ASPE American Society of Plumbing Engineers
EASTERN MICHIGAN

MAY 2019
NEWS*
American Society of Plumbing Engineers
American Society of Sanitary Engineering

Serving our membership since 1975 | http://eastern-michigan.aspe.org | Vol. 22, Issue 9

MAY MEETING AGENDA

DATE:

TUESDAY, MAY 14, 2019

WHERE:

Plumbing Industry Training Center
(map on back page)

4:30 PM - 5:30 PM - **DESIGN CLASS**

Armstrong Steam Board – LIVE Demonstration of Steam Traps

Presenter:
Merlo Energy Representative

5:30 - 6:00 PM - **DINNER**

Dinner, News & Announcements, Table Top Vendor Product Presentations and Displays

6:00 - 8:00 PM - **TECHNICAL SESSION**

Steam Traps, Vents, Applications and Recommended Piping Practice

Presenter:
Merlo Energy Representative

REGISTRATION REQUIRED
Registration link: https://www.eventbrite.com/e/aspe-emc-may-2019-technical-program-tickets-61000256409

SEE INSIDE COVER FOR TABLE OF CONTENTS

Cost: ASPE, ASSE, MBPA Mbrs: NC
Non-members: $20.00 FOR CLASS

From Theresa Card, P.E., CPD, LEED AP BD+C, GGP, President of ASPE EMC

Hello from your EMC President -

Thank you to all the members who voted in our 2019-2020 elections! We had over 30% participation. Your participation in the future of our Chapter is always greatly appreciated.

2019-2020 ASPE Eastern Michigan Board

President: Theresa Card, P.E., CPD, LEED AP BD+C
V.P. Technical: Kristin Simoneaux, P.E., CPD, LEED
V.P. Legislative: Bill Grayzar, CPD
V.P. Membership: Frank Tistle, CWS
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Chapter Affiliate/Liaison: Dann Holms
AYP Liaison: George Bellman
Newsletter Editor and Webmaster: Theresa Green
Board Members: Amanda Belcher, LEED GA; Michael Melaragni, CPD, John Nussbaum, IPP, FASSE, FASPE, Mark Lamberson, CPD and Kari Rosteck.

Summer Planning Meeting

As always, we will be having our summer planning meeting one Saturday in June to discuss the technical topics for next year's programs. We invite anyone interested to attend ad participate. If you have ideas for either the design class or technical programs, please submit them to any board member or include them in your April or May program evaluation. The date for the summer planning meeting is June 8th. An Eventbrite invitation was sent out.

2019 ASPE Technical Symposium

Save the date for the 2019 ASPE Technical Symposium this fall! This year it will be located in Pittsburgh, PA and it will take place October 24-27, 2019 at the Wyndham Grand Pittsburgh Downtown. Registration is open now so book your spot and room reservation today! aspe.org/2019tech.

Continued on page 2

ASPE American Society of Plumbing Engineers
EASTERN MICHIGAN **NOTICES**

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Reach out to Our New Members and Sponsors!

ASPE EMC Board Meeting

Tuesday, May 7, 2019 from 4:30 PM to 6:00 PM
@ Strategic Energy Solutions in Berkley.
Hope to see you there! Please RSVP so we know if we will have quorum. We hope you can make it!

Joint Women of EMC ASPE and ASHRAE Detroit Event

Wednesday, May 15, 2019 from 5:00 PM to 7:00 PM
@ Michigan Air Products in Troy. See pg. 9
Hope to see you there! Please RSVP so we know if we will have quorum. We hope you can make it!

ASPE & ASHRAE Young Professionals Event - Mechanical Design and Installation Building Tour

Wednesday, May 22, 2019 from 2:30 PM to 7:00 PM
@ Wayne State University. See pg. 7

CPD and CPDT Exam and Registration

See pg. 9 for scheduling dates.

Summer 2019-2020 Planning Meeting

Saturday, June 8th, see website for time and location

HITS 2019 - Save The Date

To take place in Buffalo, NY in August, 2019.
More info to follow

ASPE Is Accepting Applications for the Alfred Steele Scholarship

Contact Stacey Kidd for more information at (847) 296-0002, or email skidd@aspe.org

President's Report (cont. from page 1)

Theresa Card, P.E., CPD, LEED AP BD+C, GGP

WOA scholarship will help a deserving member attend the 2019 ASPE Tech Symposium

The scholarship will cover the registration fee, special events, roundtrip airfare, hotel accommodations, airport transportation, and meals, as well as a one-year ASPE membership renewal. To be eligible, you must be a female student enrolled in an engineering program at a college/university or employed in the engineering field with less than five years of work experience. Applications are due May 31st!

