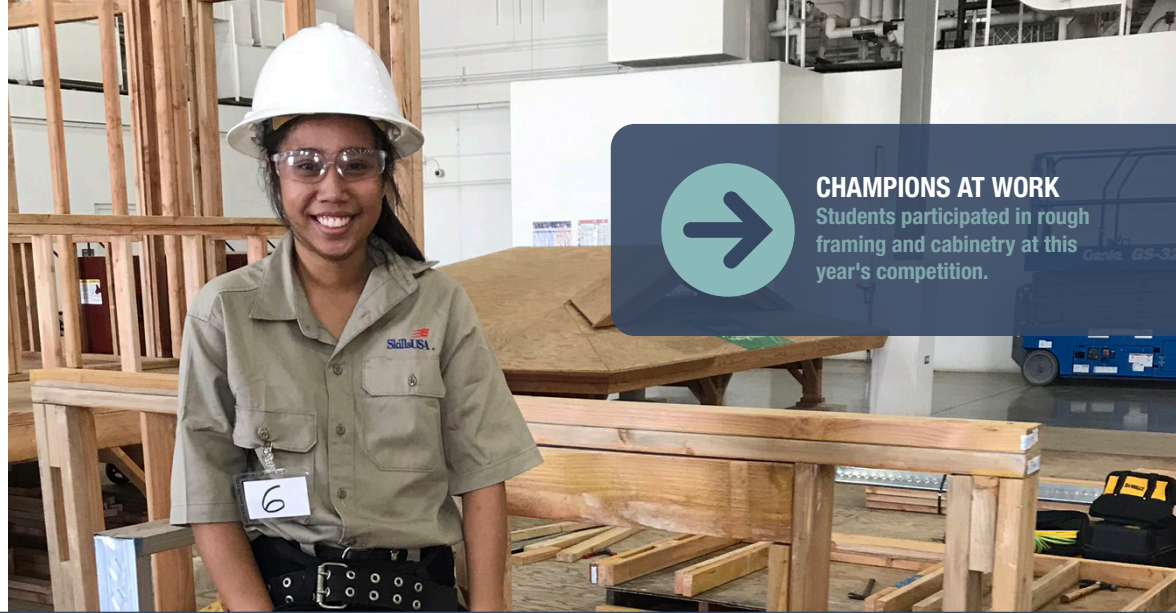


## News from the Hawaii Carpenters Apprenticeship & Training Fund



**CHAMPIONS AT WORK**  
Students participated in rough framing and cabinetry at this year's competition.



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# haumana



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## Growth through Competition

### Students compete at Job SkillsUSA 2020

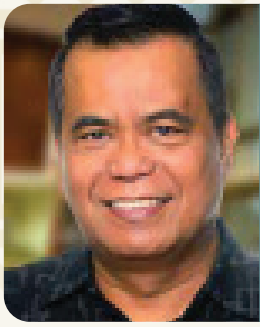
Job SkillsUSA is a national membership association serving middle school, high school, and college students preparing for careers in trade, technical and skilled service occupations. The aim of the association is to prepare members to become world-class workers and leaders. The organization improves the quality of our nation's future skilled workforce by developing their personal, workplace and technical abilities, all grounded in academics. One way they encourage this is by hosting local, statewide, and national competitions.

For several years, the Hawaii Carpenter's Apprenticeship & Training Fund (HCATF) has been the lead sponsor for Hawaii's annual Job SkillsUSA Competition. The

event helps create career-ready students for the workforce: competitions give local students direct, hands-on experience practicing both the personal and technical skills required in the workplace.

"It's important for students to develop skills, attitudes, and values that give them a competitive edge in the industry," said Edmund Aczon, Executive Director of HCATF. "We help provide them the blueprints for career readiness by introducing them early on to traits that make them productive and promotable."

This year's competition was held February 26, 2020 at HCATF's Training Center in Kapolei. A total of eleven students participated from five high schools across the state. Students were



**Edmund C. Aczon**  
Executive Director

*Hawaii Carpenters  
Apprenticeship  
& Training Fund*

## Message from the Director

Amid ongoing concern about the coronavirus, our top priority is the health and safety of our community. We are taking extra precautions to protect the well-being of our apprentices, members, employees, and their families. To ensure the health and safety of all our ohana, we:

- Have temporarily moved DPR submission and Journeymen Upgrade Course registration to digital platforms. You can read more about those new procedures throughout this issue.
- Are coordinating with contractors to share best practices for safe workplaces in order to reduce exposure and expansion of the virus.
- Are implementing detailed, frequent cleaning of our training center, workspaces and our offices, including providing hand sanitizer and disinfectant at all locations.
- Are monitoring and adhering to other government social distancing policies.

