks performed by all members. The unwavering dedication and determination to uphold the high standards are what continue to set the UA workforce apart. I am proud of the men and women of the United Association who continue to earn additional certifications to demonstrate that their performance is above average.

Continue working safely, make every step count, and remember that we all represent this great organization. As 2025 draws to a close, let us all commit to a strong finish to this year. ■

2025 Year Review: Plumbing Service Gaining Traction

Submitted by Joe Fernandez, Jr., UA Training Specialist

Three years ago, I wrote an article titled "End Game: Sustainable Manhours" on the importance of implementing a Plumbing Service Curriculum within local union training centers. At the same time, I would take surveys everywhere I could to find out how many locals were offering plumbing services, and the responses were very few. That was then, and this is now.

Fast forward to 2025, and the results have completely changed. This past year, I have seen significant growth within the service

industry for both training centers and contractors alike. I have had the opportunity to participate in several events this past year, presenting on plumbing service and additional business opportunities for contractors. As always, I will survey the attendees, and the responses are that most of the audience have plumbing service and are being trained at their training centers.

So, what has changed?

- Mechanical Contractors who have historically only performed HVACR service are realizing the value of having additional services within their company and have expanded with plumbing service.
- With current manpower shortages and contractors expanding into the service industry, training centers are recognizing the need to provide qualified, skilled service technicians to meet demand.
- The ability to organize open-shop service technicians and contractors willing to expand their service departments.
- Contractors are now finding new ways to differentiate themselves from open-shop contractors and have expanded into specific plumbing markets, i.e., residential, water treatment, and pipe rehabilitation.

How has training changed?

Our training hasn't changed, but we have expanded the existing plumbing service program to include several new courses that have created new opportunities. Over the last three years, we have developed courses that have successfully gained market share.

- **Water Treatment for the Residential/Light Commercial Service Technician**

Several signatory contractors have begun incorporating water treatment into their service companies. This is an area of the industry that has been performed by open-shops and individuals who are not plumbers.

Over the last two years, we have offered this course at both Regional Training and the ITP. There are tremendous growth opportunities within the residential and light commercial sectors.

- **Pipe Rehabilitation**

Several signatory contractors have reached out and included Cured-in-Place Pipe (CIPP) and Point Repair as options for their customer base. We have been working with our industry partner (Hammerhead Trenchless) to educate apprentices, journeyworkers, and contractors on the process, installation, and maintenance of pipe rehabilitation.

In 2025, Hammerhead visited 10 training centers and participated in the Pipetrades & Technology Expo, the ITP, at

Regional Training, and plumbing and mechanical inspectors' conferences. Regional Training will be offered at Hammerhead Trenchless headquarters in Lake Mills, WI, from April 7 – 9, 2026.

- **Customer Service for the UA Craftsperson**

One of the biggest concerns from contractors has been training on "soft skills." Though we have offered customer service training in the past, we are currently developing a new training manual to coincide with the customer service training videos available on the OLR. Regional training is presently being offered March 3 – 5, 2026, at Local Union 449 in Pittsburgh, PA.

- **New Business Development**

For years, Director Tom Bigley has offered this as a seminar for those members who are interested in going into business. We are now using that same platform to create a train-the-trainer course so local unions can offer the same opportunity to their membership.

Moving forward

As I stated earlier, these are additions to our core plumbing service course that is offered both regionally and at ITP. As the industry changes, so will our training. The service industry is constantly adopting technologies such as Artificial Intelligence (AI), and we will be prepared for it.

Please make no mistake: Implementing a service program within your training curriculum does not mean overnight success, and it is most certainly a process. You need 100% buy-in from all parties—locals, business managers, training coordinators, the membership, and from our contractors. If one of these does not support the initiatives, it will fail!

Building our local unions' infrastructure and developing sustainable manhours through service are vital. They will help maintain our manhours during tough times and, more importantly, ensure our members have work for a lifetime. ■

Regional Welding Training for 2026

Submitted by Justin Forni, UA Training Specialist

Brothers and Sisters of the UA,

Greetings to you and your families. I hope this year has been full of good health and prosperity for all. The United Association has had a record year of growth and opportunities to serve this great country with high-quality, skilled workers.

As we close out 2025, it is time to discuss the importance of regional training for your home local instructors. This goes for every discipline in the trade we serve; training in our industry has never been more important than it is right now. The dedicated instructors at your home local need the latest training to provide the best service to your membership. The ITF takes regional training to the next level each year to ensure UA members are truly the best in the business.

Now, it's your turn to review your committed instructors and determine what will help them improve in 2026. To excel at anything, we all need the chance to learn, practice, and grow each year.

We have seven different welding classes offered this year, with multiple opportunities to attend. I want to highlight two of the hands-on welding courses for you to consider. I am sure you have seen or heard about the increase in power generation that will be needed in this country to support projects such as data center construction. We have been preparing for a large gas-fired power plant construction boom to support the need for more power. The two classes below will help prepare members for this industrial boom in fabrication and construction across the USA.

