



## Research & Education

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### Foreman Training Moves Forward

The International Union's foreman training program continues to move forward. Two-day programs were delivered to foremen in Local 49, Portland, OR, and Local 20, Kansas City, MO, over the last quarter. In a little over a year, 13 classes have been provided to local unions across the country with 276 foremen completing the two-day program.

The training program continues to rate highly among the foreman attendees. All have regarded the training as valuable and many have learned skills that will make them more effective leaders. Some of their written post-training comments bear this out.

*"I felt the instructors were professional. It sharpened my skills and gave me a lot of ideas for improvement."*

*"I thought the class went well, with a vast amount of information provided. I learned things that I could bring to other foremen at the shop."*

*"The classes flowed together and promoted discussions among all of the students and fellow instructors."*

With so much information packed into two full days, some suggested that the program should be longer so that more time could be spent on some of the modules. Some even felt that refresher classes should be held at least once a year.

During the course, participants study the roles and responsibilities of foremen. They learn how to communicate more effectively, apply problem-solving skills, sharpen their teaching skills, understand their critical role in job safety, refresh their math skills and document and maintain records. The program is highly interactive. Lecture is minimized, while interaction and activity is maximized. Additionally, participants are asked to reflect on their experience and share ideas with each other.

The International Union is committed to supporting this program but expects the program to become self-sufficient in the near future. Thus, more and more local union instructors are being integrated into the program in order to build a cadre of instructors around the country who can help deliver this program on an as-needed basis for any local union. ■

### LOCAL 49, PORTLAND, OR (02/18 – 02/19/10)

Justyn Batts  
Josh Bristow  
Keith Buckley

Juan Cardoza  
Jeffrey Cleveland  
Erik Deleon

Rigoberto Figueroa  
Steve Gonzalez  
Jim Hale

Kenny Howe  
Trevor Madsen  
Daniel Newcomer

Bill Sallee  
Kim Schweitzer  
Darrel Scott

Jason Sylees



Instructors Clint Mapes, Joel Gonzalez, Jim Currie, Pat Gilliland, Gregg Gibeau and Lupe Corral join foreman attendees from Local 49, Portland, OR, for a group photo.



*Instructors Gregg Gibeau and Clint Mapes work with foreman attendees on one of the individual exercises.*



*Instructor Joel Gonzalez helps attendees work through an exercise on safety.*



*Instructors Lupe Corral and Clint Mapes go over last minute details before the foreman class.*



*Instructor Jim Currie launches the foreman training program with the module on communication skills.*



*Local 49 foremen pair up for an exercise on listening skills.*

## LOCAL 20, KANSAS CITY, MO (03/25 – 03/26/10)

Eric Adams  
Jesus Araujo  
Rylan Arbuckle

Gary Cole  
Jason Cruse  
Trevor Farr

Ryan Fortin  
Steve Gercone  
Mark Grimes

Marvin Hammons  
Stanley Harris  
Forrest Hillig

Ryan Prettyman  
Robert Robinson  
Jason Ross

Johnnie Ryun  
Cesar Solis



*Instructors Matt Lloyd, Jim Currie, Marty Headtke and Ed Rolfe join Local 20, Kansas City, MO, foreman attendees for a group photo.*



*Instructor Matt Lloyd reviews basic math skills and discusses taking those skills and applying them to everyday duties as foremen.*



*All of the instructors pitch in with this exercise on math and measurement.*





## Apprenticeship Competition Debuts at Local 49

Local 49, Portland, OR, held its first-ever apprenticeship competition on April 3, 2010. The competition invited those students who placed in the top 5 in their related training classes.

Apprenticeship Coordinators Eva Avalos from Local 153, Tacoma, WA, and Gregg Gibeau from Local 54, Seattle, WA, assisted Local 49 Apprentice Instructor Clint Mapes

and Local 49 Business Manager Michael Thompson with set-up and judging the events.

Students from the three-year apprentice program worked hard to show off the skills learned in their trade. Following competition the local provided a barbecue lunch. The event was a huge success and hopefully the first of many more competitions in the Northwest area.



*Third-year apprentice Jonathan Hunter competes in the granulated single-ply/torch-down contest.*



*From left, apprentice Yevgeniy Tymko stands by his work as Clint Mapes, Gregg Gibeau and Michael Thompson look on as judges in the torch-down competition.*



*Third-year apprentice Vladamir Petrushyn (front) and second-year apprentice Will O'Brien hand-nail to perfection in the steep-roof contest.*



*Second-year apprentice Ivan Medyanik wraps an EPDM corner in the single-ply/EPDM contest.*



*The grand prize winners: 1st place - Ivan Medyanik (Snyder Roofing), 2nd place - Jonathan Hunter (McDonald & Wetle Roofing) and 3rd place - Yevgeniy Tymko (Snyder Roofing).*