Our concern for health and safety extends beyond our walls. We are equipped to provide guidance and expertise to help Hawaii prepare for what is expected to be an overflow of COVID-19 cases. Not only will there be a future need for additional space, there is an immediate need to separate and contain those with the virus from the rest of the patient population. We reached out early on to all local healthcare facilities to let them know how we can help. Our ICRA-trained membership can provide much needed expertise to ensure proper protocol and containment measures are being taken. At no other time has there been a greater need for our contractors and ICRA-trained workforce than now.

As the pandemic evolves, we're committed to being responsive and flexible in order to communicate all updates to you. We encourage you to frequently check our website, our social media, and subscribe to our email lists to stay in the loop.

In the meantime, we're proud to share the positive impacts and accomplishments of our apprenticeship program. From successfully sponsoring Hawaii's annual Job SkillsUSA competition, to rebuilding an outdoor stage at The Honolulu Zoo, we always find ways to give back. We hope sharing these experiences reminds us of the difference we can make, even in the face of adversity.

Please take good care during this time. We wish you and your families the very best.

Aloha,

**Edmund C. Aczon**  
Executive Director



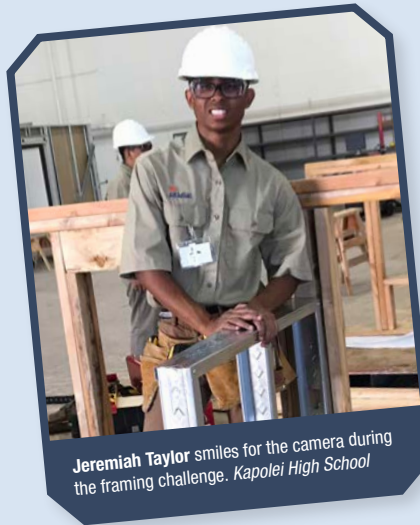
**PROUD PARTICIPANTS** Students from Kapolei, Lahainaluna, Maui, Pearl City and Waipahu High Schools finished the day strong.

challenged with interpreting blueprints and building to specifications in two categories: rough carpentry and finish carpentry. Four participants competed in finishing carpentry and seven others competed in rough framing.

The day was action-packed! Rough carpentry competitors framed out a partial house frame, complete with stairs, stringer, window rough-outs, studs, rafters, and top plate.



**Andrei Louis** completes hands-on work to get the job done. *Waipahu High School*



**Jeremiah Taylor** smiles for the camera during the framing challenge. *Kapolei High School*

Those in the finish carpentry category built complete cabinets, including interior shelves, flush doors, sliding drawers, and finished top. Champions for both categories hailed from Maui High School. On behalf of the HCATF team, congratulations to Jesse Bulusan and Jeriel Dumlao for their respective wins in rough carpentry and finish carpentry!

### MAHALO!

Special thanks to Wendell Tashiro from Hawaii's Department of Education for helping make this year's event a success.



## Did You Know? Learn More About Skills USA

SkillsUSA is recognized by the U.S. Department of Education as a successful model of employer-driven youth development training. For more information, visit <https://www.skillsusa.org>.

# ZOO crew

## Apprentices bring their expertise to the community, volunteering time, skills and teamwork to rebuild an outdoor stage at The Honolulu Zoo.

The Honolulu Zoo has been working on improvements. Over the past several years, officials have been on a dedicated journey to bring the zoo back up to par with national standards while also raising its profile in the local community. The underlying mission is to make the zoo a hub for community events, rather than just an attraction for families with small children.

According to former acting Zoo Director Tommy Higashino, "People who come to the zoo are in one of three phases in life. They're either here as kids, as adults with their kids or as grandparents with their grandchildren. We need to find a way to bridge those phases in people's lives."

Building an outdoor stage was a central part of the strategy to draw in a wider range of visitors. It provided a platform to host more adult-focused programs



such as lecture series, event, and other innovative activities to bring more people to the zoo.

