



# THE PIPELINE

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**The Standard for Excellence says to construction clients: This is who we are, this is what we'll do—and you can count on it.**

## UA introduces Standard for Excellence

**T**he slogan for the signatory contractors that work with members of Plumbers Local No. 12 is “We do it right the first time.” The phrase expresses the value and integrity that a well-trained and highly skilled workforce brings to a project. A recent policy introduced by the United Association (UA), the national organization representing Local 12, spells out the fundamental principles by which member plumbers and contractors are expected to abide. Called the UA Standard for Excellence, the document provides a roadmap to help ensure that members uphold the best workplace ethics along with a commitment to quality.

By and large, the standards, which address issues such as productivity, respect for the customer’s property, and safety, are common-sense items that Local 12 plumbers and contractors already embrace. But, by putting them into writing and sharing them with members and the industry at large, the standards help reinforce expectations and highlight the Union difference. “The Standard for Excellence,” says William P. Hite, UA general president, “says to construction clients: This is who we are, this is what we’ll do—and you can count on it.”

Among the key components of the standards is a zero-tolerance policy for substance abuse on the job. Local 12 is addressing that requirement by instituting a workplace drug-testing program (see related



**LOCAL 12 PLUMBERS on the job.**

article elsewhere in this issue). The UA standards also call for ongoing training and certification; the new continuing education requirements for Local 12 plumbers (also covered elsewhere in this issue) fulfill that condition.

Some of the other standards are subtler. For example, one of the items deals with on-the-job clothing. While dress codes have generally been relaxed in all workplaces, the UA is establishing some minimal guidelines to help create a more congenial workplace and demonstrate respect for the client, the contractor, and the community at large. “This may seem like a small thing,” says Kevin Cotter, Plumbers Local 12 business manager. “But appearance is important. We want to present ourselves as professionals, and how we look is part of our image.” Cotter adds that there will be a period of education to introduce and establish  
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## Licensed plumbers required for graywater systems

With water resources at a premium, “green” plumbing systems are becoming more popular. For example, Local 12 signatory contractors and plumbers have been installing waterless urinals and syphonic roof drainage systems that harvest rainwater for landscaping irrigation. And, among the miles of piping that J. C. Cannistraro installed at Gillette Stadium in Foxboro was a 14-inch gray water main that captures wastewater from sinks, urinals, and toilets, routes it to an onsite treatment plant, and sends the recycled water back to the stadium’s bathrooms for flushing toilets and urinals.

The system has been a big hit with environmentalists—and with the Krafts, who have been reaping savings on their water and sewer bills at their stadium. Now that the Krafts are developing Patriot

Place, a 1.3-million-square-foot mixed-use project adjacent to Gillette Stadium that will include a hotel, entertainment venues, shops, a medical facility, and restaurants, their plans call for expanding the stadium’s wastewater recycling system to incorporate the new project.

After Local 12 Business Agent Harry Brett discovered that the general contractor for the project awarded the new wastewater piping work to a contractor affiliated with the Laborers Union, however, he contacted Foxboro’s plumbing and gas inspector, Michael Eisenhauer. The Massachusetts Plumbing Code defines the work as plumbing and requires that licensed plumbers install the piping. After reviewing the work together with Taylor Roth, the investigator

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# Continuing ed now required for plumbers

**W**hen plumbers apply to renew their licenses in 2010, they will need to provide proof that they have completed 12 hours of specified continuing education. A new Mandatory Continuing Education requirement is part of the licensure standards for Master and Journeymen plumbers. Starting this May, providers such as the regional office of the International Association of Plumbing and Mechanical Officials (IAPMO) will begin offering the initial six hours of classes.

The State Plumbing Board will determine the curriculum each year based on modifications to the code and important industry issues. The topics for the classes and the material covered, therefore, will be consistent throughout the state.

“This is a monumental change,” says Joe Conley, New England Regional Trainer for IAPMO and coordinator of its new continuing education program. “We’re getting geared up to offer lots of classes and help plumbers fulfill this new requirement.” As the sole provider of continuing education for plumbing inspectors in the Commonwealth over the past six years, IAPMO instructors have a lot of experience training plumbers and working with the state board. Conley, who was the training director at Plumbers Local 12 for many years, will also be able to draw on his experience to develop and manage IAPMO’s continuing education program. Conley served on the continuing education sub-committee of the State Plumbing Board.

