

LEVEL UP THE

SPRING 2018

Newsletter of the
Pacific Northwest Carpenters Institute

Providing training throughout Oregon Southwest Washington and Southern Idaho

Positive Jobsite Culture Training

By **Mike Hawes**
Director

This winter seemed to come and go without all the snow and ice of last year. We are thankful we only had to utilize our inclement weather plan at the end of February. We did get some snow and ice, but thanks to our Facilities Manager, Allen Shibley, we were totally prepared with liquid deicer. Way to go Allen. Thank You for keeping us up and running.

We formally launched our Positive Jobsite Culture Training (PJC). Upon starting this quarter, we began running all of our apprentices through this training on a weekly basis. Interestingly, in 2020, the Department of Labor will require all state- and federally-approved Apprenticeship Training programs to train their apprentices in some type of anti-harassment, discrimination, and anti-bullying training.

"I like to think it's really important to address the issue of bullying and hazing on the job site; that's more like the old-school mentality of how people used to treat each other. But now, it's 2017 and we can get over that and move past it; include everybody."

— **Apprentice**

"I actually left construction for about eight years because of bullying."

— **Foreman**

Here at PNCI, we are taking this mandate very seriously. We are ahead of the curve with the development and integration of this training. Our PJC training focuses on the importance of improving our safety and productivity on our job sites across Oregon and SW Washington.

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"High quality on-going skill advancement training improves the lives of union workers and their families!"



COURSE SCHEDULE

To enroll in classes go to our website at www.pnci.org
or call 503-287-3708

Dates	Time	Instructor	Location	Section
Aerial BoomLift/Work Platform Operator				
April 17-18, 2018	Tue, & Wed: 5:00 pm to 9:00 pm	Ronda	Tangent	OL0222
April 21, 2018	Sat: 7:00 am to 3:30 pm	Medina	Portland	OL0171
May 21-22, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Berry	Portland	OL0177
June 20-21, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Berry	Portland	OL0184
Basic Bluebeam®				
May 5, 2018	Sat: 7:00 am to 3:30 pm	Ronda	Portland	OL0192
June 23, 2018	Sat: 7:00 am to 3:30 pm	Ronda	Portland	OL0193
Basic Computer/Microsoft Windows				
April 23-25, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0202
June 4-6, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0205
Building Information Modeling (BIM) Concepts				
June 18-21, 2018	Mon, Tue, Wed, & Thr: 5:00 pm to 9:00 pm	Pratt	Portland	OL0194
Computer Orientation				
April 11, 2018	Wed: 6:00 pm to 8:00 pm	Independent Contractor	Portland	OL0201
Construction Fall Protection				
April 16-17, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Berry	Tangent	OL0221
April 25-26, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Berry	Portland	OL0174
May 26, 2018	Sat: 7:00 am to 3:30 pm	Getchell	Portland	OL0179
June 18-19, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Medina	Portland	OL0183
CPR				
April 21, 2018	Sat: 7:00 am to 3:30 pm	Loomis	Portland	OL0172
May 23-24, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Picard	Portland	OL0178
June 11-12, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Del Real	Tangent	OL0226
June 25-26, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Loomis	Portland	OL0189
GE Gas Turbine Familiarization				
June 11-13, 2018	Mon, Tue, & Wed: 7:00 am to 3:30 pm	Rau	Portland	OL0186
Hazard Communication and Chemical Safety				
May 14-15, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Rau	Portland	OL0191
Industrial Forklift Operator				
April 14, 2018	Sat: 7:00 am to 3:30 pm	Picard	Portland	OL0173
May 16-17, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Loomis	Portland	OL0175
June 11-12, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Picard	Portland	OL0182
Master Calculator				
May 5, 2018	Sat: 7:00 am to 3:30 pm	Rau	Portland	OL0199
Microsoft Excel Level I				
June 11-13, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0206
Microsoft Excel Level II				
June 25-27, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0207
Microsoft Word Level I				
May 7-9, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0203
Microsoft Word Level II				
May 14-16, 2018	Mon, & Wed: 5:00 pm to 9:00 pm	Independent Contractor	Portland	OL0204
Millwright Safety 16				
June 15-16, 2018	Fri, & Sat: 7:00 am to 4:00 pm	Mitchell	Portland	OL0188

