



**Training Proposal for:**  
**Green Plumbers Training and Accreditation, a Division of**  
**IAPMO**  
**Agreement Number: ET12-0296**

Panel Meeting of: **January 27, 2012**

ETP Regional Office: **Sacramento**

Analyst: J. Daunt

**PROJECT PROFILE**

Contract Attributes: Retrainee  
 SET  
 SB <100  
 Priority

Industry: Green Technology  
 Sector(s): Construction

Counties Served: Statewide

Repeat Contractor:  Yes  No

Union(s):  Yes  No

Priority Industry:  Yes  No

United Association of  
 Journeymen and Apprentices of  
 the Plumbing and Pipefitting  
 Industry of the US and Canada

Turnover Rate %	Manager/ Supervisor %
≤20%	N/A

**FUNDING DETAIL**

Program Costs	Support Costs	Total ETP Funding
\$177,008	\$2,944	\$179,952

In-Kind Contribution
\$148,000

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee SET SB <100 Priority	Commercial Skills	166	8-60	0	\$978	\$19.63
				Weighted Avg: 37			
2	Retrainee SET HUA SB <100 Priority	Commercial Skills	18	8-60	0	\$978	\$14.39
				Weighted Avg: 37			

**Minimum Wage by County:** This is a Statewide project. Job Number 1: \$19.63 for SET Frontline Workers in Priority Industries. Job Number 2 (HUA): \$14.39 for Riverside County, \$15.26 for Sacramento County (City of Sacramento only).

**Health Benefits:**  Yes  No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:**  Yes  No  Maybe

Employer-paid health benefits may be included in the Post-Retention wages.

Wage Range by Occupation	
Occupation Title	Wage Range
Journey-Level Plumbers	

**INTRODUCTION**

In this proposal, Green Plumbers Training and Accreditation, a Division of IAPMO, (Green Plumbers IAPMO or the association), seeks funding for retraining as outlined below.

Founded in 1987, the original *GreenPlumbers®USA* began as a non-profit training organization dedicated to providing up-to-date industry skills and securing high-quality job opportunities for members and non-members. Onni, Inc., had been the parent of *GreenPlumbers®USA*. After IAPMO acquired all rights, title and interest in the *GreenPlumbers®USA* from Onni, Onni was no longer in the picture.

Established in 1926, the International Association of Plumbing and Mechanical Officials (IAPMO) coordinates the development and adaptation of plumbing and mechanical codes to meet the specific needs of individual jurisdictions both in the U.S. and abroad. THE IAPMO GROUP develops and publishes the Uniform Plumbing Code®; Uniform Mechanical Code®; Uniform Swimming Pool, Spa and Hot Tub Code®; and the Uniform Solar Energy Code®.

In 2011 IAPMO and GreenPlumbers®USA entered a collaborative business arrangement to enhance the technical content of GreenPlumbers®USA's training and accreditation modules, and to develop additional programs and services that will advance the sustainability goals of both organizations. IAPMO acquired from Onni, Inc. all rights, title and interest in the GreenPlumbers®USA training program.

Green Plumbers IAPMO represents that trainees enrolled in the ETP-funded program will not be charged tuition, fees, or any costs associated with training. This representation will be made a condition of the Agreement.

## **Special Employment Training**

Green Plumbers IAPMO is eligible under the Special Employment Training (SET) Provisions outlined under Title 22, California Code of Regulations (CCR), Section 4409(a), with priority industry reimbursement for training in construction trades. In addition, Green Plumbers IAPMO is eligible as a membership and/or trade association. (Title 22, CCR, Section 4400 (j).)

Funded under SET, Green Plumbers IAPMO is not required to demonstrate out-of-state competition and the trainees are not required to meet eligibility standards for retraining. Training will be limited to frontline workers earning at least 75% of the state average hourly wage, for training in a priority industry. Green Plumbers IAPMO is requesting the 25% reduction for priority industry training.

## **PROJECT DETAILS**

Green Plumbers IAPMO is proposing to train 184 retrainees employed full time with small businesses. Trainees will receive between 8 and 60 hours, at a weighted average of 37 hours. Training will be provided in a menu curriculum encompassing commercial skills, as follows:

**Commercial Skills** All occupations will receive commercial skills training that includes (but is not limited to) new installation and repair techniques for environmentally friendly plumbing materials, as well as the installation and repair of renewable hot water energy technologies and equipment. Subject areas include caring for water, water efficient technology, inspection reports, solar hot water equipment, and related skills.