8013 Methods in Teaching GMAW/FCAW

Prerequisite: Current Gas Metal Arc Welding (GMAW), UA Welder Certification

This course covers wire-feed welding techniques used in fabrication shops and field applications. The course focuses on teaching advanced techniques in gas metal arc and flux core arc welding for a variety of materials and thicknesses. Students will perform hands-on practical application in 1G, 2G, and 5G positions as they develop the skills necessary to teach wire-feed welding at local training centers. There will be an emphasis on common carbon steel and stainless-steel practical applications.

March 3 - 5	8:00a - 5:00p	LU 440 - Indianapolis, IN
April 14 - 16	8:00a - 5:00p	LU 537 - Dorchester, MA
June 2 - 4	8:00a - 5:00p	LU 10 - Richmond, VA

8091 Advanced GMAW Chrome Alloy Heavy Wall Welding

Prerequisite: Current GMAW Welder Certification or Completion of Course 8013

This course covers advanced pipe welding techniques used in the power and process piping industries. The course focuses on teaching advanced techniques in gas metal arc and flux core arc welding for a variety of materials and thicknesses. Students will perform hands-on practical application in 2G and 5G positions as they develop the skills necessary to address the critical welding needs. There will be an emphasis on the theory and practical application of chrome alloy.

July 13 - 17	8:00a - 5:00p	LU 354 - Youngwood, PA
September 14 - 18	8:00a - 5:00p	LU 354 - Youngwood, PA
October 19 - 23	8:00a - 5:00p	LU 354 - Youngwood, PA

Gas Metal Arc Welding and Flux Core Arc Welding have been around for at least 60 years in many areas of our trade. We mostly see these processes used to support projects in UA fabrication shops. Now, demand for this technology in the field and fabrication shops is increasing more than we have ever seen, driven by weld metal deposition and productivity. I will tell you this: without proper training, it is challenging to use in the field. I encourage you to participate in this opportunity to help shape local union training centers for success. We will meet this demand and train our members to lead this new industrial boom with authority. Please feel free to reach out to me with any questions or for a conversation. Thank you for your time and consideration, Brothers and Sisters.

In solidarity,
Justin Forni
UA Training Specialist

A New Tone for Peer Support

Submitted by Micheal Hazard, UA Training Specialist

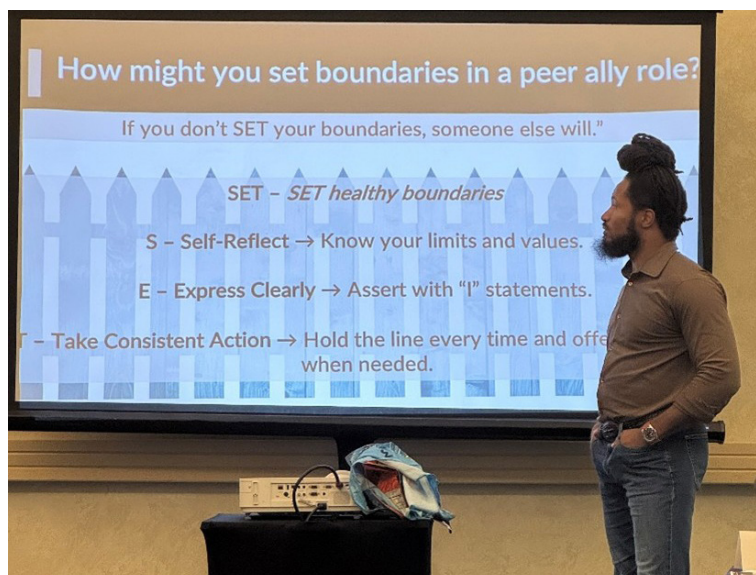
VIP Instructors from across the country gathered in September for the annual Professional Development Training, which included two days focused on mental health and wellness to enhance the VIP Member Assistance Program (VIP MAP). This immersive and interactive learning experience was designed to deepen skills in empathy, boundary setting, trauma-informed crisis response, and ethical peer support. Co-facilitated by Dr. Sally Spencer-Thomas and Marshall Davis Jones, the training integrated experiential learning, storytelling, tactical wellness practices, and group collaboration to strengthen the UA VIP program's mental health leadership capacity.

Marshall Davis Jones, the founder of MindBodySpeak™ and author of *Tonal Influence: A Guide to Listen Better, Speak Clearer, and Set the Tone*, was enthusiastically welcomed by all VIP instructors and staff throughout this training as this was most of the groups first encounter with him. Marshall is a leading authority on Tonal Influence™ for communication



and teaches people to transform their voice into an instrument of impact.

