



6 QUESTIONS YOU SHOULD ASK WHEN SOURCING SKILLED LABOR

You need a highly qualified, reliable workforce for your next project and have important hiring decisions to make. The following Q/A document can help ensure you have the right skilled labor to get the job done on schedule and on budget.

From HVAC and refrigeration technicians to pipe welders and fitters, steamfitters are a collection of craftspeople who learn their trade through apprenticeship. The United Association Steamfitters Local 601 union provides the most comprehensive, five-year training program available combining classroom instruction with on-the-job experience. By hiring a mechanical contractor that employs Local 601 steamfitters you can rest easy that your project is in good hands. Our members are construction and service experts who work on jobs of all sizes through a variety of signatory contractors.

Here are six questions you should ask any signatory contractor to ensure they can meet your needs and guarantee high-quality craftsmanship in a cost-effective, safe, and timely manner.

1

WHAT KIND OF TRAINING DO YOUR WORKERS UNDERGO TO ENSURE THE BEST TALENT FOR THE JOB?

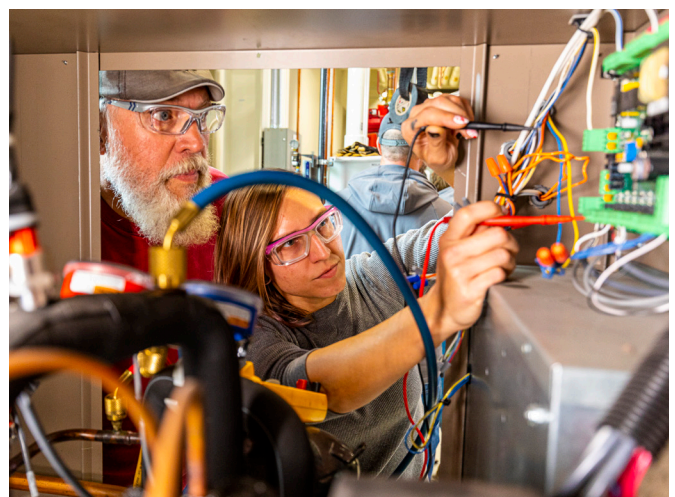
Productive, knowledgeable workers start with exceptional training. In addition to apprenticeships, UA Local 601 also offers an extensive range of education and certifications for every type of steamfitter construction and service specialty - HVAC/Mechanical, Pipeline/Gas Distribution, HVAC Controls, Power Generation, HVAC/Mechanical/Chiller Service, Industrial Refrigeration, Pipe Fabrication.

These include job-site specific training such as welding, brazing and soldering certifications and more specific industry certifications like infection control risk assessment (ICRA). We go above and beyond requirements to ensure workers are prepared. Some standard training includes:

- OSHA 30 workplace safety
- In-depth electrical safety training
- Rigging and hoisting safety for equipment including cranes and helicopters

- Technology training including CAD and Building Information Modeling (BIM)

To learn more about specific training that's available, reach out to Director of Training Christopher Valerine at CValerine@steam601.org.





2

DO YOU HAVE REGISTERED PROFESSIONAL MECHANICAL ENGINEERS ON YOUR TEAM?

Construction projects today are complex and require different skill sets. While many contractors have registered professional engineers (PE) or design engineers (DE), they may not have one who is experienced in mechanical work. These experts are crucial for work on heating, air conditioning, plumbing, fueling and ventilation systems. Make sure that your mechanical contractor has industry-specific, knowledgeable engineers and support staff of designers and CAD experts available to meet your specific project needs.

Customers working with Local 601 can have a lot more confidence. They know that the training is top-notch and that they have been led by knowledgeable instructors with real-world experience.

- Keith Budreau, Superintendent at J.M. Brennan

3

HOW MANY YEARS OF EXPERIENCE DOES YOUR TEAM HAVE?

You'll want to verify the team's experience level at any signatory contractor you consider hiring to avoid unpleasant surprises on the worksite. Has the head engineer been on the job for 20 years or did they just start with the organization last month? Local 601 recommends working with contractor teams who have experience. It's critical on a construction project to select a team of workers with the appropriate skills and experience to ensure quality and productivity.



4

IS YOUR CONTRACTOR QUOTING YOU ON THE COMPLETE JOB?

Ask a prospective contractor if the quoted rate covers 100% complete installation with a warranty, including installation on the piping, electrical, temperature controls and permits. Some mechanical contractors will quote a project at what seems like a reasonable rate only to add unexpected extra fees at the end.

When you work with a Local 601 Steamfitter signatory contractor you can rest assured the quote you receive will be comprehensive and you won't be nickel-and-dimed for additional expenses.

5 DO YOU HAVE ENOUGH WORKERS TO FILL THE JOB?

Before venturing into a multimillion-dollar construction project, it's vital to know you will have workers who are ready to show up for work. Due to current labor shortages, many companies don't have the necessary skilled labor to complete a job on the scheduled timeline. Before hiring a contractor, ask them how many skilled workers they can provide to meet the needs of your job and determine their access to additional support. Estimate how many workers will be needed on the busiest day of your project and then ask the mechanical contractor if they are able to fulfill that number. It's also important for your contractor to be clear about where additional support will be sourced from.

Steamfitter Local 601's union network has approximately 2,800 members in Wisconsin and is closely connected with the United Association, a network of steamfitters across the country and Canada. While some non-union contractors use staffing agencies or put out calls to an open labor pool, our nationwide network allows us to mobilize highly skilled and well-trained steamfitters within a few days.



6 HOW ARE YOU ENSURING A DRUG-FREE WORKFORCE?

According to the American Addiction Center, 15% of construction workers have a substance abuse disorder. Local 601 steamfitters understand they need to stay clean as safety and productivity are priorities. We ensure this through mandatory and random drug testing, with less than half of a percent of those tested failing drug tests. As part of our commitment, every union member must pass a drug test with 100% compliance.

Local 601 is also committed to its members' mental health and well-being. The union has its own mental health clinic and runs an Employee Assistance Program (EAP) that all members can access via the member-wide app.

A STEAMFITTERS LOCAL 601 PARTNER

Choosing the right partners for your next construction project is fundamental to your success. For the best outcome, use a Steamfitters Local 601 signatory contractor when you need to hire a steamfitter. Our members are experts in the trade with broad experience and top-notch training. **To learn more about Steamfitters Local 601 and the companies we work with, reach out to our team on our [website](https://www.steamfitters601.org).**