COURSE SCHEDULE

Dates	Time	Instructor	Location	Section
OSHA 10				
April 23-24, 2018	Mon, & Tue: 5:00 pm to 10:30 pm	Medina	Portland	OL0208
PlanGrid-Digital Field Documents				
April 21, 2018	Sat: 7:00 am to 3:30 pm	Del Real	Portland	OL0190
Rigging Qualification (please call or visit PNCI for actual course dates)				
April 9-28, 2018	Mon, Tue, Wed, & Thr: 5 pm to 9 pm, Sat: 7 am to 3:30 pm	Rau, Stacy	Portland	OL0165
June 4-23, 2018	Mon, Tue, Wed, & Thr: 5 pm to 9 pm, Sat: 7 am to 3:30 pm	Rau, Stacy	Portland	OL0167
Rigging Qualification Refresher (please call or visit PNCI for actual course dates)				
April 16-26, 2018	Mon, Tue, Wed, & Thr: 5:00 pm to 9:00 pm	Rau	Portland	OL0166
June 11-21, 2018	Mon, Tue, Wed, & Thr: 5:00 pm to 9:00 pm	Mitchell, Rau	Portland	OL0168
Rough Terrain Extended Boom Forklift				
April 16-17, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Picard	Portland	OL0170
May 19, 2018	Sat: 7:00 am to 3:30 pm	Stacy	Portland	OL0176
May 21-22, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Stacy	Tangent	OL0224
June 23, 2018	Sat: 7:00 am to 3:30 pm	Lindberg	Portland	OL0185
Scaffold Erector Refresher (please call or visit PNCI for actual course dates)				
May 26, 2018	Sat: 7:00 am to 3:30 pm	Medina	Portland	OL0181
June 9, 2018	Sat: 7:00 am to 3:30 pm	Medina	Portland	OL0229
Scaffold User				
May 19, 2018	Sat: 7:00 am to 3:30 pm	Rau	Portland	OL0180
Siemens Human Performance				
June 14, 2018	Thr: 7:00 am to 3:30 pm	Rau	Portland	OL0187
Stepping Up to Foreman				
April 9-10, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Picard	Portland	OL0195
June 6-7, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Picard	Portland	OL0200
Steward Training				
April 11, 2018	Wed: 5:00 pm to 9:00 pm	Harms	Redmond	STEW023
April 14, 2018	Sat: 7:00 am to 11:00 am	Del Real	Portland	STEW013
April 24, 2018	Tue: 5:00 pm to 9:00 pm	Finley, Wallace	Hermiston	STEW017
May 8, 2018	Tue: 5:00 pm to 9:00 pm	Harms	Tangent	STEW016
June 9, 2018	Sat: 7:00 am to 11:00 am	Del Real	Portland	STEW014
STP-3-Planning and Scheduling				
April 16-24, 2018	Mon, Tue, Wed, & Thr: 5:00 pm to 10:00 pm	Salisbury	Portland	OL0196
STP-5-Improving Productivity and Managing Project Costs				
May 14-22, 2018	Mon, Tue, & Wed: 5:00 pm to 10:00 pm	Schmidt	Portland	OL0197
STP-6-Risk Management and Problem Solving				
June 11-19, 2018	Mon, Tue, Wed, & Thr: 5:00 pm to 10:00 pm	Salisbury	Portland	OL0198
Trade Show Basic Operations				
May 10, 2018	Thr: 7:00 am to 3:30 pm	Nollman	Portland	OL0233
Trade Show Installation & Dismantling				
April 4, 2018	Wed: 7:00 am to 3:30 pm	Nollman	Portland	OL0230

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Dates	Time	Instructor	Location	Section
Trade Show Material Handling				
May 9, 2018	Wed: 7:00 am to 3:30 pm	Nollman	Portland	OL0232
Trade Show Orientation-Decorating				
June 20-21, 2018	Wed, & Thr: 7:00 am to 3:30 pm	Nollman	Portland	OL0234
Trade Show Systems				
April 5, 2018	Thr: 7:00 am to 3:30 pm	Nollman	Portland	OL0231
Welding Laboratory I				
April 7, 2018	Sat: 7:00 am to 3:30 pm	Davis	Portland	OL0210
April 14, 2018	Sat: 7:00 am to 3:30 pm	Howe	Portland	OL0211
May 5, 2018	Sat: 7:00 am to 3:30 pm	Knapp	Portland	OL0214
May 19, 2018	Sat: 7:00 am to 3:30 pm	Hawkins	Tangent	OL0225
June 2, 2018	Sat: 7:00 am to 3:30 pm	Howe	Portland	OL0216
June 9, 2018	Sat: 7:00 am to 3:30 pm	Davis	Portland	OL0217
June 16, 2018	Sat: 7:00 am to 3:30 pm	Knapp	Portland	OL0218
June 16, 2018	Sat: 7:00 am to 3:30 pm	Hawkins	Tangent	OL0227
June 23, 2018	Sat: 7:00 am to 3:30 pm	Davis	Portland	OL0213
June 30, 2018	Sat: 7:00 am to 3:30 pm	Howe	Portland	OL0219
Welding Principle				
April 21, 2018	Sat: 7:00 am to 3:30 pm	Knapp	Portland	OL0212
May 21-22, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Mitchell	Portland	OL0215
June 20-21, 2018	Wed, & Thr: 5:00 pm to 9:00 pm	Mitchell	Portland	OL0220
June 25-26, 2018	Mon, & Tue: 5:00 pm to 9:00 pm	Barnes	Tangent	OL0228

... Positive Jobsite Culture Training

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I think we can all agree, given that we have a national shortage of skilled workers across the U.S., we cannot afford to lose any member due to a negative atmosphere on our job sites. The work we perform requires full engagement and concentration. We need to promote a culture whose sole focus is bringing our jobs in on time, within budget, with zero accidents.