Throughout, Marshall infused lessons on Tonal Influence™, showing how vocal tone and presence can shape trust, de-escalate tension, and foster genuine connection. He highlighted how tone, body language, and posture shape communication. Subtle shifts in voice and posture can project confidence, calm, and empathy—core skills in peer allyship. VIP Instructors overwhelmingly praised Marshall for his energy, warmth, and engaging facilitation. His unique perspective and real-world feedback resonated deeply, making the content relatable and inspiring.



"The training really opened my eyes. The peer support training was great, and Marshall Jones taught me that my tone and body language go a long way when speaking and listening to others."

—Camp Lejeune VIP Welding Instructor Greg Abrams

VIP instructors explored how to show up as peer allies, effectively balancing compassion with boundaries, emotional regulation with ethical clarity, and self-care with service. Marshall also incorporated mindfulness, breathing, and self-reflection practices that helped instructors ground themselves and model calm for others. When individuals experience overwhelming thoughts, it can be hard to think or focus on anything else. Mindfulness skills can help create some distance from things like suicidal thoughts. By observing your experience, you can become more aware and present in the moment. This allows you to choose how you'd like to react to and cope with a particular situation.

"The training was an eye opener, not only as a peer supporter but as an individual. It taught us that self-care is just as important to be able to "show up" as we should as peer supporters."

—Camp Lejeune VIP Welding Instructor Rachel LaBlance



The first day of training emphasized the peer ally role, trauma-informed care, crisis response planning, and veteran resource audits, culminating in creative exercises such as the Virtual Hope Kit. The second day of training focused on lethal means safety, ethical dilemmas, and self-care practices for peer supporters, ending with personal reflection and action planning, including a Personal Legend Declaration.

VIP Instructors left with renewed confidence, practical tools, and a more profound sense of connection. Through continued interactive learning, ethical clarity, and resource integration, the VIP Member Assistance Program is poised to sustain and expand its positive impact—building a resilient, compassionate workforce that stands ready to help one another through life's toughest challenges.

If you or someone you know needs immediate help, please contact the 988 Suicide & Crisis Lifeline. ■



Are the Walls Closing in on Your Training Center?

Submitted by Trenton Mauk, UA Training Specialist

With the new year upon us, I know many training programs will be taking a much-needed break. This also provides our appren-

tices and journeymen a reset from the shutdown fever pace of trying to balance work and training during the holidays. As much as I always wanted to slow down at the school during this time, when there were no apprentices or tradespeople, I always found it the perfect time to do some badly needed organizing and cleaning.

Throughout the year, whether it's a contractor donating scrap, a service guy who came across equipment we could use, or a job calling to say, "Take all you want; we're done with it," these things will start to accumulate if not tended to. Not to mention, if you haven't gone paperless, the number of files and records that have passed their retention period might be large enough to build another training center. Your school could be experiencing *Clutter Creep*.

In just a few years, I have seen dramatic changes in shops and classrooms if they aren't constantly maintained. One moment, a facility is well-organized. In a year or two, it becomes just a series of trails leading from the shop to the weld lab and back to the classroom, with students playing, "The Floor is Lava." You can hop from pipe to equipment all the way back to your classroom without touching the floor. This might sound like an exaggeration, but I wouldn't say it if I hadn't seen it at more than one training center.

I fell victim to this as a Coordinator, as well. I hadn't realized how cluttered our HVAC training center had become until I had to get a Fair Market Value for it when looking to purchase it from our hall. We had always rented the space for our HVAC lab from the hall. During one JATC meeting, we sat down and figured it was costing us more in rent than a mortgage would. After this discovery, the JATC agreed it would be cheaper for us to purchase the property at market value from the hall than to continue paying rent. After a unanimous vote, we moved to obtain an appraisal of our building at its current market value, based on a per-square-foot price for commercial property in our area. The purchase went through, and with the help of abundant work, we were able to pay off that new mortgage in just five years.

Based on the per-square-foot value we had, I never looked at occupied space in our training centers the same way again. It now had a dollar value to me. It wasn't just space or a spot to put something in; it had a worth you could touch and see or not see, depending on what was occupying it. With this significance, I started associating that value with what occupied the area.

I started asking myself: Are we getting the \$14.46 per-square-foot market value for our floor space from this trainer? Or, what about those fittings? Or, this 6' x 4' air handler that nobody has done anything with in 10 years? You know, the same one that needed just one part to make a decent real-world trainer that we never got around to getting. The bottom line was: Were we

getting a return on investment (ROI) for the cost of storing whatever occupied the room? Now, this cost varies by location, and many factors affect the calculation, but I checked a few locations. In Birmingham, Alabama, it's \$21.97; in Newark, New Jersey, it's \$35.06; and in Los Angeles, CA, it ranges from \$5.00 to \$11,677, with an average of \$588.

Having this fresh perspective motivated us to declutter and better organize our training center. As we know, this leads to a more conducive learning environment and enhances visual professionalism during surprise visits from the Business Manager with a new end-user. Not to mention, its appearance is a direct reflection on the training center's staff as well.

