



# I.N.F.O. Industry News for Oregon

## Summer Issue 2017

**JOIN US  
1ST EVER DAY AT THE CAPITOL  
SEPTEMBER 18TH**



**3RD ANNUAL  
OREGON ONSITE WASTEWATER  
FALL CONFERENCE  
SATURDAY, OCTOBER 14TH  
RED LION PENDLETON, OR 97801**



70 SW Century Dr.  
Suite 100, #353  
Bend, Oregon 97702  
(541)389-6692  
[www.O2WA.org](http://www.O2WA.org)  
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### INSIDE THIS ISSUE

Fall Conference Program

Presidents Message

Q&A

Soils on the Horizon

Day at the Capitol

Billboard Advertising

CCB Toolbox

O2WA Joins NOWRA

NOWRA Classes Online

Septic Care: Antimicrobial  
Products and Onsite Systems

Excavation Fall Protection

10 Tips to Hiring Millennials  
Don't Believe Negative  
Stereotypes

Conference Registration Form

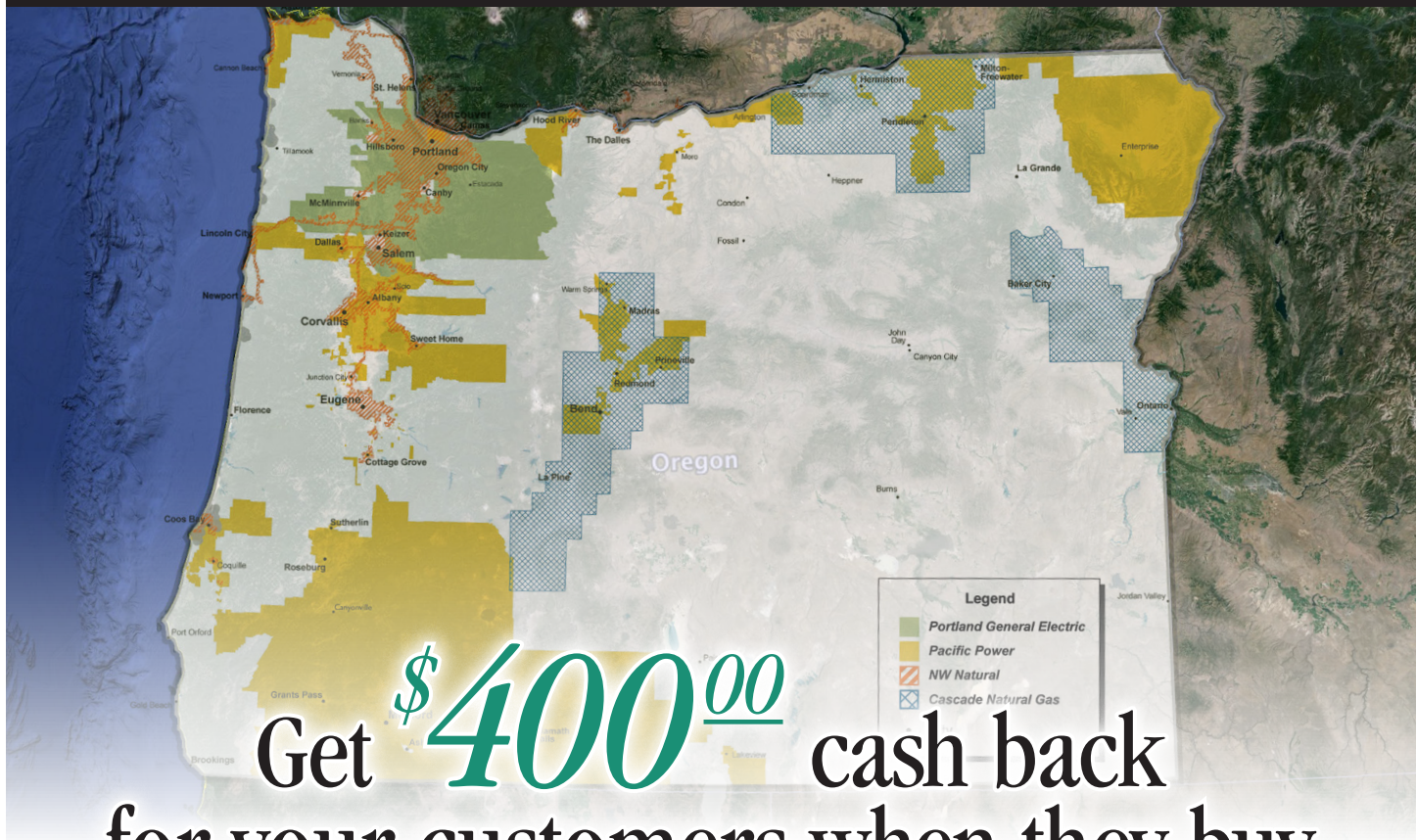
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## **ANNOUNCING THE 3<sup>rd</sup> ANNUAL OREGON ONSITE WASTEWATER FALL MINI EDUCATIONAL CONFERENCE**