IAPMO is working with Plumbers Local 12 to present continuing education classes at the Local’s training center in Boston. The classes will be open

to both union and nonunion plumbers. IAPMO will also offer classes at other locations. Per the state’s guidelines to help insure a productive learning environment, the classes will be limited to no more than 49 participants. According to Conley, plumbers will have the option of attending two 3-hour blocks after work on weeknights or a single 6-hour block on a Saturday.

## Local 12 has always placed an emphasis on training and education

The board has been developing the continuing education standards for the past three years, says Paul Kennedy, State Plumbing Board chairman and president of P. J. Kennedy & Sons in Dorchester, a Local 12 signatory contractor. Among the reasons for introducing the requirements, he says, is that it’s important for plumbers to keep up to date with changes in the code and to be on the same page as plumbing inspectors. “An inspector looking at a job will have the same eyes as a plumber on the job,” he explains. “We want to standardize the interpretation and enforcement of the code.”

As an example, Kennedy points to the code for corrugated stainless steel tubing (CSST), one of the topic areas for the six hours of continuing education that will be presented this year. “After they go through the required classes, all licensed plumbers in the state will know that we have added 17 modifications to Massachusetts’ installation manuals,” he says. The first round of continuing education will also cover venting of gas appliances, PVC restrictions, cross connections, appeals and variances, and an overview of the continuing education requirements themselves, Kennedy notes.

Kevin Cotter, Plumbers Local 12 business manager, says that he supports the continuing edu-



LOCAL 12’S TRAINING CENTER will host IAPMO’s Continuing Education classes.

cation requirements and is pleased to be working with IAPMO to present classes at the Local’s training center. “Our Union has always placed an emphasis on training and education,” he says. “It’s one of the things that sets us apart in the industry.” In order to become Journeymen plumbers, Local 12 apprentices must complete 1000 hours of training over a 5-year period. The State Plumbing Board recently raised the training requirements for Journeymen from 300 hours to 550 hours—still about half of the Union’s more stringent requirements.

“We have a responsibility to keep license holders up to code,” adds Cotter. He notes that continuing education is among the hallmarks of the United Association’s new Standard of Excellence (see cover article). “It’s essential to stay current and learn the latest technology,” he says. “It’s part of what makes us professionals in our field.”

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**Don’t Delay.  
Register for  
continuing ed  
classes today.**

IAPMO continuing education classes for both union and non-union plumbers will be offered at the Plumbers Local No. 12 Training Center in Boston.

To register or for more info, see the insert and card that came with this newsletter or contact Joe Conley:  
[joe.conley@iapmo.org](mailto:joe.conley@iapmo.org)  
781-803-2782

# Drug testing program introduced

To help promote workplace safety, Plumbers Local 12 and the Plumbing Heating Cooling Contractors of Greater Boston (PHCC) have instituted a drug-testing program. A five-month introductory period that began in December 2007 is being used to provide information, enroll Local 12 members, and conduct initial testing. Starting in May 2008, the full-scale program will commence.

At that time, signatory contractors will need to determine whether they want to participate in the voluntary effort. It is expected that the majority of contractors will choose to join the program. In order to be eligible for employment, all plumbers seeking work with participating contractors will need to be tested and included on Local 12's certified drug-free list.

Participation for journeymen plumbers is voluntary; the program is mandatory for apprentices, however. Those choosing to enroll will need to pass an initial drug screen. In order to remain on the drug-free list, participants will have to take additional drug tests every two years. In addition, a computer program will identify enrolled members for periodic random testing.

## Forward thinking

The United Association, the parent organization of Local 12, is an advocate for drug testing. In its recently drafted Standard for Excellence (see cover article), the UA includes a zero-tolerance policy for substance abuse on

the job. There is a construction industry trend, which began in the early 1990s, to require drug testing for building trades workers. Hugh Kelleher, executive director of the PHCC of Greater Boston, says that the massive Deer Island Sewage Treatment Plant was one of the area's first high-profile projects to impose a drug-free policy. He says that many large construction projects now have similar requirements.