https://www.aspe.org/2019Tech/images/woa_scholarship_application_2019.pdf

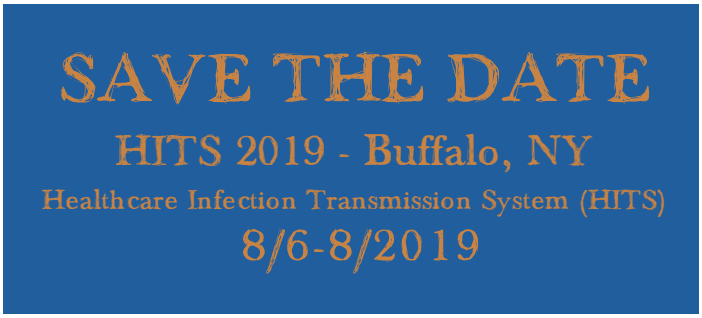
Members are needed to join our Mentoring Program

The program is currently in need of mentors who are experienced in the following areas: CPD, GPD, CPDT, and Society/Chapter leadership. ASPE's Mentoring Program connects ASPE members who have a particular skill set (mentors) with individuals (mentees) who are searching to acquire the same skills to develop and make progress toward their personal and professional goals. If you are interested in being a mentor, please fill out the form at aspe.org/become-mentor.

And lastly, have you checked out ASPE Connect yet? I think as focus groups are formed on the site it will become a valuable tool in our industry! https://connect.aspe.org/home

Hope to see you all May 14th!

Theresa Card, PE, CPD, GPD
allethe@gmail.com
tcard@sesnet.com



MAY DESIGN CLASS

TOPIC: Armstrong Steam Board – LIVE Demonstration of Steam Traps

MERLO ENERGY
A MEMBER OF THE KENDALL GROUP

***** TAKE NOTICE*****

All Professional Engineers and Certified Plumbing Designers

The above design class held monthly from 4:30 - 5:30 PM, can be counted towards your professionally required REUs, CEHs, and CEUs.

These one-hour design classes will run from September - May.

Sponsored by DELTA
see what Delta can do

Women of ASPE

Dedicated to **engaging**, **retaining**, and **advancing** women in the plumbing design industry through:

- Mentoring programs
- Membership outreach
- Partnerships with industry-related associations
- Educational and leadership offerings

ASPE American Society of Plumbing Engineers

To join the WOA, email skidd@aspe.org
For more information, visit **aspe.org/woa**

MAY TECHNICAL PROGRAM

TOPIC: Steam Traps, Vents, Applications and Recommended Piping Practice

MERLO ENERGY
A MEMBER OF THE KENDALL GROUP

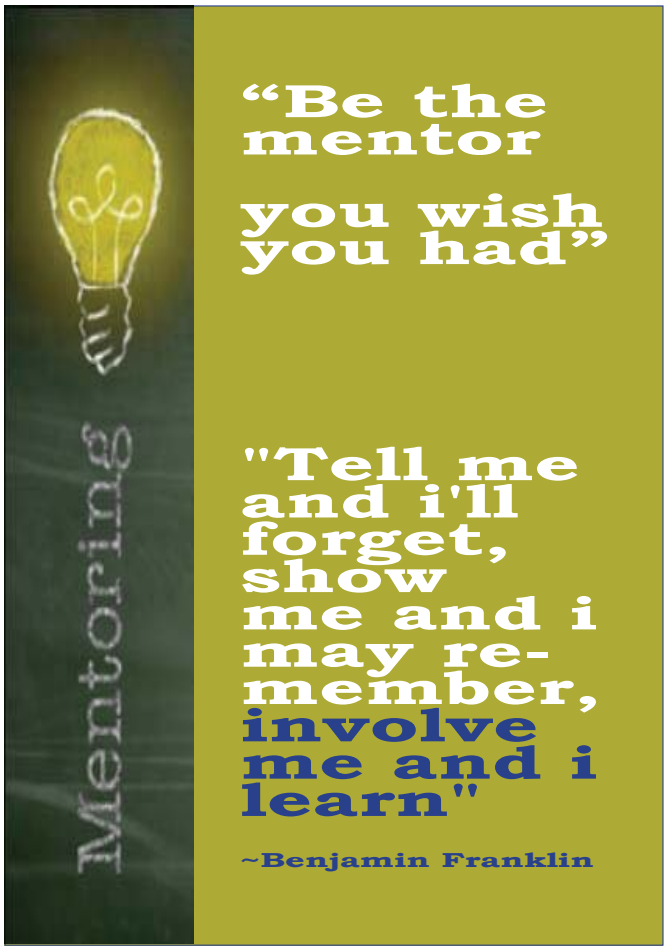
Presenter: Merlo Enegry Representative

The design and technical sessions will both be presented by Merlo Energy and pertain to steam information and best practices, including the demonstration of an operating steam system via their portable "Steam Board."

Merlo Energy is a manufacturers' representative and stocking distributor of Steam, Condensate, Hot Water, and Air Specialty Products. Focused on energy conservation, Merlo Energy is committed to providing solutions that will reduce energy costs.