**REGISTER TODAY - [www.o2wa.org](http://www.o2wa.org)**

**Saturday, October 14<sup>th</sup>**

**Red Lion Hotel Pendleton**

**304 SE Nye Ave, Pendleton, OR 97801**

**Call for Guest room reservations - (541) 276-6111**

This conference is for industry professionals including public health officials, O&M service providers, engineers, consultants, installation contractors, septic pumpers, and others interested in onsite wastewater management. You will learn about the latest in onsite wastewater industry issues and approaches to onsite wastewater management.

Conference includes classes, breakfast, lunch and time with exhibitors. Each individual will receive a certificate of proof of attendance at the conclusion of this conference. Maximum number of CEUs available are 0.6.

### **COURSE AGENDA, TIMELINE, CLASSES**

7:30 a.m.

Registration Open & Attendees Sign In

7:30 a.m. – 8:15 a.m.

Breakfast – Time with Exhibitors

8:15 a.m. – 8:30 a.m.

Welcome and Instructions

0.1 CEU 8:30 a.m. – 9:30 a.m.

#### **DEQ Applications & Updates – Connie Schrandt & Larry Brown, DEQ**

A discussion about DEQ applications in general - a summary of application processes going over Authorization Notices, Site Evaluations, Alterations, Construction permits and when things cross over to Water Pollution Control Facility (WPCF) permits.

0.1 CEU 9:40 a.m. – 10:40 a.m.

#### **Pump Basics – Larry O'Connor, RepCo**

How to read a pump curve. Understand the difference between a sump pump, sewage pump, effluent pump and a grinder pump.

10:40 a.m. – 11:00 a.m.

Break – Time with Exhibitors

0.1 CEU 11:00 a.m. – 12:00 p.m.

#### **Trouble Shooting Septic System – James Erlei, Ferguson Waterworks**

Describe problems and solutions for common septic system failures.

12:00 p.m. – 1:00 p.m.

Lunch – Exhibitor Introductions

0.1 CEU 1:00 p.m. – 2:00 p.m.

#### **Effluent Filters – Larry O'Connor, RepCo Sales**

This class will cover what is an Effluent filter. Review of the Oregon Rules.

2:10 p.m. - 2:20 p.m.

Break

0.2 CEU 2:20 p.m. – 4:20 p.m.

#### **Septic System Design - Jean Yackley, Good Septic Design**

Presentation on septic system design using CAD.

Total 0.6 CEUs

REGISTRATION MUST BE IN ADVANCE BY OCTOBER 6TH: Registration includes Sessions, session materials, catered Breakfast and Lunch. Registration will be accepted on a first come, first served basis. Cancellation by September 29, 2017 will receive a full refund. Cancellations must be in writing and sent to the O2WA office.



## **President's Message Neighbors helping Neighbors: by Doug Dilley**

A while back I was contacted By Jeanie Serna, she is a lady in our community whose daughter, Lacy, had been in a tragic automobile accident a couple of months before she had contacted me. She wrote me a letter explaining what they were going through and as a father of two girls and a wife with MS, it reminded me of how quickly life can change, she wrote below:

**"Sometimes life requires us to reach outside our comfort zone and ask for help from the community and such, I have had to depend on stranger's kindness after a 2011 breast cancer ordeal."**

I have been blessed as I have not had to deal with really tragic events so far in my life, certainly not twice. However, we never get warnings before tragedies occur. I often wonder if I would be able to handle these situations gracefully. I know handling tragic events is never easy. With her daughter recovering in a rehabilitation facility she had some improvements that needed to be made to her home so that Lacy could return to her family, one of which was a new septic system.