But the program is about more than compliance. "It's forward thinking for Local 12 to do the right thing," says Kelleher about the drug testing initiative. "We don't

want to send anyone with a drug problem to a job site and compromise safety. It places everyone at risk." The program also helps promote a more productive work environment and is another way to demonstrate the integrity of union plumbers.

While the testing is designed to certify that enrolled participants are drug-free, Kevin Cotter, Plumbers Local 12 business manager says, "We're not interested in keeping people off of jobs. Our intent is to rehabilitate, not punish." Members who fail a test will be offered a variety of treatment options depending on their assessed level of drug use. They can be placed back on the certified drug-free list subject to participating in treatment and passing a series of additional retests. Modern Assistance Programs (MAP) of Quincy will be conducting the testing and coordinating treatment for members, when necessary.

**The UA has zero tolerance for substance abuse on the job.**

## Focus on education and rehabilitation

"Naturally, there needs to be consequences for people on job sites who violate policies," says Paul McDevitt, MAP president and founder. "But, we're primarily here to help." The licensed mental health counselor emphasizes that the organization is "not an arm of the DEA" and is focused on education and rehabilitation. Its 18-member staff offers individual and group counseling. "We operate on hope and believe that everybody can get well," says McDevitt.

In fact, Local 12 and the PHCC entrusted MAP with the testing program because it was already providing substance abuse assistance for plumbers and other members of the construction trades. "We have a great deal of respect for Paul and the work of his organization," Cotter says. Three years ago, MAP launched a drug testing program for the electrical workers IBEW Local 103 and its signatory contractors. That program, which is similar to the plumbers' initiative, has been well received.

MAP will be offering a number of test dates at sites throughout Local 12's jurisdiction.

# New UA Standards

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lish the standards on the local level. He also says that elements of the UA Standard for Excellence will be incorporated into the next collective bargaining agreement, which will be drafted in 2010.

The standards apply to signatory contractors as well as Local 12 members. Employers and managers, for example, are obliged to minimize project downtime by ensuring that tools, job specifications, and other items and info are readily available. Hugh Kelleher, Executive Director for the Plumbing Heating Cooling Contractors of Greater Boston, says that the UA standards have been well received among contractors. "It's a great way to set a high bar for UA performance. The goal is to reach out to project owners with a positive message. We want them to know that our people are committed to first-class work."

Hite says that the standards will help reinforce the exemplary reputation of the organization, its members, and its affiliated contractors. "The UA is the best of the best. Let's make sure that everyone knows it."

## Excerpts from the UA's Standards

- **Local member responsibility**  
Respect the UA, the customer, client, and contractor by dressing in a manner appropriate for our highly skilled and professional craft.
- **Employer and management responsibility**  
Minimize workers' downtime by ensuring blueprints, specifications, job layout instructions, and materials are readily available in a timely manner.
- **Local union responsibility**  
The business manager or his delegate will conduct regularly scheduled meetings to discuss and resolve issues affecting compliance of the UA Standard for Excellence policy.

# F. H. Maroney

## CONTRACTOR SPOTLIGHT

When F. H. Maroney began doing business in 1923, it was primarily handling residential plumbing. 85 years later, however, the Haverhill contractor focuses on commercial work. Specializing in schools and hospitals, F. H. Maroney also handles restaurants, retail shops, hotels, condos, office buildings, and a wide variety of other projects. Its many capabilities include commercial refrigeration, sprinkler work, drain care, and fire prevention systems.

Third-generation owner Jim Maroney says that his grandfather, James A. Maroney, founded the shop. Jim's father, Francis, subsequently ran the business, but Jim had to assume control at a young age when his father died 37 years ago.

The contractor has 6 employees in its office and about 50 plumbers working in the field, depending on its project workload. It recently wrapped work at Haverhill High School. "We've come full circle there," says Maroney, who explains that his shop was the plumbing subcontractor that originally built the school in 1962.