SUMMER 2019 PLANNING MEETING

Saturday, June 8, 2019 - 9:00 AM - 12:00 PM
@ Strategic Energy Solutions, Berkley



IN THE KNOW

CODE BOOK ORDER FORM

Please use the most current book order form from the Code Study & Development Group found in this newsletter. Contact Mr. Dann Holmes with questions at dholmes@nsf.org or (734) 214-6222

TABLE TOP SPONSORSHIP PRICING

ASPE Members

· $150.00 for the 1st table per meeting/per vendor
· $100.00 for each additional table per meeting/per vendor

Non-Members

· $200.00 for the 1st table per meeting/per vendor
· $150.00 for each additional table meeting/per vendor

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AYP Liaison

Kari Rosteck

Who's been on the Lean kick lately? Is it just me who has been motivated to do my part in cutting costs in the design and construction industry?

Our EMC meeting last month was very informative and thought provoking and I can't wait to share my Young Professional thoughts with you! We took a deep dive into Lean Construction – the methods and magic behind productivity and cost reduction in the construction industry. Here are the main takeaway's I gained from our discussion's with Mark Lamberson and Jeff Creighton.

A buzzing construction site is a productive one – NOT.
I wanted to start with this one because it was so relatable to what I have seen while onsite. The premise behind this thought talks about people moving about on a job site and how a 'busy and buzzing vibe' is actually not an efficient job site at all.

It was mentioned that we want people at their work station, providing value added work. Makes sense.

I remember being at my second ever site visit while Commissioning in downtown Detroit. It was WILD and my first thought was "Wow, these people are synchronized and productive." There were people running everywhere (even on stilts like a circus!) with tools and material getting moved around in every direction. Now that I think about it, people were simply moving about the building and not necessarily providing value added tasks. Probably myself included... 😉

What can designers implement in their drawings to increase productivity?
I really liked this idea that links design work, such as drawings, details and specs, to productivity on the construction site.

Now, I see it every day when working with construction teams. Discussions that could be wiped away with a single drawing note. I don't think debates and dialogue amongst contractors is a bad thing but most of the things I've seen relates back to – "Well what does it say on the drawings?" – "It doesn't."

One thought I had relates to calculations and I'm not talking about spoiling your top-secret sauce to the firm next door. When I was doing pipe sizing calculations, I remember hand sketching the flow required at each Air Terminal Unit. There were 300+ boxes so it was crucial that I got each box correctly sized and labeled for the 'grand GPM summation'. Turns out, contractors need that information too. So does testing and balance. So does the commissioning agent. Lots of people spend lots of time redoing work that has already been done by the engineer or designer so how do we go about showing this once and having everyone else reference it?

Yes, the debate continues of course. How much information is too much? What if three Air Terminal Units get updated, I have to remember where all this information is on the drawings so everything gets updated together, holistically. Well, I think that's the task for our BIM managers out there. The computational team that craves to bring productivity to the design teams and their processes. Or maybe I should keep on dreaming?

Schedules, to be or not to be? That is the question.
Lean Construction emphasizes that project schedules do not work and they're not necessarily good for coordination. The discussions that need to happen instead should revolve around the "Last Planner System". In short, this system looks at the project from the last task that needs to happen in order to turn the building over. What is that task reliant on? Floors being finished? Cable tray being installed? And it works backwards from there. It's a great idea to get everyone in the same room to hash out the big picture ideas. Then you can build the project timeline from there. What I think could be important is making sure decisions are also considered during this process. What approvals from the owners or inspectors is required to move forward or purchase given products?

Alright, I had a little too much fun thinking about Lean Construction but I hope it got you thinking too! Always looking for further discussions.

Kari Rosteck
AYP Liaison
Field Engineer at Horizon Engineering
krosteck@horizon-engineering.com

review
WORLD PLUMBING COUNCIL
"Uniting the world plumbing industry and promoting its public health and environmental role"

Mechanical Design and Installation Building Tour

An ASPE & ASHRAE Young Professionals Event

Date: May 22nd 2019
Time 2:30pm - 7:00pm
Location: Anthony Wayne Drive Apartments
Wayne State University
5235 Anthony Wayne Dr, Detroit, MI 48202

Presenters: Jason Loverich | District Sales Manager, Lochinvar LLC
Bill Edgerton, CPD | Principle, Peter Basso Associates
Mark Lamberson, CPD | Virtual Design & Construction Manager, Limbach

Description: Finally! A chance to spend the afternoon with three key stakeholders in the Mechanical Design and Build of the Anthony Wayne Drive Apartments. We'll tour through the mechanical rooms and apartments to get a full understanding of the design intent and how everything came together flawlessly.

Project drawings, details, as-builts and submittals will be reviewed and compared to the onsite installation. Complete hands on experience at your finger tips!

Topics of Discussion

- The Design Assist Process
- BIM
- Information workflow and coordination
- Project Specific Plumbing Design
- Equipment Piping Details & Routing Approaches
- Syphonic Roof Drainage Implementation
- Installation Considerations
- Prefabrication Techniques
- In-depth look at Boilers and Water Heaters & Their Operation

Schedule: 2:30pm – 6:00pm Building Tour
6:00pm – 7:30pm Drinks, Appetizers and Mingling @ Founders Brewery, Detroit

Affiliate Liaison Report

Dann Holmes, ASPE Region 2

HITS Conference 2019 Buffalo, NY

ASPE Region 2 colleagues, I've mentioned the HITS Conference to you in previous articles. It is now time to expand on what HITS is and how our Region needs to be involved and attend.