If any of this resonates with you and you have been putting it off, remember to "Eat the Frog."

Mark Twain is credited with this saying, and I use it when I put off doing something. He said, "If you have to eat a frog, don't think about it all day; eat it first thing in the morning." The parable means that if you have something to do that you are not looking forward to doing, get it out of the way, and don't wait. If you must eat two frogs, start with the largest one first. Same with your tasks. Get the big one out of the way first, and momentum will carry you through the second one.

Now, I would love to say that we went through and turned the place upside down, and that *DeClutter Monthly* came in to do a cover shoot of our newly renovated training center, but the truth is this is a slow, never-ending process. We still need to do the loft above our bathrooms and the upstairs of our HVAC training center, but it got us started on the right path. And when we got the next call for a piece of equipment or pipe we had no need for, we politely accepted it and went right to the scrap yard with it, where it could be turned into funds that would go back into our training center for better use.



In conclusion, by applying the "square-foot-price" filter to your mindset, you can effectively evaluate whether your training space is delivering its expected ROI. If it isn't, it's never too late to start the journey. By organizing and getting rid of unnecessary items, you will give your apprentices and journeymen a fresh perspec-

tive on their training center and create a much more sowable field for learning. If it seems too overwhelming, readjust your approach and **"Eat the Frog."** ■

7010 Victaulic Vortex System Installation Certification Training

Submitted by Derek Miles, UA Training Specialist

7010 Special Hazard Fire Protection Systems Training/ASSE 27010 regional course held September 9th–11th at Pioneer Pipe in Parkersburg, West Virginia, featured specialized certification training on the Victaulic Vortex Fire Suppression System. Offered as part of the 7010 Regional Course series, this class provided students with comprehensive, hands-on experience in installing, commissioning, inspecting, testing, and maintaining one of the industry's most advanced hybrid suppression systems. Successful completion of the course earned participants a Victaulic Vortex System Certification, valid for three years.

The course was led by Jason Thompson of Local 853 (Ontario, Canada) and Steve Miller of Local 699 (Seattle, Washington), with valuable industry support from Jack Carbone of Victaulic. The Victaulic Vortex Certification allows up to three individuals to be certified using a single system, emphasizing teamwork and practical learning in a controlled training environment.

The Victaulic Vortex System combines high-pressure nitrogen gas (up to 3,000 psi) and ultra-fine water droplets to provide a safe, highly effective method of fire suppression. In the new FPTM-7 training module, participants worked with one training system, one total flood system, and one local application system. A total flood system is designed to protect an entire room or

space based on its cubic volume and hazard classification. In contrast, a local application system targets a specific hazard—in this case, the generator supplying power to the training module.

System activation is achieved through advanced fire detection technology. The two interior total flood systems use smoke detectors to trigger discharge,

while the exterior local application system utilizes a flame detector. Flame detectors identify radiant energy in the ultraviolet and infrared spectrums, analyzing signal patterns to confirm the presence of a true flame, reducing false alarms.

Each emitter discharges a mixture of nitrogen and water mist, creating a spinning, tornado-like vortex. This hybrid approach suppresses fire through two primary mechanisms:

1. Oxygen Reduction – Nitrogen lowers the oxygen concentration to around 12–15%, enough to extinguish the fire while remaining safe for brief human occupancy.
2. Cooling – Ultra-fine water droplets rapidly absorb heat, lowering the temperature and preventing reignition.

Local application systems typically discharge about 1.06 gallons per minute, while total flood systems discharge 0.26 GPM—a fraction of the 40 GPM typical of a standard sprinkler head. This low water usage makes the Victaulic Vortex ideal for data centers, museums, libraries, and power facilities, where minimizing water damage is essential.

Because the system uses such a small amount of water and inert nitrogen gas, there is virtually no residue or cleanup required. After a discharge, once oxygen levels normalize and ventilation is complete, the system can be safely recharged and reused—either by refilling the nitrogen bottles onsite or exchanging them for new ones and simply refilling the water tank.

In addition to installation and commissioning, students also learned the inspection, testing, and maintenance (ITM) procedures required to ensure system reliability and compliance. Using the UA Online Learning Resource (OLR), participants accessed NFPA LiNK to review the NFPA 770 Standard on Hybrid Fire Extinguishing Systems, which governs systems such as the Victaulic Vortex. This integration of hands-on and digital learning strengthens the students' understanding of both field application and the applicable NFPA standards.

The training provided participants with the skills to safely install, inspect, test, and maintain Victaulic Vortex systems in the field. This training represents another step forward in preparing our members for emerging fire protection technologies that safeguard both property and lives while minimizing environmental and operational impact.

If you missed this regional course, you're in luck. The 7010 Special Hazard Fire Protection Systems Training/ASSE 27010 will be offered again in early May 2026 at Victaulic's Training Center in Allentown, Pennsylvania.