Unfortunately, the stage fell into disrepair over the years due to improper finishing. Moisture wrecked havoc on beams and paved the way for rot and warping. In coordination with Tracy Kubota, Deputy Director of the Department of Enterprise Services for the City and County of Honolulu, and Honolulu Zoo Maintenance Supervisor Danny Leong, HCATF apprentices arrived to help save the day and restore the structure to its original condition - with a few improvements along the way.

While the stage's original foundation was left in place, the rest of the structure was gutted and rebuilt from the ground up. Apprentices volunteered over the course of several weekends to install a new glulam beam, install joist hangers, hang joists, and sheath the floor with two layers of 3/4" plywood. They also installed a vapor barrier to prevent moisture transfer from the CMU foundation walls to the wood

## Female Feature: Sisters-in-the-Brotherhood

Women in Construction Week was held March 1<sup>st</sup>-7<sup>th</sup> to celebrate female contributions to the industry - but our sisters shine every day! We're especially grateful to the hard-working women who shared their skills during the stage-building effort this month. Thank you for all that you do!



**TEAMWORK MAKES THE DREAMWORK:** Rough Carpentry instructor George Boeman and his students worked together to accomplish some heavy lifting replacing the glulam beam for the stage.

framing. Best of all, they added two scuttle holes with covers that allow for moisture to escape when there's exceptionally wet weather.

The City and County of Honolulu thanked the apprentices for their hard work and dedication to making a difference in our community.



**DEDICATION TO DETAIL:** An apprentice installs joist hangers in the beginning phases of the project.

## DPR 101

### Everything You Need to Know

Turning in Daily Progress Records (DPRs) is a key responsibility for apprentices. They're how your work hours get tracked, they provide proof of your training experience, and they help ensure you're on the right track to complete your certificate. Best of all, they're how you earn your wage increases! Read on to double check your DPR knowledge and make sure you're filling out your forms correctly.

#### DPR Due Dates



- DPRs are due monthly, no later than the 10<sup>th</sup> of the following month. For example, hours for January are due by February 10<sup>th</sup>.
- The ultimate deadline to be credited hours is 10<sup>th</sup> of the 2<sup>nd</sup> month. For example hours for January are due by March 10<sup>th</sup>.
- Failure to file on time will delay your wage increase when due.
- DPRs are due even when you are not working, or you are under suspension. Simply add zero hours to your form.

#### Filling Out Your Forms



- Fill out your DPRs with a blue or black pen.
- Complete all sections and make sure your employer signs off.
- List your contractor in the "My Employer is" field, not your foreman or supervisor's name.
- Make sure you complete all calculations: hours should be calculated PER ROW in the TOTAL column.

#### Pay Increases



- Pay increases take approximately 4 weeks to process.
- Your employer gets notified of increases when you do, so even if you've been informed, you may not see your increase take immediate effect.
- If you are due for a raise but your DPR is turned in past the 10<sup>th</sup> of the following month, penalization is that your wage increase is effective the date stamped on the DPR.

#### DPRs By Mail



- DPRs for Oahu can be turned in to HCATF in person at the Houghtaling or Kapolei Offices, or sent via mail.
- Neighbor island DPR's are batched and mailed together to Oahu once a month. They are time stamped once received.
- If DPRs are mailed, a self-addressed and stamped envelope is required with submission so the time-stamped pink and yellow copy can be returned.

## Going Digital: Distancing with DPRs



PANDEMIC  
POLICY

In an effort to assist with social-distancing policies related to the coronavirus, we are **temporarily** accepting digital submissions of DPRs. We will also accept submissions by mail and phone according to the conditions below.

Instructions, and forms are available on our website at [www.hicarpenterstraining.com/digital-dpr/](http://www.hicarpenterstraining.com/digital-dpr/). Download your DPR form today, and be sure to follow all instructions carefully!

#### Submit Digitally

- Download the online form and complete **all** fields.
- Have your employer complete the listed evaluation and sign the form.
- **Save a copy** for your records (save directly to your phone or computer).
- Email your completed form to [hcatfhelpdesk@hicarpenterstraining.com](mailto:hcatfhelpdesk@hicarpenterstraining.com)

#### Submit by Mail

- Download, print, and complete **all** fields of the online form.
- You may also use a traditional form if you have them on hand.
- Have your employer complete the listed evaluation and sign the form.
- **Keep a copy** for your records (photocopy or take a photo).
- Mail your completed form and a self-addressed envelope to the address on the top of the form.

#### Phone in Zero Hours

- If you have **zero** hours to report, you may call in your hours.
- Please call the HCATF Office at (808) 848-0794 x 5.