HITS is an acronym for Healthcare Infection Transmission Systems. The HITS Consortium is a 501(c) (3) tax-exempt organization. HITS takes a holistic perspective to targeting healthcare associated infections by addressing the different pathways of pathogen transmission to achieve overall "hospital health". The conference theme is **Catalyst for Change**. Ask yourself, do you as an engineer design plumbing systems for healthcare? Do you as a manufacturer make plumbing products to be installed in healthcare environments?

The conference will take place August 6-8 at the Buffalo Grand Hotel, 120 Church St., Buffalo, NY 14202. Register for the conference and book your hotel stay at www.hitsconsortium.org. This is right in the heart of our Buffalo-Niagara Chapter and within an easy drive for members of our Rochester, Greater Toronto, Johnstown, Pittsburgh, Cleveland, Central Ohio and Eastern Michigan Chapters.

Four Pillars of Healthcare Infection Transmission

Our profession has a motto; Prevention Rather Than Cure. In healthcare, there are four main pillars of infection transmission or HAIs (Healthcare-Associated Infections). These categories are hand hygiene, surfaces, air and water transmission. I know everyone reading this right now either deals in the design of plumbing and/or HVAC systems on a daily basis.

Schedule

The schedule actually starts one-day earlier on August 5th with a **FREE** 8-hour Infection Control Risk Assessment **(ICRA) Training** session presented by the Eastern District of the United Brotherhood of Carpenters and Joiners of America. Lunch and refreshments will be provided. If you have not taken this course, then you owe it to yourself and your profession to do so. I myself took this course in 2017.

A Pre-Show Mixer will follow the training session. There is a strong possibility that adult beverages will be served. Keep in mind, the conference takes place in the hotel so you only have to get back to your room safely and set your alarm for breakfast and Opening Remarks. Following will be the featured speaker Sanjay Saint, MD, MPH, Chief of Medicine at the VA MI Healthcare System in Ann Arbor and the George Dock Professor of Internal Medicine at the University of Michigan.

Throughout the conference you will learn how infections are transmitted via the lack of proper hand hygiene, improper cleaning **AND** disinfection of surfaces, and more.

Learn about dry-biofilms (this might scare you!) on materials within a patient room. Listen to ASPE Society AYP Liaison Christoph Lohr, PE, CPD, LEED AP BD+C, ASSE 6020 present on his passion for Legionella risk mitigation. I guarantee you ASHRAE Distinguished Lecturer Kishor Khankari, Ph.D will knock your socks off explaining how implementing CFD (Computational Fluid Dynamics) and how the airflow in operating rooms or patient rooms can be modeled to minimize airborne infections.

I have to put a plug in for the Water Transmission Task Group. I'm honored to say I am a co-leader of this group. My counterpart, Jana Summey with Watts Water will give a short presentation of our groups' goal to describe the ideal patient room in terms of design, materials, and flow (patient, staff, and visitor) in regards to reducing the risk of waterborne pathogens with particular focus on domestic hot and cold water systems, fixtures, drainage, filtration and disinfection.

Interested in a Discount?

If you've taken the time to read this article and are interested in attending, please reach out to me for a discount code prior to registering.

Dann Holmes – ASPE Region 2 Affiliate Liaison
NSF International - r2al@aspe.org

VP Legislative Report

William Grayzar, CPD

Have you ever been searching the codes to find the requirements for a specific application only to find that the various codes have different requirements, the code does not clearly cover the application, or perhaps it is not addressed at all in the codes. It can be frustrating at times, but various organizations including EMC-ASPE are here to help. We can use our society resources to the best of our ability to find the required codes or standards for various applications and we can aid in working toward updating the codes and standards for the future.

If you have an application for which you are requiring assistance or if you are aware of any areas of the International Plumbing Code (IPC), International Fuel Gas Code (IFGC), International Mechanical Code (IMC) or the Michigan Plumbing Code(IPC) or the Michigan mechanical Code (IMC), etc. that you think requires modifications or updates, please bring it to the attention of the EMC-ASPE Board members or myself, so it can be brought to the attention of other organizations such as ASSE, Code Study Development Group of Southeastern Michigan, ASPE National Society, etc. for review prior to the code hearings.

A good example of a code change that is currently needed would be: Section 708.1.2 Building Sewers of the 2015 MPC, which requires manholes, in lieu of cleanouts, located at not more than 200 feet from the junction of the building drain and building sewer at intervals of not more than 400 feet, for piping 8" and larger. However, Section 708.3.1 Horizontal Drains Within Buildings and Building Sewers of the 2015 MPC requires that underground piping more than 10" in diameter be provided with manholes located at every change in direction, grade, elevation, or size of pipe at intervals of not more than 400 feet. These two sections of the 2015 MPC are in conflict with each other with regards to 8" and 10" sewer pipes. Do they require cleanouts or manholes?