We're also excited to announce two new regional courses for 2026. The 7003 Water Mist Fire Protection Systems course will be held in March, providing hands-on training with advanced water mist technology. In October 2026, we'll introduce a new course



on Low Expansion Foam Fire Protection Systems, an updated version of our 7002 course. This class will place a greater emphasis on Synthetic Fluorine-Free Foams (SFFF), reflecting the industry's transition toward more environmentally responsible suppression agents.

Both the 7010 and 7003 regional courses will also be hosted at ITP in 2026, continuing our commitment to delivering accessible, high-quality training opportunities for our members across multiple technologies.

Please reach out if you have any questions or comments, dmiles@uanet.org. ■

The UA Leads in Training Innovation

Submitted by Kenneth Schneider, UA Training Specialist on behalf of Steve Metzman

In September 2018, a few UA locals began exploring how to connect their highly successful training programs with the emerging power of handheld tablets—specifically, the iPad. In the years following its 2010 debut, the iPad was primarily a consumer device, but education and industry innovators recognized its potential as a transformative tool for productivity and learning.



Fast forward to today: Every one of the UA's approximately 62,000 apprentices can now benefit from iPad-accelerated learning, thanks to the technology grant program implemented by the Trustees of the International Training Fund. Through a partnership with Connected Apprentice, locals are granted iPads for the classrooms—each device custom-configured and preloaded with an extensive library of instructional resources, OLR content, industry software, custom links, OSHA and safety resources, testing apps, and even mental health tools. The grant renews every

four years to keep technology current, and locals can add additional discounted devices as their programs grow.

Technology on the Jobsite

Jobsites today are digital environments. Many signatory contractors use mobile devices to ensure accuracy, efficiency, and productivity. Technology has become as essential as any trade tool, and apprentices must be fluent in it. The mobile technology courses at the Instructor Training Program (ITP) ensure that instructors are well-versed in hardware, device management, and the full suite of industry software apprentices will encounter on the job.

Recruiting the Best

Modernized training programs help the UA attract the most capable individuals beginning their careers in the trades. When people choose which trade to enter, they weigh many factors, and the UA's complete, integrated technology ecosystem stands out.



According to Connected Apprentice, *"The UA's iPad program is the most advanced and well-organized mobile technology framework we've encountered so far."*

Results that Speak for Themselves

JATC boards and contractors consistently report high satisfaction with the iPad-based training approach, which ensures that today's digital-native apprentices become experts in the platforms shaping our industry. Moreover, while technology enhances our training, our members' extraordinary skills remain irreplaceable by AI, reinforcing that our skilled trades offer unmatched job security and opportunities for our families.

Expanding Impact

The success of the iPad initiative has extended beyond classrooms and jobsites. It now supports the International Apprentice Contest (INAC), regional competitions, and the UA Veterans in Piping (VIP) program. An INAC contestant—and the broader UA iPad initiative itself—even caught the attention of *Forbes* magazine, which featured the UA's program in this national article (<https://www.forbes.com>)

The Advantage of Standardization

Standardization is key. What makes Connected Apprentice so effective is its uniformity and simplicity. Each bundle includes discounted iPads, mobile device management, custom preloads, comprehensive training, U.S.-based support, Learning Library, User Group, and optional add-ons such as protective cases, asset tagging, and charging carts. Devices are controlled over

the air, eliminating the need for Apple IDs and preventing permanent lockouts. Staff turnover is not an issue because Admin access is centrally managed. The result is a turnkey solution that makes digital modernization easy for every local regardless of size.

Future-Ready Training

In times of general uncertainty and change, one thing is certain—the UA continues to lead the way in instructional modernization. By embracing and providing cutting-edge technology, we're future-proofing our work, empowering instructors, and ensuring that every apprentice graduates as both a skilled craftsman and a confident technology user. ■

HVACR Training Outlook

Submitted by Robert Vilches, UA Training Specialist

As the year closes out, I want to wish you all Happy Holidays, and may your New Year be blessed with new adventures.

The year 2025 was a blur, and many things happened in our industry. The political climate put some EPA and DOE initiatives in flux, markets started to shift, and struggles with new equipment and refrigerants had many folks worried about how they would care for their customers. We ran new classes at ITP, regionally, and revived old ones. New vendor partnerships were forged, and existing ones continued to grow.

Classes in 2025

The CO2 market is expected to see a 300% increase in market share over the next five years. Given this substantial growth of CO2 refrigeration systems, the ITF revived its CO2 systems training class. Brothers Derrick Tacket, LU 290, and Kirby Wadley, LU

420, took on the challenge. We also began a partnership with Copeland and NASRC, who supplied a mobile CO2 training skid for the class and served as guest presenters.

We learned a lot during this course and determined that local instructors need to be given more training and content if they are going to be successful in teaching this course in their classrooms. Moving forward, the ITF will work with SMEs to develop a three-part series on supermarket refrigeration systems. These classes will cover traditional and CO2 equipment, along with associated controls.