That is where the members of The O2WA really pulled through. Through donations of material and labor from members of the association we were able to get a new tank and drain field installed, as well as the old tank pumped and decommissioned at no cost to Jeanie. No one involved asked for any recognition, in fact the opposite was true. It seemed that people only wanted to help this family reunite in their home.

For me, the installer Jeff Hendrickson who has his sons working for him put it all in perspective for me when he said: **"I feel it's important to help people in need when I can, it's important that I remember and my kids see how fortunate we are, and a reminder of how difficult life can be helps keep us grounded"**.

It's people like Jeff, and all involved that help communities come together, and I am glad to be a part of an association that has caring members that help when they can.

I hope the best to Jeanie and Lacy and that easier times find them. Thanks to those who made this possible;

- \* **Hendrickson Drilling and Construction**
- \* **Ferguson Pipe**
- \* **A&B Septic**
- \* **Willamette Graystone**
- \* **George Ehlers from Lane County for patient guidance**

**Thank You**

**Sincerely,  
Doug Dilley**



## **Q&A by Brian Rabe, CPSS, WWS**

**Question:** Our school holds an annual fund-raising event in December each year and we don't have enough space to accommodate all the cars. The event is only for one day. Can we park cars on the drainfield?

**Answer:** If the event were in August when the soils are dry as a result of weather conditions and no school (very low flows), the risk would be relatively minimal. However, in December, school has been in session for a few months and sufficient rain has typically fallen that the soils would typically be in a condition at significant risk of damage. I would not recommend parking cars over the drainfield under these conditions, even for only one day.





## Soils on the Horizon by Brian Rabe, CPSS, WWS

I have been an adamant proponent of monitoring ports for nearly 30 years. I specify them in sand filters, gravel filters, and, most notably, in drainfields. Monitoring ports provide a fast, easy, and inexpensive way to assess the hydraulic status at key points within a system. This is especially important with the increasing prevalence of existing system evaluations.

There are a few important points that need to be considered during their design and installation to make sure they are a safe and useful tool with a long and reliable service life. First, is their position within the system. Positioning monitoring ports at the distal end of individual lines or at the far corner of a looped system provides a handy reference point when attempting to locate the rest of the system in the distant future. Even though the first trench of a serial system is expected to be full before the next trench receives a single drop of effluent, there is no reason not to have a monitoring port there.

It is important that the monitoring port enable the unobstructed movement of effluent into and out of the full length of the device. This can only occur if vertical slots are used and that they are slotted throughout the entire depth of the trench, typically 12 inches. I like to have a cap on the bottom to reduce the potential for the device to be pushed down into the soil below the trench. However, this requires the cap to be glued on before the slots are cut and that they are cut through the cap. Another important consideration is slotting the top couple inches of the pipe to allow a slip cap to be used and for it to be easily removed and replaced. Both of these important attributes are commonly missed by contractors installing my designs for the first time. If horizontal slots are used or if vertical slots are cut before the caps are glued on the bottom, water/effluent can be trapped in the cup that is formed below the lowest slot and provide a "false" indication of ponding. If slots are not cut in the top of the pipe, you may not be able to get the cap off.

I typically specify that monitoring ports be constructed of 2-inch diameter pipe. The pipe and fittings are readily available and relatively inexpensive, but the primary reason is for human health considerations. Most people can readily shove their hand and arm down a 4-inch pipe, but very few (if any) can do so with a 2-inch pipe so this is an effective way of preventing unintentional contact with sewage by curious members of the public.

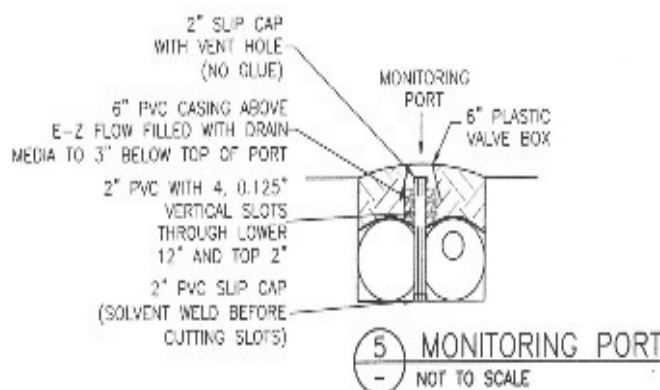
Monitoring ports need to be accessible and protected, so I specify they be covered with a valve box. The standard 6-inch round valve box is typically sufficient although some circumstances warrant concrete covers with cast iron lids. Rodents love to fill a void. I have tried many various ways to prevent intrusion because a monitoring port filled with soil is of no value at all. The best technique I had come up with over the years was placing a layer of dry concrete mix between the pipe and the valve box below the cap. Then a few years ago an installer I was working with sug-

