



### Apprenticeship Corner

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#### Foreman Training Program for Lead Instructors to Conclude

The final segments of the Foreman Training Program for the nine lead instructors were conducted on December 6 and 7, 2007, at the Local 11 apprenticeship training facility in Indian Head Park, IL. The last four modules of the program were delivered by Dr. Eric Rice to the nine lead instructors.

The four final modules are:

- Providing Instruction at Work
- Project Planning and Management
- Basic Skills---Math, Measurement, Science
- Ensuring Safety

Coupled with the first two modules (Communications Skills, Problem Solving and Decision Making), the six modules comprise the basis of the Foreman Training Program.

The format of the program was prepared by Dr. Rice so that the modules can be used separately or in any combination. Each module contains several units, with each unit addressed to a different subject. For example, the Communications Skills module contains units on listening skills, responding/speaking skills, non-verbal meaning, giving directions, cultural differences, and using hand signals. Each unit also involves one or more activities in which trainees will participate, the goal of all the modules being to limit instructor lecture. The program will have an instructor's manual and a participant's manual for each module. The instructor's manual provides directions to conduct the exercises and discussions, together with text, background information, and handouts/overhead transparencies. The participant's manual provides brief readings and a review of the key points in each unit.

The Foreman Training Program is an initiative of our

National Joint Roofing Industry Labor-Management Committee. It is designed to assist both labor and management in the development and nurturing of the leaders necessary to make our signatory contractors more productive and profitable, and to provide an example of how joint labor-management cooperation can produce successes.

Once the December session is completed, the International Union will initially sponsor the delivery of Foreman Training programs at joint district council meetings or wherever prospective attendee numbers justify a training session. However, at some point in time, these training sessions will need to become self-funded through the establishment of a registration fee per attendee.

#### Professional Code of Conduct and Standards of Mutual Responsibility

Although initially addressed by our International President to all our members at the beginning of this year, it is important that President Robinson's message be transmitted to all current apprentices. Copies of the Code of Conduct are available upon request for apprenticeship programs.

The goal of the Code of Conduct is a job built by union roofers that is on time, under budget, and built right the first time. It means that union roofers are committed to the highest quality and quantity of work, using the best skills and best work practices available. It means eliminating practices that reduce contractors' profit margins, and treating our signatory contractors as our business partners.

In short, the Code of Conduct outlines the obligations and responsibilities that both the Union and our signatory contractors have in order to back up our claims that we are the best providers and applicators of service in the roofing industry.

Our apprentices need to understand the pressures that have come to bear on both labor and management as a result of nonunion competition in the roofing industry. It's not good enough to just say you're "union" anymore. We need to prove it to our customers, our contractors, and ourselves. The Code of Conduct gives us the blueprint to accomplish that goal, and we encourage every training program to thoroughly review it with their apprentices.

Again, copies of the Code of Conduct are available upon request. It can also be found on our website at [www.unionroofers.com/about/conduct.html](http://www.unionroofers.com/about/conduct.html), where it can be downloaded as a PDF file.

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## Local 149 and Detroit Roofers and Waterproofers JATC Host Apprentice Competition

The North Central States, Illinois, Indiana, and Michigan District Councils held their second annual apprentice competition at the Detroit JATC facility on Saturday, June 9, 2007.

Apprentices from Local 2, St. Louis, MO; Local 20, Kansas City, KS; Local 96, Minneapolis, MN; Local 11, Chicago, IL; Local 44, Cleveland, OH; Local 317, Baton Rouge, LA; and Local 23, South Bend, IN, competed in all aspects of the trade.

Outstanding apprentices included first-year Apprentice Carl Cardwell from Kansas City Local 20, second-year

Apprentice Dan Kranc from Chicago Local 11, and third/fourth-year Apprentice Chris Coquillard from South Bend Local 23. Runner-ups included Minneapolis Local 96 first-year Apprentice Curtis McGee, and second-year Apprentice Brian Plake and third/fourth-year Apprentice Brian Sharp, both from Kansas City Local 20.

Congratulations to all of the winners and special thanks to all of the volunteers who made this competition a success.



Local 23 Apprentice Chris Coquillard, left, poses with Detroit Local 149 volunteers Rick Fewer, Jr., Hamidullah Ali, Jim Hughes, and Roger Lee, the proud hosts of the competition.



Local 149 coordinator Bob Drogash, left, and Matt Lloyd of Local 20 congratulate Outstanding First-Year Apprentice Carl Cardwell of Local 20, Kansas City, KS.



From left, Bob Drogash of Local 149, Outstanding Second-Year Apprentice Dan Kranc of Local 11, Chicago, IL, and International Vice President Rich Mathis.



From left, Bob Drogash of Local 149, Outstanding Third/Fourth-Year Apprentice Chris Coquillard of Local 23, South Bend, IN, International Vice President Don O'Blenis, and Drew Holston of Local 23.



Local 23 Apprentice Josh Clemens is hard at work at the apprentice competition.



Local 11 Instructor Jeff Eppenstein observes the work of Local 96 Apprentice Mike Johnson.



Local 2 Apprentice Josh Burton pays attention to the details.



All the judges and volunteers at the Detroit apprentice competition celebrate a successful event.