This curriculum also includes a 24-hour module to cover solar heating (SH) systems, an extension of solar hot water power technical / occupational skills (originally a four-hour module for hot water). Installation and maintenance skills will be provided, based on learning objectives originally developed by the North American Board of Certified Energy Practitioners (NABCEP). Training encompasses site analysis, load analysis, standards, codes, systems for specific climates, proper operation and installation methods, common SH maintenance and related skills.

## **Employer Demand**

According to the association's representatives, Green Plumbers IAPMO interacts with and supplies training programs for plumbing industry associations such as United Association of Plumbers, Pipefitters and Steamfitters; the Plumbing, Heating and Cooling Contractors Association; and the Association of Building Contractors, Inc. Green Plumbers IAPMO's programs provide training in green plumbing and sustainable technologies, which augment but do not duplicate existing training programs.

Training needs were assessed and determined in concert with these associations, and individually with non-association related contractors. Due to customer demand and manufacturers producing environmentally conscious/green plumbing materials, distinct methods of repair and installation are required. The training outlined in this proposal will teach installers new techniques for working with green plumbing materials.

## **Marketing, Employer Recruitment, and Support Costs**

Association representatives state that outreach is achieved through their national website. They also inform water and energy affiliations, sending out recruitment information to members announcing training as a potential benefit to employees. Flyers and internet-related newsletters are also employed, as well as phone calls and fax campaigns. They add that efforts are ongoing, with needs assessments and individual employer commitments.

Participating employers will consist of plumbing and/or mechanical companies operating in the construction industry. Green Plumbers has a core group of participating employers representing more than 100% of demand for the requested funding. As such, Green Plumbers is only requesting 2% in support costs. All employers are small businesses consisting of fewer than 100 employees.

## **Curriculum Development**

The training curriculum was developed by Green Plumbers IAPMO with input from employers, who realize that new strategies must be implemented to meet future goals for higher performance. Many small business employers do not have the resources to upgrade the skills of their employees on their own. The curriculum was customized to address the training needs of participating employers and journey-level plumbers and frontline managers seeking to upgrade their skills.

## **Commitment to Training**

Green Plumbers IAPMO represents that ETP funds will not displace the existing financial commitment to training of participating employers. Green Plumbers IAPMO anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

Participating employers do not have a formal training program established for their employees on a consistent and continuous basis. Training that is offered by employers consists of informal on-the-job training, offsite seminars, safety training, and new hire orientation, generally covering such subjects as sexual harassment prevention, general safety, and first aid.

Green Plumbers IAPMO represents that safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

## **Alternative Funded Contracts (2)**

Green Plumbers IAPMO currently has two alternatively funded active contracts with ETP:

Contract ET10-0610 is funded through CEWTP, running from 03/05/10 through 12/31/11. Of an estimated 385 trainees, 318 have been enrolled and 264 have been retained, according to current ETP records. Green Plumbers IAPMO has earned \$157,823 under ET10-0610, of

which \$73,903 is approved and \$83,920 is in process. This equates to 64% of the approved funding amount of \$274,570. The project is considered fiscally active due to the fact that final invoicing is in the process of being completed.

Contract ET10-0701 is an HWST project, part of which is funded through ARRA (\$180,791) and part through base funding (\$148,968). The contract running from 04/26/10 through 03/31/12. Of an estimated 393 trainees, 260 have been enrolled and 133 have been retained, according to current ETP records. Green Plumbers IAPMO has been paid \$161,708 under ET10-0701, of which \$106,757 is earned—approved, and \$54,951 is unearned. The current hard numbers equate to 32% performance on the approved funding amount of \$329,759; however, based on projections, the Contractor is expecting a performance of approximately 61%.

### **Prior Project Performance**

The representatives state that a more reasonable and better organized project has been designed, with over 100% of projected trainees accounted for in the current core group of participating employers (approximately 107%), and with a better prognosis for the state's economy in the coming year.

### **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

### **ACTIVE PROJECTS**

The following table shows performance by Green Plumbers IAPMO under active Agreements (HWST and ETP Core Program):

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET10-0701	\$329,759	04/26/2010-03/31/2012	393	238	133

*Comments:* Additional placements are expected as retention periods are completed.

### **PRIOR PROJECTS**

The following table summarizes performance by Green Plumbers IAPMO under ETP Agreements (except for ET10-0610 which was a CEWTP project) completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET10-0610	Statewide	03/05/2010-12/31/2011	\$274,570	\$175,274 (estimated)
ET09-0244	Statewide	10/17/2008-10/16/2010	\$197,117	\$37,517

For ET09-0244, the contractor's representatives stated that the economic downturn led to many layoffs among participating employers, some of which ceased to do business, thus disabling the possibility of completing retention among trainees who had received training. There were too many layoffs during the term.