Supermarkets and the industrial sector are not the only places we are seeing CO2 systems. CO2 is emerging as a winning refrigerant for heat pump water heaters in commercial applications. This means more techs will be exposed to this type of system, and CO2 training will become a common discussion in our classrooms.

Critical Thinking

This year, we ran a new class, "Critical Thinking for Service Techs." This class is designed to enhance critical thinking and problem-solving skills in HVACR systems troubleshooting.

The advanced components and controls we typically see in larger-tonnage equipment are now commonplace in smaller-tonnage equipment. We live in a world where our end-users and contractors want us to work faster. As we increase our speed, technicians tend to resort to shortcuts in troubleshooting and repair, leading to misdiagnoses. For years, the commercial industry has had a better track record with proper diagnostics than the residential market. This is mainly due to the level of training that commercial and industrial technicians receive. We must not become complacent in the name of efficiency, saving the customer money, or running just one more call before the day is over. This class will help bring science, math, and systematic troubleshooting discussions back into the classroom and, ultimately, into the field, so we can effectively work on more advanced systems as they hit the market.

Boiler Training

The live-fire boiler lab was completed just in time for ITP this year. This lab adds a much-needed hands-on portion to the 6063-boiler class. The lab offers more than just boiler training. It is a fully functional heating system that includes primary and secondary loops, pumps, VFDs, a BAS system, control valves, a glycol fill station, etc. The lab provides locals with a plan to implement this type of lab into their local training centers.

The lab is currently outfitted with the boilers in the ITF grant catalog in partnership with LAARs. As we continue to use the lab



and develop relationships with other boiler OEMs, we can easily train on other products since the boilers are not permanent fixtures of the lab.

We will be hosting a regional class in this lab outside of ITP in 2026. Please reference the regional training catalog for dates and availability.

In addition to the boiler training, the ITF will host a regional training class on Fireye Nexus 4000 and 6000 parallel positioning controls. This class will incorporate a tabletop controls trainer, allowing instructors to program and test the training aid they can purchase for their classrooms. Please reference the regional training catalog for the class dates.

Chiller Training

In 2025, the ITF partnered with signatory contractor EMCOR to schedule chiller overhaul classes at their new training center in Phoenix, AZ. The classes offered at this facility are led by UA members. This partnership was a perfect fit given that the manufacturers of this equipment struggle to offer enough classes every year.

The feedback we received from the membership was positive, so we decided to expand the number of classes we schedule at this facility. Available classes include York YMC2 Overhaul and Trane CVHE/F Overhaul. Other chiller classes are scheduled directly with the OEM.

All classes are listed in the 2026 ITF regional training catalog.

Steam Systems Training

Over the last several decades, we have seen a decline in the number of steam systems. Steam is still viable for many industrial processes and hospital sterilization. It was a great way to heat an entire campus or city with a central plant. Efficiency regulations and a lack of skilled workers to maintain these systems have been a major factor in the reduction of these systems. Today, we are seeing central plants replaced by more efficient hydronic systems and thermal energy networks. The legacy membership that worked on steam systems has retired or will be retiring in the next five years. This knowledge is walking out the door, and we need to capture as much of it as possible before it does.

To help ensure that UA members can continue working on the systems still in use, we will be reviving the Steam Systems training class at ITP in 2026. The class will focus on steam funda-

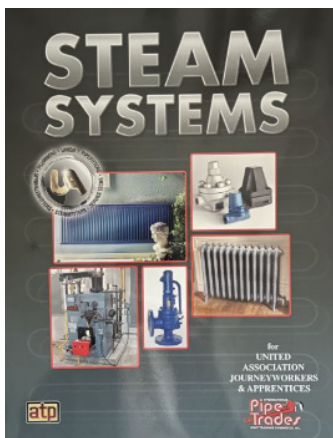
mentals, generation, trap audits and repair, condensate control, feedwater systems, and water treatment for low- and high-pressure systems.

The ITF will continue to review its course offerings based on market trends and feedback we receive from the membership. Please reach out to rvilches@uanet.org if you have anything you would like to share regarding HVACR training. ■

Building Stronger Together: Shared Values Between the VIP Program and Respectful Workplace Training

Submitted by Lauri Rollings, CEO, Laura Rollings & Associates, LLC

In September, Veterans in Piping (VIP) instructors from across the country came together for their annual professional development training, which included the Build Stronger Together train-the-trainer program. This session marked an important step in aligning two powerful UA initiatives: the VIP program, which helps transitioning service members begin new careers in the piping trades, and the UA's commitment to building respectful, inclusive workplaces through the Build Stronger Together training.



VIP instructors and staff from around the country smile after completing the Build Stronger Together train-the-trainer program.

At their core, both programs share a deep respect for values that strengthen individuals, teams, and the trade as a whole.