When compared with the 2015 IPC the difference is that Section 708.3.1. does not exist in the 2015 IPC, therefore, the IPC requires manholes for piping 8" and larger. The 2015 IPC Commentary notes that sewers 8" and larger require manholes for cleaning, because the large cables (or jetter hoses) needed for cleaning the larger pipes cannot be easily negotiated through a standard wye or 1/8 bend elbow needed to bring the cleanout access to grade level.

The reasoning provided in the IPC Commentary has some logic behind it and it makes sense. Therefore, the recommended change may only be to simply remove section 708.3.1 from the 2015 MPC in the next code cycle update, requiring manholes for piping 8" and larger in both the IPC and MPC and keeping the codes in alignment.

EMC-ASPE and the various organizations previously mentioned, as well as I, can aid in the preparation of the proper documentation to present proposed code changes in the upcoming code review cycles. Although the next code review does not occur for a while, now is the time to start preparing required documentation so it is ready to be presented at the next round of code hearings on both the State and National levels.

I look forward to your feedback, and hope to see you at the EMC-ASPE May 14th meeting.

Have a great summer!

Bill

Joint Women of EMC ASPE and ASHRAE Detroit Event

Please join us for a joint EMC Women in ASPE and Women of ASHRAE Detroit event!
Wednesday May 15th -5 PM -7 PM at Michigan Air Products, 1185 Equity Drive, Troy, MI 48084

Shannon Lipp, Owner and President of Sandler Training - Detroit, will be talking to us about "The Unapologetic Woman." In this educational talk we will learn:

- What powerful communication tactics women can use
- How to eliminate your "head trash" about being a woman in your field
- How to take control of the process
- What makes a successful professional woman

Drinks and light appetizers will be provided. The event is limited to 15 people total, so don't wait to sign up!

Thank you to **Michigan Air Products** for hosting our event!

We hope you can make it!

VP Technical Report

Mark Lamberson, CPD

Last month we learned about Steam Applications and Lean Construction Concepts at the Plumbing Industry Training Center.

Mike Melaragni started the evening off with the next part in our steam series; Steam Applications. He covered various topics surrounding steam systems to ensure proper design and installation. Most of the topics covered pertained to the "Why did my steam system fail?" genre of questioning that owners, designers and installers find themselves asking at varying points in time.

Mike addressed several issues resulting in flooded steam coils that would lead to frozen condensate and expensive bills to repair the situation. He discussed proper drop distances coming out of steam equipment coils; the necessary elevation changes to keep the coil from flooding and allowing the steam traps to operate properly. This is encountered on every steam job, and there are a lot of issues surrounding it… like air handlers being placed on 4" high housekeeping pads even when they contain steam coils. The necessary elevation for the drop to the steam trap is not present when a unit is located too close to the floor. This will result in flooded coils and traps that don't work properly. I have even seen the condensate drains piped to the floor below to give enough room.

This was Mike's last steam design session for the year. I was impressed with the amount of great information that he presented. Thank you very much, Mike, for taking the time to put these sessions together and present them.

Also, please reach out to a board member if you would like more information from these sessions.

Jeff Creighton, from the Barton Malow Company, presented on Lean Construction Concepts. Jeff is the Vice Leader of the Michigan Lean Community of Practice, and the Lean Leader for Barton Malow. We learned that Lean is a culture that creates respect for people, promotes continuous improvement, promotes thought on how to eliminate waste in processes, and base choices on the perspectives of all parties involved. Lean is also a collection of tools to accomplish these things.

Jeff discussed the 6 types of waste on a construction site; Defects, Over-production, Waiting, Non-utilized talent, Transportation, Inventory, Motion, and Excessive production; the first letter of each spelling out the acronym DOWNTIME. Waste can be identified by looking at tasks and processes and defining them as "Value Added," "Necessary but Non Value Added," and "Non Value Added." Common forms of waste are lack of training, bottlenecks, unnecessary, late or incomplete information, and outdated processes and policies.

A Lean methodology promotes various tools to deal with waste, including 6S Methodology, Collaborative Planning, Visual Management, and Prefabrication. 6S stands for Safety, Sort, Straighten, Sweep/Shine, Standardize and Sustain. While 6S seems very manual and job-site oriented, it becomes very interesting to look at a design workflow and identify similar wastes that are dealt with using these methods. One example is a large physical library of information within an engineering firm. What are the types of waste that can be associated with the time searching for information within it, or the issues created by using outdated information? What methods can be employed to streamline the process of information gathering? Once you look at the workplace around you in this way, it becomes quite contagious. It can also be seen that these tools can be used in any environment… not just a construction site.

Jeff also went into depth on "The Last Planner System" of Collaborative Planning and Visual Management. The Last Planner System brings all stakeholders into the same room to plan out the tasks that will lead to the successful completion of the project. It is very effective because all stakeholders bring their ideas and concerns into the process, and all other stakeholders understand the perspectives of their peers. Also, once the tasks are planned, all stakeholders have a commitment to the plan. The plan is communicated by placing sticky notes onto a whiteboard as the team discusses the priorities, and also the requirements from all to complete each task. This leads to a better workflow, less waste and improved trust, among other benefits.