During ET10-0610, representatives state that a more realistic training schedule was instituted, especially for small businesses, consisting primarily of a shift from Training over an 8-hour workday to delivery during two weekday evenings per week, in shorter classes (from 8 hours plus lunch to 3 hours per evening). The representatives add that attendance improved substantially, necessitating expansion of the originally planned training schedule. The resulting improvement in performance is noteworthy. Additional earnings are expected, as the contractor continues to submit invoices through the end of January 2012.

### **DEVELOPMENT SERVICES**

N/A

### **ADMINISTRATIVE SERVICES**

N/A

### **TRAINING VENDORS**

N/A

## **Exhibit B: Menu Curriculum**

### **Class/Lab Hours**

8-60

Trainees may receive any of the following:

### **Commercial Skills**

#### **Caring for Our Water**

- Global Water
- How We Got Here
- Water Efficient Products
- New Technology
- Reducing Household Water Use
- Intro to Water Audits

#### **Climate Care**

- The Greenhouse Gases
- The Water/Energy Nexus
- Energy Consumption
- Energy Efficient Equipment
- Greenhouse Gas Abatement
- Water Heating Equipment
- Efficient Hot Water Delivery
- Emerging Technology

#### **Water Efficient Technology**

- Potential Hazards
- Rainwater Capture
- Graywater Reuse
- Calculating Condensate
- On Site Wastewater Treatment
- Reclaimed/Recycled Water
- Water Treatment

#### **Solar Hot Water**

- Does It Work?
- Site Survey
- Sizing
- Classic Solar Thermal
- New Solar Technologies
- Design Strategies
- Retrofitting
- Utility Rebates/Tax Credits

### Inspection Report Service

- The Inspection Report Tool Kit
- Water and Energy Related Audits
- Commercial/Industrial/Residential Buildings
- Review of Water/Energy Efficient Products
- Creating a Master Plan for the future

### Solar Heating (SH)

- Conducting site analyses and load analyses
- Systems for specific climates and applications
- Proper operation and installation methods
- Proper use of balance-of-system components and materials
- Solar heating standards, codes, certification, & safety practices
- Common SH maintenance

Note: Reimbursement for retraining is capped at 60 total training hours per trainee, regardless of the method of delivery.

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO

CCG No.: ET12-0296

Reference No: 12-0170

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Angler's Plumbing, Inc.

Address: 4052 Fortuna Ave.

City, State, Zip: Camarillo, CA 93010

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Boden Plumbing

Address: 20075 Broadway

City, State, Zip: Sonoma, CA 95476

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

Company: Frank Bonetti Plumbing

Address: 20878 Rutledge Rd.

City, State, Zip: Castro Valley, CA 94546

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 8

Total # of full-time company employees in California: 8

Company: CB Plumbing

Address: 345 N. Main Street

City, State, Zip: Blythe, CA 92225

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO

CCG No.: ET12-0296

Reference No: 12-0170

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Clarke & Rush Mechanical

Address: 4411 Auburn Blvd

City, State, Zip: Sacramento, CA 95841

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

Company: C. Leafdale Plumbing

Address: 2775 Kurtz Street

City, State, Zip: San Diego, CA 92110

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Gene Burch Plumbing

Address: 14 Commercial Blvd.

City, State, Zip: Novato, CA 94949

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 11

Total # of full-time company employees in California: 11

Company: The Green Plumber

Address: 1452 E. 33<sup>rd</sup> Street

City, State, Zip: Signal Hill, CA 90755

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 5

Total # of full-time company employees in California: 5

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO  
Reference No: 12-0170

CCG No.: ET12-0296  
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PRINT OR TYPE IN ALPHABETICAL ORDER

**Company:** Ideal Plumbing Heating, Air and Electric

Address: 5161 Waring Road

City, State, Zip: San Diego, CA

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 12

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

**Company:** LB Powers & Sons

Address: 1705 Lewis Street

City, State, Zip: San Diego, CA 92103

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 7

Total # of full-time company employees worldwide: 12

Total # of full-time company employees in California: 12

**Company:** LeDuc & Dexter

Address: PO Box 11157

City, State, Zip: Santa Rosa, CA 95406

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 12

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

**Company:** Lunt Marymor Company

Address: 1270 45<sup>th</sup> Street

City, State, Zip: Emeryville, CA 94608

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 12

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO  
Reference No: 12-0170

CCG No.: ET12-0296  
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PRINT OR TYPE IN ALPHABETICAL ORDER

**Company:** Mendocino Coast Waterworks

Address: 10511 Wheeler Street

City, State, Zip: Mendocino, CA 95460

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

**Company:** Mission Valley Pipe Supply

Address: 4533 Mission Gorge Place

City, State, Zip: San Diego, CA 92120

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 20

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

**Company:** Mr. Rooter Plumbing

Address: 1516 University Ave.