gested a couple modifications (thanks Blair!). As can be seen in the section view included with this article, a 6-inch pipe serves as an outer casing and something that can be field cut to set the valve box on to match the finish grade prior to backfill. The outer casing can either be cut to rest on top of the rock in a conventional trench, or extended (with slots) the full length to fit between EZ flow bundles. The space between the monitoring port and the outer casing can then be filled with porous media (drain media, underdrain media, or crushed rock) which provides stability during backfill and prevents intrusion by rodents.

It is important to label the 2-inch cap on top of the port as well as the bottom of the lid of the valve box with the trench identification (along with an accurate as-built drawing) to assist those who follow in knowing where they are within the system. In areas that won't be mowed or regularly maintained, it may be prudent to mark each valve box with a T-post.

After the installation is complete, collecting the data is a snap. Simply remove the lid off the valve box and then the cap off the port. Shine a flashlight down the port. If there is no effluent present, simply write "dry" on the form. If there is effluent in the port, use a steel tape to measure down to the top of the water surface and then to the bottom of the port. The difference is the depth of liquid in the trench. Readings greater than 12 inches in a "standard" trench should prompt further investigation. Readings up to 12 inches in the top trench or two in a serial distribution cell may be normal, but if in the last trench that could indicate trouble. This data can often provide early warning of impending trouble before effluent reaches the surface and represents a health hazard.

That's all for now. Remember, Soil Rocks!



## JOIN US SEPTEMBER 18TH DAY AT THE CAPITOL TO MEET WITH LEGISLATORS

**Attn: O2WA Members**

**On September 18th onsite wastewater professionals will be going to Salem for a Day at the Capitol to impress upon our legislators our position on issues pertaining to the onsite wastewater industry.**

**We are asking for your participation in this effort.**

**Please join us. Register online or email your name, company and district you vote in.**

**Date: Monday, September 18th**

**Time: 8:30 a.m. to 4:00 p.m.**

**Location: State Capitol - 900 Court St. NE, Salem Oregon 97301**

**Parking Information: [https://www.oregonlegislature.gov/citizen\\_engagement/Pages/Visit-the-Capitol.aspx](https://www.oregonlegislature.gov/citizen_engagement/Pages/Visit-the-Capitol.aspx)**

**Sign Up Today: Please find how to register at [www.o2wa.org](http://www.o2wa.org) or email [info@o2wa.org](mailto:info@o2wa.org) with questions and interest.**



## O2WA Joins NOWRA

**Oregon Onsite Wastewater Association (O2WA) joined National Onsite Wastewater Recycling Association (NOWRA) as an affiliate in February 2017. Their goal is to be more active on a national level – the goal being to enhance best practices for onsite that will benefit their members and the industry in Oregon. NOWRA's programs was the draw which will benefit Oregon including representation in Washington and in Oregon, Online Services, leadership exchange and listing in the Septic Locator.**

**Doug Dilley, O2WA President, is proud of the O2WA's commitment to promote the highest standards of onsite wastewater treatment and dispersal systems while adhering to and promoting ethical principles. Joining NOWRA will enhance what we are doing in Oregon.**

**These are the ethical principles and values that Oregon members adhere to:**

- **Provide innovative and lawful efforts to solve onsite wastewater problems to assure that the general public receives the highest possible standard of safe, sanitary and environmentally sound onsite wastewater service.**
- **Endeavor for excellence in all aspects of the onsite wastewater treatment and dispersal industry.**
- **Strive for the long-term success of all stakeholders in the Industry.**
- **Treat all people within and outside the Industry with respect and dignity.**
- **Be transparent at all times.**
- **Promote positive leadership and lead by example.**

**The O2WA Board is working hard to enhance the value of membership. We have recently improved our website where home owners can now locate O2WA Members on the web! Value to our members currently includes:**