As part of Haverhill High School's remodeling, F. H. Maroney installed new heating, air conditioning, and hot water systems, and brought the facility into compliance with the Americans with Disabilities Act's regulations. Other recent educational institution projects include Salem High School in Salem, MA and Manchester Public Schools in Manchester, NH. F. H. Maroney has also worked on projects such as Winchester Hospital, Addison-Gilbert Hospital in Gloucester, and the Worcester County Jail in W. Boylston.

The shop became a signatory contractor around 1950, about the same time that it made the switch from residential to commercial work. Maroney says that the union affiliation has been great because he's been able to get highly qualified plumbers on an as-needed basis. "Even in hard times, we've been able to successfully man jobs," he says. F. H. Maroney had been working with Salem-based Local 138, which covered the northeast part of the state. After it merged with Local 12 in 2007, Local 138's members and signatory contractors became part of the Boston Local.

Maroney says that he has been expanding his service department, which currently keeps 10 plumbers busy working for clients such as Raytheon, Ozzie Properties in North Andover, and the cities of Methuen, Newburyport, Lawrence, and Haverhill. "Service has become an important part of our business," he says. "We don't just build new systems, we maintain them as well."

**Haverhill's  
F. H. Maroney  
is well schooled**

## Labor groups mourn loss of Rev. Ed Boyle

One of the Boston area's most admired and beloved labor leaders, Father Ed Boyle, passed away in November at the age of 76. He served many years as the director of The Labor Guild, a Boston-area organization that acts as a conduit between labor and management to help promote communications and improve relations.

The Labor Guild is perhaps best known for its annual Cushing-Gavin Awards, which honors individuals from labor, management, and legal counsel. Among its founding members, plumbers have a long history with the Guild. The organization has honored many industry representatives at its awards ceremony, including Kevin Cotter, Business Manager of Local No. 12, and Tom Sullivan, the retired Executive Director of the PHCC of Greater Boston. "We will miss Father Boyle," says Cotter. "He was a true champion for labor and our industry."

Robert J. Haynes, president of the Massachusetts AFL-CIO,



Father Ed Boyle

called Father Boyle "one of the nicest people in the world," in a Boston Globe obituary. He praised his "unwavering commitment and dedication to the struggle to create a more fair and just workplace."

In an interview two years ago for *The Pipeline*, Father Boyle said that the construction trades provided a beacon for all labor relations. "I'm impressed by the spirit of cooperation and collaboration between labor and management in the building trades," he said. "I believe that labor-management relations for Massachusetts plumbers, and the state's entire construction industry, is the best in the U.S. It's based on integrity and a spirit of mutual accommodation."

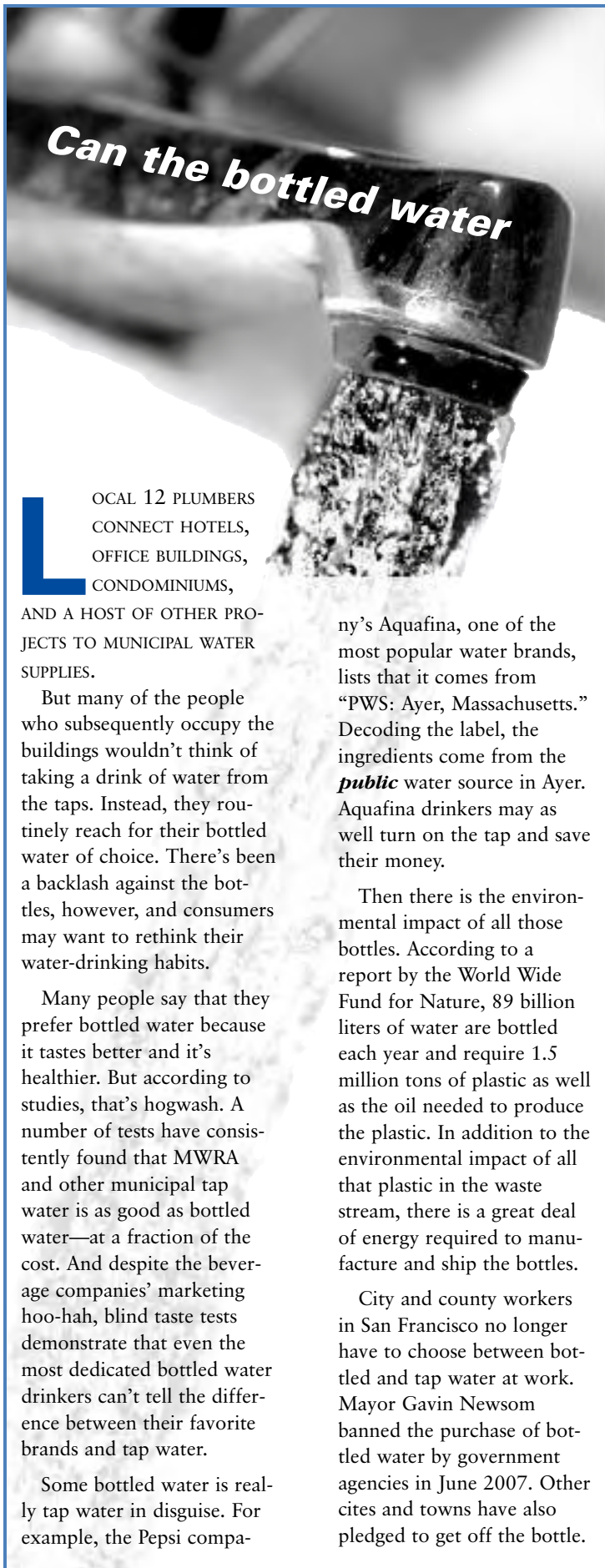
But, he also talked about the many challenges that labor faced and the work that remained to be done. He said that the business community needed to be more ethically responsible. "We need more of a moral voice in our economy."