City, State, Zip: Berkeley, CA 94703

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

**Company:** Ongaro & Sons

Address: 2995 Dutton Ave

City, State, Zip: Santa Rosa, CA 95407

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 12

Total # of full-time company employees worldwide: 23

Total # of full-time company employees in California: 23

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO  
Reference No: 12-0170

CCG No.: ET12-0296  
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PRINT OR TYPE IN ALPHABETICAL ORDER

**Company:** Perry Plumbing

Address: 205 West 35<sup>th</sup> Street

City, State, Zip: National City, CA 91950

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 18

Total # of full-time company employees in California: 18

**Company:** Pipedream Plumbing

Address: PO Box 5072

City, State, Zip: Anaheim, CA 92814

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 7

Total # of full-time company employees in California: 7

**Company:** Power Plumbing Inc.

Address: 223 Granada Drive Ste. E

City, State, Zip: San Luis Obispo, CA 93401

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 8

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

**Company:** Ramona's Plumber

Address: 15725 Snuz Mtn Rd.

City, State, Zip: Ramona, CA 92065

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 2

Total # of full-time company employees in California: 2

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO

CCG No.: ET12-0296

Reference No: 12-0170

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Roger's Remodel

Address: 936 B Street # 237

City, State, Zip: Novato, CA 94945

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 4

Total # of full-time company employees worldwide: 6

Total # of full-time company employees in California: 6

Company: Roto-Rooter Plumbers

Address: 825 Olive Street, Suite D

City, State, Zip: Novato, CA 94945

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 17

Total # of full-time company employees worldwide: 25

Total # of full-time company employees in California: 25

Company: Surf City Plumbing

Address: 1231 River St.

City, State, Zip: Santa Cruz, CA 95060

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Syntrol Plumbing

Address: 2120 March Rd., Ste. A

City, State, Zip: Roseville, CA 95747

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 14

Total # of full-time company employees in California: 14

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Green Plumbers IAPMO

CCG No.: ET12-0296

Reference No: 12-0170

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Ted Dean Plumbing

Address: 11748 Monte Vista Dr.

City, State, Zip: Whittier, CA 90601

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 3

Total # of full-time company employees in California: 3

Company: Wallner Plumbing

Address: 1651 Hartnell Ave

City, State, Zip: Redding, CA 96002

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 8

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 15

Company: Walsh Engineering

Address: 4499 Ruffin Rd.

City, State, Zip: San Diego, CA 92131

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 8

Total # of full-time company employees worldwide: 14

Total # of full-time company employees in California: 14



Founded 1889

*United Association* of Journeymen and Apprentices of the  
Plumbing and Pipe Fitting Industry of the United States and Canada

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*Assistant General President*

General Office File Reference:      GAH

December 7, 2011

Ms. Rosa Hernandez  
Sacramento Regional Office  
Employment Training Panel  
1100 J Street, 4th Floor  
Sacramento, CA 95814

VIA EMAIL: [Rosa.Hernandez@etp.ca.gov](mailto:Rosa.Hernandez@etp.ca.gov)

Dear Ms. Hernandez:

This letter will confirm that the United Association of Plumbers and Pipe Fitters of the United States and Canada, the Southern California Pipe Trades District Council #16 of the United Association, the Piping Industry Progress and Education Trust Fund (PIPE), and the National Inspection, Testing and Certification Corporation support the GreenPlumbers Training & Accreditation Program.

The plumbing industry needs a program that will supply green technical training in a process that assures integrity of curriculum and the assessment process. We are confident that any plumber receiving an accreditation from the Green Plumbers Training & Accreditation Program will have an exceptional green education, obtain certified through an ANSI/ISO process, and then will have the opportunity to successfully participate in the new green marketplace.

GreenPlumbers Training & Accreditation Program is achieving training and placement of plumbers in the green economy while many other groups are just talking about training and jobs.

Please do not hesitate to contact me should you have any questions.

Sincerely,

Gary A. Hamilton  
Director of Plumbing Services

GAH/sbs