- **Annual Conference with over 250 attendees and over 20 exhibitors**
- **Sponsor of NAWT Training Classes in Oregon**
- **Scholarship Program for Direct Relatives of Members and promote education in the environmental sciences or related academic pursuits that apply to onsite wastewater treatment**
- **Public Outreach & Voice of the Industry**
- **Exhibit at Home Shows**
- **Quarterly Industry News**
- **Regional Town Hall meetings with members to review concerns effecting their business**
- **Billboard Advertising throughout the state**
- **Advocate of Septic Smart Week**

**Belinda Rasmussen, CMM, Executive Director noted that membership in organizations such as NOWRA and O2WA are essential in keeping the industry connected with a community of higher professionalism, providing professional development, and supporting our members business through a variety of valuable programs. We are very excited about NOWRA's investment in online training, and look forward to the partnership with NOWRA in serving the onsite community in Oregon.**

Whether you are new to the onsite/decentralized industry or continuing your professional development, you have come to the right place! Taught by experts in the industry, NOWRA's Online Learning Academy offerings cover the fundamentals of the profession as well as advanced training in multiple topics.

**NOTE...** These classes have not been approved for CEUs. O2WA is working with NOWRA to have them approved.

In the meantime for more information go to <http://www.nowra.org/content.asp?admin=Y&pl=28&sl=28&contentid=362>

### Septic Care: Antimicrobial Products and Onsite Systems - By Sara Heger July 18, 2016

#### About the Author

Sara Heger, Ph.D., is an engineer, researcher and instructor in the Onsite Sewage Treatment Program in the Water Resources Center at the University of Minnesota. She presents at many local and national training events regarding the design, installation and management of septic systems and related research. Heger is education chair of the Minnesota Onsite Wastewater Association (MOWA) and the National Onsite Wastewater Recycling Association (NOWRA), and serves on the NSF International Committee on Wastewater Treatment Systems. Send her questions about septic system maintenance and operation by email to [kim.peterson@colepublishing.com](mailto:kim.peterson@colepublishing.com).

Antibacterial soaps and wipes are now used by 75 percent of American households, according to a recent report. Products designed to kill microorganisms have become increasingly common in today's homes. But how do these products affect septic tanks and septic systems, where microorganisms are essential?

To achieve proper treatment, a septic system is very dependent on millions of naturally occurring bacteria throughout the system. Daily, beneficial bacteria are added to septic systems, bacteria typically found in wastewater, our bodies, and other waste materials we dispose of via our septic system.

The use of antibacterial or disinfectant products in the home can and does destroy good and bad bacteria in the treatment system. Normal-use amounts of these products will destroy some beneficial bacteria but the population will remain sufficient and recover quickly enough to not cause significant treatment problems.

Excessive use of these products in the home can cause significant and even total destruction of the bacteria population in a septic system. Often the use of a single product or single application will not cause major problems, but the cumulative effect of many products and many uses throughout the home may add up to an excessive total and cause problems. In addition, with many of the products a greater amount is used when they are in a liquid form. More research is needed to determine what is "excessive" and which products are more or less harmful to systems.

#### What products are we talking about?

There are over 1,000 products that are concerning in relation to having a good bacteria community, including: 'antibacterial' hand soaps; tub, tile and shower cleaners; drain cleaners; toilet bowl cleaners; laundry bleach products; and others. Also included are 'antibiotics' that may be prescribed for medical treatment. These are products that are found in nearly all homes. "Antimicrobial" is the general term for any product or ingredient that kills or inhibits bacteria, viruses or molds. Disinfectant and chlorine bleach are common antimicrobials. Antibacterials, on the other hand, are only effective against bacteria. Lots of cleaning products and liquids now claim to be "antibacterial."

If homeowners show resistance when you tell them they should go easy with the antibacterial products, science is on your side. There's a growing consensus that antimicrobial household cleaners won't keep them any safer from infectious illnesses than regular types. In 2000, the American Medical Association issued the statement that antibacterial soaps were no more effective against germs than common soap. Although they initially kill more germs than soap, within an hour or so there is no difference in the numbers of germs that have repopulated the area. In fact, experts say, it's not the type of cleaner that matters in combating germs, but the frequency and thoroughness of cleaning; plain soap, hot water and elbow grease are generally enough to do the job. As with antibiotics, prudent use of these products is urged. Their designated purpose is to protect vulnerable patients.



## O2WA Invests in Billboard Advertising...



Starting July 1st O2WA committed to 12 months of billboard advertising. Trent Clinkscales, Pumper Board Representative, "This is a great opportunity to get the word out to the public about our organization and drive traffic to the O2WA website." O2WA members are asked to email the office if you received any business from these ads to [info@o2wa.org](mailto:info@o2wa.org).