During his 37 years with The Labor Guild, Father Ed Boyle was one of the area's most articulate and fervent moral standard-bearers.

## Northeast MA Projects

*In 2007, Local 12 merged with Local 138, which had covered the northeast part of the state. Following are some of the major upcoming or recently completed projects in the area.*

<b>Salem High School</b>	Salem
<b>Medical Center North</b>	Danvers
<b>Beverly High School</b>	Beverly
<b>BJ's Wholesale Club</b>	Haverhill
<b>North Shore Medical Center</b>	Salem
<b>Lahey Clinic</b>	Peabody



**L**OCAL 12 PLUMBERS CONNECT HOTELS, OFFICE BUILDINGS, CONDOMINIUMS, AND A HOST OF OTHER PROJECTS TO MUNICIPAL WATER SUPPLIES.

But many of the people who subsequently occupy the buildings wouldn't think of taking a drink of water from the taps. Instead, they routinely reach for their bottled water of choice. There's been a backlash against the bottles, however, and consumers may want to rethink their water-drinking habits.

Many people say that they prefer bottled water because it tastes better and it's healthier. But according to studies, that's hogwash. A number of tests have consistently found that MWRA and other municipal tap water is as good as bottled water—at a fraction of the cost. And despite the beverage companies' marketing hoo-hah, blind taste tests demonstrate that even the most dedicated bottled water drinkers can't tell the difference between their favorite brands and tap water.

Some bottled water is really tap water in disguise. For example, the Pepsi compa-

ny's Aquafina, one of the most popular water brands, lists that it comes from "PWS: Ayer, Massachusetts." Decoding the label, the ingredients come from the **public** water source in Ayer. Aquafina drinkers may as well turn on the tap and save their money.

Then there is the environmental impact of all those bottles. According to a report by the World Wide Fund for Nature, 89 billion liters of water are bottled each year and require 1.5 million tons of plastic as well as the oil needed to produce the plastic. In addition to the environmental impact of all that plastic in the waste stream, there is a great deal of energy required to manufacture and ship the bottles.

City and county workers in San Francisco no longer have to choose between bottled and tap water at work. Mayor Gavin Newsom banned the purchase of bottled water by government agencies in June 2007. Other cities and towns have also pledged to get off the bottle.

## Precedent set for wastewater job

*Continued from p. 1*

for the State Board of Examiners of Plumbers, Eisenhauer determined that the pipes had been installed by unlicensed workers, did not have the required permits, and had not been inspected. He ordered that the pipes be removed in August 2007.