Finally, my job was to show how Lean is currently being used in plumbing construction and design today. I discussed the differences between plan and spec work, design assist and IPD processes. Each has their advantage and disadvantages, and definite differences. I also discussed some Visual Management options, like 4D scheduling with the project BIM model, Mixed Reality and Reality Capture, like laser scanning. Finally, I closed out the conversation with prefabrication and each type's benefits, issues and the project waste that can be lessened by using prefabrication. I looked at plumbing carriers, piping racks, multi trade racks and prefabricated head walls. All of these have advantages and disadvantages.

Please join us for our May Technical Session on steam at the PITC! It will be presented by Merlo Energy and will include a demonstration of their portable steam system, "The Steam Board," in the PITC's shop.

ASPE American Society of Plumbing Engineers YOUNG PROFESSIONALS

CERTIFIED IN PLUMBING DESIGN

CPDT - 2019 CPDT EXAM DATES: Sept. 16-20, 2019

Registration opened: June 3, 2019
Registration closed: Sept. 5, 2019
Click here for more information.

CPD - 2020 EXAM DATES: April 2-3, 2020

Registration opens (estimated): Dec. 1, 2019
Registration closes (estimated): March 19, 2020

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First year members who renew by the end of the 8th month of their membership will receive **$20 off** their membership for renewing early. This offer is open to those members who joined after July 1, 2018. This offer is limited to 125 members per quarter. The renewal must also be done online to receive the benefit.

As previously mentioned, members can now join multiple chapters! The first chapter affiliation is standard rate of $190 and each additional chapter is $80. There is no limit to the number of chapters a member may join and no limitations on location. Regardless of the home chapter affiliation, the member may serve on the Board of Directors for any chapter the member has joined. To **join multiple chapters**, call the membership department at (847) 296-0002.

If you have any questions about the membership options, please feel free to contact me at ksimoneaux@stantec.com or Stacey Kidd at skidd@aspe.org.

ASPE PIPELINE ASPE
Biweekly Source for News and Events in the Plumbing Engineering Industry

AS AN ASPE MEMBER YOU CAN RECEIVE THE PIPELINE PUBLICATION - ACCESS ARCHIVE EDITIONS AT http://aspe.org/Pipeline

ASPE YOUNG PROFESSIONALS

Hey Young Professionals!

Learn more about our group!

ASPE Young Professionals (AYP) is dedicated to the needs of plumbing engineers and designers 35 years old and younger. Your local ASPE Chapters have been busy organizing exciting opportunities designed to help you excel in your career, including:

- Partnerships with other associations
- Social and networking events
- Educational offerings
- Mentoring programs
- And more!

ASPE American Society of Plumbing Engineers™

To learn more about the ASPE Young Professionals special-interest group, email **ayp@aspe.org** and visit **aspe.org/ayp**.

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APRIL PHOTOS

Presenter Michael Melaragni presents on *Steam Applications* during the Design Class.

Presenter Jeff Creighton (Barton Malow) speaks on *Lean Construction Concepts* during the Technical Session.

APRIL PHOTOS

Presenter Mark Lamberson, CPD (Limbach) correlates BIM and fabrication practices into *Lean Construction Concepts* during the Technical Session.

Mark Lamberson, CPD of Limbach (on left) and Jeff Creighton of Barton Malow (on right) receive certificates of appreciation from Theresa Card ASPE EMC President (center).

ASPE Mentoring Program

The Women of ASPE are excited to introduce ASPE's new Mentoring Program! This program, which is available to all members of the Society, has been designed to connect ASPE members who have a particular skill set (mentor) with individuals (mentee) who are searching to acquire the same skills to develop and make progress toward their personal and professional goals.

Who Is a Mentor?

A mentor is someone who can help the mentee develop skills for success and long-range career planning, is able to be a good listener, is willing to share experiences and views, is willing to commit time and effort, provides an "open door" to questions and problems, points out both strengths and opportunities for improvement, and has a vested interest in the growth and development of their mentee.

Benefits to the mentor:

- Satisfaction in helping someone mature, progress, and achieve goals
- Meeting and sharing experiences with other mentors
- Personal ongoing support to help the mentee succeed
- Personal fulfillment through contribution to the Society and the individual

Who Is a Mentee?

Having a mentor can contribute to a successful and satisfying career. Without a mentor, that learning occurs mostly through trial and error. With a mentor, even experienced professionals can benefit from the experiences and expertise of someone who has withstood the trial and can help the mentee avoid the mistakes. Similarly, those new to the industry will discover that being a mentee shortens the learning curve for acquiring the skills and knowledge most critical to a fruitful career.