## From the CCB Toolbox - E Updates

**Are homeowners happy with your work?**

Generally, yes. A total of 71 percent of homeowners are "extremely satisfied" with their new home or remodel, according to a CCB survey of 500 Oregon homeowners. Another 15 percent are "satisfied," and 9 percent are "dissatisfied." This question was asked of homeowners who had completed a recent project.

**New DEQ training requirement for 1200-C project erosion and sediment inspections**

Beginning Jan. 1, 2017, for 1200-C construction projects that are five or more acres, the designated erosion and sediment control inspector must be certified in a DEQ-approved erosion and sediment control program. DEQ has approved the following programs:

Certified Professional in Erosion and Sediment Control

Certified Professional in Storm Water Quality

Washington State Certified Erosion and Sediment Control Lead

Rogue Valley Sewer Services Erosion and Sediment Control Certification

Questions? Contact Erich Brandstetter, DEQ's stormwater program coordinator at [brandstetter.erich@deq.state.or.us](mailto:brandstetter.erich@deq.state.or.us).

**Get to know the CCB up close: Live classes**

The CCB will offer its three-hour laws, regulations and business practices course at the annual JLCLIVE event, as well as in other Oregon locations this fall. At JLCLIVE on Dec. 2, you can take a CCB class from 9:30 a.m. to 12:30 p.m., then visit the residential construction show exhibits at no additional cost. The event is at the Oregon Convention Center. JLCLIVE also sponsors workshops. You must register and pay for those separately through JLCLIVE. The CCB also offers classes this fall in Salem, Bend, Eugene and Wilsonville. Register for any of these classes.

**Your son - also an employee?**

If you're a sole proprietor and are lucky enough to have a son or daughter working for you, they are EMPLOYEES and you must have workers' compensation coverage. Some types of businesses - corporations, for example - might be set up so that a family member is a corporate officer and the business has no employees. In this case, the corporation might not need workers' compensation coverage. As a sole proprietor, you are NOT a corporation. You do need workers' compensation insurance.

**Harden your locks!**

Use hard-to-cut locks on toolboxes and gates on jobsites. This tip comes from the Construction Industry Crime Prevention Program of the Pacific Northwest. The program reported that thieves cut the lock off a toolbox in Northeast Portland and took all sorts of tools. They tried to get into other tool boxes but this type of lock kept them out.

For More Information go to <https://content.govdelivery.com/accounts/ORCCB/bulletins/1683e1b>

# Excavation Fall Protection for Contractors

This article is a partial summary from Oregon Administrative Rules Chapter 437. It is the responsibility of each contractor to fully understand, train and follow all Oregon OSHA Rules. The entire administration rules for 437 can be found by following this link <http://osha.oregon.gov/OSHArules/div3/div3M.pdf>

## 1) Fall Protection for Excavations

- a. Employers must use guardrail systems (Safety Railings), fences, or barricades to protect any employee who might approach the edge of an excavation, when the excavation is 6 feet or more in depth and is not readily seen because of plant growth or other visual barrier.
- a. Employers must use guardrail systems (Safety Railings), fences, barricades, or covers to protect any employee who might approach the edge of a well, pit, shaft, or other similar excavation, when the excavation is 6 feet or more in depth.

## 2) Guardrail Systems (Safety Railings)

- a. Top edge height of top rails shall be 42 inches plus or minus 3 inches above the walking/working level. When conditions warrant, the height of the top edge may exceed the 45-inch height, provided the guardrail system meets all other criteria of this paragraph.
  - i. Note: When employees are using stilts, the top edge height of the top rail, or equivalent member shall be increased an amount equal to the height of the stilts.
- b. Midrails shall be installed between the top edge of the guardrail and the walking/working surface when there is no wall or parapet wall at least 21 inches high.
  - i. Midrails, when used, shall be installed at a height midway between the top edge of the guardrail and the walking/working level.
- c. Guardrail systems shall be capable of withstanding, without failure, a force of at least 200-pounds applied within 2 inches of the top edge, in any outward or downward direction, at any point along the top edge.
- d. When the 200-pound test load is applied in a downward direction, the top edge of the guardrail shall not deflect to a height less than 39 inches above the walking/working level.
- e. Midrails shall be capable of withstanding, without failure, a force of at least 150 pounds applied in any downward or outward direction at any point along the midrail or other
- f. When guardrail systems are used at hoisting areas, a chain, gate or removable guardrail section shall be placed across the access opening between guardrail sections when hoisting operations are not taking place.
- g. When guardrail systems are used at holes, they shall be erected on all unprotected sides or edges of the hole.
- h. When guardrail systems are used around holes used for the passage of materials, the hole shall have not more than two sides provided with removable guardrail sections to allow the passage of materials. When the hole is not in use, it shall be closed over with a cover, or a guardrail system shall be provided along all unprotected sides or edge.
- i. When guardrail systems are used around holes which are used as points of access (such as ladderways), they shall be provided with a gate, or be so offset that a person cannot walk directly into the hole.
- j. Guardrail systems used on ramps and runways shall be erected along each unprotected side or edge.