#### Delinquent DPRs



- A DPR is considered delinquent if received after the deadline.
- If delinquent, you will receive 0 work hours for that month.
- If you submit a delinquent DPR for a month a wage increase occurs, the date of submission will be used as the date of the wage increase. You will not receive a retroactive wage increase
- Delinquent DPRs must be submitted for tracking eligibility benefits, even if no credit for work hours will be given for the reporting month.

# social spotlight



### CONNECT WITH US!

Follow HCATF and use our hashtag to join the conversation!

@hcatfhawaii | #hcatfhawaii

We'd love to see what you're up to! Follow our social media accounts to share, learn and network with other members of our apprentice ohana. Tag us in your posts for a chance to be featured on our pages.

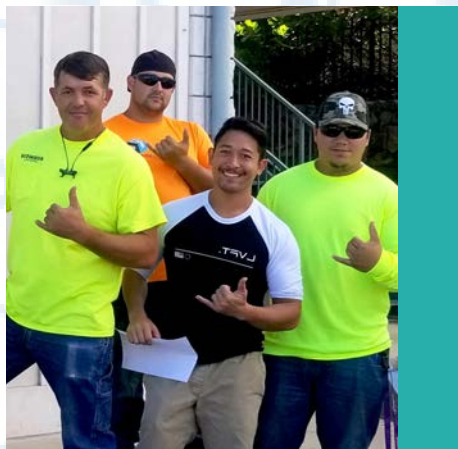
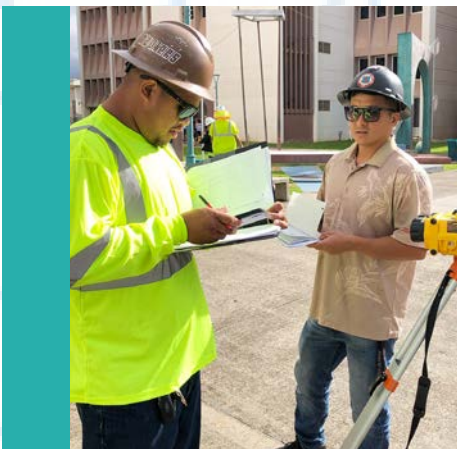
## dedication

Whether taking an upgrade course or completing hands-on training, our members are always driven to do their best.