Benefits to the mentee:

- Discover new talents about yourself
- Career satisfaction
- Expand your personal network
- Maximize your strengths

aspe.org/aspe-mentoring-program

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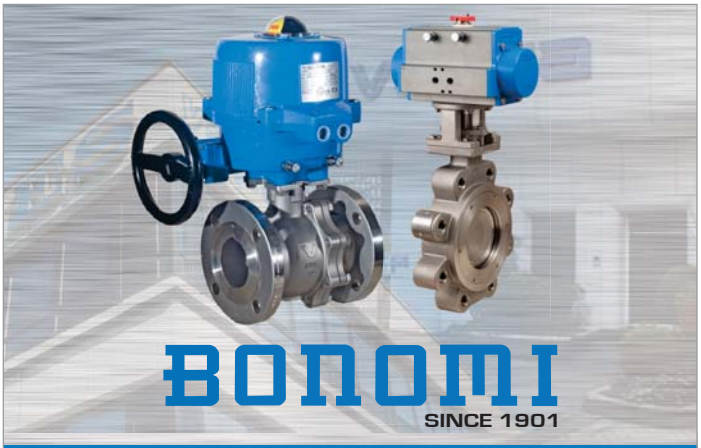

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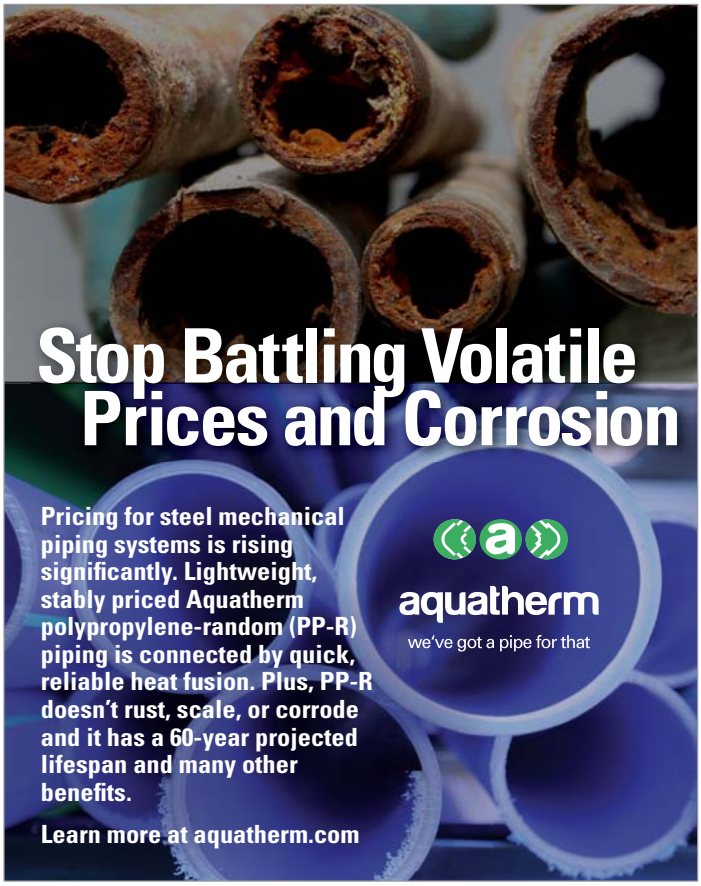

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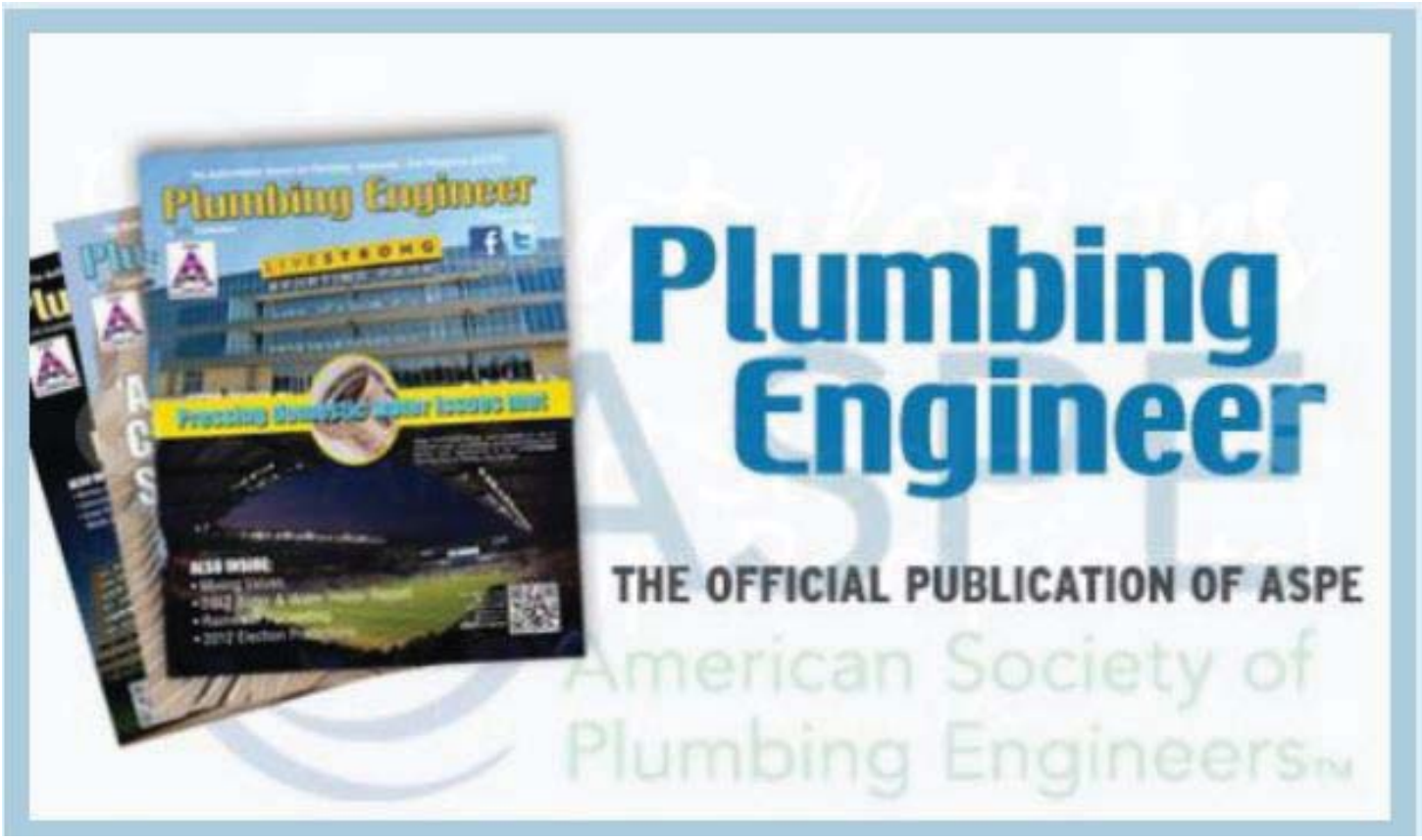