For more information go to <https://safetyrailssystemsusa.com/>.



As the Baby Boomers — those born between 1946 and 1964 — retire in droves, and Generation X — born between 1965 and the late 1970s — is for the most part solidly entrenched in jobs and careers, it is likely the next employee you hire will be a millennial. Also called Gen Y, this group was born sometime between the early 1980s and 2000.

Not all members of a generation are alike, but understanding the general characteristics that define millennials can help you recruit and retain one of these “special snowflakes,” as the millennials are sometimes called because of what their elders perceive as a pampered upbringing.

No, it's not impossible to find loyal help among the almost 80 million millennials in the U.S. Jason Dorsey, researcher at The Center for Generational Kinetics based in Austin, Texas, says members of Gen Y can become valuable, loyal, high-performing employees.

“What's most interesting is that these high-value outcomes are not tied to compensation,” Dorsey writes on his all-things-millennials website, [jasondorsey.com](http://jasondorsey.com).

### RETENTION IS KEY

Finding good millennial employees is just the beginning, however. Keeping millennials as employees is the bigger challenge. Millennials are the first generation to enter the workforce with no expectation of being employed their entire working lives by the same company. This attitude shift was caused more by economic changes than lack of desire.

They have seen enough of their generation's parents and older family members “downsized” from companies after decades of loyalty to ever expect a gold watch at age 65 from the company that hired them at 20. A joint survey of human resources professionals by the research and consulting firm Millennials Branding and the job and career website Beyond.com reported that 45 percent of companies experience higher turnover with millennials than with older generations.

If your company is struggling to fill job openings and retain good young employees, here are some tips to help you land quality millennials and strategies for keeping them:

1. Provide a clear career path. Millennials are more likely to accept a position and stick with it if they can see room for advancement. Share success stories with them about employees who started at the bottom and moved into management positions. Also show them the big picture of opportunity for success in the industry, perhaps by sharing your own story of how you built your business from the ground up and now own multiple trucks and have a large number of employees.

2. Answer their “why” questions with honesty, transparency. In many ways, this generation never outgrew the persistent asking of “why?” that started when they were 3 or 4 years old. They have no problem following rules if there's a good reason for the rules. “Because we've always done it this way,” is not an acceptable reason for anything to a typical millennial. They also appreciate financial transparency, accepting limits on expenditures when presented with facts about profit margins.

3. Tear down walls and rework the organizational chart.

Millennials want fewer layers of management and fewer walls between management and nonmanagement. A “we're all in this together” team attitude is more attractive.

4. Make mentorship a two-way street. Realize younger workers have knowledge to share with older workers, especially when it comes to technology.

5. Beef up your brand. Millennials grew up eating Happy Meals and wearing branded clothing from head to toe. They can be extremely brand loyal and will be impressed with a potential employer who does branding right.

6. Have a strong digital presence and up-to-date technology. A job candidate will Google your company before even scheduling an interview, and if all they find is an amateurish and aging website, they will definitely be turned off. Seeing that a company utilizes up-to-date technology and is active on social media platforms is attractive to young employees. Someone who is skilled in using the latest accounting software will not want to work for someone who still fills out ledgers by hand and uses an adding machine.

7. Appreciate them. Maybe it's because they didn't keep score and everyone got participation trophies in their youth soccer days, but many in this generation seem to need frequent validation. Appreciating an employee who goes above and beyond will enhance company loyalty.