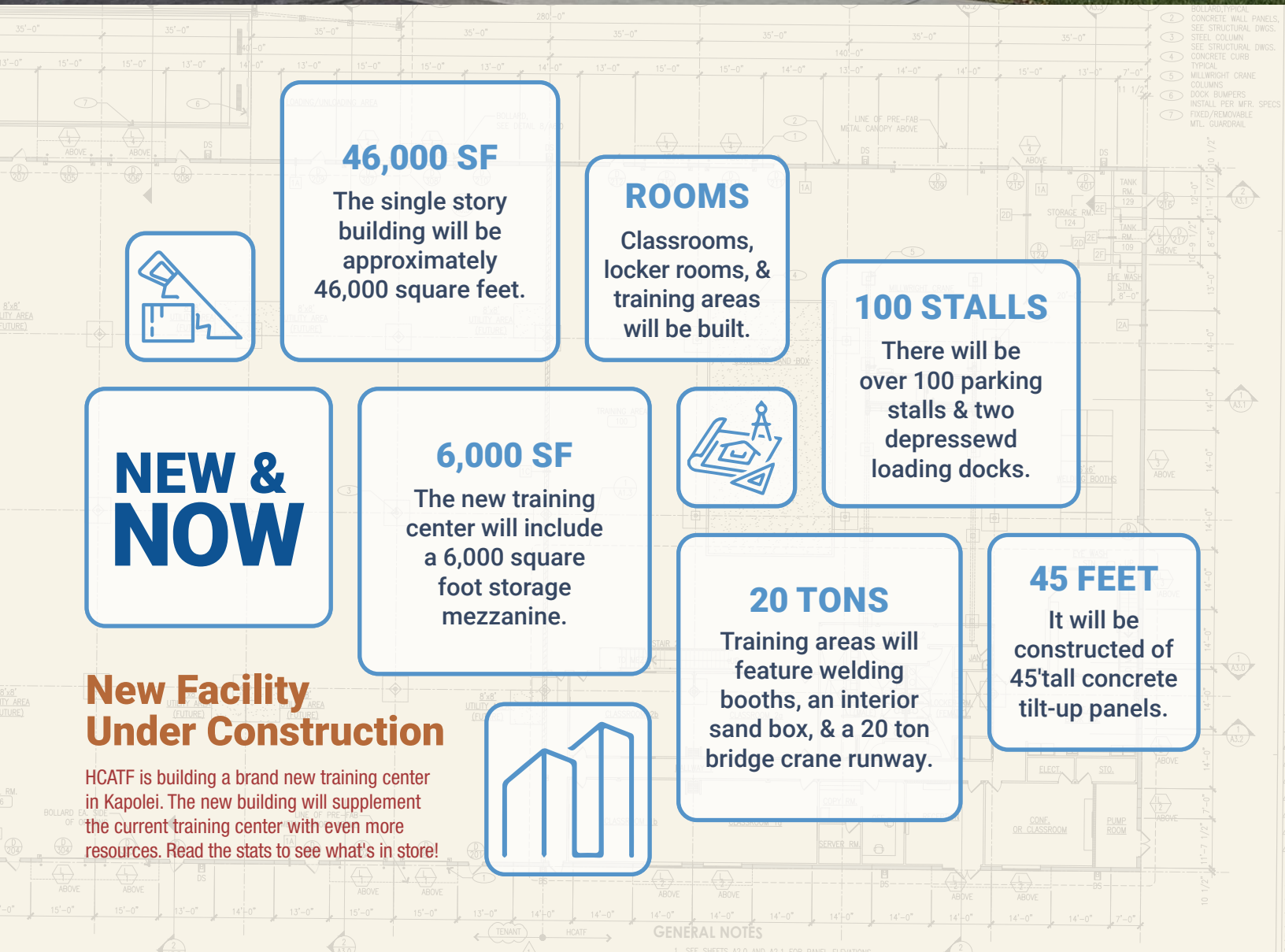
## smiling faces

Passion for the trade starts young! Programs such as Jobs SkillsUSA help encourage the next generation of workers.



## teamwork

Cooperation is key to getting the job done - nothing better than being part of a team who has each other's back every day!



**46,000 SF**  
The single story building will be approximately 46,000 square feet.

**ROOMS**  
Classrooms, locker rooms, & training areas will be built.

**100 STALLS**  
There will be over 100 parking stalls & two depressed loading docks.

**NEW & NOW**

**6,000 SF**  
The new training center will include a 6,000 square foot storage mezzanine.



**20 TONS**  
Training areas will feature welding booths, an interior sand box, & a 20 ton bridge crane runway.

**45 FEET**  
It will be constructed of 45'tall concrete tilt-up panels.



**New Facility Under Construction**

HCATF is building a brand new training center in Kapolei. The new building will supplement the current training center with even more resources. Read the stats to see what's in store!

# Journeyman Upgrade Courses Upcoming Schedule

2<sup>ND</sup> QUARTER

May &amp; June Courses\*

#maytraining | #junetraining

## KONA

COURSE	START
Fall Protection .....	06/20
Firestopping Certification .....	06/20
Infection Control Risk Assessment (ICRA) .....	06/06
Introduction to Total Station .....	05/09
OSHA 10 .....	06/20
OSHA 30 .....	06/13

## HILO

COURSE	START
Aerial Lift .....	05/09
Fall Protection .....	05/09
Firestopping Certification .....	06/20
First Aid & CPR .....	06/13
OSHA 10 .....	05/16
OSHA 30 .....	05/09
Scaffolding Use .....	05/09

## MAUI

COURSE	START
Fall Protection .....	05/16
Fall Protection .....	06/27
Firestopping Certification .....	06/20
First Aid & CPR .....	05/09
First Aid & CPR .....	06/13
Forklift Over Rough Terrain .....	05/09
Forklift Over Rough Terrain .....	06/13
OSHA 10 .....	06/15
OSHA 30 .....	05/19

**\*\* Due to statewide social distancing measures around the coronavirus, journeymen upgrade courses scheduled through April have been postponed. Please stay tuned for updates and contact us if you have questions. \*\***

## Going Digital: Register Remotely



PANDEMIC  
POLICY

Our social-distancing efforts related to the coronavirus continue. We will temporarily accept upgrade course registration following the process listed at right. Be sure to follow all instructions carefully! Contact Paul Tamayo at (808) 859-2812 or [ptamayo@hicarpenterstraining.com](mailto:ptamayo@hicarpenterstraining.com) if you have any questions or concerns.