Along with the Council, we are aggressively recruiting apprentices and journey-level workers to meet the demand of the industry. We all know the work we do is difficult, physical, and demands a high level of commitment to succeed. That said, research has shown us, UBC brothers and sisters leave us because they do not like being around negativity. In order for us to reach our goal of 70% market share, we need to fix this. Now is the perfect time to address this.



"Today's training really touched a nerve with everybody in the room, not just the new kids, not just the old guys, but everybody."

— Foreman

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POSITIVE JOB SITE CULTURE TRAINING

TEAMWORK LEADERSHIP
UNITY PRODUCTIVITY
INCLUSION DIVERSITY
HIGH EFFICIENT TEAMS



The Pacific Northwest Carpenters Institute (PNCI)

POSITIVE JOBSITE CULTURE (PJC) TRAINING



PJC training was developed by PNCI, and our partners, as a tool for apprentices, journey-level workers, foremen and superintendents. Learn about unconscious bias and how this can impact relationships with coworkers, shows the impact bullying and hazing can have on a person, and it gives people some necessary tools to know how to react in these situations.

COURSE OBJECTIVES:

- Increase the skills, productivity and safety on your jobsite
- Identify what a positive job site culture looks like.
- Understand the consequences from the failure to take responsibility for promoting a positive job site culture.
- Build awareness of the barriers that exist that hold back our job sites from functioning at a high level of efficiency.
- Empower you to take a leadership role in improving your job site culture.



POSITIVE BENEFITS:

- Promotes leadership and team work.
- An increase in collaboration and team work produces high efficient teams.
- Productivity - A happy worker will produce more work.
- Safety - If workers are engaged and focused on the task at hand they are more aware of their surroundings.



Together we can promote a positive job site culture on all our projects across the NW.

For more information about taking this training directly to your jobsite contact Mike Hawes:

Email mikehawes@pnci.org or Call 503-287-3708

TRAINING DEVELOPED BY THE PACIFIC NW
CARPENTERS INSTITUTE IN COOPERATION
WITH OUR INDUSTRY PARTNERS



work.
systems



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4222 NE 158th Ave, Portland, OR 97230 | www.pnci.org | (503) 287-3708

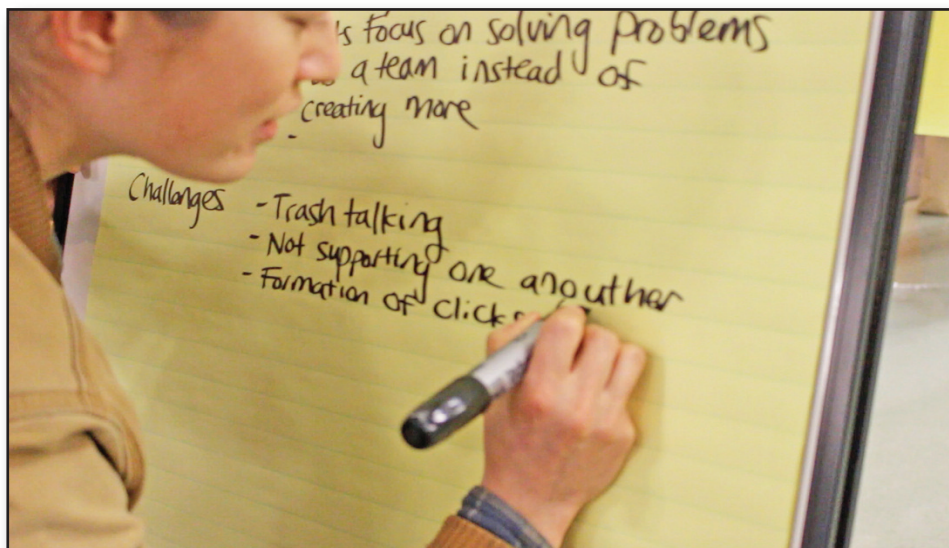
... Positive Jobsite Culture Training

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We were recently invited out to the Multnomah County Health Administration Building in downtown Portland, where we held a joint training session with WPI and JE DUNN. A total of 35 Carpenters received the training. A special “thank you” to Kris Blanchard of WPI and Butch Fiedler of JE Dunn for inviting us to their jobsite

In informal surveys, close to 50% of our apprentices tell us that they look forward to going to their respective job sites; they feel like the atmosphere is positive; they look forward to working on their team and feel supported to learn their trade. This is great news! If you are part of that positive culture, congratulations!

However, 50% is nowhere near what we need. As a Union, we cannot afford to get this right only half of the time. Across the nation our workforce is aging, and we need to coach, mentor, and train the next generation of professional UBC Carpenters to carry the torch forward. For those of you who may be struggling with passing on your knowledge in a constructive, positive man-



ner, stop and ask yourself: Who will be paying into your pension long after you retire? Our future success and sustainability depends on the legacy we leave behind.

For more information on how to have the PJC training brought to your job site, please contact PNCI Director mikehawes@pnci.org.