Commitment to Respect and Dignity

The VIP program is rooted in the belief that every service member deserves a seamless transition from the military into civilian life and a career that recognizes their skills and discipline. Simi-

larly, the Build Stronger Together training emphasizes that every UA member is entitled to fair treatment, dignity, and the right to work free of harassment and discrimination. Both programs uphold the UA pledge to defend members against unjust treatment and to cultivate friendship, respect, and solidarity.

Focus on Safety and Teamwork

Military veterans understand that safety, discipline, and teamwork are non-negotiable. These same principles are essential in construction, where hazing, bullying, or harassment can undermine safety on the jobsite and are risk factors for suicide. The Build Stronger Together training reinforces that respectful conduct is not only the right thing to do but also a safety concern. Distractions caused by harassment or disrespect put everyone at risk. The shared focus on teamwork and accountability ensures that each member can perform their work to the highest standard.

VIP Program Manager Mike Hazard emphasized the mental health connection, stating, "As we have learned more about suicide prevention in VitalCog workshops and how we can better support our members' mental health by building a help-seeking and help-giving working environment, it makes perfect sense to bring in the Build Stronger Together training to talk about how to cultivate professional conduct that supports the UA's commitment to the mental health of our members."

Leadership and Responsibility

Both programs emphasize leadership by example. VIP instructors shape the next generation of tradespeople by teaching not only technical skills but also the values of mutual respect and professionalism. Likewise, the Build Stronger Together train-the-trainer program equips UA leaders with the tools to step in, address misconduct, and model the respectful behavior expected across the organization. By training VIP instructors in this curriculum, the UA ensures these lessons are carried directly into classrooms, training centers, and jobsites nationwide.

Building an Inclusive Future for the Trades

The construction industry faces a workforce shortage, making recruitment and retention more important than ever. Veterans bring unmatched skills, discipline, and resilience, but, like all workers, they must know they are entering an industry where they will be respected and valued.

As one instructor reflected during the training, building a positive culture today will determine the strength of tomorrow's workforce.

"Fostering a positive work environment is going to be crucial if we want the next generation of pipe trades workers to replenish our ranks," said VIP welding instructor Ezra Saint-Peter.



VIP instructors discuss the importance of preventing and addressing harassment in recruiting and retaining a strong workforce.

By uniting the VIP program with Build Stronger Together, the UA is affirming its commitment to a stronger, more inclusive future, one that welcomes all who want to build a career in the piping trades.

VIP Program Administrator Nicole Jeup encourages locals to incorporate Build Stronger Together training into their programs.

"We all have the power to create safe environments where people feel seen and heard—not just as workers but as humans. I encourage all local unions to embrace Build Stronger Together so we can continue to build a resilient, compassionate workforce that stands ready to help our brothers and sisters through life's toughest challenges," Jeup said.

The Build Stronger Together training session was more than a workshop—it was an investment in the UA's future. By equipping VIP trainers with the knowledge and tools to promote respectful workplaces, the UA is ensuring that the next generation of veterans, and all apprentices, thrive in an environment built on safety, dignity, fairness, and respect.

Together, we are building stronger. ■



Build Stronger Together program developer Lauri Rollings with VIP Program Manager Mike Hazard in the Build Stronger Together booth at the Tradeswomen Build Nations conference.

The UA and ITF are Involved in Codes and Standards

Submitted by Jason Shank, UA Administrator of Codes and Standards

Throughout the UA, there have been, and still are, members involved in local and international codes and standards across all UA trades. A product, system, or professional who installs, maintains, or services fire protection, mechanical, HVACR, or plumbing systems (to name a few) is regulated by codes and standards.

The formation of the UA Code Development Committee (UA CDC) a few years ago was to bring all of us, throughout every trade, together in the UA and become part of the codes and standards processes. The purpose is not only to assist in developing these regulations, but also to provide our extensive experience and knowledge in our industry to better inform these codes and standards for the UA.

As of today, we have worked mainly with the code and standard groups such as IAPMO, ICC, and ASSE, to great success, and plan to continue this important work. In addition, we are expanding our reach by inviting UA members to consider joining a committee below to assist with this important work across all our areas. This could be you reading this, or an instructor, or that code person you rely on at your JATC. To join up or seek more information on all of this, please fill out this survey - [Joining the UA CDC – Fill out form](#), and I will be sure to get in touch with you.

Current Committees of the UA CDC

- Plumbing – UPC and IPC
- Mechanical/Pipe Fitting Area – UMC, IMC
- Fuel Gas Area – NFPA 54, IFGC, along with parts of UPC and UMC
- Medical Gas – NFPA 99 and ASSE 6000
- NFPA/ITF – Various NFPA Committees and IFC for the Fire Protection Industry
- ASSE – Standards and Testing Development

Codes, Standards, and Training

Codes and standards could be a small or large part of your JATC's instruction for our apprentices, trainees, or journey persons, but one thing that we all deal with is the cost and resources for providing this instruction. Below are a few links and resources that could help with costs and instructional materials for your students and instructors. Please email me at jshank@uanet.org if you have any questions.