View more details, check for updates & download forms at  
[www.hicarpenterstraining.com/upgrades/](http://www.hicarpenterstraining.com/upgrades/)

## KAUAI

COURSE	START
Confined Space .....	05/02
Fall Protection .....	06/13
Firestopping Certification .....	06/20
Forklift Over Rough Terrain .....	05/23
OSHA 10 .....	05/04
OSHA 30 .....	05/04
Scaffolding Use .....	06/20

## OAHU

COURSE	START
Aerial Lift .....	05/30
Aerial Lift .....	06/27
Fall Protection .....	05/02
Fall Protection .....	06/06
Firestopping Certification .....	06/20
First Aid & CPR .....	05/16
First Aid & CPR .....	06/27
Forklift Over Rough Terrain .....	05/16
Forklift Over Rough Terrain .....	06/13
Infection Control Risk Assessment (ICRA) .....	06/09
Introduction to Total Station .....	05/09
OSHA 10 .....	05/04
OSHA 10 .....	06/15
OSHA 30 .....	05/04
Scaffolding Use .....	05/16
Scaffolding Use .....	06/20
Scaffold Erector Certification .....	06/20
Silica Awareness .....	05/28
Silica Awareness .....	06/25

### 1. SELECT A COURSE

Review our upcoming Journeyman Upgrade Course offerings and select a course (or courses) that fit your schedule.

### 2. REGISTER

Complete all fillable fields on the required Registration Form. Email a copy to Paul Tamayo at [ptamayo@hicarpenterstraining.com](mailto:ptamayo@hicarpenterstraining.com)

### 3. TAKE OUR CALL

Once we receive and review your submission we'll give you a call to confirm your registration. Mahalo in advance for your patience!

### 4. MAKE PAYMENT

When we call, please be prepared to pay for your class. You will need to provide credit card information to complete your registration.

# carpenter's corner

Stay up-to-date on how HCATF is handling changes in response to the coronavirus. You can find the latest news and updates including schedule and policy changes online at <http://hicarpenstraining.com/covid-19/>



**PANDEMIC  
POLICY**



**Brienna works for F&H Construction and has been with the company since she began her apprenticeship in 2016.**

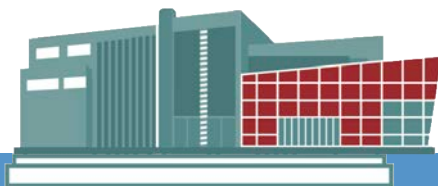
F&H Construction builds spaces for life: schools, parking structures, theaters, wineries, food processing plants, power generation facilities, entertainment & educational venues, transportation facilities, transit centers and sports arenas.



**THE STABILITY OF ANYTHING WE BUILD  
IN LIFE WILL ONLY BE AS GOOD AS THE  
TIME, EFFORT AND MINDFULNESS WE PUT  
INTO IT'S FOUNDATION."**

## **Brienna Gomes** *Apprentice Spotlight*

This April we're turning the spotlight on an apprentice that goes above and beyond in all she does – meet Maui's Brienna Gomes! According to her instructors, Brienna participates in every class with focus, dedication and a limitless attitude of positivity. Her hard work and eagerness are recognized beyond the classroom. Employers consistently give her top marks on reviews and commend her for her prompt and speedy work ethic. Keep up the great work, Brienna!