When the contractors did not comply, Eisenhauer and the town of Foxboro filed a civil suit, and both sides ended up in court in December 2007 to resolve the dispute in a four-day trial. The Norfolk Superior Court judge determined that the dedicated wastewater recycling system at Patriot Place was, in fact, under the purview of the state's plumbing code and that the work must be performed by

licensed plumbers. The project has since been turned over to Local 12 contractor, E. M. Duggan.

"This is great news for plumbers," says Brett. "And, it's great news for the people who will be coming to Patriot Place. With the potential dangers posed by cross-connections and other mishaps, it's important that licensed plumbers do this work and protect the public."

Local 12 Business Manager Kevin Cotter adds, "The court's ruling sets a precedent for wastewater recycling projects. We've seen general contractors and owners try to cut corners and ignore the law before. They won't be able to ignore it any longer."

## Retired Local 12 member awarded Legion of Honor

French President Nicolas Sarkozy bestowed George Thompson with the Legion of Honor, the country's highest award, decades after the retired Local 12 plumber helped liberate France during World War II. The presentation took place in Washington, D.C. in November 2007 before Sarkozy addressed a joint session of Congress.

The 82-year-old Thompson was part of a group of seven World War II veterans recognized by France. During his 18

months of active duty, he fought on the beaches of Normandy, the Battle of the Bulge, and in Czechoslovakia as part of the 359th Regiment of the 90th Infantry Division. Among Thompson's other combat medals, he earned a Purple Heart and a Bronze Star.

In a Boston Globe article, a humbled Thompson deflected the honor by saying he didn't feel worthy. "Someone had to be watching over me," he said. "All I can say is that I'm very lucky."



GEORGE THOMPSON receives the Legion of Honor from French President Nicolas Sarkozy

## Greg Hanley appointed to State Plumbing Board

The Commonwealth's Board of State Examiners of Plumbers and Gas Fitters welcomed Greg Hanley as its latest member. The vice president for Arlex Supply Company, a plumbing wholesaler in Arlington, MA, Hanley joins the board as a public member. He was appointed by Governor Deval Patrick and will serve a three-year term. Paul Kennedy of P. J. Kennedy and Sons, a Local 12 signatory contractor, serves as the chair of

the nine-member voluntary board.

One of the issues Hanley looks forward to helping the board tackle is enforcement of the state's code and regulations. For example, he thinks it's important to crack down on unlicensed contractors. He also hopes to play a role in improving the board's Web site. If the board were able to get the necessary funding from the state, Hanley would like the site to be

made user-friendlier and provide more info about topics such as the product approval process.

Hanley is a former Quincy city councilor and served in Pembroke as a zoning board official, chairman of the recreation commission, and chairman of the wage and personnel board. He is a member of the International Association of Plumbing and Mechanical Officials and the American Association of Plumbing Engineers.



**LOCAL 12 RETIREES BILL DOWNEY AND JOE CROCE promoted union construction at the Facilities Management Trade Show in April.**



**THE BOYS OF SUMMER** Plumbers have long played an important role in the development and preservation of Boston's beloved Fenway Park. The photo above shows the American Plumbing and Heating Corp. crew who worked on a 2008 project at the park. Pictured are front row, L to R, James Hailey, Vice President Dan Bent, President Joe Clancy, PHCC of Greater Boston Executive Director Hugh Kelleher, and Local 12 Business Agent Harry Brett. In the second row are John Goddard, Henry Richenbug III, Apprentice David Mann, Dennis Antonino, and Steward Kevin Manson. In the third row are Local 12 Business Agent Tim Fandel, Foreman John Berg, Mike Norris, Marty Engel, Walter Lippincott, and Apprentice Mike Reynolds. In the back row are Sean Naughton, Tom Canning, Local 12 Business Agent George Donahue, Tom Santo, Robert Snow, Jr., Carleton Wall, Jr., and Shawn T. Pierce.

The well-known photograph below shows the plumbing crew of the William McKenna Company during the complete renovation of Fenway Park in 1934.



**Congratulations to Sox tickets winner**



In the last issue of *The Pipeline*, we included an entry card to win two tickets to a 2008 Red Sox game. The lucky winner of the contest is Michael Zampitella, a journeyman plumber from Waltham, MA.

## THE PIPELINE

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