ASPE Announces
The Women of ASPE

The mission of the new Women of ASPE (WOA) special-interest group is to **engage, retain, and advance** women in the plumbing design industry through education, leadership development, and networking opportunities. It is open to women who have an active membership with the American Society of Plumbing Engineers. Some of the activities include:

- Mentoring programs
- Membership growth outreach efforts
- Fostering partnerships with industry–related associations
- Various educational offerings

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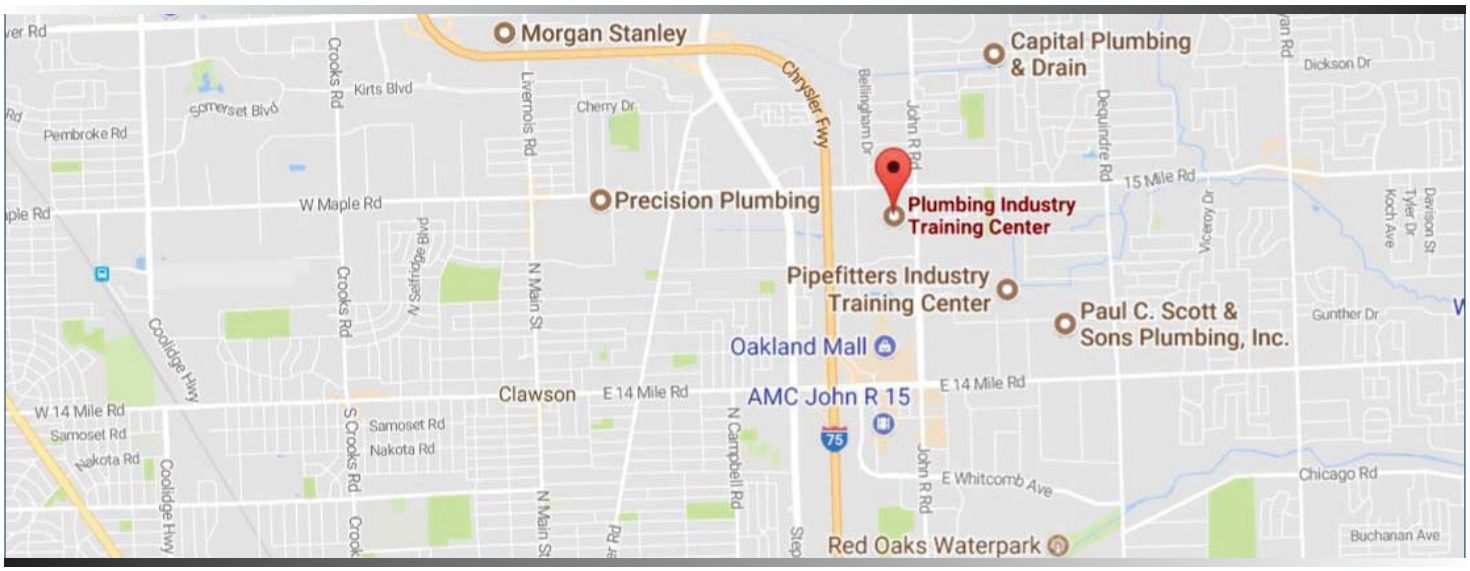

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