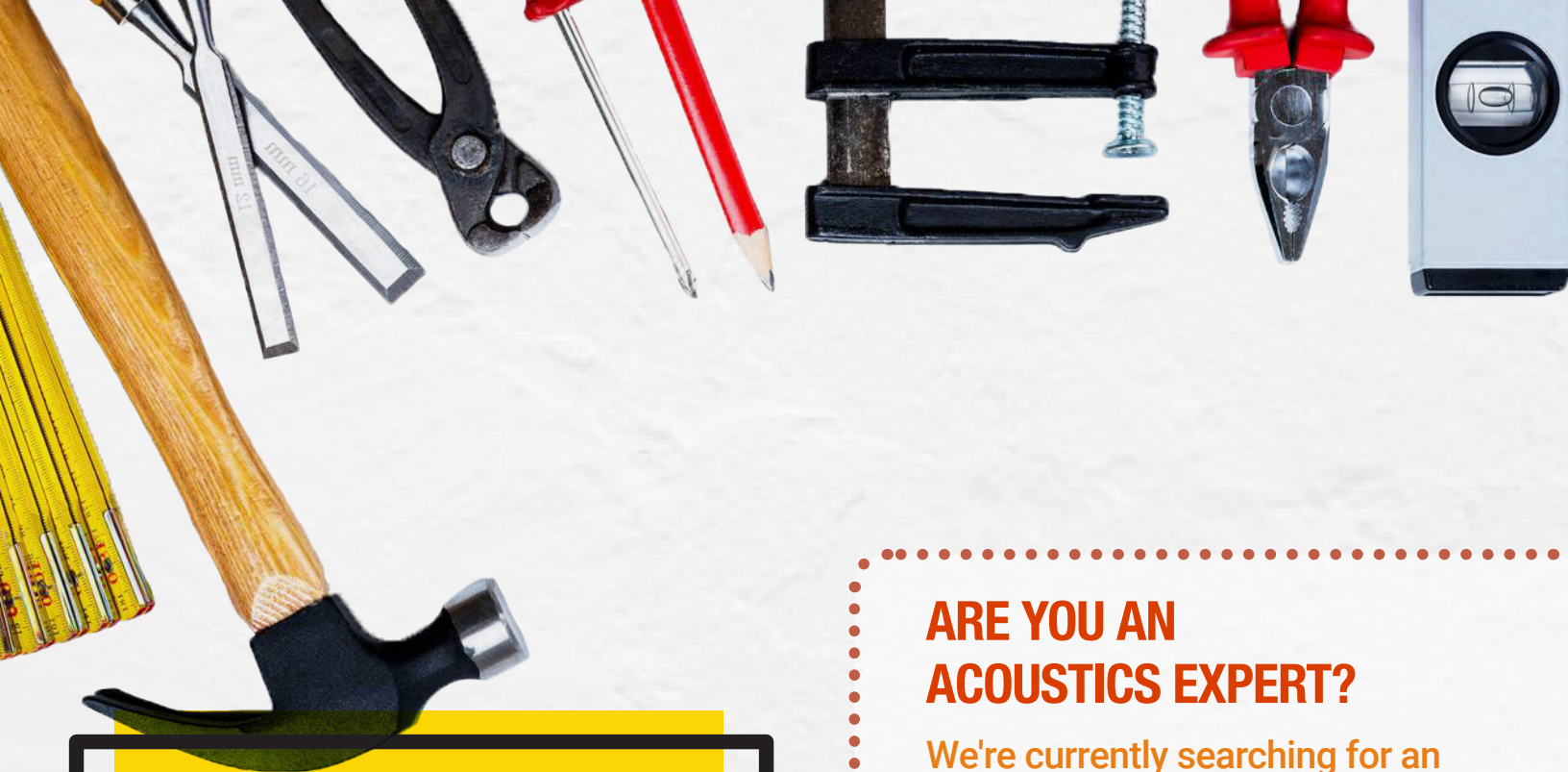


# TRADE TIP

## **MEASURE TWICE, CUT ONCE**

You've probably heard this a million times, but it's a great rule to live by! Making the wrong cut results in wasted time and material. It's better to double-check your work first, rather than make a mistake later. Always plan and prepare carefully before taking action.





**JOIN OUR**  
*team!*

**ARE YOU AN ACOUSTICS EXPERT?**

We're currently searching for an **Advance Acoustics Application Drywall-11** instructor to join our team. If you're interested, or know someone who would be a great fit, please contact Paul Tamayo at [ptamayo@hicarpenstraining.com](mailto:ptamayo@hicarpenstraining.com).

*While we have an immediate need for an acoustics expert, HCATF is always looking for qualified instructors for all programs - especially for our millwright courses. Contact us if you have what it takes!*

**Contact Us!**

Do you know someone who would be a great fit as an apprentice? Visit [hicarpenstraining.com/apply/](http://hicarpenstraining.com/apply/) or contact a Training Coordinator to learn more about what it takes to join the trades.

**MAUI | LANAI | MOLOKAI**  
Christian Tackett  
(808) 242-689 x 608  
[ctackett@hicarpenstraining.com](mailto:ctackett@hicarpenstraining.com)

**OAHU**  
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[aacquavella@hicarpenstraining.com](mailto:aacquavella@hicarpenstraining.com)

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HAWAII CARPENTERS APPRENTICESHIP AND TRAINING FUND

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Share your stories with us! Tag us with #HCATFHAWAII