- ICC
 - Up to a 40% discount on Code Books for the JATC
 - JATC can become a Preferred Provider for CEUs
 - Receive the ICC instructional materials for use at your JATC
 - Digital Codes Platform – ICC - <https://codes.iccsafe.org/>
- IAPMO
 - Read-Only Code Books - <https://iapmo.org/read-iapmo-codes-online>
- NFPA
 - ITP(UA) Book Store sells NFPA codes at discounted prices up to 20%. Using the IPT store instead of other places can help the ITF/UA get better pricing in the future due to the volume of books sold.

- The ITF has purchased NFPA LiNK for UA members. This allows your training centers to have digital access to all NFPA's codes. You can access this through your UAOLR account.
- ASSE
 - Read-Only Formats for Product Standards of ASSE - <https://asse-plumbing.org/standards/product-standards>
 - Read-Only Formats for Professional Qualifications Standards for ASSE - <https://asse-plumbing.org/standards/professional-qualifications-standards>
- Catch All
 - A web-based resource for many of our Codes, Standards, and Regulations, such as OSHA 1926, that we all need and use. <https://up.codes/codes/general>

Lastly, I wish to let you know that whatever your codes and standards needs may be for your JATC and area, please let me know by emailing me at jshank@uanet.org, as I have recently started working for the UA and ITF as the UA's Administrator of Codes and Standards. I look forward to working with and for you now and into the future. ■

Canvas Accomplishments in 2025

Submitted by Arista Williams, Managing Director WCC/UA Educational Technologies, Washtenaw Community College

As another year winds down, I'd like to reflect on Canvas's growth and development in 2025. The WCC-UA Educational Technologies (Canvas) team has worked tirelessly to provide the best service through the transition to Canvas.



Local Union Migration

The migration to Canvas was completed successfully, and local unions have hit the ground running. The WCC Canvas team has worked with more than 250 local unions. Each local union has a

dedicated Learning Experience Designer (Nicole Rose-Palmer, Lia Vallina, and Henny Tasker) and received helpdesk support from Jake Bacigal.

Here are the stats as of the end of October 2025:

- Total Canvas Local Union Users: 33,662
- Total Student Users: 28,454
- Total Local Union Courses: 11,450
- Total Published Courses: 2,950

UA Pre-Developed Master Courses

Utilizing the Canvas Commons (a course content sharing platform within Canvas), Nicole Rose-Palmer has added 97 courses and supplemental resources. Some courses include PowerPoints and assessments from the UAOLR. Instructors can use this form to gain access to these resources: [UA Master Courses and Interactive Resources](#).

UA Canvas Instructor Training

If instructors need training on how to build a course in Canvas, there are three modalities available:

1. **Self-Paced (no instructor or grades):** [UA Canvas Instructor Training](#) – This link allows instructors to self-enroll. This course does not have an instructor or grades.
2. **In-Person and Online (with an instructor and grades):** Regional Course 3001 Introduction to Teaching Online Using Canvas LMS. Visit uanet.org for a complete course description and to enroll.

2026 Canvas Goals

This next year, the WCC Canvas team will be working on the following projects and providing guidance:

- Supporting local unions as instructors work to develop their courses and troubleshoot issues
- Providing topic-specific weekly Q&A sessions based on Canvas releases and new features
- Migrating all UA Master Course Quizzes to New Quizzes and redeploying them to the Canvas Commons Resources
- Developing a Canvas Admin Training Course
- Developing Outcomes and Assessments Training and Resources
- Converting more than 10,000 files to meet the WCAG 2.1 AA Accessibility Guidelines based on the U.S. Department of Justice ruling for Higher Education Institutions. These guidelines mandate that all courses that run for Washtenaw Community College credit meet these standards, including all UA ITP courses. Local unions interested in remediating documents to meet this standard may reach out to uahelp@wccnet.edu.
 - o [Justice Department's Final Rule to Improve Web and Mobile App Access for People with Disabilities](#)
 - o [New ADA Title II Rule on Web Accessibility: Fact Sheet Guide](#)
- Adding the Global e-Training courses to Canvas
- Working with the UA to develop the New ITP Instructor Bootcamp
- Finding a solution to replace ExamView
- Determining a solution for test administration and locking down browsers to assist with preventing cheating during online exams

We're excited about what's ahead and grateful for the partnership and support from all local unions as we continue to enhance the Canvas experience in 2026!

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REGISTRAR/CERTIFICATION DEPARTMENT

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Kristyn Ivey, *Certifications*

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Angie Sterling, *Certifications*

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Cindy Williams

VIP PROGRAM ADMINISTRATOR

Nicole Jeup

VIP ADMINISTRATIVE ASSISTANT

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Peggy Jarrett

Jay Meadows

David Parmenter