8. Stress safety. Members of this generation were strapped into booster seats until they were practically driving age and wore bike helmets as a matter of course. Safety is second nature to them. They were fussed over as kids and expect high levels of protection on the job as adults, too. Seeing your workers in questionable safety situations or flagrantly breaking safety rules will be a real turn-off for this generation.

9. Brag about community involvement and environmental awareness. This generation wants to contribute to society. Many were required to perform community service in middle or high school and the lesson stuck. They value volunteerism and charitable giving, and want to be a part of a company that does too. This generation is also environmentally aware. They've been sorting recyclables their whole lives. Tout the role the portable sanitation industry plays globally in saving water and protecting the environment.

10. Be more flexible. Millennials place a high value on a flexible work schedule. This might mean allowing office workers to work from home occasionally or scheduling jobs in slower times so workers can put in four 10-hour days and enjoy a three-day weekend. Maybe it means allowing a young dad time off during the day to volunteer at his daughter's preschool and make up the time later in the week. In general, millennials think about work differently, but work just as hard as anyone if they feel respected.

### GET TO WORK

Millennials are now the majority generation in the U.S. workforce. If you are from a slightly older generation and want the company you built to endure, you're probably going to have to adapt to their way of working. You may just find your company is better and stronger because of the changes they inspire. And if you are a hardworking millennial, there should be plenty of opportunity out there for you if you can be a little patient with those that came before you. And don't forget to wear your helmet.





**OREGON ONSITE**  
**WASTEWATER ASSOCIATION**  
www.o2wa.org

**3<sup>rd</sup> ANNUAL OREGON ONSITE WASTEWATER  
FALL MINI EDUCATIONAL CONFERENCE**

**CONFERENCE REGISTRATION FORM**

REGISTER ONLINE AT WWW.O2WA.ORG OR  
COMPLETE AND MAIL THIS FORM WITH PAYMENT TO:

**Oregon Onsite Wastewater Association 70 SW Century Dr., PMB #353, Bend, OR 97702**

If you have any questions, please contact O2WA Office (541)389-6692 or Email [info@o2wa.org](mailto:info@o2wa.org)

Company or Organization \_\_\_\_\_

Address \_\_\_\_\_

City/State/Zip \_\_\_\_\_

Daytime phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Attendees Full Name \_\_\_\_\_

DEQ Installer / O&M Certification / CCB #(s) \_\_\_\_\_

Attending Friday Reception ☐ YES ☐ No

Second Attendees Full Name \_\_\_\_\_

DEQ Installer / O&M Certification / CCB #(s) \_\_\_\_\_

Attending Friday Reception ☐ YES ☐ No

Third Attendees Full Name \_\_\_\_\_

DEQ Installer / O&M Certification / CCB #(s) \_\_\_\_\_

Attending Friday Reception ☐ YES ☐ No

In the case of an emergency please list a contact person: \_\_\_\_\_ Phone # \_\_\_\_\_

Food Allergies: \_\_\_\_\_

**REGISTRATION FEE INCLUDES:**

**FRIDAY RECEPTION, EDUCATIONAL SESSIONS, TRADESHOW, BREAKFAST & LUNCH ON SATURDAY.**

Fall Conference Registration # Attendees \_\_\_\_ x \$160.00 = \$ \_\_\_\_

Any dietary or special needs \_\_\_\_\_

**METHOD OF PAYMENT:** ☐ Check Enclosed or ☐ Charge My Discover Card American Express Visa MasterCard

Account # \_\_\_\_\_ Code \_\_\_\_\_ Expiration Date \_\_\_\_\_

Authorized Signature \_\_\_\_\_ Name as it appears on credit card \_\_\_\_\_

Cancellation Policy: Full registration fees will be refunded if a written cancellation notice is received at O2WA office by 1:00 P.M. September 29, 2017. Email to [info@o2wa.org](mailto:info@o2wa.org) with cancellation and why you are needing to cancel.

# RepCo

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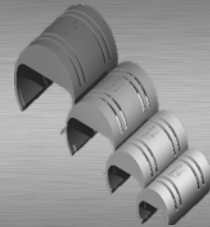
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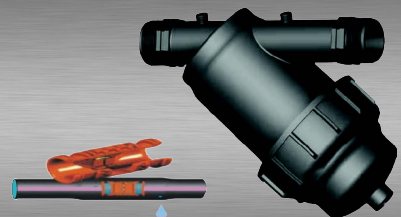
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